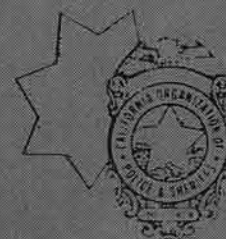
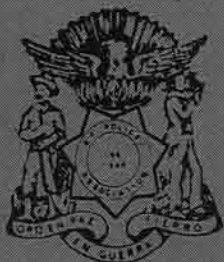
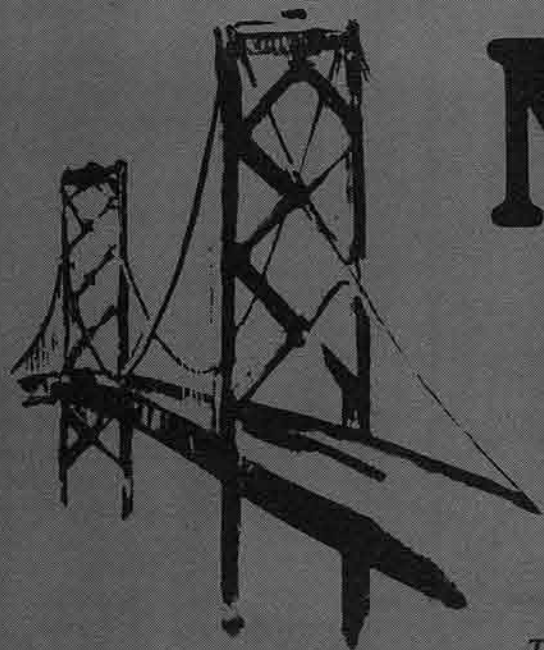


THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 23

SAN FRANCISCO, JUNE, 1991

204

NUMBER 6

San Francisco Officers May Have Claims For Overtime Pay

by Deborah Shibley,
Davis, Reno & Courtney

On March 29, 1991, an action against the City and County of San Francisco was brought by current and former City employees to recover unpaid overtime compensation and liquidated damages under the Fair Labor Standards Act ("FLSA"), 29 USC §216(b). The plaintiffs are represented by the firm Davis, Reno & Courtney and by the following employee organizations: Local 21, International Federation of Professional and Technical Engineers, AFL-CIO; Service Employees International Union Local 390, AFL-CIO; Service Employees International Union Local 250, AFL-CIO; Operating Engineering Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO; and the San Francisco Police Officers Association.

Be aware of your right to O.T. pay!

This lawsuit has been filed, in part, to secure overtime pay for officers who perform on-call duty for the department but have not been paid accordingly. (A general discussion of various Courts' decisions regarding on-call duty and FLSA overtime pay follows.) Additionally, it is possible that officers performing weekend rebooking duty, who have been compensated with straight compensatory time off, are also entitled to overtime compensation for this work at time and one half. If an officer believes, or is unsure whether, he or she is entitled to overtime compensation but has been denied such, he or she should contact the firm of Davis, Reno & Courtney, (415) 543-1900, for more information and assistance.

It is important for all officers who suspect they may be due overtime pay to make inquiries. This action is not a class action lawsuit, and as such, only the officers who "opt in" will be entitled to seek compensation. After talking with an attorney to determine if the individual officers' circumstances indicate FLSA overtime pay has been unlawfully withheld, the officer must then decide to "opt in" to the suit. This requires that the officers sign a form, provided by Davis, Reno & Courtney, which will notify the Court that he or she desires to become a party to this lawsuit.

Understanding the history of the FLSA

The Fair Labor Standards Act was enacted in 1938 to provide certain minimum wage and overtime protections to workers who are covered by the Act. Section 6(a) (29 U.S.C. § 206(a)) requires that employers must pay their workers at least the prescribed minimum hourly wage. Section 7(a) (29 U.S.C. § 207(a)) provides in part that employers must pay their employees at one and one-half times their regular rate of pay for hours worked in excess of 40 per workweek. The purpose of this "overtime" pay requirement was to fairly and fully compensate employees who are

forced to work long hours while providing economic incentives to employers to reduce the hours of work and to hire additional persons.

Not all employees were affected by the Act. Certain employees, including all employees of state and local governments, were simply not covered by the Act when it was originally adopted in 1938. Other employees, while covered by the Act, were exempted from its minimum wage and overtime provisions.

Finally, in 1985 the United States Supreme Court, in *Garcia v. San Antonio Metropolitan Transit Authority*, (1985) 469 U.S. 528 determined that state and local government employees were subject to the FLSA minimum wage and overtime protections. The Court concluded that states could successfully exert their influence in the political process to exempt or limit themselves in whole or part from the FLSA, and this, rather than the courts, was the proper vehicle for exclusion or limitation from FLSA provisions. *Garcia v. San Antonio Metropolitan Transit Authority*, supra, 469 U.S. at 553-555.

Officers may be entitled to FLSA coverage for on-call duty

Under the principles of *Garcia* and the application of the FLSA to state and local government employees, on-call status may be compensable as overtime if the employee's time is significantly circumscribed by employer requirements. On-call status that requires the employee to remain on the employers' premises or requires that he or she be able to return within a prescribed time frame may proscribe the employee's use of his or her own time to the extent that it no longer belongs to the employee, but rather to the employer, and is thus compensable under the FLSA. (29 CFR §§ 553.221, 785.17)

The two most significant exceptions to this general rule are employees who permanently reside on the employers' premises and are occasionally required to perform their duties during their off hours, and employees who are restricted to their barracks while attending academy training which is not compensable time under the FLSA.

Beyond these exceptions, determining whether an employee's time is sufficiently for his or her own use is based on the facts of each case. The United States Supreme Court has stated that if the factual analysis leads the Court to determine that the employee is "engaged to wait" rather than "waiting to be engaged" then the employee's waiting time is compensable under the FLSA. *Skidmore v. Swift & Co.*, 323 U.S. 134 (1944); *Armour & Co. v. Wantock*, 323 U.S. 126 (1944). Facts, such as whether the employee is allowed to consume alcohol during the on-call time, able to obtain a secondary job, or able to travel outside the immediate vicinity of the work place, are examined in determining

(See OT, Page 15)

Hang In There

by Gary Delagnes,
SFPOA Vice President

We on the Executive Board, as well as the Negotiating Committee, understand, and appreciate the membership's curiosity and concern in regards to our ongoing contract negotiations. It has been a new experience for all of us, but I assure you that we have done our homework and have come into these negotiations fully prepared. Very little information has been released to the membership up until now for one reason. We just don't want to get your hopes up too high until we have a better idea of what we will be able to accomplish.

We asked for many things in our original contract proposal, and I doubt we will be able to attain all of them, but we will make your life better, and we will be able to obtain things none of us ever thought possi-

ble before the passing of Proposition "D." We are still hopeful that we can reach an agreement with the City on a new contract at the negotiating table, but are not optimistic at this point. The very real possibility exists that we will have to seek resolution through the "Arbitration" phase to reach our objectives. We remain confident that we will win a majority of our proposals at the arbitration level.

The reason for our optimism is illustrated in the graph on page 13 that I have prepared comparing the 11 largest cities in California (by population). As you can see, and as I am sure you already know, we have fallen far behind in almost all key monetary and benefit categories. We feel an arbitrator will recognize this and rectify the inequities.

Without going into specific details about

(See HANG, Page 13)

Ordinance 114-90, "The Gift Of Time"

A Living Memorial To Sarah Whitfield

by Lieutenant Sylvia Harper
and Lieutenant Roy Hicks

In a recent edition of *The Notebook*, an appeal was published for donations of sick and/or vacation time to aid Sarah Whitfield. Sarah was the supervisor of our SFPD Payroll Division who was suffering from leukemia. Sarah had exhausted all of her own sick, vacation and in lieu time in her long battle with the disease. Sarah had helped so many people in the past that the response was immediate and dramatic. Many City employees volunteered over 1350 hours in their generous attempt to help. Donations ranged from 8 to 80 hours each. The SFPD had even apprised their membership of Sarah's situation and were standing by to give of their time also.

Alas, Sarah lost her long battle on May 14th. The kind offers of sick leave and vacation time transfers are being returned to donors with an explanation that they may either be rescinded or transferred instead to our Police Department's sick leave account.

It is a little-known fact that the Police Department now maintains such an account of donated sick/vacation leave time,

which is available to any Department member facing the same situation as Sarah — that of being catastrophically ill. To be catastrophically ill as defined by San Francisco Ordinance 114-89:

- You must have sustained a life-threatening illness or injury.
- This illness or injury prevents you from returning to work for at least 30 days; and,
- You must have previously exhausted all of your available paid sick, vacation,

(See MEMORIAL, Page 24)

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 July issue:
Monday, July 1, 1991

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Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. Thomas Bruton at 2:07 P.M., Wednesday May 15, 1991 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Trustees W. Hardeman & R. Kurpinsky excused. Past Presidents T. Green & O. Elvander present.

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

COMMUNICATIONS: Following donations received and acknowledged by the Secretary:

POLICE COMMISSIONERS JOHN KEKER AND PIOUS LEE — monthly donation of salary.

BILLS: Treas. Parenti presented the usual bills for benefits, salaries, taxes, etc. APPROVED.

Treas. Parenti reported the following deaths: ARTHUR P. WILLIAMS — Art was born in London, England in 1904, working as an electrician before joining the Department in 1934 at age 30. From the Academy, Arthur was assigned to Fixed Post Traffic, there for two years, Headquarters for a year, back to Traffic, this time Accident Bureau. Appointed a Sergeant in 1943, he was transferred to Park Station, from there to Southern, back to Traffic for 12 years, during which time he went to Northwestern Traffic Institute for six months, was promoted to Lieutenant in 1947. When appointed a Captain in 1957 he was transferred to Ingleside for a year, then to Solo Motorcycles for 3 years. Arthur was then sent to Ingleside remaining 3 years, to Northern for 1 year, Taraval a year, Southern for 4 years then to Supervising Captain where he stayed until his retirement for service in 1968 at age 64. Arthur received the following awards — 1937 1st Grade for apprehension of a Hit & Run Driver (personal

injury); 1943 1st Grade for rescuing two girls from the rip-tide at Ocean Beach.

CHARLES R. WIGINGTON: Born in Dixon, California in 1925, Charlie worked as a carpenter before becoming a member of the Department in 1947 at age 21. From the Academy to Ingleside for 3 years, Headquarters Company for 10 years, Crime Lab 3 years, Taraval 2 years before retiring on disability in 1965 at age 40. Charlie was awarded the following: Capt. Comm in 1952 for arrest of two escapees from Military Prison on Treasure Island; 1962 C/C for search & protection of the scene of a homicide; 1964 for the arrest and disarming of an insane person.

RESINSTATEMENT OF MEMBER: Motion Jeffery/2nd Sturken that CHARLES MAHONEY will be reinstated after payment of back dues and interest. APPROVED.

REPORT OF TRUSTEES: Mr. McIntosh, Security Pacific Bank, reported on Trust Account: At this time only have 15% of portfolio in common stock, would like this to be 25%, but will wait until the Market straightens itself out. Recovery will be slow due to high personal debt, leaving consumers less money to spend. Auto industry still in a slump, housing starts showing slight increase and it is these two that will stimulate the economy. He recommended sale of stock for an estimated gain of \$36,707, to be used in purchase of IBM. APPROVED by Trustees.

NEW BUSINESS: Pres. appointed committee to revise Constitution & By-Laws, if necessary, as new books need to be printed. All Trustees plus Treasurer & Secretary.

GOOD OF THE ASSOCIATION: Pres. Bruton set next meeting for 2nd Wednesday, June 12, 1991 at 2:00 P.M. in Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:45 P.M. in memory of the above departed Brothers.

Fraternally,
Bob McKee, Secretary

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POLICE POST #456 NEWS

by Greg Corrales

"In appreciation for your heroic efforts ... 'the Thunder and Lightning of Desert Storm.' Thank you, President George Bush. Thank you to all the men and women of the American Armed Forces ... the Army, Navy, Marines, Air Force, National Guard and Coast Guard. Thank you for defending the ideals your country stands for. And a special thanks to all your families and the sacrifices they endured. Thank you, America, for your support and encouragement of the allied forces who liberated our country. Our tears of gratitude are now mixed with our tears of grief and joy. We are eternally indebted."

The State of Kuwait and Its People

At our last meeting, on 14 May, Post 456 elected new officers, as well as delegates to the State Convention. The new officers for 1991-1992 are: Sergeant-at-Arms, William Parenti; Second Vice-Commander, Bruce McMurtly; First Vice-Commander, Jack O'Shea, and, I am proud to inform you, Commander, Greg Corrales. Installation of these officers will be conducted on Tuesday 11 June at the War Memorial Building. Elected as delegates to the State Convention in Riverside June 27-30 were: Al Aguilar, Richard Castro, Ted Connel, Greg Corrales, Bob Frier, Art Lockwood, Bruce McMurtly, Jack O'Shea, Jack Payne, Stan Sheld, Walt Watson, and Henry Zuniga.

On 18 May members of Post 456 were pleased to participate in the presentation

of the High School ROTC Awards at the Presidio Parade Grounds. We presented two medals to very deserving students from George Washington High School. It was gratifying to see so many "squared away" young men and women who participate in the ROTC program throughout San Francisco. Because of the yearly budget problems, it seems that the high school ROTC program is in constant jeopardy of being eliminated. It is of paramount importance that we make every effort to see that this valuable program is protected!

It was my honor to represent Chief Willis Casey at the Memorial Day services held at the Presidio this year. I wish you all could have seen how delighted everyone at the services was that Chief Casey and the San Francisco Police Department were represented. I received kind words not only from the many veterans organizations, but from the military and the citizenry that attended the ceremonies. It seems as though our new Chief continues to do almost everything right!

For those of you that are still in the Department, I am about to provide you with some very important information, particularly if you come into contact with the homeless. My good friend Dan Silva, a thrice wounded Vietnam Vet, is coordinating "Stand Down," which he describes as "Veterans helping veterans. A hand up, not a hand out for homeless veterans." Stand Down will be held June 28-30 at Woodrow Wilson High School. Among the free services provided for any and all homeless veterans and their families are: food, clothing, shelter, drug and alcohol treatment, drug and alcohol information, legal assistance, medical assistance, employment assistance, veterans affairs benefits information, food stamp/general relief information, and more. There will be free transportation provided from the East

(See POST, Page 15)

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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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:

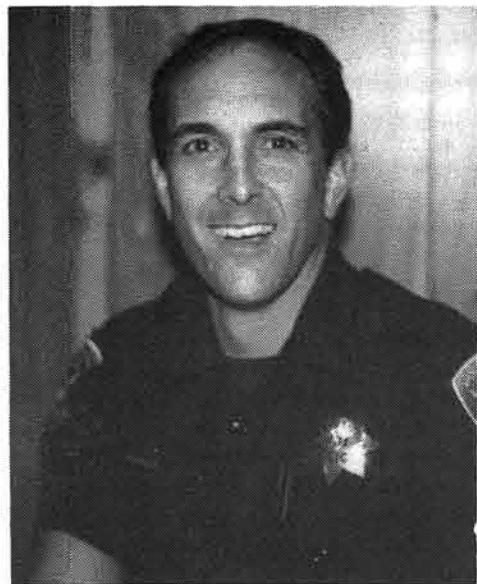
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- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

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FROM THE PRESIDENT

What's Happening

Our self-imposed deadline of May 31, 1991 has come and gone. What's going on? Is there a deal to be made? Is anything happening?

The answers to these questions are succinct. Not much! Perhaps! Yes?

Thus far through the negotiation process nothing of substance has occurred. The City, after receiving a week's extension on our self-imposed deadline to Monday, June 3rd (due to the Memorial Holiday), returned to the table on that particular date to provide counters to many of the remaining POA affirmative proposals which have yet to be addressed. Please realize that the POA placed 51 affirmative proposals on the table and, thus far, the City's negotiating efforts have been spread thin by concurrent negotiations with Firefighters, Airport Police and the Miscellaneous Public Employees' Unions. Now, however, the field has narrowed and the City will be concentrating their efforts on our negotiations. The Public Employees' Unions settled their dispute with the City in an 11th hour meeting with the Mayor and his Negotiating Staff on the evening of Monday, June 3rd — the date those Unions were asking the Board of Supervisors for a veto override of the Mayor's proposed wage freeze package. The Miscellaneous Public Employees' Unions cut a deal with the City that will prove a full dental program, a proposed collective bargaining ballot measure, arbitration for termination and discipline cases and the guarantee of their expected pay raises in Fiscal Year 1992-93. In other words, it may be a good deal for all concerned.

Perhaps we, too, can make a deal? On Friday morning, May 31st, Gary Delagnes, Vince Courtney and I met with the Mayor and Deputy Mayor Claude Everhardt to discuss Gary's recently completed wage and benefit survey and comparison of the top 20 California cities by population. Gary's survey (see story on page 1) clearly puts us, on average, 20% behind the other top agencies in California which translates into a monthly loss of approximately \$800 for a 4th year patrol officer. Gary provided the Mayor with these survey results. It was agreed to by the City and the POA that the impasse deadline would be extended to the Monday, June 10th meeting at which the City, hopefully, will provide positive movement to settle these negotiations and avoid arbitration. The POA has a bottom line and we're playing the "poker game" with all cards face up. It's the right approach and now the burden is on the City to bring its police officers back to a place where they rightfully belong — among the top paid Departments in the State — because you deserve it!

Dennis Tomason, chair of the Communications' Committee, will be keeping you posted as events unfold. Look for his bulletins.

Lastly, the tribute dinner, for the City employees who participated in Operation Desert Storm, sponsored by our Association and organized by Mary O'Shea and Associates, was a great success. The event was well attended and the entertainment was superb. Many thanks to all of our members who contributed and there are many. The POA salutes them all — Welcome Home.

Conducted by Steve Johnson

On May 4, 1950, Marie and Alfred Trigueiro had no idea that their newborn son, Alfred, would, 31 years after becoming a native San Franciscan, enter into one of the most difficult professions in the world and become a San Francisco police officer.

Young Al Trigueiro was raised in the Mission District, attended Mission Dolores Elementary School, graduated from St. Ignatius High School, received his Bachelor of Arts degree from Santa Clara University and a Masters in Business Administration from the University of San Francisco in 1988.

Al's career within the San Francisco Police Department has been distinguished by his adaptability to both patrol (Central and Mission Stations) and administrative challenges (Planning/Research and Narcotic Education Unit). Al was instrumental in the passage of Proposition A in 1988, a successful ballot measure sponsored by our department that now enables the City the opportunity to finance needed improvements at its 9 district police stations.

Officer Trigueiro was also a favorite of the elementary school children he taught while serving with the Narcotic Education Unit. Many of his students sent "thank you" notes to our Association during the week following the 1989 earthquake when members of our department worked many watches without relief.

In 1989, Al Trigueiro was elected Treasurer of the SFPOA. Al was the catalyst and later chaired the committee that sponsored a collective bargaining ballot measure. Al's efforts were instrumental in ensuring the passage of the measure (Proposition D/1990) and the next step was only logical — the author of the successful novel (collective bargaining) should write the sequel (contract). So Al ran for the Presidency of our Association and received an overwhelming mandate to represent our members' interests in all labor issues.

INTERVIEW

Who is Al Trigueiro?

Al: Al Trigueiro is not a complex person — he is a police officer who has the opportunity to represent his fellow officers in different arenas — City Hall, community meetings and at the department administration level.

Al Trigueiro, the person, has many interests — Al Trigueiro, the President, has but one . . . to obtain benefits for members of the Association.

Nevertheless, I feel I must apologize when I can't return a phone call right away. It's usually because I'm attending one of the countless meetings during a week.

Why did you choose to run for the presidency of the SFPOA?

Al: It was not an easy decision, nor was it my own.

I saw, firsthand, the price our former president (Michael Keys) paid during his administration as far as demands for the most precious asset of all — time, was con-

cerned, and I wanted to make sure I had the full support of both my running mates but, more important, my fiancée before I made a commitment.

My future wife, Moyra, agreed to support my bid and my compatriots (Delagnes, Dito, & Johnson) already knew of my plans for the Association and were ready to serve.

But I really felt I would have a good handle on the job (Presidency) because of my previous experience as Treasurer and my involvement in the politics and needs of our Association. There's no way Al Trigueiro could possibly address all of the needs of our membership. I must concentrate on the most important issues — negotiating a contract and I must depend on my Board of Directors to deal with other peripheral issues.

How do you answer critics who say you're not experienced enough to lead the 1991 SFPOA?

Al: I think I can respectfully stand on my record as far as experience is concerned. I was part of a committee which defeated a political ballot measure in 1989 (Prop K) that might have threatened our job scope had it passed. And I helped to spearhead the Proposition D (Collective Bargaining) campaign to a successful resolution even when the Mayor, Chief of Police and two major newspapers failed to offer their support.

I've paid my "dues" so to speak in many different arenas, especially when we were operating a proactive campaign (Proposition D) on a shoestring budget and it was necessary to rally the support of all our members to help lobby specific voting blocs of our city as target areas to "get out the vote."

This operation, by the way, was an outstanding tribute to our members and a tremendous display of teamwork at the grass root level of city politics.

I think we all learned a great deal — I found out what a great resource our members and their friends and families can be and must be.

Is the job (Presidency) what you expected?

Al: Yes and no. I knew beforehand that the demands would be phenomenal. I'm responsible to 1,750 active members, 700 retired members, I oversee a \$1 million operating budget, direct the two law firms we have on retainer, attend Police Commission meetings, serve on the Mayor's Disciplinary Task Force, serve as chairman of our Negotiating Committee responsible for providing a contract acceptable to all of our members and, in between, try to find some time to "stop and smell the roses."

I'm very fortunate to receive outstanding support from the members of the POA board of directors, many of whom are veterans in representing our officers before Management Control Division and the Office of Citizen Complaints, and others, who have been recently elected, will make excellent representatives in time.

What do you hope to accomplish during your term in office?

Al: First, to negotiate a contract that will substantially address both the economic

and environmental needs of our membership.

Economic, because we are still disgracefully on the lower rung of benefits state-wide compared to other major law enforcement agencies. Environmental, because our facilities, equipment and training are all in need of improvement for the benefit of the citizens we serve.

My second major goal is to work with the Career Development program Chief Willis Casey has initiated to ensure a timely and delineated resource for career enhancement.

Of course, there are many other issues at hand but none so important as benefits and career goals.

Do you see the role of the SFPOA changing?

Al: Yes, from reactive to proactive — Proposition D led the way in many respects — we are not only more accountable to our membership but we are becoming more involved proactively in community affairs. I am also pursuing the opportunity to improve our relationship with the department administration as far as having a better understanding between Chief Casey and his command and our Board of Directors in all matters of mutual interest.

What does Al Trigueiro think of the present leadership of the SFPD?

Al: More importantly, what does the present leadership of the SFPD think of our Association — we're changing the POA's direction to one of cooperation, away from a somewhat adversarial role we found ourselves leading towards — I would rather see cooperation within our meet/confer rights and obligations. Chief Casey's Mission Statement is pretty much in line with ours — he wants to put an emphasis back on fighting crime and improving morale and we would like to see the same accomplished with more training opportunities, better resources and appropriate compensation.

I respect the leaders of our police administration — they have a very difficult job maintaining order with ever-increasing demands — similar to what Al Trigueiro is trying to do at 510 7th Street.

What policy/procedure(s) of the SFPD

(See INTERVIEW, Page 4)

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Police Conduct

by M. Paganini, Co. D

Baily vs. National City, 226 CAL. APP. 3d 1319 (1991)

ISSUE: Can a police department prohibit a member from associating with a convicted felon.

ANSWER: Yes

DISCUSSION: Alan Bailey was a police officer with the city of National City. He was terminated based on alleged violations of the city's police department rules and regulations. One violation centered around rule 3.3 which prohibits police officers from continuous personal associations with felons other than as required to perform their official duties.

The court record held that Bailey violated the department rule by continuing his close personal friendship with one Eddie Smith, despite knowing Smith was a felon. Bailey continued this friendship even after he was told by his sergeant to cease associating with Smith. The court decision noted that the government may place limits on a public employee's constitutionally protected rights which could not be imposed on a private person. They said that police officers occupy a unique position that subjects them to an even higher standard of conduct than other public employees. Thus, the National City police department rule prohibiting continuous associations with felons was held constitutional. To conclude, Baily found himself fired for the rules violation.

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Career Development — The Time Is Now

by Con Johnson

In recent months I had the privilege and opportunity to work with a distinguished group of San Francisco's Finest in developing at Career Development Program. This particular group of approximately 30 individuals ("Committee") was selected by Chief Casey in order to reflect the diversified representation of our department's rank and file. The selection process, in itself, was only one intricate element in facilitating the Career Development Program.

Although the entire Career Development Program falls under the auspices of the Chief of Police, Captain Mike Hebel and Sgt. Dan Lawson had the indubitable responsibility in making sure that the aforementioned Committee remained focused on the primary objectives and strictly adhered to the designated date of completion. At the onset, the Committee members, who participated in the initial process, finally realized that attempting to keep said Committee focused on one objective as opposed to many was not an easy task to accomplish. Nevertheless, Captain Hebel and Sgt. Lawson thus far have tenaciously demonstrated their abilities to fulfill such an endeavor.

The primary objective of the Career Development Committee is to develop and implement a comprehensive and integrated program which will enable and empower a member to participate in a system where he or she can follow a clear and concise set of guidelines and/or criteria when encountering or contemplating career decisions. The Committee is also responsible for originating a logical mechanism insofar as to guarantee a fair and equitable method to assure upward or lateral mobility. This basis and new concept would be based on the individual member's dedication and commitment in improving and enhancing his or her own career. Furthermore, it is incumbent upon the Committee to analyze and evaluate all possible variables involved and the feasibility in such a program when determining the final recommendations to the Chief of Police.

The methodology and concatenation utilized in the beginning stages of the Career Development Program was a brainstorming process. The process consisted of defining the term "Career Development" by gathering information accordingly. This required the Committee, in consensus, to strike and alleviate the subject matter which was not conducive to the implementation of a comprehensive Career Development Program. After the completion of the aforementioned process, the Committee subsequently divided the gathered information into eight categories: (1) Training and Education; (2) Assignment Rotation; (3) Performance Evaluation; (4) Position Specifications; (5) Selection Process for Job Assignment; (6) Promotions (Testing and Assistance); (7) Advance Officer Position; and (8) Resource Center and Program Infrastructure. The Committee was later divided into several subcommittees. The intent of these subcommittees was to collect additional information and literature regarding their respective categories. The sub-

committees, in turn, would decipher, assimilate, and report their findings in a manner which was appropriate.

I would now like to take this opportunity to elaborate on some of the benefits we (the entire San Francisco Police Department) can gain from such a program. The implementation of a comprehensive and integrated Career Development Program would broaden and expand the opportunities for all members who so choose to explore new horizons and/or aspects of law enforcement. It would also eradicate stagnation throughout our department. For example, a member could receive specialized counseling from a Career Development counselor in areas such as promotional preparation, career planning guidelines, etc. A member would be able to obtain a training matrix in order to fulfill certain requirements and/or criteria prior to applying for a specialized unit, e.g., Narcotics Unit.

After being introduced to the basic concept of the Career Development Program, I decided to venture out on a station expedition in order to test the "waters of change," meaning that one's perception of change can be viewed as either the calmness of still water or the ferocious and fierce impact of a tidal wave. With that in mind, I arbitrarily conducted an unofficial survey of several officers to solicit their responses and feelings concerning a Career Development Program. I nonchalantly approached said officers, at which time I proceeded to give a brief overview regarding

the importance of such a program. To my surprise, a great number of these officers expressed their interest in the implementation of the above-mentioned program. However, an equal amount of officers became apprehensive, acidulous, and cynical to the idea of initiating a program. When I attempted to clarify the purpose of the program and how it would benefit officers, in general, one response I received was, "I don't want a Career Development Program if it's going to affect my present assignment." This officer's response was based on the premise of one controversial aspect concerning a rotation policy, which is only one of many elements pertaining to Career Development.

"Quid pro quo" (one thing in return for another) is a concept one must adopt in order to facilitate positive changes within our department. This is imperative because we must be willing to sacrifice a little so that we can reap the opulence of rewards.

In closing, the Career Development Committee will seek the support and acceptance of the P.O.A., who has a similar and parallel objective, and the O.F.J. in instituting and guaranteeing the success of the indoctrination of a comprehensive and integrated Career Development Program. In addition, the P.O.A. and O.F.J., as well as other interested parties, must have a hand in assisting the Chief of Police when it comes to shaping the San Francisco Police Department's future. The time is now

INTERVIEW

(Continued From Page 3)

would you like to see implemented, changed during your tenure in office?

Al: I would like to see our department try to facilitate members' duties and responsibilities by streamlining as many procedures as possible, (e.g. faxing 10851 reports, consolidating juvenile processing procedures all at YGC to expedite bookings, coordinate a centralized booking project with the SF Sheriff personnel to alleviate lengthy medical clearances for arrestees as well as limit police-prisoner contact to avoid possible confrontations).

I would also like to see our administration try to unfold the mystique of police work by allowing the media greater access to the job we do. And, I have serious concerns over our staffing levels, promotional schedules and training needs. Unfortunately, as "Chief for a Day," I must also realize the budget restraints our current administration faces. Yet, we can still accomplish many practical changes, enhancing the job environment at both patrol and investigative levels with just a little imagination and basic hard work.

What would you think of a mandatory rotation policy for all police personnel?

Al: Almost every major law enforcement agency in California already has such a policy, it's inevitable. We should try to make it the best possible, adding every contingency to enhance our working conditions across the board.

Nevertheless this will become part of our contract as we cooperate with the Career Development Program which is now requiring extensive background research and much input from our membership.

The POA has been touted as one of the most politically powerful organizations in

S.F. — do you agree?

Al: There's no doubt that we've (SFPOA Board of Directors) made some very pragmatic yet difficult political endorsements that have enhanced our (POA's) leverage over the body politic of San Francisco — pragmatic because we followed the recommendations of our Legislative committee and our membership through the Board of Directors.

Difficult because not all of the lobbying efforts were the most popular with many of our constituents, but the lobbying was necessary to maintain the membership's trust and approval in our recommendations. However, political decisions will always be necessary and they will always be difficult. We must keep in mind that our (POA's) previous success at the ballot box was due to the overwhelming support of labor in S.F., the endorsements of neighborhood clubs, and the members' participation. That's where the real power lies, with labor, the community and our membership.

Where will the POA be in the year 2001?

Al: I hopefully anticipate a fully-staffed police department with appropriate support services to make us what we've known for too long — the SFPD is the most professional law enforcement agency in California. The SFPOA will play a major role in this catharsis. Through successful negotiations, arbitration when necessary, we will have a contract worthy of the demonstrated professionalism the men/women of our organization deserve. What's the most aggravating part of your position?

Al: Finding the time to get out to the membership and just listen to their concerns.

What's the most rewarding part of your job?

Al: Just having someone say, "Thanks." Nothing else comes close.

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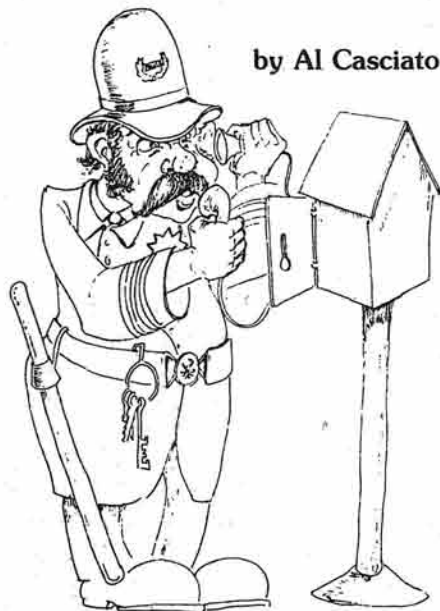
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AROUND THE DEPARTMENT

by Al Casciato



... Too Much Change???

The Management Development unit of the Civil Service Commission has been presenting several courses to the lieutenants and captains of the department one of which is called "Implementing Change."

The instructor, from a management consulting firm, told the attendees that a department our size could probably handle two major changes at any one given time; in order for change to be successful.

Well, how much change have we had lately?

- New chief
- Upper management reshuffling
- CPOP Program — changes in watch
- Tenderloin Task Force allocations
- Negotiating contract vs. setting by formula
- District boundary changes (proposed)
- New building construction at Hall
- Alleged budget restrictions impacting quality of life in stations and of the patrol fleet
- New headquarters at Hibernia Bank #2 Jones and you can probably think of a few more ...

There is Justice

Solo officer **Bob Bonnett** responded to our injury accident scene. After interviewing the victim with an injured leg Bob figured he had the story, which went something like this: "... I was walking across the street when this red car hit me and fled ...". After taking the fellow's name down Bob prepared to leave when a woman arrived at the scene. The woman asked if the victim was OK and then volunteered information that he was her son who had been dealing drugs and that one of the customers hit him with a car during an argument. Bob explained that he could not arrest him for drug dealing since there was no direct evidence. The Mom, undaunted, told Bob that he could arrest her son since he was a parole violator and wanted in a No Bail warrant.

Bob checked the computer with the name given to him by the accident victim but could find no warrant. The Mom said, "Of course you're not going to find a warrant under that name because his real name is such and such. Another check of the computer and bingo. So instead of SFGH it was a trip to San Quentin."

Births, Births, Births

Southern Station's **Dahlberg's, Lee and Debbie**, welcomed lil **Ann Marie** 7 lb., 15½ oz. 19½" long at 2:14 PM on April 12, 1991. Ann joins brothers **Brett**, 10 yrs., and **Bo**, 6 yrs., in keeping Mom and Dad on their toes. In fact, Lee promises to remind Ann Marie that she was three weeks late and made him use up his vacation, but somehow I think Debbie will remember more vividly. Smile ...

Third arrival for Investigations' **Denis and Diane O'Leary** on May 9, 1991. **Kristin**, 7 lbs., 21 inches, joined the

O'Leary clan at 8:46 PM. Sisters Bryanne, 8 yrs, and **Erin**, 4 years, were on hand to celebrate the new addition. Uncle **Brendan O'Leary** SFFD Arson Task Force was also on hand escorting Bryanne and Erin and doing a fine job of entertaining the lil ladies. **Denis and Diane** look forward to watching him entertain the trio.

Congrats and best wishes to all ...

What do **Inspector George Guglielmoni**, **Burglary, Sgt. Ron Martin**, **Co H, Commander Rich Shippy**, **III Division, Inspector Lou Ligouri**, **Special Investigators**, and **Lt. Tom Lang**, **Co E** have in common?

In 1957-58-59 while all were in high school they worked together as "bag boys" at the QFI Store in SSF. Their store manager was **Louis Armanino**, father of **Sgt. Bob Armanino** Mission Station.

Rumor has it that the "bag boys" had a very good time while at the QFI — but **Louis** is remaining mum on their activities.

Inspector Rick Bruce responded to the Trauma room at MEH to interview a shooting victim. The tale of woe went something like this: I was paroled at 3 PM and for some unknown reason someone shot me at 8 PM. The parole officer is presently considering violating the victim because he was shot in high drug activity area. Either way our friend was only off the taxpayers' account for five hours.

Be a donor

If you have a lot of extra vacation or are maxed out on S.P. please consider donating some hours to those fellow city employees who are terminally ill or injured. **Lt. Judie Pursell**, Communication Division, 553-1303 has volunteered to coordinate a bank of hours. Many past donors recently a message of thanks from **Sarah Whitfield**, payroll, who on her death bed was overwhelmed by the outpouring of help she received after her own S.P. hours ran out. Sarah, a single parent, leaves a 15-year-old son **Corey** — a trust fund has been set up for him. Checks can be sent to "Corey Whitfield," c/o Lt. Sylvia Harper, Personnel Division.

Bob Fitzer, curator of the Police Museum, is always searching for police artifacts — so before throwing anything out (and Bob means anything) — please call him at 553-1728.

Hall of Famers

Congrats to retired Commander **Ray Canepa** and former officer **Dr. Connie Louie, Ph.D.** who were inducted into the Galileo High School Hall of Fame on May 3, 1991.

Doc

Sgt. Forrest Fulton, of the Psychiatric Liaison Unit was awarded his Ph.D. in psychology from U.C. Berkeley's Wright Institute on Sunday June 3. You can now call him "Doc" and he will now refer to all the clients of the psych unit as his patients —

Congrats, **Forrest**, it was a long six years

Small Class Reunion

Several 7/11's were recently held up and the robbers were captured on video tape. As the tapes were circulated through the various units **Inspector George Nazzari** recognized one of the suspects as having been a classmate at St. Ignatius High in 1975. After the suspect was arrested, he was told that it was George who had ID'd him. He responded by saying, "S---, I took Algebra with him ..."

Toy Derby

Is retiree **Jack De Martini** leading the toy derby? A recent inventory of his warehouse in Nice, CA resulted in a count of 14 classic vehicles, three classic motorcycles (once a solo always a solo), and one boat. De Mar claims he's so happy and busy that he has a hard time realizing he's really retired. Keep having fun, Jack, that's what retirement should be.

Tracking Award

Mission Station's **Brian Normandy** and **Mike Androvich** came upon the scene of a hit and run at 17th - Folsom on the night of May 11. After inspecting the scene they determined that the suspect vehicle had blown a tire on impact and was leaving a trail in the asphalt as it fled.

Our trackers followed the trail to the unit block of Shotwell where they found the suspect busily changing the blown tire. **Brian** slowly rolled the radio car alongside the suspect as **Mike** rolled down the window and while sporting a big grin said, "Busted."

How Times Haven't Changed

The page one stories in the Examiner on June 1st and 2nd regarding the raids on two sleazy adult arcades are not a new subject. A very similar page one story appeared in the S.F. News-Call Bulletin Fri. Sept. 16, 1960. Big thanks to retired Inspector **Dave Toschi** for the article ...

Traditional Memorial Day Campaign

Many veterans groups are urging a return of the Memorial Day Holiday to the Traditional Day — May 30, regardless of whichever day of the week it falls on. Currently the Monday in which the week the 30th falls in is considered the day of obser-

vance in order to link a holiday into a 3-day weekend.

If you feel the same please write your senator and member of congress a postcard: Address as follows:

The Honorable _____
U.S. Senate
Washington, D.C. 20510

The Honorable _____
U.S. House of Representatives
Washington, D.C. 20515

Just write: Please make May 30th Memorial Day. Remember to put your name and address on the card.

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John Murphy
Will Tercero
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**Cops for Christ
Luncheon, June 20, 1991
12 Noon**

**This Month's Speaker
Retired Inspector
Jim Higgins**

Our speaker this month is Jim Higgins who retired four years ago after serving 39 years in the San Francisco Police Department.

Jim served in the U.S. Marines in World War II and was involved in fierce combat including hand to hand in Guam and Okinawa. Jim was wounded in action once.

After entering the S.F.P.D., Jim walked the beat in the old Fillmore District. Jim then worked in Narcotics, the Sex Crimes Detail and Robbery Detail.

Jim was the Co-Founder of "Cops for Christ" and will share his personal testimony.

The Cops for Christ Luncheon will be held at the Police Officers Association Building at 510 7th Street near Bryant Street. The cost of the luncheon is \$6.00. Please notify one of the below of your intention of attending. Bring a guest. Jim Crowley 553-1500, Ed Erdelatz 553-1148 or Dan Hampton 553-1101.



RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue

**Retired Inspector Paul A. Cavagnaro
aka Paul "The Man" Cavagnaro
A Legend In His Own Time**



My day started on a happy note a few days ago due to receiving a most welcome letter from a former Police Inspector and a dear friend of over sixty years. I know that just hearing the name will start many of his former police friends to start reminiscing.

There are so many things that come to mind when I think of "The Man." First and most important is the deep, precious love he had in his heart for his parents. The sacrifices and the pleasure that he denied himself were manifested in many ways. He was a devoted son and a man of the highest morals.

Paul loved all sports, with boxing being his main interest and first love, and next in line baseball gave him the most pleasure as a spectator sport. I can recall on Saturdays at Funston Playground in 1936, a group of players would show up, sides were chosen and we would play for a dime a man and you'd think we were playing in the world series; but a dime in those days would buy a milk shake. Getting back to Paul, he was always the last one chosen and would end up in right field and bat after the pitcher. His ability was limited, but as far as his determination and the effort he displayed he would be batting first in my book.

One thing about Paul is that you could always count on him to be in shape, as working out (to him) was like putting on his clothes in the morning. The results of these workouts were self-evident: he had the build of a Greek god. His clothing matched his appearance. All his clothes were tailor-made, including his shirts, which cost \$40.00 each. Paul is a native San Franciscan, having been born in the North Beach area on August 30, 1918. He attended Commerce High School and graduated in 1937.

This is not an article on Paul's police exploits, but, briefly, he was sworn in as one of San Francisco's Finest on May 19, 1947, and retired as an Inspector on May 7, 1977, spending most of his time in the Fraud Detail.

When Paul retired, two of our police reporters, Baron Mueller and Malcon "Scoop" Glover, wrote articles that referred to him as "Mr. Nice Guy." The person who was most instrumental in Paul joining the Police Department was a well-known and highly respected fight manager by the name of Joey Fox who loved policemen. Many of his close friends were from the police department.

When Paul decided to turn professional, Joey Fox became his manager. This was arranged by Ray Lunny II who was also managed by Joey Fox. Paul recalls with fond memories how he enjoyed seeing Ray Lunny II and his son in the ring and the grace and beauty as they performed. The Lunny Brothers were all top fighters in their days, not only fighting in main events but also fighting for the world light weight division championships. Ray Lunny II was so well-respected that Stanford University retained him as their boxing coach and he remained there for a quarter of a century.

The friendship and admiration between Joey Fox and Paul Cavagnaro was so deep and ever-lasting that Paul calls him the greatest fight manager that ever lived and a day doesn't go by that he doesn't take a few moments to relive the moments and memories and how much he misses his friend.

Paul grew up in the North Beach area which was an Italian colony. There were many athletes who went on to great achievements.

In baseball there was Dario Lodigiani, Dino Restelli, Vince and Dominic DiMaggio who were all close friends of Paul. In basketball we have perhaps the greatest player to ever wear the uniform and an innovator of the one-handed shot. Against Duquesne University, he scored 50 points in one game. He also has a statue dedicated to him. He was an All-American every year he attended Stanford University. Naturally I am writing about Hank Lusietti.

The first indication that Paul even thought about being a boxer was due to an old timer who lived up the street by the name of Paul DeMartini who fought under the name of Paul Martin. What impressed Paul was that this person, by boxing, was able to send one son through dental school and set up the other two sons in their own construction company.

Paul's great love for boxing blossomed as he recalls that one Christmas, his dad gave him a pair of boxing gloves. Paul always had them with him and would look all over the neighborhood until he found someone that would do a little sparring with him. This came to a sudden halt as when his opponents went home and the parents saw the blackeyes and bloody noses they would ball Paul's parents and complain.

While attending Commerce High School, he became close friends with Ritchie Shinn, also a prominent fighter in his day, also the Lunny Brothers and a Leonard Hodgson who was a member of the Olympic Club.

One day Paul was engaged in an altercation in school, and it was then that Leonard Hodgson saw his prowess. He took him to the Olympic Club to try out for their boxing team which was coached by the well-known "Spider Roche." Paul's first fight occurred in the Golden Gloves Tournament in 1937, but it may surprise some to know that his first opponent was a Pat Guglienini who real name was Pat Valentino. To this day they are the best of friends and have great respect and admiration for one another. Paul has many boxer friends, one being Tony Bosnich, a heavy weight who fought all the top contenders in his day. The night that Paul Cavagnaro made his debut, Tony Bosnich also appeared on the fight program. I am sure that a lot of you recall that the fights in those days were held at the Dreamland Rink which was at Post & Steiner Streets.

Paul won the Golden Gloves in 1940 and I am happy to report that I was there when they raised his hands as the winner. The same year he won the Diamond Belt light heavyweight division. Paul finally went down to defeat in Boston, Mass., in the Hearst All American Belt tournament. Paul was in his prime but like so many other outstanding athletes, his career was interrupted when the Japanese bombed Pearl Harbor. He enlisted in the Coast Guard and served our country with distinction and dedication for a period of four years. It was at this time of his life that he decided to turn pro. One thing that Paul is grateful for and cherishes is the wonderful friendships that he made and will always treasure.

The following is a list of these friends, and for anyone knowing the least little bit of boxing, I assure you that they were all top class boxers with three of them becoming world champions. The three were Freddie Apostoli, Bobo Olson, whom I see on occasions, and Tony Olivera. The list continues with The Lunny Brothers, Baby Arizmendi, Joey Giambra, Rocky Fumerelle, Little Tiger Wade, Ray Actis, Al and Del Citrino, Billy Luffrano and Victor Grupico.

A last insight on this person who I will refer to as "a Man among Men". He had four professional fights and then decided to call it a career as difficult as it was, but he honored his mother's wish and the promise he made to her and gave up boxing. I recall talking to Eddie Booker, who was a professional fighter and his only fault was that he was too good (a lot like Archie Moore) and the fighters of the time would just avoid them. In our conversations, Eddie would say his heart bleeds every time he thinks of Paul, as in those days there was a lot of talk about finding a white hope to become a world champion in the heavyweight division. Eddie thought so much of Paul that he was sincere when he told me that he really thought that Paul had that chance to become a world's champ.

Paul wants to extend his greeting to all of his friends and wishes to thank Jack Carpenter for his wonderful gesture in sending him a card with so many signatures of his friends. Jack is a fight referee and Paul spoke so highly of this individual. A special greeting also to Ray Actis whom I have had the pleasure of meeting and playing golf with on occasions. He is a member of our group, Saint Stevens. We have 35 members. The policemen in it are Joseph Engler, Mike Doherty, Joe Curtin, Tom Mulkeen, and Frank Hanarahan.

A little insight on Ray Actis is that he was Paul's father's favorite fighter and as far as being able to punch, he had no equal. I recall in 1947 I was playing ball for Oklahoma City, and we were on the train to Tulsa, Oklahoma for a series. I happened to run into a friend who invited me for dinner. There was a third party who joined us, and he was Billy Conn who could have become a world's champ but that is another story. When Billy Conn heard I was from San Francisco he told me, "You know, I fought this little guy named Actis and, of all the fighters I had ever fought, he hit me the hardest and that includes Joe Louis. Gee, that man could really punch and the power he carried was unbelievable."

A side note is that Paul and his lovely wife are looking forward to seeing Monsignor John Heaney who will be in Milwaukee on the 27th of May and has made arrangements to see Paul on the 28th and the 29th of May.

I had the pleasure of meeting Paul's wife and naturally it was in the Police Gym at Hunters Point Shipyards and as far as I could observe she is in wonderful shape and she is the type of person that after being with her and engaging in conversation for 15 minutes that you feel that you have known her all of your life.

Paul is still in good shape and at 72 years of age states that for a minute and half that he could go at top speed. In my condition I would be lucky to answer the bell.

Some history on Elm Grove, Washington, where Paul's wife comes from and where they are now living. The city of Milwaukee is only 15 to 20 minutes away. It measures three square miles but Elm Grove is a very unique place to live and the population is 6,700 inhabitants. It has been in existence for approximately 150 years.

There are four churches, each an authentic reproduction of a different architecture style. The fire department is manned by 15 fire fighters. They are well-respected by the locals. Somehow Paul's police background surfaced and they are using his driveway with radar guns pointed at on-coming traffic. Needless to say that many speeders are caught and the revenue to the city has increased immensely. Elm Grove has its cultural sources which includes a fully stocked library, a theater that has all the Broadway hits throughout the year and it has two large shopping malls that are only five minutes away from their home. They

(See CAVAGNARO, Page 10)

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Controller's Audit: City Workers' Compensation Costs Too High

by Mike Hebel, Welfare Officer

Wonder why the number of complaints about inadequate medical care for job injuries are rising? Concerned about physicians more concerned about returning you to work than returning you to health? Perplexed by the bureaucratic hassle if you select your own treating physician?

Part of the answer to these and other concerns about light duty, payment delays, and use of a very select number of "treating doctors", can be found in an Audit Report, dated March 31, 1991, prepared by the CCSF Controller's office.

Its major recommendations are truly startling. Read on.

Cost Rising

The audit concluded that San Francisco maintains an increasingly expensive worker's compensation program. Costs grew at a yearly rate of 13% for the past decade — almost double the 7% yearly rate of overall city expenditures, and nearly triple the Bay Area consumer price index for the same period.

The Audit's major findings were:

1. Medical costs increased at an average of 13% annually over the past decade.
2. City employees often net more money on industrial disability leave than when working, resulting in extended disability payments and increased medical costs.
3. There is inadequate monitoring of workers' compensation claims, resulting in unnecessary medical and disability payments.
4. Many City departments lack or refuse to implement limited duty assignments.
5. The City is ignoring pre-employment physical and psychological standards there by inviting greater numbers of industrial disability claims.

The audit asks — what is driving these cost so high and how can they be contained? The answer, surprisingly, is not that additional claims are being filed by City workers but rather the rising medical and disability payments associated with these claims.

Cost containment suggestions urge fundamental alterations in the City's workers' compensation program. They include: effective pre-employment physical examinations, safe work practices and training, remove financial disincentives for employees to return to work, develop comprehensive interdepartmental light duty programs, and alter the manner in which City employees receive medical care for job injuries.

Escalating Medical Costs

Escalating medical costs are the major factor contributing to increases in workers' compensation expenses. For FY 1981 to FY 1990 medical costs increased from \$4.5 million to \$14.4 million — a whopping 220% increase.

During this same period, disability pay rose from \$4.7 million to \$7 million — up over 40%.

Disability pay for police is up \$3.7 million from FY 82-83 to FY 89-90. The Controller blames this jump on 2 factors: salary increases averaging about 7% annually and the provision of full salary for public safety officer while recuperating from job injuries.

Says the Controller: Medical costs and disability pay must be contained! S.F. General Hospital

In 1972 the Retirement System responded to a flood of complaints about hospital care at SFGH for injured City workers by entering into a contract with the St. Francis Hospital.

San Francisco General Hospital administrators have expressed interest in providing medical care to injured City workers. The Controller is urging the Retirement System to rebid the workers' compensation medical contract.

Has SFGH improved its hospital care and general environment so as to regain the trust of City employees? I continually hear a resounding NO!

Take Away Full Pay Disability Leave!

That's what the Controller recommends the Board of Supervisors do! Because industrial disability pay is tax free, the Audit notes that disabled public safety employees (police, fire, paramedics) can receive an annual increase of 37% if off work on DP for a full year — this amounts to more than \$10,000. Employees can augment their take home pay by purchasing private disability insurance policies.

The City's chief administrative officer recently found that: "San Francisco's employees average 34 days from work for each disability claim, a rate 100% higher than the statewide average for local government employees."

According to the latest study conducted by the California Department of Industrial Relations, public safety officers spend more days away from work due to occupational injuries than any other job category. However, the nature of police/fire work mainly explains this finding. These two occupations rank very high in terms of danger, injuries sustained, and the seriousness of the injuries.

The Controller's Audit recommended: "The Mayor and Board of Supervisors should request the state legislature to amend the state law which gives public safety officers more net income when on industrial disability leave than when they do work."

400 Cases per Worker

State guidelines presently recommend that claim adjuster caseloads not exceed 200 cases. Historically, the Compensation Division has experienced workloads twice that amount.

The Police Department claim adjusters are Carl Morgan and Joe Unamun. While the subject of some complaints from police officers, they generally do a good job considering their enormous caseloads.

Light Duty Assignments

The audit noted that the Police Department has over 100 light duty positions while the Municipal Railway has none because a labor agreement precludes management from requiring injured workers to perform light duty.

The Audit concludes: "Limited duty assignments, commonly known as light duty, is a proven method for returning injury workers in a timely manner."

City Employment Hiring Criticized

"The City hires workers who have a greater likelihood of becoming industrial disability claimants because pre-employment physical and psychological standards are not established or not ignored."

With respect to the Police Department, it was poignantly noted that during the most recent recruitment for police officers, the Department hired for placement into the Police Academy 40% of the candidates who received a "D" grade (unacceptable for police work) on the psychological exam.

The audit boldly asserted: "San Francisco is hiring police officers that other police departments have already rejected

or would refuse to hire." It was noted that there was a demonstrated correlation between a police candidate's grade on this psychological exam and their actual performance as a police officer. The Civil Service Commission has recently approved a \$10,000 contract to study this situation.

The Audit urged the Police Department to maintain hiring standards pertaining to psychological test results consistent with those of most other California law enforcement agencies.

One From The Heart

by Gary Delagnes, Vice President

When you call a plumber to your home to fix your toilet it's usually going to cost you about \$50 an hour. Go see a shrink and that will run you about \$100 an hour. Hire an attorney to clean up a legal mess and that will run you \$150 an hour. God help you if you need a good doctor; that can run you up to \$200 an hour. Now if you have a fight with your husband and want him out of the house, but he won't leave, you call a cop. He or she is supposed to show up, clean up the mess, rehabilitate the couple, and make everything beautiful again, all for the low, low price of \$20 per hour. What a deal!

Many people say that cops are held to a higher level, that they are not in this profession for the money, but for the gratification they feel when they help their fellow man. Pretty realistic, isn't it?

Since I have become more involved in the POA I have seen the terrible toll that police work can take. I have done a lot of thinking about my own life and the profession that I chose these past few months, and never before have I questioned why I became a police officer more than I have recently. I think money is probably part of it. I'm sick and tired of working 10 side jobs a month to live in a decent house and go out to dinner every once in a while. But I think that really is a small part of it. There was a day I was so proud to say I was a cop. I was so proud to say I was a San Franciscan. But, as most of us know, those days are gone forever.

I think of the things that I have seen in 13 years. Things that no one else wants to look at or deal with. Things that we have all had to deal with. I don't know too many people that have had to look at a body lying on the ground with the head 20 ft. away. I don't know too many professions where you have to kick in a door and see a 50-year-old man raping a 12-year-old boy, or a mother sticking a burning cigarette into her screaming child's skin. How many people have to go inside the apartment of a person who has been dead for two months and, when you help the coroner pick up the body, have it explode. How many people have to look at the body of a 28-year-old woman who has just taken her life by jumping 30 floors from the Sir Francis Drake Hotel and then you're asked to notify her parents. Not pretty things to think about or look at. Things all of us

HOLY NAME GRAMMAR SCHOOL CELEBRATION

San Francisco's Holy Name Grammar School will be celebrating 50 years of Catholic education in the Sunset District on **November 10, 1991**. All of the school's alumni, families and friends are invited to celebrate with their classmates and neighbors on that Sunday afternoon. Watch your mail for details.

For more information or to provide a current address or telephone number, please contact the school at (415) 731-4077.

have seen and dealt with.

I thought a lot about John Blessing lately. Why he had to die and what he died for. We have all had to deal with the Rodney King questions. How can this happen? What terrible policemen. And we all think to ourselves that only another cop could understand why. That, as wrong as it was, we understand because most of us have been close. Close to snapping in frustration. And only another cop would know that Rodney King would be in trouble again, and again, and again! Count on it.

Nobody can tell me that this job can't destroy you. I'm seeing it now, as a good friend of mine will be leaving this department soon. I knew him 13 years ago in my Academy class and have seen what the job and the frustration has done to him. He is as great a guy now as he ever was, but he has lost his way and he is going to have to find his way back again. And you know what. In the end, other cops are the only ones who will give a s-t. And other cops will help him find his way back.

I think I am going to finish my two years as Vice President of the POA and then start thinking seriously about pulling the plug. I don't want to lose my way (and sometimes I think I am), because I care too much. Not about the criminal on the street, but about my fellow cops that so few people understand, or even care to understand. A lot of people that are not cops might think this article is sour grapes. I didn't write this article for anybody but other cops, because I think you all know what I'm talking about. We aren't perfect, but we are doing the best we can, trying to be an authority figure in the most liberal city in America. It ain't easy. My favorite movie was always "The Magnificent Seven". In the end Steve McQueen says to Yul Brynner, "Everyone wins but us. The villagers keep their crops and their homes, but we ride on." Yul Brynner replies, "The people win, but we lose. We always lose."

Sts. Peter and Paul

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POA Bulletin #91-45 Cathy McKulsky Cancer Fund And Public Campaign

Catharine Nelson McKulsky (Cathy) is the wife of Drug Enforcement Administration Special Agent Edward McKulsky. She is the mother of two sons, age 5 and 6 and lives in Northern Virginia. She is a former San Francisco Police Officer. Ed is also a former patrolman of the Oakland Police Department. In December of 1990 Cathy was diagnosed as having Stage II breast cancer (with positive lymph nodes) and underwent a modified radical mastectomy shortly thereafter. During surgery, doctors found 18 positive (malignant) lymph nodes. Ten or more positive lymph nodes indicate a high risk for recurrence of the cancer.

Cathy is currently undergoing intensive chemotherapy to treat her cancer. Her Prudential PruCare network approved oncologist states that, without an autologous bone marrow transplant (ABMT), there is a 50% chance that the cancer will recur within two years and an 80% chance that it will recur within five years. If her cancer recurs, it will likely be fatal with presently available technology.

An ABMT is a medical procedure in which bone marrow is removed from the patient and stored. The patient then receives higher dosage chemotherapy designed to eliminate all cancerous cells from the body. The patient's own bone marrow is then returned, increasing chances of a cancer-free life to about 80%.

Cathy has been evaluated for this procedure at the Duke University Medical Center in Durham, North Carolina and, because of her youth and superb physical and mental condition, she is considered an excellent candidate.

The treatment will cost in excess of \$150,000, of which medical insurance will cover \$100,000. The McKulsky family does not have this kind of money. Medical authorities acknowledge that stress is a very negative factor in cancer therapy. To help relieve financial worries so that Cathy can concentrate on her cure, a group of concerned citizens has formed a coalition called the Friends of Cathy McKulsky. The purpose of the coalition is to raise the funds required to pay for Cathy's treatment. The initial goal is only \$50,000. Any excess funds will be donated to continue this fight by Cathy. We hope to focus national attention on the plight of the McKulsks and others in similar circumstances to cause changes nationally in health insurance coverage so others do not have to go through this same experience. The McKulsks have already initiated some activities in support of this goal.

Please contribute what monies you can to the:

Cathy McKulsky Cancer Fund
13115 Tingewood Court
Herndon, VA 22071

Are You Adequately Insured Against The Uninsured Motorist?

by Dale Allen

It is estimated that there are 20,000,000 automobiles on the road in the State of California today. Of those cars, it is further estimated that 30 percent are uninsured. What happens when you are involved in an automobile accident with a negligent uninsured motorist? Your only recourse for recovery is contained in your own insurance policy under Insurance Code § 11580.2.

The Uninsured Motorist Act Set Forth In Insurance Code § 11580.2

The legislature initially adopted this law in 1959 and has since amended and updated it over the years. This law requires every automobile liability insurance policy issued or delivered in California to include uninsured motorist coverage, a type of bodily injury insurance designed to compensate the insured, you, for damage inflicted by a financially irresponsible motorist unless expressly waived. The term "uninsured motorist" does not appear in the law, but is a shorthand substitute for the statutory phrase "owner or operator of an uninsured motor vehicle."

The coverage, for which an additional premium is charged, insures the insured, his heirs, or his legal representative for all sums up to the statutory minimum that he or they, as the case may be, may be legally entitled to recover from the uninsured motorist as damages for bodily injury or wrongful death. The minimum coverage limits are \$15,000 for one person in one accident, and \$30,000 for two or more persons in any one accident. "Bodily injury" includes sickness or disease, and death resulting from either.

The insurers liability, that is the insurance company, derives from and is contingent on your legal right as an insured to recover from the uninsured motorist as determined by the general principles of tort law. In other words, if the uninsured motorist has committed the negligent act, then you as the injured party are entitled to recover. By this law, you then are protected and can recover up to the amount of insurance you purchased against injuries and damages inflicted by someone not insured.

In 1985, the California legislature required that all policies including uninsured motorist coverage must now also include under-insured motorist coverage. Under-insured motorist coverage means that if an insured person is injured or damaged to the extent that recovery exceeds the amount of insurance carried by the negligent party, the remaining amount can be recovered against the injured party's own insured policy. By this law, the legislature closed a loop-hole where, for example, the catastrophic type injury occurs yet the negligent party carried the minimum amount of insurance required by California Law. Despite the nature of the injury and the liability of the negligent party, the injured party was limited to a recovery of the minimum amount.

There are certain limitations as to when an uninsured motorist claim can be made. In order to curtail fraud, if the uninsured motorist is the owner or operator of a hit and run vehicle who fled the scene, the injured party must report the accident within 24 hours to the local police or highway patrol and file a written claim under oath with his or her insurance company within 30 days of the accident. If the claim is for a hit and run vehicle there must be physical contact between the two vehicles in order for the claim to qualify. If the unknown or "phantom" vehicle merely forces the injured party's vehicle off the road, without physical contact, there is no coverage.

Another favorable aspect of uninsured motorist coverage allows for an injured party to recover even if the injury occurs while riding in a friend's car that is involved in an accident with an uninsured vehicle. The claim can be made under both your own policy as well as your friend's. A wife or

(See MOTORIST, Page 16)

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Right Here In River City

by Bill Hemby,
COPS Legislative
Advocate



Cops Are on Trial at the Capitol

The fallout over the L.A. incident just keeps on rolling. I was in Senate Industrial Relations Committee recently, testifying on improving our cancer presumption law, when committee chairman, Senator Bill Greene (D) L.A., tore into me over the Rodney King incident. The remainder of my testimony resulted in defending police actions, not police cancer.

In the meantime, several bills are being heard "dealing" with the L.A. incident. All of these bills are bad for police officers, and in this current climate of "police bashing," may have a good chance of passage.

The worst is Senate Bill 1261, by Senator Ed Davis (R), Northridge. Senator Davis was, years ago, Police Chief of Los Angeles, as well as a past president of the Los Angeles Police Protective League. Something must have gotten lost over the years, because Ed Davis is no friend to rank and file law enforcement officers.

Under the Davis bill, every uniformed cop must immediately restrain or arrest another cop whom he or she observes engaging in felonious use of force. If you don't — it is a felony.

It gets better — every police officer who has actual knowledge as to the felonious use of force by another police officer has to immediately report that use of force to the appropriate authorities. If you don't — it is a felony.

The bill goes on to say — "Any peace officer engaging in the felonious use of force, who fails to immediately adhere to the order of another uniformed peace officer to cease and desist is guilty of interference with a peace officer under color of law . . . a felony."

Davis explains "felonious use of force" as: "force that both clearly exceeds the force necessary for a peace officer to legally arrest or subdue a suspect." And that comes from a conservative Republican lawmaker!

Now imagine just what OCC can do with that? Can you see yourself at the next public disturbance, the front line is fighting off the demonstrators while the back line is arresting the front line! It's kind of like, "Hit a Crook - Go To Jail!"

Assemblyman Bill Ferguson (R) Newport Beach, another conservative Republican, has Assembly Bill 183 which reads: "a law enforcement officer present at the place of a lawful or an unlawful assembly who willingly and knowingly uses pain compliance techniques upon any person assembled whose participation in the assembly is passive, is guilty of a misdemeanor." You can pick them up, but if it hurts — you are in trouble. Bill Ferguson is worried about pro-lifer demonstrators being hurt when they picket the local Planned Parenthood shop.

Then there is AB 1114, by Assembly member Archie Hudson (D) L.A. This bill says: "Every peace officer has a continuing duty to abate and report any and all violations of . . . (the Penal Code) . . . which are enforceable by that peace officer, and this duty includes, but is not limited to, situations where those laws are violated by other peace officers. Any violation . . . shall be presumed to be negligent behaviour on the part of that peace officer unless rebutted by clear and convincing evidence that his or her action or failure to act was reasonable." AB 1114 also allows an action for damages against the peace officer for violating these provisions. As you can see, it is not a fun year for us at the State Capitol.

Craig Condemnation

by Gary Delagnes

Anyone who knows me is aware of the fact that remaining quiet on certain issues has never been a strong point of mine. I have remained uncharacteristically quiet for the past few months about Commissioner Gwen Craig because I didn't, in any way, want to hurt Rich Cairns' chances before the Police Commission.

I attend the weekly comedy show at the Police Commission every Wednesday night. The usual routine features John Crew, and his band of radical idiots, attempting to dictate policy for this Police Department. I can think of no other city in this country that would give the credibility to the likes of John Crew that he enjoys in S.F. I have been intrigued with Commissioner Craig since the first time I was introduced to her, during Gorbachev's visit to S.F. When introduced I noticed she was wearing a figurine of Lenin, the father of communism, on her lapel.

Since that time I have become disgusted with her apparent open contempt for police officers in general, while sitting on a supposedly unbiased Police Commission. Craig's completely unwarranted attack on myself, Jim Deignan, and the new P.O.A.

Executive Board in an interview she gave with a gay newspaper only exemplifies her obviously preconceived conclusion that all police officers are barbaric homophobes who cruise the streets of our city searching out homosexuals to harass and beat.

Her behavior during the Rich Cairns' hearing, cumulating with her self-serving political tirade at the conclusion, was a disgrace. It was so obvious from the start that Craig had made her mind up long before the hearing that Rich Cairns was guilty. Gwen Craig is guilty of violating everything she claims to represent. A pre-determined belief that all cops are the same, that all cops are homophobic, and that all cops are enemies of the gay community. She has done more to damage relations between the Police Department and the gay community than any cop every could. That Gwen Craig is allowed to sit in judgement of any police officer contradicts everything the Police Commission supposedly exemplifies. I, for one, call for her immediate removal from the Police Commission. But then, when did anyone at City Hall listen to a cop? We are just the pawns they use to play their little political games and further their own political careers.



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An Open Letter To The
SF Police Commission

We are severely distressed over your recent decision to discipline Captain Richard Cairns by sustaining a complaint filed against him, the origin of which was all too predictable considering the circumstances in which Captain Cairns had been placed overseeing a demonstration by members of "Act Up/Queer Nation", organizations intent on acts of public disruption to draw attention to their cause.

We believe it is time to end the hypocrisy demonstrated by selective interpretation of our department's rules and procedures simply to further the political agenda of some which, once again, has resulted in the unfair and unnecessary imposition of discipline.

We are of the understanding and, in total agreement, that police officers throughout the nation must be held accountable for their actions — however, it appears to us that a police officer in San Francisco must also be held accountable for the actions of others!

And that just isn't fair.

Al Trigueiro, President SFPOA
Gary Delagnes, V.P. SFPOA
Steve Johnson, Secretary, SFPOA
Phil Dito, Treasurer, SFPOA
Ray Benson, Chairman,
Legislative Committee



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The California State Automobile Association, in conjunction with the San Francisco Police Department, presented 32 police officers with the "10851" award, for their superior efforts in the recovery of stolen vehicles. The department recovers over 90% of the automobiles reported stolen in San Francisco.

The officers were honored at a ceremony held on Monday, June 10 at 11 a.m., at the California State Automobile Association, 100 Van Ness Avenue. The awards were presented in the third floor conference room, followed by lunch at noon.

Eleventh Award
Off. Eugene Yoshii #1728

Co. C

Tenth Award
Off. Mike Bolte #1225
(Also 8th & 9th Award)

Co. C

Eighth Award
Off. Theodore Tarver #2106
Off. Barbara Brewster #177
Off. David Fontana #1570
Off. Patrick Tobin #938
Off. Edward Cheung #960

Co. C
Tactical
Tactical
Co. H
Co. D

Seventh Award
Off. Michael Burkley #1052
Off. Rene Guerrero #301
Off. Ralph Kugler #1402
Off. Paul Lozada #389
Off. James Boyle #767
Off. Tom Craig #1175

Co. D
Co. D
Co. C
Co. C
Co. H
Co. A

Sixth Award
Insp. David Oberhoffer #1206
Sgt. David Roccaforte # 1943

Night Investigation
Co. F

Fifth Award
Off. Richard Pate #1352
(Also 3rd & 4th Award)

Co. D

CAVAGNARO

(Continued From Page 6)

are only a short distance away from all the services that one may need.

Elm Grove still remains a unique and beautiful small city and, as the case is in most small cities, the people are very friendly and always ready to help a neighbor in distress. Paul, your friends wish you and your charming and lovely wife a world of continued happiness along with good health and may you continue to live each day to its fullest as no one promises us a tomorrow.

Thanks for letting me interview you and you are indeed a legend in your own time. If anyone is interested in writing to Paul, his address is 12415 Walnut Road, Elm Grove, Wisconsin 53122.

It has been and will continue to be my policy that I always send a rough draft to the person that I am featuring and it is up to him to delete or add anything that he wishes.

This was done also on the article featur-

ing Paul Cavagnaro but the below thoughts are what he wants to bring to everyone's attention.

There was one very important memory that he recalls from his police days and that would be that he worked with the most wonderful partner in the Fraud Detail by the name of James Mullan. He was a superb individual, talented in many ways and with a wisdom unsurpassed. He is such a wonderful, gifted man and to have been so fortunate as to have had him as a working companion makes for happy memories. They come about naturally when harmony reigns supreme.

In closing, may I take the time to repeat a baseball poem written by George E. Pahir many years ago.

"How dear to my heart was the old fashioned batter who scattered line drive from spring to fall. He did not resemble the up-to-date batter who swings from his heels and then misses the ball. The up-to-date batter, I'm not very strong for; He shaved the ozone with all of his might. And that is the reason I hanker and long for those who doubled to left and tripled to right. The old fashioned batter The eagle eye batter, The thinking man's batter Who tripled to right or "We used no mattress on our hands No cage on our face We stood right up and caught the ball with courage and with grace

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3. Develop information which results in the identification of a theft ring and subsequent arrest of two or more suspects, and the recovery of at least 10 vehicles.

San Francisco Police Chief Willis Casey presented the officers with a plaque and a tie tack replica of a California license plate bearing the numbers "10851." These numbers refer to Section 10851 of the California Vehicle Code that defines and prohibits auto theft.

Sgt. Keith Sanford #1414	Co. H
Fourth Award Off. Alan Phillips #645 Off. Daniel Mahoney #1616 Off. Neal Griffin #1118	Co. F Co. E Co. A
Third Award Off. David Goff #1465 (Also 2nd Award) Off. Robert Gin #714 Off. Christopher Knight #1398 Off. Mary Tennenbaum #96	Co. F Co. E Co. C Co. H
Second Award Off. John Conefrey #263 (Also 1st Award) Off. Thomas Lovrin #2235	Co. F Co. I
First Award Off. Garret N. Tom #1521 Off. Justin Madden #1708 Off. James K. Wong #2183 Off. Clifford Java #795 Off. Frank E. Lee #1179 Off. James Garrity #2156 Off. Michael McEachern #83	Co. F Co. G Co. C Muni Co. C Co. A Co. H

Rebecca
Fund

Officer David Wright recently suffered the tragic death of his 16-year-old daughter, Rebecca. A Perpetual Fund is being established by the officers of Ingleside Station to cover the resulting expenses of the funeral. It is hoped that the "Rebecca Fund" will be a perpetual memorial to officers and their families who may be in need of financial assistance during emergency situations.

Donations are being solicited from our members and from the general public alike; all contributions should be mailed directly to the SFPD Credit Union. Checks should be made out to the "Rebecca Fund."

Members who would be interested in serving on the committee to administer the "Rebecca Fund" should contact Lt. Bruce Marovich at Ingleside Station.

Citizens interested in making donations should direct their contributions to:

The "Rebecca Fund"
c/o SFPD Credit Union
2550 Irving Street
San Francisco, CA 94122

The following poem was written by Lt. Marovich in memory of Rebecca.

Rebecca
A child is born
Joy given as only they can
Innocence personified
The reason for living
She's gone
To another place, mournfully
Realization the hardest of all
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In memory she shall forever be
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Caption, Caption... Who's Got A Caption?

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

(Photo submitted by Gino Marionetti)



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Medals of Valor

SILVER MEDAL OF VALOR

Officer Miguel Granados

In May of 1990, while working alone, Officer Miguel Granados responded to a call of domestic violence at Mission and Capp Streets.

Officer Granados, who is fluent in Spanish, was met there by three women yelling in Spanish that their father was threatening to kill himself and their mother. He immediately called for backup and entered the residence without regard for his own safety.

Upon entering the kitchen area, Officer Granados noticed several persons including some children. He noticed a large male standing behind a woman who was seated in the rear of the kitchen and upon observing Officer Granados, the male produced a large knife, grabbed the female and violently stabbed her several times in the head.

While the other persons fled the room, Officer Granados moved towards the suspect and only when all other persons had exited the room, he drew his service revolver. While the suspect used the victim as a shield and continued to stab the victim, Officer Granados remained calm and within seconds carefully weighed this dangerous situation until he was able to get a clear shot at the suspect. At that precise moment, he fired one shot, striking the suspect in the face and allowing the victim to escape the brutal attack.

The victim was treated for numerous stab wounds and the suspect, who has a history of violence, was treated for a gun shot wound and booked for attempted murder.

With total disregard for his own safety and only seconds to assess this deadly situation, Officer Granados fired only one shot, striking the suspect, which ended this violent situation, clearly saving the life of the victim.

For these actions, he is awarded the department's second highest award, the Silver Medal of Valor.

BRONZE MEDAL OF VALOR

Officers Mario Machi and Jerome DeFillipo

In May of 1990, Officer Machi and Officer DeFillipo responded to a call of a man with a gun at the Army Street Housing Project.

The officers separated and began searching for the suspect, and shortly thereafter, Officer Machi observed one individual holding a shotgun while talking to a second subject seated in a vehicle. Officer Machi then drew his revolver, identified himself and ordered the suspect to drop the shotgun.

The armed suspect immediately turned toward Officer Machi and aimed a fully loaded cocked shotgun at him. With innocent bystanders in the line of fire, Officer Machi opted not to fire but took cover and called for back-up while covering his suspect.

Officer DeFillipo immediately responded from his location, pointed his shotgun at the aimed suspect and ordered him to drop his weapon, which he did. At this time, the second suspect exited her vehicle and, while yelling obscenities, approached the officers in a threatening manner, refusing orders to stop. This second suspect then jumped at Officer DeFillipo, grabbing the barrel of his shotgun and a struggle ensued for control of the shotgun. Officer DeFillipo was able to retain possession and control of the weapon until additional officers responded and assisted in controlling and arresting the suspects.

For their actions in successfully disarming these dangerous persons and completing their arrest, considering the safety of others, they are awarded the Bronze Medal of Valor.

Officers Robert Tayac, John Newman and James Garrity

In August of 1990, Officers Tayac and Newman received radio information of a

shooting at 7th and Market Streets. The officers, anticipating the suspect's direction of travel, headed toward Jones and Golden Gate where they were joined by Officer James Garrity, who was also working in uniform. As all three officers neared the intersection, they received further information that the suspect had disarmed and shot two security guards. They were also told that a man matching the description of the suspect had just run into the far corner of the lot where they were now located.

As the officers entered the darkened parking lot, advancing, they saw movement at the far side and as they reached the midpoint of the lot with no cover or concealment, the suspect confronted the officers by raising his weapon, pointing it alternately at each officer and shouting unintelligibly.

As the suspect continued to ramble incoherently, the officers attempted to talk the suspect into dropping his weapon but he refused.

The officers advanced slowly to within several feet of the suspect as one officer verbally distracted him while the other two moved to advantageous positions. At this point, when confronted by the bold and courageous actions of the officers, the suspect dropped his weapon and was immediately taken into custody by the officers without further incident or injury to anyone.

For their actions, they are awarded Bronze Medal of Valor.

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HANG

(Continued From Page 1)

our proposals one can obviously see our areas of emphasis from the chart below. As you can see on the chart we are relatively competitive in Base Salary when compared to the other cities in my survey. Where we have fallen way behind are in the next three categories. The second column you see is labeled "Retirement Pick-up." If

you have ever noticed in your pay stub you contribute about \$270 per month towards your retirement. Most cities pick up all, or a portion of that amount for their employees with the exception of L.A. which makes up for it by paying their police officers a higher base salary. The next column refers to how much each city contributes for each officer, and his family, monthly, for a medical/dental plan. As you can see, the norm is about \$400 per month so we have fallen way

behind in this important area. The third column refers to POST pay incentives that just about every other city in the state pays. Most of the members in our department would qualify for either an Intermediate or Advanced Post certificate which is based on a combination of time in the business and education. I have based my figures on the highest POST award given in each surveyed city. The final column adds the base pay, along with the Retirement P/U, along with the full family Medical/Dental

package, and finally the POST pay. The final column shows the amount of the full package each city offers. I am sure you can see how far we are behind and can see the reason for our optimism. If we did not have Prop "D" there would be no negotiations, nor would we be getting a raise this year with the inclusion of Fresno and Sacramento in our formula. All of your questions will be answered in the next few months, so please be patient and have faith in us.

PAY RANGE CHART

IN ORDER OF POPULATION (TOP STEP SENIOR PATROLMAN)
(FIGURES BASED ON MEMBER UTILIZING MED/DEN FOR FAMILY)

City	Population	Base Pay (Top Step Patrolman)	Retirement P/U Paid By City	Medical/Dental Paid By City	Top P.O.S.T. Incentive	TOTAL SALARY PACKAGE	
(1) LOS ANGELES	3.5 MIL.	\$4137	0	\$400 (Monthly)	\$200	\$4737	per month
(2) SAN DIEGO	1.1 MIL.	\$3571	\$232	\$150 (Monthly)	\$107	\$4060	
(3) SAN JOSE	791,000	\$3990	\$180	\$400 (Monthly)	\$288	\$4858	
(4) SAN FRANCISCO	726,000	\$3650	0	\$162 (Monthly)	0	\$3812	
(5) LONG BEACH	439,000	\$3438	\$293	\$433 (Monthly)	\$260	\$4424	
(6) OAKLAND	376,000	\$3823	\$200	\$455 (Monthly)	\$191	\$4669	
(7) SACRAMENTO	374,000	\$3158	\$284	\$467 (Monthly)	\$672	\$4581	
(8) FRESNO	367,000	\$3700	\$259	\$356 (Monthly)	\$185	\$4500	
(9) SANTA ANA	300,000	\$3660	\$256	\$400 (Monthly)	\$642	\$4936	
(10) ANAHEIM	273,000	\$3758	\$263	\$400 (Monthly)	\$451	\$4872	
(11) RIVERSIDE	230,000	\$3346	\$233	\$400 (Monthly)	\$334	\$4313	

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Jurors Needed

The National Institute for Trial Advocacy, "NITA" is seeking jurors for a set of mock trials that are being conducted at Boalt Hall School of Law on the campus of the University of Berkeley, on Bancroft Way just below Piedmont Avenue.

This is an excellent opportunity to observe the legal system as it really works. Past jurors have enjoyed the experience a great deal. For law students and potential trial lawyers this is a unique opportunity to observe a criminal and civil trial and to discuss trial tactics with highly experienced trial lawyers and judges from across the country.

Since 1972, The National Institute for Trial Advocacy "NITA" has been conducting highly successful trial advocacy training programs. Now in its third decade of nationwide advocacy training, NITA's trial advocacy training program has been acclaimed as the most effective form of teaching ever developed.

You are invited to participate on one or both days. Lunch and \$15 will be provided each day for your participation.

The dates are Thursday, June 20, 8:30-3:30 and Friday, June 21 8:30-3:30.

If you are interested, please call: NITA Program Coordinator; 658-5670 (9 a.m. - 4 p.m.) - 653-2882 FAX.

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Sheriff's Department Bans Smoking At San Francisco County Jails

Beginning Wednesday, May 29, 1991, San Francisco Sheriff Michael Hennessey has designated all Sheriff's Department facilities, offices and vehicles as smoke-free environments.

The smoking ban applies to every sworn or civilian person working in or visiting the county jails or any other Sheriff's facility or office.

County Jail prisoners were notified of the smoking ban several months ago, allowed to purchase progressively less tobacco from the commissary, and allowed to smoke up to May 29th.

Staff will be permitted to smoke outside Sheriff's Department buildings during break periods, but may not smoke while supervising outside work crews or transporting custodies. Jail medical staff will assist inmates who may have difficulty during the transition period, and the City's Employee Assistance Program has pledged to help any Department employee who requests it.

Prior to implementation, the complete

policy was posted at each Department facility, in staff and prisoner areas.

"While there are many reasons to create smoke-free public environments," stated Sheriff Hennessey, "our primary motivation can be summed up in one word: health. The Surgeon General and the American Cancer Society agree that over 390,000 Americans die each year from tobacco related illnesses — over 1,000 people per day!

"Repeated warnings to the nation about the physical health dangers of smoking tobacco are now made even more urgent by the well-documented dangers of secondary smoke. While less visible, recent research has also proven secondary smoke to be deadly, especially to children and pregnant women.

"The time has come for all public and private sector employers to take a firm stand for their employees' lives and ban smoking and the use of all tobacco products."

D.A. Charges Alleged Fortune Tellers

San Francisco District Attorney Arlo Smith recently announced charges against Nancy Marks and Laura Marks for fortune telling and grand theft following a police undercover operation. A member of the San Francisco Police Department posed as a customer of the two women who were operating out of two separate locations at 2194 19th Ave. and 6120 Geary Blvd.

"Cases like this are especially troublesome because they are rarely reported to the police," D.A. Arlos Smith stated. "Suspects often target people who do not speak English and reach them through ads placed in church bulletins. The approach used is aimed at the perceived weaknesses and vulnerabilities of the intended victims.

"It was largely through the efforts of the San Francisco Police Department's Fraud

Detail and its Lieutenant Alan Mould and his special investigative section that we were able to put this case together," D.A. Smith said.

The defendants were arraigned on Mon., May 20. It is alleged that the defendants asked the victim to provide items such as a photograph, ribbons and underwear as part of the fortune telling process.

This investigation followed the receipt of a number of complaints that a number of fortune tellers had defrauded customers by charging them increasingly large sums of money for promises of a better life.

If any person believes that they have been defrauded by a fortuneteller, they are urged to file a police report with the Fraud Detail of the San Francisco Police Department or urged to telephone the D.A.'s Consumer Fraud Mediation Unit at 553-1814.

Tribute

Tom Flippin, Editor
SFPOA Notebook

At a time when police have come under much criticism, I thought you might like to know there are still places where people are. I am therefore enclosing an article appearing in the Sonora Ca. Union Democrat of Tues. May 14, 1991.

Sincerely,
Robert L. Gerner
S.F.P.D. Retired

Tribute To Fallen Officers

A 21-gun salute will honor the eight law enforcement officers who died in the line of duty in California in 1990.

The second annual Tuolumne County observance of National Peace Officers Memorial Day will begin at noon tomorrow, and the public is invited. It will be held at Courthouse Square in Sonora.

The observance will begin with the posting of colors. The National Anthem will be sung by Tuolumne County Sheriff's Lt. James Bland.

Judge Doug Boyack will offer a tribute to law enforcement.

The names of law enforcement officers who died in the line of duty will be read by Sheriff Richard Nutting, Sonora Chief of Police Ralph Hamilton and California Highway Patrol commander Roy Beebe.

Beetle Barbour and Denise Healy will sing a memorial hymn and Tuolumne County Sheriff's Dept. Chaplain Everett Beason will lead a prayer.

The honor guard giving the 21-gun salute will consist of representatives from Sierra Conservation Center, State Park Rangers, Sonora Police Department, California Highway Patrol and Tuolumne County Sheriff's Department.

The sounding of taps will be by Tuolumne County Sheriff's Lt. Bill Sponseller.

One sheriff's deputy and one highway patrolman died in the line of duty last year in California. They were Paul R. Bush of the Santa Clara sheriff's department and James C. O'Conner of the Ventura unit of the highway patrol.

Six police department officers died: Timothy D. White of Stockton, Robert L. Shultis of San Bernardino, Tommy De La Rosa of Fullerton, Isiah Nelson III of San Francisco, James H. McKnight of West Sacramento and Russell L. Kuster of Los Angeles.

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Tuesday, May 14, 1991

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(Continued From Page 1)

if compensation is proper. Three important facts the Courts generally look at are the frequency of the call-backs, the duration of the call-backs, and whether the employee is subject to discipline for late or missed calls.

Employees who are required to wear beepers during their off duty hours may also be entitled to FLSA overtime compensation. The fact that the employee carries a beeper does not in and of itself invoke the overtime provisions. Federal regulations state that if an employee is merely required to leave word as to where he or she can be reached on-call time is not compensable, (29 CFR § 785.17). Thus, in many circumstances a beeper solves the employer's concerns about paying for the employees' on-call time. However, if by looking at the facts of the situation it can be determined that the employee's time is so circumscribed that it can no longer be deemed his or her own, the employee should be compensated regardless of the fact that a beeper is worn. The following cases help illustrate the factual analysis that goes into a Court's determination of whether compensation for on-call time is proper.

The facts of *Brock v. El Paso Natural Gas Co.*, 28 WHC 629 (5th Cir. 1987), led the Fifth Circuit Court of Appeals to find that no overtime compensation was due for time not actually spent working because employees had sufficient discretion over their on-call time. The employees of El Paso Natural Gas Co. were required to be on-call in rotating shifts, were given wide latitude to determine who would be on-call, were able to send for a backup if they were unable to fulfill their on-call duties and were paid for the period they were waiting for the backup to arrive, and were able to spend the on-call time with their families in the manner they choose so long as the employee remain within hailing distance of the station and the alarm which sounds within the on-call employee's residence.

The case of *Bright v. Houston Northwest Medical Center*, 29 WHC 905 (5th Cir. 1989), provides an example of the type of circumstances which lead a Court to believe compensation for on-call time may be proper. Upon denial of defendant's summary judgment motion, the Court found that a hospital employee who was required to be on-call 24 hours per day, 365 days per year, who was required at all times to be able to return to the hospital within 20 minutes, and who had no backup person for relief, was not as a matter of law using his on-call time predominantly for his own purposes. The Court stated that the issue of compensation for the employee's on-call time was to be determined at trial and not on summary judgment.

In *Renfero v. Emporia*, 29 WHC 1049 (DC Kansas 1989), firefighter's on-call time was determined to be so circumscribed as to effectively restrict the employees from using the time for their own pursuits, and thus, was compensable under the FLSA. In this case the firefighters were subject to mandatory rotating 24 hour on-call duty.

The on-call firefighter was called to duty when the regular duty staff fell below minimum staffing levels and when a minimally staffed unit was called out. Following the return of regular staff the on-call employee was relieved from duty. On-call employees were actually called in to work on an average of 4 to 5 times per shift (and up to as many as 13 call-backs per shift) via their pagers and were on call for an average of one hour per call-back. While on-call shift trades were possible, they were difficult to accomplish, and while not required to remain at the fire station, the firefighter was required to be able to respond within twenty minutes of the call. A written reprimand was given to all firefighters who did not respond within the required time and this reprimand was taken into account in determining performance evaluations, discipline, and termination. The firefighters were restricted from obtaining secondary jobs, from traveling beyond their pager range, and further than twenty minutes from the station. They hired babysitters for their on-call days and were hesitant in partaking in activities which required expenditure of money as they were likely to be called in.

Officers are entitled to compensatory time off at time and one half.

Compensatory time off for overtime is likewise subject to the same principles and guidelines of *Garcia* and the FLSA overtime provisions. An officer who performs mandatory rotating rebooking duty which requires overtime work for any given pay period is to be compensated for this overtime at time and one half. The fact that this duty is compensated for in time off rather than in pay is of no consequence.

Conclusion.

While overtime pay is applicable to state and local government employees under the FLSA, in the case of pay for on-call duty, a case-by-case determination must be made. The threshold test is the degree of freedom the employee experiences during on-call duty, yet there are important facts which seem to distinguish one case from another. If the employee is frequently called-in, spends a significant amount of time during each call, has little or no flexibility in scheduling on-call duty, or is subject to some form of reprimand or punishment for late or missed calls, the Courts seem to be inclined to grant compensation for the employee's time.

The FLSA principles for overtime pay apply equally to compensatory time off in lieu of pay and time off is to be given at time and one half.

POST 456

(Continued From Page 2)

Bay Terminal, Main and Mission Streets. Please get the word out to any homeless veterans you run across. If you would like a flier to post at any appropriate spot contact me at Northern Station (553-1563). To volunteer, support, and/or to donate services or supplies, or for further information, please contact Dan Silva, Swords to Plowshares, 400 Valencia St., San Francisco 94103 (415) 552-8804. Twenty or twenty-five years ago, over in the Nam, we would have died before turning our backs on our comrades and leaving them behind. Some of those very same comrades need our help more now than they ever did over in the Nam. Please don't turn your backs on them and leave them behind now, when they need us the most. Thank you.

To this day I have not watched a Vietnam War movie. I had always believed that I never would. Last week however, Joel Harms pointed out a blurb which was in the *San Francisco Chronicle*. It stated, "Robert Loggia and David Caradine have been cast to co-star in '1st Force,' a movie based on a true story of the victories and hardships of an elite Marine outfit that went behind enemy lines during the Vietnam War." That could only be the First Force Reconnaissance Company. I served with 1st Force in Vietnam in 1968 and early 1969. I guess I'll have to see it. Force Recon Company seems to have been the least publicized elite unit in history. It's about time they got some well-deserved recognition. I urge everyone to see the movie when it comes out.

I would like to close this month's column with a poem for the benefit of those of you that might be less than sympathetic to the plight of our homeless veterans. It was written by Sgt. J.L. Murphy, Huntsville, AL, S-2 Scout 3/3. It is used in the Post-Traumatic Stress Disorder program in Tuscaloosa VA Medical Center, where he is a patient. Sgt. Murphy wrote the poem

in 1988, 20 years after his tour in Vietnam with the Marine Corps.

'Nam

He talks about the heat,
He still recalls the rain.
He speaks of the smell of death,
The blood, the mud, the pain.
He talks about the trails,
He still recalls the sky.
He speaks of screamin' arty rounds,
As ghosts walk through his mind.

He still remembers days
When no one had to die.
He speaks of diggin' holes,
Then leaving them behind.
There's ambush on his face,
Tracers in his night.
Concussion in the wind,
Sorrow in his smile.

And it's been a long time comin'
A fight tooth and nail.
To leave behind those lost souls
And climb from the pit of hell.
But he's closer to the truth
Than anyone should be.
After all these years of fighting,
Now the enemy is me....

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Big 19

Each month, we are going to print the most memorable Big 19 of the previous month. Remember, these incidents occurred during a single span of time overnight... not even 24 hours. What a city; what a pity!

5-27-91

- 1010 ROBBERY/KNIFE: 300 Buchanan. Suspect (NM25) approached victim (WF27) demanded money at knifepoint, Victim refused, suspect took victim's money by force and fled. Case 910 688 895 Officer Myrick Co. E.
- 1400 SHOOTING: Fitzgerald and Doublerock: Victim (NM34) states he was shot by suspect (NM30) for unknown reasons. Victim stable at MEH. Case 910 689 661 Officer Pate Co. D.
- 1638 ROBBERY: 300 Blk Oak.: Suspect (NM25) is surprised by victim (WM37) while burglarizing victim's home. Suspect threatens victim with a gun and flees. Officers chase suspect and suspect is taken into custody. Case 910 689 928 Off Payne Co. E. Lt. Carlin, Night Investigations notified.
- 1725 RAPE/ARREST: 300 blk. Eddy: Suspect (NM51) and victim (F31) are ex-roommates. Suspect meets victim in bar, grabs her and takes her to above location where he rapes her. Suspect in custody. Case 910 690 602. Officer Renteria Co. J. Insp. Anderson investigating.
- 1730 AGGRAVATED ASSAULT: Unit blk. 7th St: Victim (WM55) and suspect (WM46) engage in fight in liquor store. Suspect shoved victim, victim fell and hit his head. Victim critical at MEH. Case 910 690 179 Officer Ortiz Co. B. Lt. Carlin Night Investigations notified.
- 1615 ROBBERY/KNIFE: 23rd and Mission: Suspects (2WMs) refused to pay cab driver for ride. Cab driver (WF23) attempted to grab suspect's radio, suspects produced a switch blade, demanded victim's money. Victim complied and suspects fled. Case 910 690 248 Officer Bokura Co. I.
- 2210 ROBBERY: 300 blk. Powell: Suspect (NM30) was hiding in the victim's (OM47) room. When the victim returned home, the suspect simulated a gun and demanded money. Victim complied and suspect fled. Case 910 691 315, Officer Lee Co. A.
- 0020 ROBBERY WITH GUN: 2700 Clay. Suspects (NM40, NM35) approached victims (WF28, WM31), brandished gun and demanded property. Victims complied, suspects fled. Loss: \$24.00 cash and \$1,000.00 in jewelry. Case 910 691 848, Officer Gallagher Co. F.
- 0135 SHOOTING: Golden Gate & Taylor. Victim was shot in head and collapsed. No known suspects. Victim to MEH in stable condition. Shot with shotgun. Night Investigations notified. Case 910792040, Officer Tennenbaum Co. J.
- 0150 ROBBERY WITH KNIFE: Birch & Laguna. Suspect (NM30) approached victim and robbed him at knifepoint. Victim (WM34) struggled and received cuts to head and hands. Loss: \$1,200.00. Case 910 692 078, Officer Morrow, Co. E.
- 0218 ATTEMPTED MURDER: 700 block Monterey. Suspect (OM20) brandished a pair of scissors, and threatened to kill victim (OF19) with them. Suspect was taken into custody. Victim received minor injuries. Case 910 692 169, Officer McEchem, Co. H.

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Anatomy of a Transfer

by Joe Allegro, Park Station

Once upon a time, the captain of a previously eminent station had feelings of "fostering mentalities." "T--- T---" (as he was commonly referred to by the working class) immediately started the process of eliminating those who posed a threat to him and his protegee.

One of those on his hit list was contacted and told of the impending transfer. The reasons told are "feelings, nothing specific." Feelings such as "subtle insubordination, marginal performance, negative attitudes, and subtle non-conformity to orders" are given. Later, the clairvoyant captain puts these "feelings" in writing, adding more allegations of "a cavalier attitude, D-17 complaints, and the ostracizing of those who exercise more assertive supervisory authority." "Still nothing specific, just feelings" and no documentation.

A grievance is filed and a hearing held.

The Chief avoids the meat of the issue with his concern of the "station" becoming another L.A.P.D. (Rodney King) incident and the current operating "clique." The only allegations discussed are those of "not talking to lieutenants and avoiding them." Another new allegation. What happened to all the others? The \$100,000 question ended up being, "How do you get along with female lieutenants?"

Since that time, the grievance has been denied "in the best interests of the Department" and the transfer implemented. Arbitration was requested and an impartial mediator agreed upon by both sides.

Late last week, it was decided to withdraw the request for arbitration. If the arbitration was won, it would require returning to the new non-existing eminent station.

Captain, thanks! It's not everyday one has the opportunity to disembark prior to sinking.

MOTORIST

(Continued From Page 8)

husband may also claim damages for loss of consortium for injuries to the spouse or wrongful death.

Conclusion:

In considering the purchase of auto insurance you must be acutely aware of not falling into the trap of believing that insurance is only to protect you if you are a subject of a lawsuit. Most people take wise counsel in realizing that they must have adequate coverage to protect those assets they have acquired in a lifetime such as a home or other material wealth and thus purchase adequate insurance against the chance they may be sued. But many take shortcuts on insurance coverage because they believe they are "judgment proof" or feel there is little chance of recovery against them should they be sued. What they have forgotten or don't consider is they might be a victim of an uninsured or underinsured person. This also applies to those who believe they have adequate insurance in terms of litigation protection, but don't consider the ramification of the damage inflicted by the under-insured or uninsured motorist. Most insurance policies allow for uninsured and under-insured motorist coverage to be purchased up to limits of the bodily liability insurance coverage purchased under the auto policy. The additional insurance only costs several hundred dollars more, but this extra few dollars a month can protect against the catastrophic injury.

In closing, I've offered this article and feel very strongly about its ramifications because of personal tragedy experienced by my family. In 1987 my mother was struck and killed while crossing a street in San Francisco. The driver had a minimum amount of auto insurance as required by law. My father settled under the policy limits for this amount. He then claimed against his and my mother's auto policy for the minimum amount they carried.

No monetary value can ever replace a life. But the situation my father was left in is one faced by every married couple with two spouses working. My mother's income was now lost, an income that was contributing to their future retirement, and an income that was contributing to the current welfare and future welfare of both of them. There is no value you could put on replacing my mother's life, but this tragedy created an additional burden for my father as he considers that time when he will want to retire.

I shared the experience after speaking with my father in the hopes that should a catastrophic situation arise to one who has read this column, this column might have helped to relieve one small aspect of the pain and worry.

(Ed. Note: Dale Allen is a former member of the SFPD and now an attorney with the Law Firm of Low, Ball & Lynch in San Francisco. He will be available to answer questions of legal importance for members of Wednesday, June 26th, from 12:00 to 1:00 p.m. at the P.O.A.)



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Ron Exley
Dir. Program Development



Park Safety Top Neighborhood Concern California Office Of Criminal Justice Planning Research Update

The word "park" conjures up idyllic images of rolling acres of grass, leafy trees, the distant sounds of a softball game, and children at play, lost in their own worlds. Unfortunately, the current reality, especially in large cities, is quite different.

Many parks today have been disrupted by the invasion of gang members, drug dealers, addicts and transients. The result: graffiti, litter, violence ... even death.

Perhaps the most dramatic such incident — and one that created headlines around the world — was the April, 1989 attack on a woman jogger in New York's Central Park. The woman was chased into a gully by teenagers who then beat her, raped her and left her for dead.

Last Fall, a group of 160 parents and children marched on Sacramento's Northgate Park to protest the death of a six-year-old girl who was killed when she was caught in a gang-related drive-by shooting at the park.

Despite the ever-increasing violence, determined park directors are fighting back. They are working with local law enforcement and the community to take back the parks and make them, once more, the safe centers of neighborhood life they used to be.

The first step, in most cases, has been a clear recognition of the problem. Park directors and staffs are not to blame for the crime and violence that has invaded their domain; rather, the problems of gangs and drugs are community-wide and have spilled over into every corner of the city — even parks.

After pinpointing the problem, park directors must essentially rewrite their job description. They can no longer focus exclusively on leisure and recreation activities; instead, they must become safety directors as well.

Creating a safe and secure park environment requires two approaches: the short-term, which calls for direct security measures to fight off criminal influences, and the long-term, which calls for using public relations to galvanize the community from apathy to involvement.

Letter To Al Howenstein Executive Director Of Criminal Justice Planning

It is the San Francisco Recreation and Park Department and the SFPD through its PAL program that is making parks in San Francisco safe. As you have said, "problem-oriented policing is vital in city parks, where the complex issues of gangs, drugs, drinking and violence affect community residents, local youth and park staff."

One of the key terms of our program has been the designation of off-duty police officers patrolling the parks and organizing activities for the youth. These special patrols in the park were organized by local community groups in an effort to return the parks back to its youth and seniors.

Although law enforcement is an important part of keeping parks safe, neighborhood involvement is the key as well as park staff providing constructive leadership or activities.

An example of this occurred last fall when neighbors, community leaders and police created the special patrol of Boedeker Park in the Tenderloin demanding an end to the violence, drinking and drug dealing there. One day last year, I counted 400 people loitering and drinking in the park. Within 6 months, the park is cleaner and safer. The other day only 25 people were hanging around in the park. Attendance at the Recreation and Park sponsored activities has risen 49%.

Parks are a very important need for young people by providing recreational and social services. Children need to be physically as well as mentally educated. The opportunities to participate in physical activities that emphasize character-building skills — such as cooperation, respect for others and for oneself, offers the youth important life lessons.

We should realize youths often join gangs out of a need for companionship, camaraderie, identity and belonging. Also, drug abuse often is facilitated by a perceived lack of positive alternatives, low self-esteem and negative peer pressure. Adults who share the responsibility for shaping young people's lives should be familiar with juvenile behavior and work to direct their needs toward more positive, socially acceptable alternatives to gangs and drugs.

Offering physical education and outdoor recreation are not panaceas for youth involvement in drug and gangs. But providing safe, welcoming parks with coordinated, age appropriate activities is an important step that parks and recreation leaders can take to most effectively posture themselves as key players in youth drug abuse and gang suppression efforts.

The SFPD and the Recreation and Park Department are proud of the joint programs at Oceanview and Boedeker Parks.

NRA and PAL Team Up To Educate Children On Rules Of Gun Safety

Federal officials estimate that there are close to 200 million guns in the United States. Guns are in approximately one-half of all American households. Ownership ranges from BB and pellet guns to sporting and military guns. There is a great chance that children will come in contact with a gun at some time during their young lives. Relatives and neighbors own guns, often hidden, but the possibility exists that children may find them. From their earliest awareness, children are exposed to guns through cartoons, television shows and movies. Their curiosity is aroused. This program is designed to teach young children how to be safe around guns.

The Gun Safety program is for Kindergarten through 6th grade and it will be inaugurated into the Drug Education Department.

Two safety practices are taught to the children!

1. Only with a parent or with parental permission and adult supervision should a child be around guns.
2. Stop. Don't touch. Leave the area. Tell an adult.

The purpose of this program is to promote the protection and safety of children, not to teach whether guns are good or bad. Parents are encouraged to teach values and good judgement to their children regarding proper use of guns.

Sacramento Prepares Ringside For National PAL Boxing Championship

Sacramento, California site of the "California Gold Rush" in the 1800's, will be the location of the "Gold Rush" in 1991. Gold medals that is.

Beautiful Arco Arena is where the top amateur boxers in the country will converge upon in October to vie for the prestigious title of National PAL Boxing Champion. The champions will join the ranks of other PAL boxers such as "World Champions" Tony Lopez, Loreto Garza, Evander Holyfield, Iron Mike Tyson and "Smokin Joe" Frasier, to mention a few.

Monty Morse, Executive Director of Sacramento PAL and whose PAL Boxing Club has produced two world champions, is really excited to host one of the best amateur boxing tournaments in the world. "We have been seeking this championship tournament for a long time and we're excited about having it just prior to the Olym-

pics. We're sure that the serious boxers in this event could very well end up on the U.S. Olympic Boxing Team," says Morse.

Sport channel America will televise the event from Arco Arena, home of the NBA Sacramento Kings.

San Francisco PAL's Jimmy Ford will be there. Coach Vigil, get to work, create those winners.

Two PAL Cadets Help Muni Wipe Out Graffiti

In the upcoming months, you should see a lot less graffiti on Muni buses and trains if the innovative, new anti-graffiti campaign proves as effective as its organizers hope.

Muni's Graffiti Prevention Program has recently implemented several graffiti clean-up, education and prevention projects. The programs aim to keep the city free of scarring scrawl and to channel frustrated young artists' energies in positive ways.

Youth who are caught writing on Muni property and elsewhere are put through a rigorous program.

Kids who are caught are put through PAYS (Parent and Youth Session). That is where the real enforcement occurs. They go through an educational session about why graffiti is wrong with their parents, and then they go out with the young counselors on Saturdays to clean up graffiti.

Youth counselors Polo Gonzalez (PAL Cadet), Paul Silk (PAL Cadet), Keith Jones, Verdell Martin, and Walter Argumedo provide positive models for the young offenders and a necessary link to their adult authority figures. The counselors supervise the Saturday clean-up.

"Most of the kids we work with say they do graffiti because of peer pressure," said Gonzalez. "We let them know there are other ways to express themselves."

The prevention program seeks to deal with all aspects of the graffiti problem and to give viable alternatives to youths.

Muni received a grant from Pacific Telesis to implement the Graffiti Prevention Program. The program on the whole costs less than cleaning graffiti.

What's Happened

April 25th, Dan Boden led 50 youth from Flynn School to Marine World.

April 26th, thanks to the Bass Foundation, especially to Hilary for her leadership, 47 youth also from Flynn School boarded a Muni Bus for Pier 39. The Blue and Gold boat was waiting. The kids boarded and enjoyed themselves. Off to the 30 minute showing of the San Francisco Experience. Can you imagine a line of 47 kids and eight adults waiting for a hot dog and a soda at one of the Cable Car stands? Believe it or not?, it only took 20 minutes for all to be served. Then it was off to the arcade.

April 27th, "Camp Pier 39." The PAL was one of 33 community groups present for this event at Pier 39. The celebration began at noon with PAL Cadets Nathan Asbury and Dominic Bogni presenting the colors. The Little Zion Baptist Church Choir under the directorship of Mona Shields, Rochelle Walker and Kenneth Boyd came next. Sgt. Leach has coordinated the choir to represent the PAL at special events.

May 2nd, our special volunteer, Pam Varni had a baby boy. Congratulations from the PAL Staff.

May 11th, 50 well deserved youth from Flynn School attended a day at Great America. PAL provided the tickets, and the youth through candy sales raised money for a bus and the teachers who attended.

May 14th, The 3rd Annual PAL/Giants Clinic at Balboa Park was a great success. MCI sponsored the event by providing each participant with a Giants painter's cap. Pier 39 gave each youth the newest magazine "KID SPORTS." 636 youth, parents, teachers, coaches and park directors came with their teams. The Giants

were represented by Mike Sadek, Coaches Fahey and Kim, pitcher Rob Beck, Rick Heron and Mario and Valerie of Marketing. Special thanks to Capt. Gleason, Commander Arnold, Officer Rich Andrews, Officer Jim Gaan, Officer Dan Boden, Officer Steve Rato, Monica Lamb, and Sister Sandy of OLM.



Coach Fahey

May 29th, 24 youth from Ulloa School enjoyed PAL day at Pier 39. The youth got a bay cruise on the Blue and Gold, a tour of downtown on the motorized Cable Car, seen the San Francisco Experience and got a hot dog and soda before going to the arcade. Thanks to Debra Farb of the Bass Foundation, Pier 39 and the Blue and Gold Fleet.

PAL's Of The Giants Rookie League

The pitcher is ready. The teams are being formed by Ashley Rhodes, Recreation Coordinator for Housing Authority, and Officer Rich Andrews, Ingleside. Leaf, Donruss baseball cards, is sponsoring the 2nd year of the Rookie League. We are still looking for teams from housing development in the city. There will be two divisions, 7-9 year old and 10-12 year old with 18 teams in each division.

At the Giants/Pirate game on June 15th, PAL Cadets will be at each gate collecting old or used balls, bats, gloves, etc. If you don't attend the game - send them to the PAL Office at the Academy. The opening game of the season is on July 2nd at 11:30 A.M. at Balboa Park. Members of the Giants will be there.

Events In June

June 15th, Recycle Day on old bats, balls, gloves, etc., at Candlestick Park.

June 29th, PAL Soccer Fest for ages 5-11 at Polo Fields.

July 2nd, Opening of Rookie League at 11:30 A.M. Balboa Park - San Francisco Giants will be present.

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Thanks For The Help

Tom Flippin, Editor
S.F.P.O.A. Notebook

Dear Tom:

Just a few lines to tell you and the association of the outstanding service performed on my behalf by Mike Hebel.

Mike Hebel, our Welfare Officer, has represented me since January, 1989 when I was disabled due to a back injury. Mike successfully handled my claim before the City's Workers' Compensation Division, Arbitration, and the Retirement System. Due to Mike's abilities, I was granted total Industrial Disability Retirement.

In closing, I would like to express my gratitude and thanks to Mike Hebel and the S.F.P.O.A. for their support and diligence.

Sincerely,
Robert M. Forni

Tom Flippin, Editor
S.F.P.O.A. Notebook

Dear Mr. Flippin:

Just a note to thank you and your staff for helping us in publicizing this year's San Francisco Prep Hall of Fame.

As a result of this cooperation and efforts, the 9th Annual SF Hall of Fame Banquet and Program is a sell-out. We could not have done it without your support.

Also, your help was instrumental in bringing together after many years persons who were part of this year's SF Prep Hall of Fame honorees lives and recognition.

Again, thanks so very much.

Sincerely,
Saul Madfes,
Secretary-Treasurer,
San Francisco Prep Hall of Fame

Oppose!

May 31, 1991

The Honorable Ed Davis
State Capitol
Sacramento, California 95814

RE: Opposition to SB 1261
Peace Officers

Dear Senator Davis:

The California Correctional Peace Officers Association regrets to inform you that it must oppose SB 1261 which you have introduced dealing with peace officers.

We understand the "Los Angeles" context within which this idea arises. However, we would like to indicate that as an organization representing the peace officer rank and file, we believe that we are adequately addressing that incident and are currently asking for a statewide review of use of force policies, training, as well as stress management for line officers in all agencies on a statewide basis. That action is being undertaken through AB 401 by Assemblyman Bob Eppie at this time.

We believe that the present law gives peace officers sufficient authority with respect to any offense that is committed by any person including another peace officer.

Any act which could be construed to be a felony committed in the presence of a peace officer is obviously a judgment call by that officer. An officer's subjective discretion must be trusted to great extent since no other persons are able to judge the context wherein that judgment is rendered at that moment in time. For the first time, under this bill, acts of omission rather than commission are grounds for a felony prosecution. We disagree with this policy as counter-productive. Obviously, the Los Angeles incident has shaken that public trust, thus we understand the impetus for such a bill. However, we believe this measure is an over-reaction and may, in fact, endanger officer safety and morale.

We believe the statewide rank and file officers' response to the problem, AB 401, is appropriate since it examines current agencies' use of force policies, training needed to distinguish situations which require the use of force, training which guides the use of force, and stress management which allows an officer to maintain clear judgment so that situations requiring use of force can be handled appropriately.

Until these policies and training procedures are reviewed and recommendations acted upon, we believe it is premature to create new crimes and new potential criminals out of peace officers who are attempting an extremely difficult job, or perhaps, without proper means to handle the job. It is for those reasons that we must oppose SB 1261.

Sincerely,
Jeff Thompson
Chief Legislative Advocate
California Correctional Peace
Officers Association

Letters

Support Our Advertisers

Tom Flippin, Editor
S.F.P.O.A. Notebook

Dear Tom,

I wanted to let you know about the great service I received from one of the NOTEBOOK'S advertisers. I was remodeling the bathroom in my house and was looking for a contractor to install cultured marble panels in the shower. I saw SYN-MAR's ad in the NOTEBOOK and went over to their shop on Bayshore Blvd. Mr. Ken Hibbs showed me the wide selection of material and colors which are available and was very helpful with the selection itself. He was very straightforward, friendly and certainly knows his business. When it came time to install the shower, they were ahead of schedule. Mr. Jim Hill, who actually installed the components, did a first class job in a neat, efficient manner. They even made a sink top vanity which matches the shower. The price was competitive and I'm very happy with the finished job.

It was a pleasure to do business with SYN-MAR, and they certainly have my recommendation.

Sincerely yours,
Joe Reilly

Re-election

Mr. Al Trigueiro, President
S.F. Police Officers Association
510-7th Street
San Francisco, CA 94103

Dear Al,

I would like to take this opportunity to thank you, the Executive Board and your members, both active and retired, for the support everyone extended me in my recent campaign for re-election to the S.F. Health Service Board. I am please to inform you that I was successful, for the fifth time, in being elected. It was very gratifying to have received 9,993 votes of the total 16,963 votes cast which equates to a 59% margin.

All of us who are HSS members will be facing some difficult times in the future. Medical costs are continually rising and now with the inclusion of domestic partners, who knows what the outcome will be. I will, however, continually strive to negotiate the best possible health package for the membership with the least out of pocket expenses possible.

Again, my thanks for all your support and assistance with the election.

Sincerely and Fraternally,
Harry Paretchan

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Thanks For The Support

Al Trigueiro
San Francisco POA
510 Seventh St.
San Francisco, CA 94103

Dear Al,

I'm writing to let you know how glad Helen and I were to see you at the event at the home of Supervisor Angela Alioto last week.

You have been very supportive, Al, and I appreciate everything you've done to help me in my campaign for Attorney General. As I said at the event, I'm very proud of the kind of campaign we waged and I'm especially proud of all the supporters whose cause I share.

Again, thanks for your help. Your continued friendship and support is very much appreciated.

Sincerely,
Arlo Smith

Letters

Thanks

Al Trigueiro
San Francisco Police Officers
Association
510 Seventh Street
San Francisco, CA 94103

Dear Officer Trigueiro:

We are in receipt of your \$50.00 donation. On behalf of the Dolorians, we wish to thank you for your generous contribution to the Casino Night sponsored by the Dolorian Club of Mission Dolores Parish.

We hope that you can join in the activities of Casino Night:

Saturday, June 29, 1991

7:30 PM — 11:30 PM

Mission Dolores Parish Hall

16th & Dolores Streets

Once again, thank you for your donation.

Sincerely yours,
Carolyn Flaherty, Dolorian Club
President

Danielle Pimentel
Event Co-Chairperson
Pauline MacKenzie
Event Co-Chairperson

Mr. Al Trigueiro
San Francisco Police Officers'
Association
510 Seventh Street
San Francisco, CA 94103

Dear Mr. Trigueiro:

Thank you for your generous contribution of \$100.00 for our programs. These funds will go far towards helping us help others.

I appreciate your partnership with us, and please let me know if you would like any additional information about our programs and how you can become a St. Vincent de Paul Society volunteer.

Sincerely,
John Wilson-Bugbee
Executive Director

Al Trigueiro, President
San Francisco Police Officers'
Association
510 Seventh Street
San Francisco, CA 94103

Dear Mr. Trigueiro,

Thank you and the members of the San Francisco Police Officers' Association so much for your most recent contribution. The continued support of the San Francisco Police means a lot.

We are truly grateful that you have remained a friend of CARING FOR CHILDREN. Your loyalty is very much appreciated.

Once again, thank you for your continued support.

Sincerely,
Samantha Grier, MSW
President

Dear S.F. Police Officers Association,
On behalf of LCA Jr. Auxiliary, thank you for your very generous donation of \$100 for our 1991 May Gala. We have appreciated your support through the years so we may continue to serve the needy children in our city.

Sincerely,
Margaret M. Roger

Al Trigueiro, President
SFPOA
510 - 7th St.
S.F., CA 94103

Dear Al:

On behalf of the Laguna Honda Hospital mothers whom you hosted on Sunday at 20 Tank Brewery Restaurant I would like to express our appreciation for providing this traditional and very special service to each of our ladies.

Although we missed the Police Officers Association's presence at the breakfast we were very fortunate to have some police officers assist in loading and unloading residents from the buses. In order to get more participation from the Police Officers Association I just wonder if you could appoint a committee to work on this project for next year. The ladies were extremely pleased with the music and the breakfast and it continues to be a major subject for discussion at the hospital.

Sincerely,
Leo T. Walsh
Assistant Administrator

Al Trigueiro
S.F. Police Officers' Association
510 7th Street
San Francisco, CA 94103

Dear Mr. Trigueiro and
Community Services Committee:

On behalf of the Pacific Presbyterian Medical Foundation, I thank you for your recent donation of \$100.00 to the programs of Visiting Nurses and Hospice of San Francisco.

As a Community Service of Pacific Presbyterian Medical Center, we continue to depend upon your donations to provide compassionate home health and hospice care to the San Francisco Community. Through your support, our team of healthcare professionals is able to continue to deliver quality services.

For our patients, their families and loved ones, our health care team, the staff and our many volunteers, thank you so much for your assistance and for being part of our family at Visiting Nurses and Hospice of San Francisco.

Sincerely,
Jacqueline Mollema
Vice-President

Al Trigueiro, President
San Francisco Police Officers'
Association
510 Seventh Street
San Francisco, CA 94103

Dear Mr. Trigueiro:

On behalf of the entire San Francisco Suicide Prevention organization, I want to thank you for your donation of \$50 which we just received.

Let me tell you what happens when we get an unexpected donation. First of all, we are able to use the money for something we've needed for a long time. In this case, we will be able to go out and get new training materials for summer volunteer classes that are about to descend on us. But most importantly, we also get a warm feeling that someone out there appreciates what we are doing. And that is the best part of all.

We are grateful for your interest and assistance, and we are proud to have you in our family of donors.

Very truly yours,
Eve R. Meyer
Executive Director

Officer Al Trigueiro
President
San Francisco Police Officers'
Association
510 - 7th Street
San Francisco, CA 94103

Dear Officer Trigueiro:

On behalf of the Board of Directors of the San Francisco Senators, Incorporated, I am writing to express our appreciation for the generous \$250,000 grant that we received on May 1, 1991.

These funds will be utilized to support our summer recreation and sports activities for youths from San Francisco's Bayview-Hunters Point.

Again, thank you for the helping hands when we needed it.

Sincerely,
William P. Marquis, Ph.D.

Mr. Al Trigueiro
San Francisco Police Officers'
Association
510 - 7th Street
San Francisco, CA 94103

Dear Mr. Al Trigueiro:

Thank you for your contribution of \$250.00 to the Tides Foundation. We received your check number 3216 at Tides on 5-7-91. It is my understanding that this contribution is in support of Billy Hutton Track Club, a Project of the Foundation. Please use this letter as your receipt and retain it for your records. Should you need to refer to this letter for any reason, please mention receipt # 10963.

For your information, the Foundation's taxpayer identification number is 51-0198509. All contributions to the Foundation are tax deductible to the extent permitted by law.

Once again, thank you for your support for the important work of the Billy Hutton Track Club Project.

Sincerely,
Drummond Pike
President

Al Trigueiro, President
San Francisco Police Officers'
Association
510 Seventh Street
San Francisco, CA 94103

Dear Al:

We received your generous check for \$250.00 to be placed in the Criminology Department Scholarship Fund. Our sincere thanks to the San Francisco Police Officers' Association's Community Services Committee.

On May 9th City College held its annual scholarship award ceremony. The recipient of the Officer Douglas Gibbs and Sgt. John Macaulay Memorial Scholarship was a fine criminology student named Rodney A. Henry. The recipient of the Sgt. John V. Young Scholarship was another excellent criminology student, April Lenker. April was also on the Dean's Honor List with a grade point average of 3.42.

Again thank you for supporting the scholarship fund. Your concern is very encouraging.

Sincerely,
Martin Kilgariff
Criminology Department

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Loon's Nest Report

by Ed Garcia

Tom Del Torre - Man of Irons

It was a blustery but beautiful day, at Lincoln Park, where the ocean meets the bay. Lincoln Park Golf Course, the oldest continuous operating golf course west of the Mississippi River (according to SF Park & Rec), played host to the 1991 Loon's Nest Golf Club's "Irons Only" tournament. Thirty-five golfers, armed only with their irons, competed in two handicap groups and in low gross competition. Leading the pack in the low gross division was Northern Station's Tom Del Torre, who came through was a fantastic round of 73. Second place in low gross division went to a long time loan making a comeback to tournament golf, Tom O'Connor. One of the fine players out of Traffic Company, Tom was right on Del Torre's heels with a blistering 74. It was good to see Tom back in tournament form, as Tom is a former Northern Station Invitational and P.A.L. Tournament champ. Mike Yee, who comes to us from Fry's Golf Shop in South San Francisco, took third in low gross with a fine round of 77. Mike had a very consistent round, staying out of trouble and hitting the greens.

In the first flight competition, three charter members of the Loon's Nest Golf Club battled it out. First place went to Mike Paulsen, one of the founding fathers of the club. Mike had a fine day with his irons and came in with a blazing net 65. Although

many people are not aware of Mike's prior sporting accomplishments, Mike Paulsen was one of the finest all around athletes produced in Northern San Mateo County and is probably the finest athlete to graduate from El Camino High School in South San Francisco. Second place went to retired member Mike Brady, formerly of Park Station. Mike, who is always tough in tournament golf, had a net 68, as he picked up his second trophy in as many Loon's tournaments. Third place went to Harry Pearson. Although Harry is busy playing softball, basketball, golf and just about any other sport, he made time to play and walk away with another trophy. Let's not forget that Harry Pearson is also a former Northern Station Invitational champ from years gone by.

The second flight competition was extremely tight, as three players came in with net scores of 62. The three way tie was broken by matching scores from hole number 1. This gave first place to none other than Northern Station's own Art Stellini. Stellini had a big day as he also took home a trophy as one of the winners in the closest to the hole contest. Stellini has now brought home three trophies in 6 months time and is planning to add a trophy room onto his home. He is accepting bids from qualified contractors. Second place went to Joel Harms. Joel is a former traffic man who has found a place at Co. E and now has made his mark with the Loon's Nest Golf Club. Harms gives a great

deal of credit to his new one iron, which he purchased shortly before this event. Third place went to Jack Kowal. Jack had not played a tournament or any golf for quite some time, but Jack decided to make his comeback in excellent form. Hopefully this will get Jack back into the swing of things and he will play in all the Loon's events. Lt. Bill Petrie, formerly of Co. E took home a trophy, as he was also a winner in the closest to the hole contest.

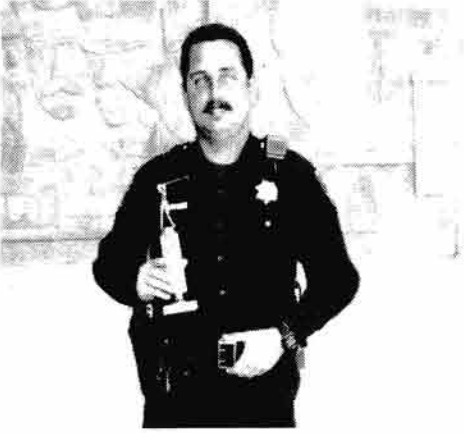
When all was said and done on the course, the Loon's went into Thiggy's restaurant at Lincoln Park for a banquet and cocktails where the awards were presented. We now look forward to our June northward migration to Windsor, where we will be playing the 1991 Loon's Nest Golf Club/Trinity Construction Invitational Tournament. Hope to see you there.



Tom Del Torre, 1st place, low gross



Tom O'Connor, 2nd place, low gross



Mike Paulsen, 1st place, 1st flight

Low Gross Leaders

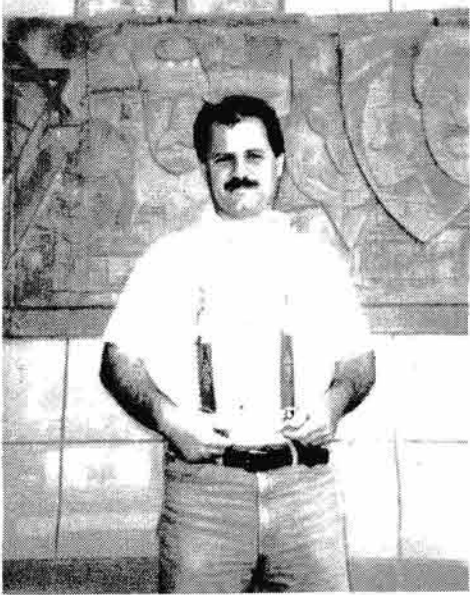
Del Torre	73
O'Connor	74
Yee	77
Pearson	81
Garcia	81
Paulsen	83
Mar	83
Brady	83
Parenti	87

1st Flight Net Scores

Paulsen	65
Brady	68
Pearson	69
Garcia	70
Davis, Ken	71
Mar	73
Parenti	74
Whitney	78

2nd Flight Net Scores

Stellini	62
Harms	62
Kowal	62
Roualdes	66
Wisner	66
Barry	67
Siragusa	68
Buono	69
Machi	71
Canedo	72
Zalenski	73
Ballard	77



Art Stellini, 1st place, 2nd flight

"B" Division Softball

Playoff Picture Shaping Up

Talk about even competition, despite two and a half months of hotly contested "B" Division softball the playoff picture is still unresolved. As of now, the five playoff spots have already been filled (see standings); but, "who will be playing who" is the question. A first place finish in the division would mean a bye throughout the playoffs until the championship game, while second place plays fifth and third place plays fourth. The winner of these two games would play to go to the championship as well.

The team to beat all season long has been the Paramedic Ringers who have been trying to run away with the league at 10-wins and 0-losses, and it's being done amidst much controversy. Everyone in the league is up in arms about them using illegal players, but the Ringers won't have any of it. "What's the big deal?!", a player was quoted as saying. "No one cared who played for us when we were the doormats of the league the last few years, and some of the same players who are in question this year played then."

The Park Station Islanders at 7-wins and 1-loss still have a chance to knock the Ringers out of that coveted first place position. With three make-up games to be played, including one against the Ringers, the Islanders literally control their own destiny. After winning their first four games by forfeits, the Islanders finally had to play a little ball before their rousting barbecues. They played well, winning three games over the SF Airport, NM's, and Southern Station, and losing only one to the Bulldogs 13-3. It was a close game early with the Islanders taking a 3-1 lead into the sixth inning, but the "Dogs" finally woke up and exploded for twelve unanswered runs to turn it into a rout.

The Bulldogs finished their season with a solid 9-win 2-loss record which is the best showing in the history of the team. They were on a tear with decisive victories over Southern, Mission, and CHP, and they continued the roll with an exciting 5-4 squeaker over Taraval Station. It was a fine pitchers' duel between Jim Drago and Tom Lovrin that was decided in the bottom of the ninth when the Dogs' Steve Roche singled home the game winner with the bases loaded and one out. It was a good attempt by Roche to make up for his very suspect play while filling in at third base in recent games, but others don't see it that way. An unknown Irish guy from the NM's was quoted as saying, "There's no making

up for the hatchet job that guy Roche has been doing in the infield!" while another unknown Irish guy said, "That old man couldn't catch a cold while in a blizzard naked!"

The NM's have been on somewhat of a "high horse" recently after securing a playoff spot with decisive victories over FBI and CHP in their final two games of the season. They ended up with a 7-win 4-loss record and are considered the "dark horse" in what will be very stiff playoff competition. They'll be fourth or fifth place depending on what Taraval does in their last game which is being made up against the Islanders.

Taraval has been reeling lately with four losses in their last five games leading to a drop from first place to fifth. There has been some dissension amongst teammates recently, and that situation wasn't helped much when they suffered another tough 1-run loss this time at the hands of Southern Station 14-13. "It was an upset in the sunset!" quoted Southern player Carlos Recinos. His "Brooks Robinson" type plays at third base was a key in the victory. The other key was Al Honnibal's 2-run homer in the top of the ninth that completed a comeback of an earlier 7-run deficit. This game helped Southern end their season on a positive note, while Taraval is hoping to regroup in time for the first playoff round scheduled for Tuesday, June 11th.

SOFTBALL TRIB NOTES: League Commissioner Layne Amiot is anxious for the playoffs to get started, but he's not so sure he wanted the season to end just yet. His bat came alive recently when he belted out two home runs in one game during a Mission Chihuahua loss to the Bulldogs. Amiot beamed proudly, "The Commissioner still has some 'pop' left in his bat!"

NOTE: Second playoff round scheduled for Thursday, June 13th, and the Championship is Tuesday, June 18th.

PLAYOFF OUTLOOK OF TEAMS THAT CLINCHED

	Won	Lost
PARAMEDICS (RINGERS)	10	0
PARK (ISLANDERS)	7	1
NORTHERN #2 (BULLDOGS)	9	2
NORTHERN #3 (NM's)	7	4
TARAVAL (?)	6	4

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Big Game Fishing

by Paul Morse

Tuesday:

The early morning sun warmed my back as the 45 foot cruiser "Playboy" trolled through the small Pacific swells. We had departed the uni-fleet dock in Mazatlan, Mexico 45 minutes earlier at 6:45 a.m. The mate, "Shark", and I had just finished rigging my rods when "Killer" (the young skipper) punched the big diesel and turned the "Playboy" slightly southward. From the helm atop the flybridge, Killer had spotted three sailfish rounding up a school of bait-fish. He maneuvered the "Playboy" so that the spread of lures turned in front of the sails. The left side fish charged and smacked the outside lure with his bill.

As he continued to flail the lure, I picked up the rod and attempted to tease him into striking. The sail played with the lure but would not strike, so I flipped the lever drag reel to freespool and let the green/yellow Boone Striker sink. As I counted, the sail submerged after the lure. When I reached six, I flipped the drag to strike and jigged twice. I was rewarded with a crashing strike. I set the hook hard five times.

The ocean erupted 100 feet behind the boat as the sail walked on his tail shaking his head from side to side attempting to throw the lure. Shark reeled in the other rigs as my drag screeched and the sail greyhound towards Hawaii. After eight or ten more jumps and runs, I had the sail alongside the "Playboy" and we could see his colors light up and dim with his efforts. Shark grabbed his bill and lifted him partially out of the water while I carefully removed the hook from the side of his mouth. As Shark slowly worked the sail back and forth in the water prior to release, I marveled once again at the beauty and power of this spectacular game fish.

By 1:00 p.m. I had caught and released two more sails, and had two nice Dorado (aka Mahi Mahi) of approximately 25-40 pounds in the fish box. I pulled three ice cold Pacificos from the cooler and climbed the ladder to the flybridge. As Shark, Killer and I saluted, we turned and headed for home. I sat back and replayed each fish in my mind.

Thursday:

What is that horrible noise? Oh no, it's my wake up call. I stagger to the shower and try to rinse away the pain. Why did I have that sixth, seventh, eighth and ninth margarita? The Mariachis were in rare form (and so was I). I manage to get dressed and drag my gear through the lobby to the cab. The ten minute ride to the Marina doesn't

help. Mi compadre Ricardo (unifleet manager) says "Como esta, amigo?" "Muy malo," I reply. The coffee and sweet rolls don't help. I climb aboard the "Playboy" while Killer and Shark look at me dubiously.

Maybe this is a mistake. As we head out from the breakwater I can tell it's going to be hot. At least the ocean is flat calm. I lie down on the bunk covering my face with my hat. Why is the diesel pounding so loudly? I don't even try to help Shark with the rods. I must have dozed off. Suddenly the right inside reel is screeching. I manage to get up and get to it just as Shark jumps from the flybridge (narrowly missing my head with his feet.) A large Dorado jumps ten feet in the air as I try to get my mind and body working together. Finally I settle down and enjoy the show as he continues his aerobatics. Almost 15 minutes later he is glowing at the stern. After several short runs, Shark hits home with the gaff and I admire this 5 1/2 foot long, 50 pound green and yellow beauty.

I don't feel quite as rotten. We reset the lines as Killer calls from the helm and points to some boiling water several hundred yards to starboard, dolphins and porpoise jump and spin in the air while seabirds dive and splash. We quickly reel in and change to Tuna Clones and Zukers lures. As we pass ahead of the frothing scene two reels sing. I take one and Shark takes the other. A third reel screams... it will have to wait. In a short time I swing a ten pound yellowfin tuna over the side and into the fishbox. I quickly remove the hood and reset the line.

I put the rod in its holder and start to turn away when it bends double and the reel screams. I pick it up and work on another tuna. The action continues non-stop for 45 minutes. I am not unhappy when the fish stop hitting. Killer, Shark, and I wipe the sweat from our faces and salute with ice cold cervacas. As we rerig with marlin lures I realize that the pain is gone. I let my thoughts wander to other days in paradise. Not a bad description for Mazatlan or many other places that I have visited in Mexico in pursuit of Marlin, Sailfish, Dorado, Wahoo and Tuna. Lapaz, the East Cape, San Jose and Cabo San Lucas, Puerto Vallarta, Manzanillo and Barra De Navidad. At certain times, the fishing can be spectacular. Beautiful hotels, great restaurants, nightlife and some of the cleanest most uncrowded white sand beaches in the world await the angler who journeys to Mexico in search of sea monsters and good times.

Adios amigos!

Swimming News

by Don Matisek

The Grandmaster Swimmers, in preparation for the World Police & Fire Games in Memphis, swam in the Senior Games held at Cal. State Sacramento on June 1st. It was a well run meet and it was great to see swimmers older than us — one lady was competing at the age of 91 and doing well.

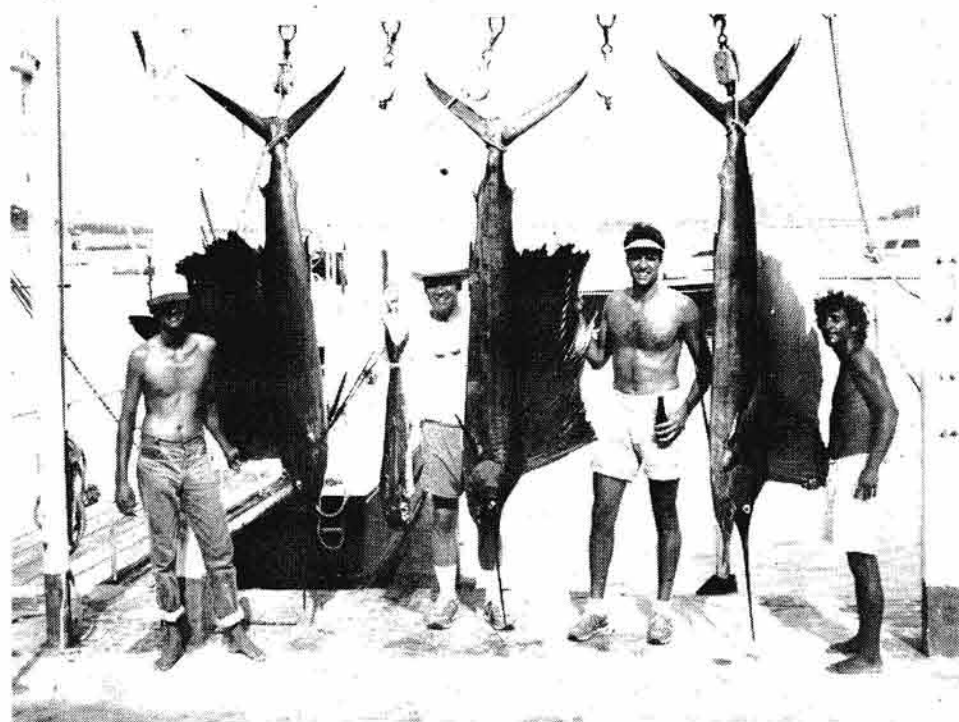
Frank Petuya, swimming in the Master Division, continually swam against 3 time Olympic Gold Medal Winner in the Shot-put, Perry O'Brien, and did well. He placed 4th in the 50 Free and 100 I.M., and 3rd in the 50 Fly, 100 Free, and the 200 Free.

In the Novice Division, not a master

swimmer, in the 50 Free Howard Kyle placed 2nd followed by Don Matisek 3rd. In the 100 Free Kyle took 1st and Matisek 2nd. In the 50 Back and 200 Free, it was a repeat of Kyle in 1st and Matisek in 2nd. Kyle took a 2nd in the 50 Breast and 3rd in the 50 Fly.

The medals, fourteen in number, were presented to the members by Olympic Gold Medal Swimmer Debbie Meyer Reyes.

The team looks ready for Memphis and with handballer Ed Kenny swimming with us we should do well, but no matter what, we'll have a great time. We understand, through the grapevine, that there will be several new swimmers at Oakland. If so, could you let Team Captain Frank Petuya Co. B (days) or Dan Matisek Co. K (days) know about it. See you at the Games!



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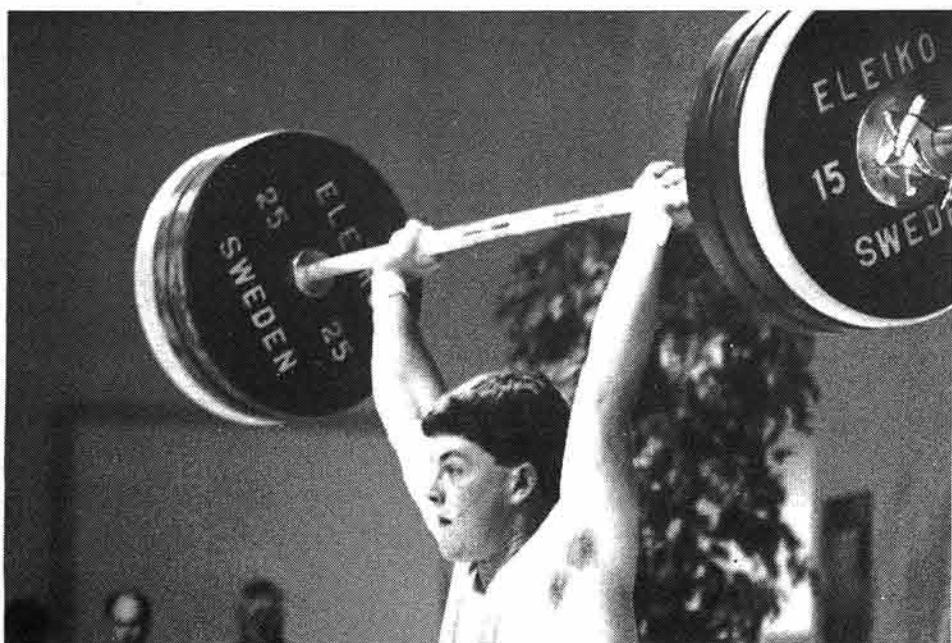
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Tom Gough, 19 years old, 181 lbs., hoisting 352 lbs. overhead!

Olympic Weightlifting with Steve Gough

by Steve Gough and Dennis Bianchi

The below information was submitted by Steve Gough, of Richmond Station, after I called him up and asked him to fill us in on his successful weightlifting team, a team competing not just locally but all over the world. Steve sent along the information and photos, extolling the team members and the community that supports the club. In his modesty he left out a few important items of information, which I would like to add to the article, along with some observations gleaned interviewing Steve and from my very limited experience with the sport of Olympic Lifting.

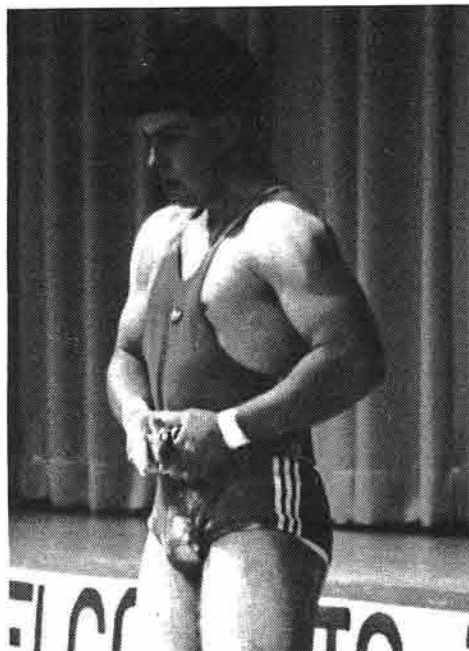
First, Steve coaches these athletes from hands-on experience. Steve won't cop out to his awards but I've watched him lift in years past and he was impressive, if not outright scary. His involvement with the sport is so intense that he has been elected the President of the U.S. Weightlifting Federation's Pacific Association. He was the head coach of the 1988 Junior Pan-Am team and the 1989 Olympic Festival team in Oklahoma, sponsored by the United States Olympic Committee. Steve, obviously, is the real thing.

One of his best students is his son Tom, who snatched 314 pounds and cleaned and jerked 385 pounds while a mere 19 years old and weighing only 181¾ pounds. Another Department member, Lance Logan, has a son, Tim, successfully competing at Steve's gym.

Several years back I attempted to get in shape for these events at The Sports Palace on Valencia Street. With a coach and all the equipment needed at hand, along with a good deal of desire, I went at it. There are only two other times in my life I have been so completely spent after working out and one was after running twenty-six miles. Olympic lifting is truly exercise for the whole body and mind. With the proper coach, such as Steve, you will learn how to become stronger, your balance and coordination will improve, your heart and lungs will get a workout and you will learn to concentrate. Olympic lifters are very well-rounded athletes. In spite of its demanding nature, Olympic lifting can be done for years. There is an 80-year-old man working out at Steve's gym, and Steve said many of his more competent lifters are in their 50's.

Well, check out what Steve has to say and give some thought to checking out this form of exercise yourself, perhaps at Steve's gym in Fairfax.

I started the Fairfax Olympic Weightlifting Club in the summer of 1985 with a group of local Marin High School kids from San Rafael, Terra Linda, Drake and Marin



Tom Gough engaging in the toughest part of the lift, mental preparation.

Catholic. Since inception, over one hundred boys and girls have trained and competed for the club. Our alumni includes four National Junior Olympic Champions, two National Junior Champions, six National Junior Squad members and two former Olympians including Ric Eaton, 1984 Olympic Team Sixth Place in the Heavyweight class and 1987 Olympic Festival Gold Medalist and a member of the 1987 U.S. Pan American team.

Recently two of our Junior Athletes, Tom Gough (19-year-old coach's son), this year's National Champion the 82.5 kg. (181¾ lb.) class and Jasha Faye, 18 years old and a senior at Drake High School, and second place finisher at the National Junior Championships, were selected for and competed in Wolmirstedt, Germany (old East Germany) this May in the Junior World Weightlifting Championships, finishing eighth and eleventh place respectively.

Last summer, after a cooperative effort of local Marin political and business personalities, the Marin Weightlifting team moved into a 4,000 square-foot building on the campus of Drake High School in a renovated machine shop. The training center subsequently was named an official United States Weightlifting Federation Regional training center. The center conducts three to five competitions yearly and coaching/training clinics. It is open to anyone for a modest donation of \$10 per month. It is located at Saunders and Taylor, the east side of the Drake High campus. Telephone 459-9903 if you want more information.



by Dennis Bianchi

1991 may be almost half over but the running race season is really just beginning. That is not to say we were not running this past winter, right? My sources have let it be known that some of us have been hard at it this spring. Let's start with Lou Perez. In April he ran a 28:50 at the Shoreline Park 5-miler, about 5:45 per mile. A few weeks later he ran 33:54 at the Lodi 10K and won his age group. That's just slightly over 5:20 per mile and Lou is just getting warmed up. On May 18 he loaded his bicycle into his car and drove to Davis for the Davis Double Century. This 200-mile bicycle ride is usually too hot for such a distance, but this year - what a difference. Rain, wind and freezing temperatures made the mountainous course (2,000 feet gain in altitude) truly punishing. Lou needed 12½ hours to complete the course and a few days rest to recover.

Lou wasn't alone at Davis. Several high-quality champions were present as well. Our very own Jeff Brosch, known for his toughness, tenacity and endurance, as well as winning a lion's share of awards, was grinding it out, just behind Lou. Jeff pointed out that the first six hours it was raining and blowing. Jeff doubled up on his clothing, worked like a mule and still was cold, cold, cold. Jeff was luckier than David Moon, S.F. Assistant D.A., and nationally ranked triathlete. David had to contend with the same elements but adding to his misery were flat tires and broken spokes, yes plural. All three athletes finished this heroic trek and should be congratulated, or maybe psychoanalyzed. One other highly respected participant in this event was Paul Solon. All Paul ever did was win the Race Across America, which is exactly what it sounds like: long, tough and won only by the elite.

This month's tip from the American Running and Fitness Association: It's never too late to get in shape. Many studies have demonstrated that no matter what age you begin an exercise program, you can expect to improve your physical condition just as effectively as those younger than yourself. The studies showed that both aerobic fitness and strength can be improved remarkably by participating in a regular exercise program, even in sedentary groups of people in their middle and late 60's. Of course, if you have been sedentary and you're no longer under 30 years old you should check with a physician and start your program slowly, but you should start. From *The Journal of Applied Physiology*: "Regular exercise improves the quality of life and reduces the impact of diseases such as diabetes, high blood pressure, heart and artery problems, and some forms of cancer." What a reward for a few drops of sweat.

Well, for those of us who want to add a race or two to our training, here's what's up soon. June 15 is the Sequoia Hospital's Run by the Bay 10K and 5K in Redwood City. June 16 is the Macy's - AYH Great San Francisco Bike Adventure. June 22 is the S.F. Giant's Run to Home Plate 5K. June 23 is the City of San Francisco Marathon. The Fourth of July has races everywhere - you pick one and have fun. July 7 is the date for this year's Hook and Ladder Race. We hope we are competitive this year against the S.F. Fire Department. There's time to get in shape, so if you're interested let Lou Perez know. Whatever race you choose, or if you choose to not race but stick with your exercise program, go do it!

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ON THE STREET/Tom Flippin



Funny ...But True

by Tom Flippin, Editor



IT WAS WORTH IT... EVERY PENNY: An innovative court settlement in Texas allowed a defendant to save \$50,000 and probably gave the plaintiff a great deal of satisfaction.

A defense lawyer, with the approval of the judge, set up a deal that allowed the plaintiff to beat him up rather than collect some \$50,000 from the defendant in a liability case. Maybe this will start a trend in jurisprudence circles... attention public defenders!

AN HONEST DAY'S PAY FOR AN HONEST DAY'S WORK: A sheriff in Washington recently was rewarded for knowing how to "play the game". Sheriff Joe Collins had been having a tough time: he was arrested and tried for theft and perjury (he managed to beat the rap); next, an aroused populace mounted a recall drive (he again managed to beat back his detractors); finally, he fought a hard battle for reelection (this time he lost his valiant fight and was defeated).

Sheriff Collins' reward for his hard times: the local disability board awarded him full disability payments. The disability award was made for "stress incurred in the line of duty".

IT PAYS TO ADVERTISE... SOMETIMES: Narcotics officers in Southern California found a "clue" while serving a search warrant on one of their local "clients". In the doper's effects they found an interesting business card. The card was an advertisement for the area's "newest crack house". Would-be customers were advised that the establishment offered "good, high quality uncut cocaine at a reasonable price"... boasted that they had "experienced Columbian personnel to serve

you"... and even gave the cops the best time to raid the place: "We are open every day from noon to 4 a.m."

When the cops paid a visit the take was \$400,000 worth of drugs and \$13,000 cash.

OUT OF SIGHT, OUT OF MIND... OR JUST OUT OF THEIR MINDS? New Mexican authorities in Gallup have come up with a great idea to solve the city's serious problem with public drinking (the seriousness of the problem is illustrated by the fact that cops in Gallup average 26,000 drunk arrests a year).

The brilliant solution that the powers-that-be came up with: establish a "drinking zone" in a canyon north of the town that could be developed into "an attractive development for alcohol abusers".

I think San Francisco has already tried this... it's called Sixth Street!

AND NOW... A NEWS FLASH: A mystery man has been seen in various Bay Area locations. The man, described as a white male, 25 to 30 years old, 6 feet tall, weighing about 200 pounds and with a muscular build, enters businesses with women employees, claims to be from Eastern Onion (an entertainment delivery service), and strips.

An Eastern Onion spokesman denied that the man was employed by the company, saying, "The company does employ strippers as novelty acts, but they leave their bikini underwear on."

The mystery stripper removes **all** his clothing despite the protests of the women at the various businesses. The stripper has struck in Pleasanton, Los Altos, San Jose, Mountain View, Palo Alto and Livermore. He has not been caught, although police have released a detailed description... uh, maybe it wasn't quite detailed enough.

POA Bulletin #91-51

Leonard Bell Fund

On May 20, 1991, Officer Leonard Bell, assigned to Potrero Station, was seriously injured during a struggle with an armed assailant. Officer Bell's injury will result in financial hardship to himself and his family. Members of Potrero Station have started a "Leonard Bell Fund" to come to his assistance.

Anyone wishing to contribute to this Fund, please make out your check to "The Leonard Bell Fund" and send the contribution to Captain Richard Holder, Commanding Officer, Potrero Station.

POA History

The San Francisco Police Officers' Association has been in existence since 1946. An upcoming edition of *The Notebook* will celebrate those 45 years of dedication and achievement.

The success of that issue will depend on you readers. Any stories, articles, photos, etc. recalling POA history would be greatly appreciated.

Send to:

**Notebook Editor
(45th Anniversary)
510 - 7th Street
San Francisco, CA 94103**



\$12 a Year

by Steve Johnson, Secretary

Several years ago, I participated in a visit to a San Francisco hospital during the holiday season with a police Santa.

The response from both police officer participants and those who received the man from the North Pole was overwhelmingly enthusiastic and both (police officers and children) asked for an encore — that was in 1985.

We've since expanded and we now visit every Pediatric Ward in San Francisco during the Christmas Season bearing small gifts for each child-patient as well as providing their family with a Polaroid memento of Santa's visit. The collective "we" consists of San Francisco police officers, San Francisco firefighters and San Francisco Airport police officers, totalling over 40 off-

duty volunteers who, for one day in each December, learn the real spirit of Christmas.

None of this would be possible without the financial support of the San Francisco Police Officer Association's Community Services committee, chaired by Bob Huegle. Our volunteer group takes over 1,000 Polaroid snapshots of children with their own personal Santa and that alone costs a great deal.

If you're not already donating 52 cents, that's 52¢, that's a little over half of a full dollar, to our Community Services Committee, you're really missing out on a great deal.

Your miniscule investment will bring smiles to young faces who usually don't have much to smile about.

Enrollment forms for the monthly donation of \$1.00 to the SFPOA Community Services Committee will soon be mailed to your home address — your contribution means a lot!!

MEMORIAL

(Continued From Page 1)

compensatory and in-lieu time.

If a member believes that she/he meets these criteria then that member should fill out an application for catastrophic illness status and submit it, along with any supporting medical records, to the Department of Public Health, Personnel Office, 101 Grove Street, Room 212, San Francisco, California 94102, 554-2580. Application forms can be obtained from this same location or from the Police Department's Personnel/Payroll Division, Room 570, Hall of Justice. All information regarding the application is kept strictly confidential.

Once the application is approved the member will be assigned a recipient identification number to keep the member's identity confidential. As in Sarah's case, members certified as catastrophically ill can identify themselves and make their ID number known to other members so as to take advantage of transfer hours from other members.

Persons wishing to donate vacation/sick time have the option of choosing a specific member to give their time to, or they can transfer to any person in need. This is especially beneficial and rewarding for

those members who have "maxed" out on their time and are at the verge of losing their hours if the time isn't used.

To donate sick leave or vacation time to another City & County employee, you:

- cannot be catastrophically ill yourself;
- must be eligible to accumulate and use sick leave and vacation credits; and
- must retain a minimum of 64 hours sick leave for your own personal use.

For members to donate their sick leave and/or vacation time, a Donor's Vacation/Sick Pay Transfer form must be completed. This form is available from the SFPD Payroll/Personnel Division. The transfer form can be turned in to Lieutenant Judy Pursell, Communications Division, as she maintains the log for our Police Department. Hours are then turned in to PPSD only as needed, so as not to waste your precious time.

We wish to thank those who so quickly and kindly came to Sarah Whitfield's assistance. It would perhaps be the most fitting living memorial to Sarah that any member who can spare a few hours of his/her sick or vacation time take advantage of this Ordinance and transfer hours, "The Gift Of Time", to someone else in need.

For further information or forms please contact Lieutenant Harper in Personnel/Payroll Division, Extension 1281 or 9152. Thank you.