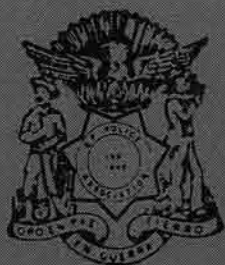


# THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

# 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, AUGUST, 1991

204

NUMBER 8

## POA Arbitration Hearings Set

by Gary Delagnes, Vice President

The hearing dates for the arbitration of all disputes over the wages hours, benefits and other terms and conditions of employment to be provided all members of the Police Department have been set for November 1; November 18 through 20; December 2 through 5; and December 16 through 19, 1991.

The hearings will be before an Arbitration Board made up of three members, one each selected by the Association and the City, and the third mutually selected by both parties. The Association has selected Phil Dito as its board member, and Norman Brand has been selected by the parties. The city has yet to notify us of its selection. The POA will be represented by attorneys Vince Courtney and Alan Davis at these proceedings.

In addition to the arbitration hearings, which will be attended by members of the POA Negotiating Committee, the Arbitration Board has the discretion to meet privately with the parties and attempt to mediate the issues in dispute. Proposition D also authorizes the Arbitration Board to "adopt such other procedures that are designed to encourage an agreement between the parties, expedite the hearing process, or reduce the costs of the arbitration process".

If no agreement has been reached at the conclusion of the arbitration hearings, the parties shall then each submit their last best offers on each unresolved issue to the Arbitration Board. The criteria that will be used by the Arbitration Board is itself set forth in Proposition D as follows:

[T]he arbitration board shall decide each issue by majority vote by selecting whichever last offer of settlement on that issue it finds most nearly conforms to those factors traditionally taken into consideration in the determination of wages, hours, benefits and terms and conditions of public and private employment, including, but not limited to: changes in the average consumer price index for goods and services; the wages, hours, benefits and terms and conditions of employment of employees performing similar services; the wages, hours, benefits and terms and conditions of employment of other employees in the City and County of San Francisco; and the formulas provided for in this Charter for the establishment and maintenance of wages, hours, benefits and terms and conditions of employment. The impartial arbitration board shall also consider the financial condition of the City and County of San Francisco and its ability to meet the costs of the decision of the arbitration board.

After the Arbitration Board reaches its decision, it notifies the parties in writing of its decision on each issue. The decision is not then final, but may be modified during the next ten (10) days by mutual agreement of the parties. If no such agreement is reached to modify the decision, it becomes final at the conclusion of the ten day (See HEARINGS, Page 24)

July 2, 1991

## Interview With Chief Of Police Willis A. Casey



by Steve Johnson, SFPOA Secretary

"There is no more prestigious job in the world I would rather have than that of Chief of Police of the San Francisco Police Department."

Willis A. Casey  
July 2, 1991

The 30th Chief of Police of our department made it perfectly clear, during our recent interview, that he was extremely proud of having the opportunity to serve as the focal point of all police activities within San Francisco during his tenure in office.

San Francisco is unique in culture and tradition among the thousands of cities nationwide and anyone serving as the city's police chief has to acknowledge this exceptional quality and be prepared to deal with it.

### Personal History

- Born and raised in San Francisco. Married with five children
- Served with the U.S. Army 1959-61 (Discharged as 1st Lieutenant)
- Nov. '61 - Joined the San Francisco Police Department
- 1969 - Promoted to Sergeant
- 1973 - Promoted to Lieutenant
- 1980 - Appointed as Chief of Police of the San Francisco Airport Police Department
- 1982 - Promoted to Captain
- 1985 - Promoted to Commander
- 1986 - Promoted to Deputy Chief
- 1990 - Promoted to Assistant Chief
- Nov. 1990 - Chief of Police

POA: Is the job of Police Chief of the San Francisco Police Department what you expected?

Casey: I knew what the Chief of Police did but I didn't realize the amount of time involved — I saw prior chiefs at work, but I never saw them at home. It really is a 24-hour a day job, seven days a week.

POA: How does your family like "the job"?

Casey: Well, my kids are pretty well grown, so it is basically my wife who is directly affected by my being Chief of Police and there are times when I hear about it, justifiably so.

POA: How would you summarize your first, I believe it is seven months, in office as far as accomplishing what you wanted?

Casey: I think my plans are pretty much on schedule. But this question reminds me of something that Captain Mike Hebel told me about a month ago. He said that you cannot change in six months what it took 30 years to evolve. So, we are moving along, taking the direction that I want to go but there is no specific time schedule that I can adhere to — things do have to evolve.

POA: But is there anything that you have done since you became chief that you were looking at for some time

POA: Oh, many things. You can look back at when the department reorganization took place, the units that were disbanded, the change in emphasis in others, those are things that had been talked about prior to my becoming chief but never implemented. I had championed many of them myself and once I became chief, the changes were made.

POA: Are the politics that go with the Job of Chief of Police what you expected? Are outside pressures (e.g. ACLU/Police Practice Committee, Board of Supervisors, Community Groups) overbearing at times?

Casey: The answer to that is going to surprise some people. Because the answer to that question is, "no."

For example, you mentioned the ACLU/Police Practices Committee: I have never met them. The Board of Supervisors: The only dealings I have had with them have been cordial introductions, nothing else. They didn't know me. I have appeared before the Board of Supervisors' Finance Committee before during budget hearings but that was the extent of our relationship. Community Groups: I've gone to community meetings at various district stations, but I did that as a captain.

Most of the pressures I feel, most of my energy is spent centered around the needs

(See CHIEF, Page 14)

## POA Mayoral Endorsement

by Ray Benson,  
Legislative Committee Chairperson  
Gary Delagnes, Vice President

The POA's endorsement for Mayor will be made at a special meeting of the Board of Directors on September 10, 1991. The membership will be polled during the week of September 2, 1991. Your input will be key to the Board of Directors when it votes its endorsement.

Candidates include former Police Chief Frank Jordan, Assessor Dick Hongisto, Supervisor Tom Hsieh, and the incumbent, Mayor Art Agnos. Angela Alioto is also considering running and will have until August 9, 1991 to make her decision.

The POA's Legislative Committee is currently arranging meetings with each of the candidates and with friends and supporters of the POA. It will make a recommendation for endorsement to the Board of Directors and to the membership by August 30. This endorsement will be for the November 12 election.

A Candidate's Night will be held on August 28 at 6:30 p.m. at the Cathedral Hill Hotel, at 1101 Van Ness Avenue (at Geary), San Francisco. Each candidate will be given the opportunity to explain why he or she should be endorsed by the POA and will also be asked a series of questions regarding issues of importance to the POA. All members are urged to make an effort to attend. A reception will be held following the event. Members will be invited to talk one on one with the candidates.

## 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 September issue:  
Tuesday, September 3, 1991

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# Widows and Orphans Aid Association

The regular meeting of The Widows and Orphans Aid Association was called to order at 2:05 P.M., Wednesday July 17, 1991 by President Thomas Bruton in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Treasurer W. Parenti excused. All other Officers present. Among other attendees, P. President O. Elvader, M. Duffy.

COMMUNICATIONS: Following donations received — POLICE COMMISSIONERS JOHN KEKER & PIUS LEE - monthly contribution; LORRAINE HIRSCH - in memory of Charles Myer; life insurance from DAVID NASH.

BILLS: Treas. Parenti presented the following bills, through the Secretary: salaries, benefits, taxes, etc. APPROVED.

The following deaths were reported: JOHN AHERN: Born in San Francisco in 1904, John worked as an electrician before joining the Department in 1928 at age 23. He was assigned to Traffic, remaining there for 7 years, most of this time on the motorcycles, until his transfer to the Bureau of Inspectors. He was promoted to Assistant Inspector in 1940, full Inspector in 1943. In 1930, John was detailed to Camp Perry to participate in the National Pistol Matches, bringing back the first of the many medals he won while representing the City. In 1955, he was awarded a Captain's Commendation for the arrest of an armed holdup suspect. John was 87 at the time of his death.

HENRY BAKAY: Born in Binghamton, New York, Henry was a metalsmith inspector before becoming a member of the Department in 1957 at age 32. He served at various district stations and the Bureau of Identification before he was assigned to Co K, Warrant Detail. After 9 years there, Henry went to City Prison for 2 years, then to Northern for one year, to Southern until his retirement for service in 1985 at age 60. He was awarded the following: 1968 - 3rd Grade for capture of armed robbery suspects; 1971 Bronze Medal for assisting in the rescue of 17 persons from a burning building; 1977 Gold Medal for assisting in the arrest of a suspect armed with a shotgun who had shot a fireman and barricaded himself in a building. Henry was a young 66 when he passed away.

MANUS DUGGAN - born in San Francisco in 1914. Mickey worked as a teamster before becoming a policeman in 1947 at age 33. After the Academy, he was assigned to Park Station, staying three a year, then to Northern for 7 years, back to Park for 17 years and then Taraval until his retirement for service in 1973 at age 58. During his time at park he was Special Duty Officer and Captain's Clerk. In 1951, Mickey received a 2nd Grade for the arrest of an armed robber, and in 1962 a Captain's Commendation for assisting in the arrest of 2 burglary suspects. He was 76 at the time of his death.

BENJAMIN GARRETT: Ben was born in Portland, Oregon in 1911, having worked as a truck driver before joining the Department in 1942 at age 31. From the Academy, Ben went to Taraval for 3 years, then to Headquarters Co one year. Assigned to Co K, Accident Bureau, Ben had found his place in The Department and remained there until his retirement for service at age 62. In 1943 he received a Captain's Commendation for the arrest of an escaped convict in a stolen auto. He was 80 at the time of death.

REPORT OF TRUSTEES: Mr. McIntosh, Security Pacific, reported on the Trust account — no recommendations at this time. Does not expect interest rates to increase, due to the reappointment of Mr. Greenspan. Will not extend U.S. Bond or Treasury Notes any further than 5 years. Corporate Bonds are a certain risk at this time, due to the lack of money available. Will have to look for deflated value stocks and move at that time.

UNFINISHED BUSINESS: Constitution & By-Laws revision committee will meet and see what changes should be made. Trustees instructed Secretary to set a meeting in September with Bank of San Francisco for hearing of their proposal.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:40 p.m. in memory of the above departed Brothers.

Fraternally,  
Bob McKee, Secretary  
Next meeting — August 21, 1991 — 2:00 p.m. Traffic Bureau Assembly Room H of J.



## POLICE POST #456 NEWS

by Greg Corrales

*"Deeds of herosim are but offered to those who, for many long years, have been heros in obscurity and silence."*

Maurice Maeterlinck

*"Some talk of Alexander, and some of Hercules;  
Of Powell and Schwarzkopf, and such great names as these;  
But of all the world's brave heroes, there's none that can compare  
With the gallant young hard-chargers, that work with me out here!"*

Lt. Greg Corrales, Northern Station

On the morning of 29 July, 1991 at 0206 hours three heroes: Sergeant Joel Harms, Office Kevin Cleary, and Officer Rob Ziegler burst forth from "obscurity and silence" in a blaze of deadly gunfire in front of 2205 Sacramento Street. This month's column is dedicated to them and their heroism.

I will write about the shooting in depth at a later time. I have to make one quick observation, however. It was so much like the Nam, it was eerie! Joel, a brother Marine and brother Vietnam Vet lying on the ground wounded. Awaiting the medivac, while assuring him that he was going to be okay (and silently praying that he wasn't wounded as badly as he looked). The camaraderie and love demonstrated by literally everyone on duty in the Department at that time. And lastly, looking over at Rob Ziegler and Kevin Cleary. Two young men who had been suddenly and unexpectedly required to per-

form a duty that no one should ever have to perform. It is a duty that will change them forever. It is a duty that, had they hesitated for a second, would have resulted in tragedy. It was their duty, and they performed it admirably!

I received a very nice letter from recently retired Mario Di Lorenzo. Mario is enjoying retirement in Cameron Park and reports that the Hangtown Post of the Marine Corps League is very active. He says hello to all his many friends in the Department.

UPI reports that Defense Secretary Dick Cheney said on 13 July that the Bush Administration will push for return of any missing prisoners of war, even if the effort interferes with re-establishing relations with Vietnam. "The idea that someone would rather not know about the fates of our POWs and MIAs, because it may interfere with our relationship with Vietnam, is not only outlandish, but goes against the attitudes of everyone I know in this government about that country," Cheney said.

The American Legion, however, is calling for full disclosure on the progress and results of the Department of Defense investigation into the alleged cover-up of information of POWs/MIAs. The Legion's action comes in the wake of the resignation of Col. Millard A. Peck, director of the Special Office of Prisoners of War and Missing in Action, Defense Intelligence Agency.

Peck alleged a cover-up in a resignation memo that stated that the POW/MIA issue "is being manipulated by unscrupulous people in government, or associated with government. Some are using the issue for personal or political advantage and others use it as a forum to perform and feel important, or worse," he wrote. "The sad fact, however, is that this issue is being controlled and a cover-up may be in progress. The entire charade does not appear to be an honest effort and may have never been."

(See POST, Page 8)

### 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

EDITOR  
Tom Flippin  
SPORTS EDITOR  
Dennis Bianchi  
PHOTO EDITOR  
Don Woolard

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## A Petition For Reconsideration

by Steve Johnson

A young three-year-old girl is wrestled from her mother in the middle of Sunday church services by a 300 pound psychopath who then drags the child to the altar, places a knife against her neck threatening to "sacrifice" her and you get the call.

When you arrive with your back-up officers the child is bleeding from the neck where the suspect has cut her and she's screaming for help — the screaming is deafening, the suspect is intense and you've got to make a decision.

Officers Dennis Dillard, Dave Albright, Brett Higdon and Bernard Sullivan had to make that decision because this was the exact scenario they faced on October 28, 1990, at St. Patrick's Church at 4th/Mission Streets.

Officer Sullivan told me later that there was no chance of shooting the suspect because of the proximity of the child. The only other choice was to wrestle the knife from the armed assailant.

It was uncanny how well the four officers worked as a team — without verbally communicating they managed to physically restrain the knife-wielding suspect with Officer Sullivan pulling the child from his grasp, yet still, all four officers were exposing themselves to the possibility of receiving a fatal stab wound from an individual who had terrorized a young girl and her family.

The child's screams at St. Patrick's Church on 10/28/90 still haunt some of those involved — Officer Dennis Dillard, a widower, has a young eight-year-old daughter he's raising (his wife died of cancer several years ago). Dennis could only hear his own daughter's screams when he was in such a life and death struggle with this extremely violent individual.

Officers Dennis Dillard, David Albright, Brett Higdon and Bernard Sullivan are heroes, and they should be commended appropriately. However, at a Medal of Valor Awards Committee meeting (consisting of all civil service captains) the officers were awarded a Bronze Medal of Valor.

I think the officers who saved a three-year-old girl from certain death at great personal risk should be awarded the Silver Medal of Valor. They "displayed outstanding bravery," they "risked their lives with full and unquestionable knowledge of the danger involved," and the risk was "of sufficient importance to justify their actions" and they "accomplished their objectives" — all of the criteria were met for a silver medal. What happened?

With all due respect, the captains participating on the Awards Committee had to make their decision based on what they were told by the officers involved. Well, let's face it — no police officer is going to go before a group of police captains and tell them what a hero he/she is — it's just not going to happen. Police officers are basically shy — they want to help — they'll place their lives on the line, but they also find it very difficult to "brag" about their exploits. It just isn't natural for people in uniform to have to pat themselves on the back.

So where do we go from here?

I guess it's up to the captains to reconsider, obviously that's why I'm writing this article. I was not lobbied by any of the officers involved in the incident — I found out what happened through other sources and took it upon myself to try and correct something I think is wrong.

So, if you've got two bars on your shoulder, and you're upset with my evaluation of this matter, that's okay. I've got a three-year-old daughter and I know what those officers must have gone through — they do deserve a Silver Medal of Valor.

## Everybody Loves A Parade

by Gary Delagnes

I know that many people in this department probably think that I'm homophobic, and to some extent a bigot. First for my remarks during last year's "AIDS Conference", and secondly because of my adamant opposition to any compromise in regards to testing procedures that in my opinion invoke and utilize reverse discrimination. I am confident that any gay, black, asian, hispanic or woman officer who has taken the time and made the effort to know me will tell you that I am neither homophobic nor a bigot nor a male chauvinist. I simply believe in fairness and that fairness applies to every member of this department regardless of their race, sex, or political beliefs.

The P.O.A. was flooded with calls in regards to behavior exhibited by gay officers during the recent "Gay Freedom Day" parade. Many people felt that the gay officers were permitted to express emotions and exhibit feelings that never would have been tolerated from heterosexual officers under similar circumstances. Many people feel that because the gay life style is "politically correct" in San Francisco, the department is in a much more permissive mood. Especially in light of the furor created over the tie-tack issue during the Persian Gulf crisis.

I was out of town during the "Gay Freedom Day" parade so I am not really in a position to know exactly what took place. I have not heard of any documented incidents that violated specific rules and procedures. I personally don't have a problem with gay officers in this department taking part in such a parade as long as officers of other races and sexual preference receive the same opportunity.

St. Patrick's Day was March 17th. There was a parade through downtown San Francisco, and I cannot recall Irish officers being afforded the opportunity to be detailed to that parade. The Chinese New Year's Parade was in February, and again I cannot recall Chinese officers being offered the chance to be detailed to that event, despite the large Chinese population in San Francisco. I believe the same can be said for the Columbus Day Parade, the Cherry Blossom Festival, and Cinco De Mayo.

I would urge any officer who wishes to take part in a parade which celebrates their ethnic culture or sexual preference to submit an inter-departmental expressing that desire prior to that particular event. I cannot see a reason for that request to be denied.

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## The Outsiders

"The Outsiders" is a monthly column brought to you by those who have the right story, as opposed to the "Insiders" and other commentators, and their "Insider" friends, who often do not get the story right, or are not on the "same page".

**THE LATEST ON THE MAYOR'S RACE...** Most recent polls indicate, according to some reliable "Outsider" sources, that the runoff could well be between Frank and Angela. Could it be that some of the current "Insiders" may soon be "Outsiders", and vice versa? Look for some of the current politicians to be sniffing around for who to latch onto in order to secure political appointments, since they would like to be "Insiders" again, and so the story goes. The lesson is not to underestimate the power of the "Outsiders."

Meanwhile, a certain "Insider" is still waiting for his very own "Insiders" to recapture the SFPOA from the "Outsiders". This has been and will be, a very long wait, and a cold day in hell. Are we to assume that the "Insider" would then finally deign to treat police officers fairly? Another cold day in hell.

**SPEAKING OF WHICH, GUESS WHO'S COMING TO DINNER?** With "Insider" friends like this, who needs enemies? Only "Insiders" need respond to the recent invitation for the Gala Dawydiak Affair for the EMPEROR, a most unprecedented insult to the ranks of the SFPOA. And what good has it been to the rank and file police officer to have "Insiders" in the Mayor's office and the Assemblyman's office? Please spare the SFPOA when the "Insiders" try to raise money for this event; police officers can't afford it, thanks to certain "Insiders".

A major tactical error that the SFPOA made some time ago was to endorse a certain "Insider"; HIS major tactical error, on the other hand, was to forget that the membership, and not just the former leadership, endorsed him.

**FURTHER POLITICAL NOTES:** The "Outsiders" know that Lt. Al Casciato, son of El Salvadorean immigrants, was accused of being part of the sinister, racially motivated plot to take over the Latino

Democratic Club. Surprise when Al, who is proud of his heritage and committed to the Latino community, addressed the membership in Spanish and called for unity among all San Franciscans. That should debunk the "Insider" myths. They do like to spread rumors... The truth would hurt them, so phony rumors is the way.

**BY THE WAY, HOW MUCH MONEY DID IT COST TO HAVE TWENTY OR SO POLICE OFFICERS MARCH IN THE GAY FREEDOM DAY PARADE?** Out of approximately 200 gay and lesbian police officers, the "Insiders" had to PAY to get twenty to march? Maybe the next time they should ask who would like to march in the parade for free? (At least Outsider Chief Frank Jordan did not waste the City's money creating contingents in any parade).

And **WHAT ABOUT "1 JONES STREET"**? Officers wearing hard hats in the environmentally unsafe Imperial Palace? Maybe there is no money for hard hats, since one "Insider" Lieutenant, who is also a sponsor of the Gala Dawydiak Affair, is supposedly polishing the marble fireplace in the Chief's office, along with the badge, er, brass. This, as squad cars sit in the garage, out of commission because there is no money. High gloss fireplaces and marble wax have priority over public safety in the Imperial administration. After all, who needs public safety when you can have gala affairs.

**WHAT'S WRONG WITH THIS PICTURE?** An alert DSS worker gets a clue on a dangerous rapist, and drops a dime. Police sweep in and clean up. Social Worker threatened with five days off for violation of confidentiality. Gimme a break? SFPOA says she scores big points for Crime Fighter of the Month award, and the "Outsiders" hereby nominate her.

**TUNE IN AGAIN TO THE "OUTSIDERS"** for the real rap on the "Insiders", and for news as it happens. If you have tips from reliable "outsiders", we want to hear from you. It's time the story got told.

Name withheld to avoid retribution.

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



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## RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



### "True Friendship Lives On" (Legends In Their Own Time)

by Gino Marionetti

For a number of reasons that we may find hard to understand, a friendship can exist that is so rare and beautiful that it will be cherished throughout one's lifetime. It consists of respect and admiration for one another and has the strength and the endurance to overcome any obstacles that may hinder the friendship from continuing.

The two retired police officers to whom I am referring are William "Paul" Lister and Norman "Warren" Moore, who are legends in their own time. (A footnote on Warren's middle name: "Warren" was given to him in honor of one of our past United States Presidents, Warren Harding. Needless to say, Norman's dad must have been a strong Republican.) It's true they are living legends, but another appropriate description of them is "truly fine and outstanding gentlemen." I feel certain that when the word gentlemen first came into existence that the person who thought of it must have been clairvoyant, and had Bill and Norman in mind. Those who had the pleasure of knowing and working with these gentlemen, or merely being in their presence, held them in the highest of esteem and grew in stature under their influence.

They were known as the "L & M" boys. That moniker was given to them and was to remain with them throughout their police careers. The responsible person was the former police officer Pete Gardner in an article that he had written about Bill & Norman for the *POA Notebook*. By coincidence or fate, both men were transferred to Southern Station and from the moment they met they seemed to be suited for each other as well as enjoying working together. Leo "The Lion" Hayes was the platoon commander who had the good sense and the foresight to see the potential that ex-

isted of teaming them up and assigning them a radio car.

Dan Tinney, who was working in the communication bureau, stated that Bill and Norman were one of the most reliable radio cars in the city. They would not only answer their calls with little response time but would also volunteer for other calls that went unanswered. If I were to make a list of the greatest ... let's say, fifty police officers from the inception of our department to the present time, the wonderful public relations work and the service they extended to our law abiding citizens would qualify our legends in their own time as worthy and deserving of a place on that list. Their goals and objectives were simple and can best be explained by looking at the printed words that appeared on the side of the police radio cars. At the present time it is "serving our city." In Bill and Norman's day that it was "to protect and serve our citizens." Regardless of what the symbol indicated they served our city with dignity and pride.

I spoke to quite a few of their superiors and fellow workers and the more I inquired the more I became impressed — it was like someone had written a message and was reading from it as everyone spoke so highly of those two extraordinary human beings. Their friendship has continued for 33 years, 18 as police officers and 15 in their retirement life.

Their L & M friendship must be contagious: Bill's wife, Carey, and Norman's wife, Dolores, have also become good friends. Even to this day, Bill and Norman keep in touch, and never does a week go by that they don't call one another to exchange friendly greetings. On occasion our gentlemen along with their wives go out for an evening that includes a lovely dinner, relaxation and perhaps a little reminiscing on the side.

They say reminiscing is a sign of getting old. There is nothing wrong with looking back on the past with fond memories, recalling one's youth with all its hopes and prayers to the Lord that those prayers would be granted. It's God's gift to us to remember our past with its pitfalls, the disappointments as well as the blessings and the successes we achieved in our youth and grew into in our adult life. The past was created to soothe the present. People in our department set various goals for themselves. The desire of some is to retire with a good pension while others realize that in retirement they still have one third of their lives ahead of them. They look forward with great anticipation to the plans they made that will bring them happiness and pleasures in their "Golden Years".

Bill and Norman have given our department a legacy that will be hard to surpass as to the meaning of "True Friendship Continues On". The sacrifices that they made to retain their friendship must be admired by us mortals. One of the sacrifices that they made was that they both agreed to pass up all Civil Service promotional tests. They decided it would be too risky and that passing would put an end to their friendship in the police department as they would

(See LEGENDS, Page 18)

### Retirement Planning Seminar

The 9th Annual Retirement Planning Seminar will be held on Saturday, October 26, 1991 in the Superior Court Assembly Room #307 of the Hall of Justice, 850 Bryant St., from 0900 to 1530 hours.

Coordinated by retired members Mike Sugrue and Gino Marionetti, the seminar is tailored to police officers and fire fighters who are approaching retirement. The seminar will be conducted by experts in several important areas of retirement and will provide valuable information to help ensure an enjoyable and financially secure retirement.

Breakfast and lunch will be catered which costs us \$4.00 and \$6.00 per person. The cost is \$20.00 per person.

The seminar program is as follows:

SPEAKERS	SUBJECT	TIME
Gino Marionetti (Ret. Lt.)	Psychological and Emotional Impact of Retirement	0900-0930
Capt. Mike Hebel	Retirement Benefits	0930-1230
Break: 1230-1300		
Off. Duane Collins	State/Federal Taxes	1300-1330
Stan Cordes (Ret. D.C.)	Pros and Cons of Retirement, enjoying Retirement	1330-1400
George Emil (Ret. D.C.)	Wills, Living Trust & etc.	1400-1530

Reserve now by sending your check payable to the Retirement Seminar to 510 7th St., San Francisco, CA 94103. This could be one of the best investments you ever made. Please call 861-5060 for further information.

### Thinking Out Loud

#### What a Waste of Talent

Retirement, as painful or as pleasant as it can be, comes to every one of us. The sad part is that once one has retired our department discards us as if we were yesterday's newspaper. I'm not attempting or even suggesting that our department take care of all the retirees, as it wouldn't make any sense, and most important, it would just about be an impossibility.

There are those retirees who have looked forward to enjoying their Golden Years. They have worked for it and are deserving and look upon retirement as the dessert that followed their police career. The furthest thing from some of our retirees is to have anything to do with our present police department in any shape, fashion, or form.

However, there is the exception to the rule; as a minority of our retirees have an abundance of knowledge on their specialty that would be both informative and beneficial to our present day police department.

I believe that there are two reasons why my suggestion will never get off the ground. First, our department doesn't like anything new, since they think things have gone well with the old system and, number two, my suggestion makes too much sense and the top administrators sit back in their soft cushion chairs and attempt to run the department so that nothing in a negative fashion makes the headlines in our local newspapers. Sit back, don't rock the boat, put in your time and if you and not the major is running the department, look forward to your retirement and a nice pension.

Now the substance and reason for this article. I would like to compare it to the first black professional baseball player (Jackie Robinson), who is solely responsible for black professional baseball players presently playing in the big leagues.

The person above was an innovation to baseball; mine would be a retiree assisting our department on his expertise that would bring credit and prestige to any law enforcement agency. The person that this article has been referring to is Ret., Lt. Edward Epting.

Let me bring to your attention an incident that occurred that will give you an idea of what I am trying to get across to our present day administrators. Edward Epting was addressing the Chiefs of Police of various police departments throughout our state. His topics were "Crowd Control" and "Gang Activities." His presentation was so greatly received by the various chiefs that they extended him the invitation to address the various police departments of the Chiefs that were in attendance. If the various chiefs thought so highly of his expertise when he was active, does it make it less informative to our department now that he has retired? I hate to think that nothing will be done and that it will be shoved under the rug and that in time it will be forgotten and that his knowledge will pass on from one person to the next.

If I were Chief I would have him as a consultant on the subjects discussed herein. I know that if he was handling any precar-

ious assignment that he would make a decision and not think of it for hours. Edward Epting was one of the most dedicated, honest police officers when he was active and he would be a fine present model for all future police officers.

#### Reach Out

Experience is a great teacher, therefore, the many calls that I have received from retired friends and retirees themselves is the reason for this article. Most of the problems are due to the enormous amount of freedom and the inactivity that they are facing in their retirement life. If you could turn the clock back. Their lives have become disenchanted and they wish they hadn't retired.

I don't claim to have all the answers but I do have some suggestions that may resolve some of the problems.

Give yourself some credit and put forth an effort.

There are so many things one can do to take care of the freedom and the inactivity but it is up to you to extend your arms and reach for it.

It is up to you. You can just sit back and do nothing and feel miserable or you can learn to become acclimated and enjoy the remaining third of your life's span.

There are opportunities for everyone to attend trade schools, City College or San Francisco Community College. The price for senior citizens is nominal.

Give yourself a chance, some of you could become artists, writers, and they have just about any course one could imagine.

I took a course in stained glass technique and I am on my second year, and my goal is to make beautiful Tiffany lamps.

Don't think negatively. Everyone has talent and it is just a matter of letting it surface. You can achieve just about anything that you make up your mind to do.

I can remember how beautiful the gem trees looked when I first saw them. I made up my mind that I could make them. My mission was accomplished and the highest compliment paid to me was from an Italian visiting our city from Italy. He was so impressed with my trees that he purchased 23.

Have you ever thought about doing voluntary work? One third of all retirees in the U.S. do volunteer work. There are so many agencies that could use your knowledge and time. It takes a certain type of person to do volunteer work but the feeling that one receives is self-rewarding.

One talent, or it may be a gift, is that I have five grandchildren, and they won't let me leave until they are tucked into bed and grandpa tells them a story. I have no idea what the story will be but the words just seem to flow. What is surprising is that when I finish the kids enjoy the story and much to my surprise I also find them interesting and enjoyable. Who knows, I may become another Hans Christian Anderson (if I write them down on paper).

What really gives me a great deal of pleasure is my visit to the nursery department of Saint Luke's Hospital on Fridays.

(See RETIREMENT, Page 18)

### Cops For Christ Luncheon Thursday, August 15, 1991 12 Noon

#### This Month's Speaker Father Jim Tarantino

Our speaker this month is Father Jim Tarantino. Father Jim was born and raised in San Francisco one of ten children.

He is an Associate Pastor in the Archdiocese of San Francisco and serves as its liaison for the Charismatic Renewal.

Father Jim is used frequently by the Lord in the gifts of preaching and exhortation at retreats, conferences and seminars.

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 or Ed Erdelatz 553-1148.

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# Statutory Wills and Several Reasons to Have One

by Dale Allen

A will is an instrument by which a person provides for the disposition of property after his or her death. If there is no will, the court will direct the distribution of the estate in accordance with state law. Often the state law does not reflect commonly held attitudes regarding provisions for the spouse as primary and does not provide the spouse adequate means of support. If there is no surviving husband, wife, or children, other blood relatives become entitled to the property and in many cases the situation becomes very complicated. The law is rigid and gives no consideration to the needs or circumstances of the individual heirs. The law further designates who may administer the estate and may require a surety bond at the expense of the estate.

Research by the State Bar of California showed that (1) many people did not have wills when they died, and, as a result, their families suffered because of unnecessary expenses and delays, and (2) many people who were frugal or fearful did not consult lawyers about their wills and prepared handwritten wills with mistakes which caused lawsuits, delays, and expense.

The facts indicated that a simple will efficiently designed and written in easily

understood English might persuade and enable many people to sign a will to prevent loss and family hardship. The statutory will discussed below can accomplish that purpose.

## What are statutory wills and statutory will with trust?

These wills are designed for the relatively uncomplicated estate plan, where the amount of assets is not substantial.

(1) The simple statutory will enables a married person to leave his or her property to the surviving spouse outright, or if not to the surviving spouse, then to the children or descendants outright. This will allows one cash gift to a charity or to a person. An unmarried person may use this will.

You nominate an executor, and name others to act if the first one does not act. You can name a guardian for your minor children.

You can name a bank or trust company as executor or as guardian of the children's property if you do not want to name an individual.

Also, you can leave your assets as though you did not have a will.

(2) The statutory will with a trust allows you to leave property outright to your spouse and, if your spouse is not alive at the time of your death and your children are minors, then the assets will go into a

trust until your youngest child reaches age 21. This is known as a family pot trust. It avoids the guardianship which is expensive and wasteful.

In this will, you can bypass your spouse and leave your assets in trust for your children and descendants or outright to them.

## Who may use these wills?

Any individual may use these wills, but they are designed for an individual whose financial situation and family plan are uncomplicated.

## Who should not use them?

An individual with a complicated family dispositive plan and substantial assets should not use these wills. In this situation a custom-tailored plan is needed.

## How should they be used?

Although they are designed to be used without a lawyer, it is not advisable to sign one of these wills unless you have the advice of a California lawyer. As a matter of fact, the law requires that the printers must print on the wills a notice to you in large type so that you will read it. Some of the sentences in the notice are:

It may be in your best interest to consult with a California lawyer because this statutory will has serious legal effects on your family and property.

This will is not designed to reduce death taxes or any other taxes. You should discuss the tax results of your decisions with a competent tax advisor.

If there is anything in this will that you do not understand, you should ask a lawyer to explain it to you.

If you marry or divorce after you sign this will, you should make and sign a new will.

In addition to having a carefully drawn, up-to-date will, it is important for you to prepare a letter of instruction. This is not a formal legal document, but a practical listing of personal and financial information and the whereabouts of key documents that would be needed by your executor or other person called upon to administer your affairs in the event of a prolonged absence, illness, or death.

Such a letter can be invaluable in expediting a whole range of matters — gaining admission to a hospital, applying for disability or death benefits, or settling an estate. Also, a letter of instruction can serve as the basis for writing or updating a will.

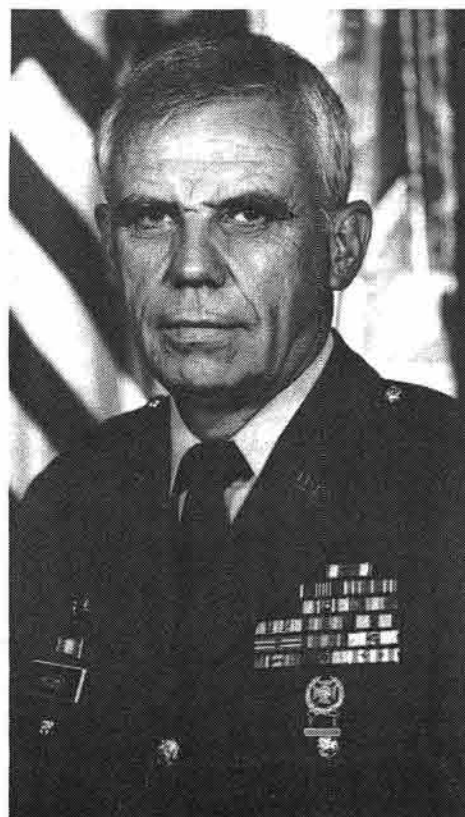
Estate planning authorities emphasize that signing a will is only the last step in the planning process. You have to know about the effect of taxes, whether title to your assets is held properly to accomplish your goals, and whether your plan in the will protects your survivors from the dangers of investment and money management.

Statutory wills can serve many people, but each person's problems deserve special analysis for the person to decide (1) whether a statutory will alone does the estate planning job, (b) whether such a will with a codicil (an amendment) will serve the purpose, or (c) whether a will with a living trust will accomplish the client's goals.

This is just a cursory overview of the statutory will and statutory will with trust established by law in 1982. As part of membership services, the P.O.A. has arranged for free legal assistance in the preparation of simple wills. Call the P.O.A. for more information.

## Next month — Living Trusts

(Ed. note: Dale Allen is a former officer of the SFPD who is now practicing law with the firm of Low, Ball & Lynch in San Francisco. He will be available at the POA on Wednesday, August 28, 1991 to answer member questions.)



Retired San Francisco Police Sergeant, Paul Husby, Hail and Farewell Ceremony from 49th Military Police Brigade.

## General Husby Retires

by Forrest Fulton

Sergeant Paul Husby retired from the San Francisco Police Department in 1978. During his career Paul worked in various patrol assignments but his goal was to become a Solo Motorcycle Sergeant. Paul became a Solo Sergeant assigned to the Traffic Division until his retirement. As a total police officer Paul's interests ranged from marksmanship to being elected Treasurer of the San Francisco Police Officers Association.

After retirement from the SFPD, Paul continued on with his military interests. His military career began in 1954 when as a high school student he enlisted in the United States Naval Reserve. Upon graduation from high school he went on active duty with the United States Marine Corps and attained the rank of Sergeant. Paul then joined the California Army National Guard in 1961 and received a commission from the California Military Academy as a 2nd Lieutenant. He worked his way up the ranks and finally became the Brigade Commander of the 29th Military Police Brigade. Paul Husby was promoted to the rank of Brigadier General in January 1989.

The 49th Military Police Brigade is one of the major military commands in the state of California. The brigade was one of the units that was assigned to support the city of San Francisco during the earthquake of 1989. General Husby has commanded the brigade in numerous federal and state missions including deployment to Korea, Japan, and the Persian Gulf.

On 1100 hours Saturday June 22nd at 2295 Mariner Square Loop, Alameda, California Brigadier General Husby had a change of command ceremony turning over the unit to Colonel Jerry Fields.

The members of the San Francisco Police Officers Association wish Brigadier General Paul Husby all the best.

## Fifteen Years Ago Bill Of Rights Passed

by Paul Chignell

In the summer of 1976 a battle was fought between police union leaders in California and their management counterparts that had repercussions across the United States.

Governor Jerry Brown was halfway through his first term as Governor and was in the process of refusing to honor his 1974 campaign commitment that he would support procedural due process rights for police officers. Brown was being challenged by one Jerry Crowley, President of the California Organization of Police & Sheriffs and President of the San Francisco Police Officers' Association. Crowley left the POA presidency in 1979 and is now a 33 year veteran lieutenant in charge of the Auto Detail of the San Francisco Police Bureau of Inspectors.

Crowley joined with other police union officials from San Francisco and other major cities in California to introduce Assembly Bill 301 in the legislature. Assemblyman Jim Keysor, Democrat of Los Angeles carried the bill that would prohibit polygraph examinations for police officers, allow political activity without coercion, expressly provide for rights while under interrogation and provide opportunities for administrative appeal of discipline.

Governor Brown had been endorsed by many police union organizations in 1974 over his opponent, Controller Houston Flournoy with the promise that due process rights for police officers would become a reality in California. This was one of the first states to entertain such a concept as fairness for police officers anywhere in the United States.

The legislation sailed through the Assembly with the assistance of Assembly Speaker and now Lieutenant Governor Leo T. McCarthy of San Francisco. But the State Senate proved to be a more difficult task due to the more conservative nature of that legislative chamber. The bill barely emerged from committee and was stalled on the Senate floor. A number of journeys were made to Sacramento by Crowley and members of his Board of Directors as well as representatives from the Long Beach POA, Burbank POA, Los Angeles Police Protective League and other local and statewide organizations.

The debate and vote on the Senate floor in August of 1976 was contentious and emotional. Republican members of the Senate railed against the legislation stating that it was unnecessary and that if it pass-

ed police managers would not be able to control errant police officers. They further stated that the entire system of discipline would break down if police officers achieved due process rights. The League of California Cities mounted a massive lobbying campaign against the measure with virtually every town, city and Board of Supervisors in the entire state sending letters strongly opposing the measure. Significant pressure was placed on the twenty senators up for re-election in 1976 by local officials.

The Governor sent signals that he would veto the bill if it passed as he was getting tremendous pressure from his Director of Corrections and Commissioner of the California Highway Patrol. Due to the Governor's weakness, police union officials convened a mass meeting with the Governor's labor relations liaison, Marty Morgenstern. This turned into a shouting match clearly expressing the frustration over the waffling of the governor.

Finally, an agreement was reached on specific language with the representatives of the Governor and a final vote was necessary on the floor of the State Senate. Some Senators reversed their commitment to vote for the bill including the sly Democrat Randolph Collier, Senator from the North Coast of California who was known for his conservative views. But in the end, Senator Milton Marks of San Francisco provided the final 21st vote enabling Assembly Bill 301 to leave the legislature with majority approval.

Governor Brown then signed the bill into law with police union officials gathered around him in the Governor's office. We had achieved due process rights for police officers that had been elusive for so many years in California.

The legislation became effective January 1, 1977 and in subsequent years additional sections have been added to the law expanding these protections to virtually all classes of peace officers, allowing direct appeal of denial of these rights to Superior Court and allowing representatives of police officers to have a privilege against disclosure of information.

Since the summer of 1976 many states have passed similar legislation following the lead of California and the San Francisco Police Officers' Association.

The next time you appear at Management Control or the Office of Citizen Complaints, think about the protections you have as a result of Jerry Crowley and his leadership fifteen years ago.

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Call to Order  
Pledge of Allegiance  
Roll Call:

Present: Deignan, Co. A; Machi, Co. A; Macaulay, Co. B; Keys, Co. C; Ellis, Co. D; Sylvester, Co. D; Pate, Co. D; Tennenbaum, Co. F; Rosko, Co. H; Knighton, Co. I; Shine, Co. K; Fulton, Hdqtrs.; Sullivan, Invest.; Lemos, Invest.; Fagan, PBTF; Java, Muni; Dito, Treasurer; Delagnes, Vice President; Trigueiro, President

Excused: Goldberg, Co. E; Murphy, Co. G; Lindo, Hdqtrs.; Cole, Retired; Johnson, Secretary

Absent: None

#### President's Report:

President Trigueiro informed Board members that Jim Cole would no longer be representing Retired members on the Board of Directors as other personal demands will preclude him from doing so. Gale Wright, a former member of the Board of Directors will take Jim's place until a further determination is made.

The President also reported that an arbitrator (Mr. Norm Brand) has been selected to deal with our contract negotiations and he will be reviewing the situation as it stands and will then proceed with mediation overtures.

A discussion was held in regards to the SFPOA affiliating with another labor organization. However, further information

## Board of Directors Meeting

July 16, 1991

will be obtained and presented in the near future before a full membership vote will be taken in this matter.

#### Vice President's Report:

Vice President Gary Delagnes informed board members that there have been over 27 grievances filed already this year over various issues and that the resolution to our first grievance arbitration hearing is pending the submission of briefs.

#### Secretary's Report

Deferred.

#### Treasurer's Report

Treasurer Phil Dito submitted the financial statement for the month of July for review and approval — Motion, Deignan, 2nd, Ellis to accept — motion approved unanimously.

#### Committee Reports

##### Federal Litigation Committee:

(Chair, Roy Sullivan)

Chairman Sullivan reported that we are still awaiting the federal court judge's ruling on the last promotional exam. Unfortunately, there is no time frame as to when

the judge must rule — we simply have to wait until we hear something.

#### Community Service Committee:

(Chair, Bob Huegle)

Chairman Huegle will soon be mailing out applications giving anyone who is not a member of the Community Services Committee the opportunity to join (Cost: \$1.00 per month).

#### New Business

Jim Deignan, Co. A and Rich Pate, Co. D expressed their concerns (as shared by all of the Board members) over our current personnel shortage. We will have to wait to evaluate the effect the "Staff Reduction" transfers will have at the district station level and discuss full ramifications at the next Board meeting in August.

Bob Knighton, Co. I requested that members of the executive board obtain some type of policy statement from the administration re: police personnel participating in parades and other civic functions to clarify the detailing of officers to future events.

#### Financial Requests

##### San Francisco Labor Council:

The SF Labor Council's Public Employee Outreach Committee will be conducting a poll of citizens of SF to determine how we can better organize for future elections. The SFPOA was given the opportunity to participate in this poll at a cost of approximately \$1.00 per member (Total: \$1700.00) Motion, Donovan, 2nd, Delagnes: That the SFPOA participate in the SF Labor Council poll for the amount specified (\$1700.00). Motion passed unanimously.

##### Donation to Supervisor Kevin Shelley:

A request to help alleviate the debt incurred during the supervisor's election was made and a Motion, Keys, 2nd, Dito was made to make a donation in the amount of \$250.00 — Motion passed unanimously.

##### Donation to Assembly John Burton:

A request was received by the POA to assist in the assemblyman's campaign for re-election and a Motion, Keys, 2nd, Deignan was made to donate \$500.00 to Assembly Burton's re-election committee — Motion passed unanimously.

There being no further business the Board of Directors meeting was adjourned by President Trigueiro at 1830 hours.

Submitted by: Steve Johnson  
Secty, SFPOA

## Retirement



Photo submitted by Jerry D'Elia

Pictured above are SFPD dispatchers Marian Frazier and Jeanne Lohmann (with Lt. Judy Pursell, center). These two ladies represent more than 40 years of combined service in Communications. They are holding Certificates of Recognition from the San Francisco Board of Supervisors. In a touching tribute to the two, their dispatcher numbers were retired from use.

## Fifth ASLET Training Seminar

The Milwaukee Police Dept., the Milwaukee Sheriff's Dept., the Milwaukee Office of the FBI, and the Police Science Dept. of the Milwaukee Area Technical College in cooperation with the American Society of Law Enforcement Trainers (ASLET), a non-profit educational organization, will host the "Fifth ASLET International Training Seminar" on January 7-11, 1992 in Milwaukee, WI. The six track curriculum will feature: management/supervision of training; general training; firearms training; motor skills training; corrections training, and specialized training. Eight sessions will run simultaneously throughout each day while being presented by a cadre of over sixty instructors. In addition, a select number of vendors will be present to display the latest technology and information available to the law enforcement training community. Virtually

everyone involved in law enforcement training, including training directors, firearms instructors, physical training instructors, training officers, defensive tactics instructors, academic instructors, and others, will benefit from this comprehensive seminar. Some of the most well known and respected law enforcement trainers will be instructing. This will be the largest gathering of law enforcement trainers ever assembled in the nation. Attendees will be present from throughout the United States, Canada, Australia and the world. The latest state-of-the-art training techniques and methodology will be present. The seminar fee for ASLET members is \$245.00 and \$295.00 for non-members. For further information contact: ASLET, 9611-400th Avenue, P.O. Box 1003, Twin Lakes, WI 53181-1003, phone (414)279-5700, or FAX (414)279-5758.



CARL  
KLOTZ

### RETIREMENT DINNER

Date: Thursday, October 17, 1991  
Place: IRISH CULTURAL CENTER  
2700 -45th Ave. @ Sloat Blvd.  
Time: 6:00 (No-Host Cocktails)  
7:00 (Dinner)  
Cost: \$25<sup>00</sup> per person  
Committee: Frank Falzon x9141  
Whitey Guinther x9119  
Mike Mullane x9118  
Jeff Brosch x1147  
Mike Koeppel x1800

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# Six Gold Stars

**Dexter H. Mast**  
**Glen Press, 208 pp. \$10.00 (plus \$1.50 shipping and handling)**  
**3120 Carlsen Street, Oakland CA 94602**

*Reviewed by Kevin J. Mullen*

Bay area urban residents, beset by the "homeless" problem in all its many forms — from downtown campgrounds, to aggressive panhandling, to outdoor toilets — might be interested in looking at how one city dealt with the issue half a century ago. "Oakland above 11th Street was reserved for respectable citizens" relates retired Oakland police officer Dexter Mast in his recently published memoir. "A drunk or a beggar found there was roused and court held immediately, out of the public view. Very few arrests were necessary." Urinating in public? No problem. "Some individuals expressed their contempt for the city by urinating on the sidewalk..." he reports. "As a future deterrent, we would have such an offender take off his coat or shirt and mop up the mess. If he refused, we would forcibly remove the garment or just mop up while he was still wearing it — this being accompanied by cheers from the bystanders."

It was a different time and a different world when Mast joined the Oakland Police Department in 1939 at the age of 33, looking for security after a decade of on-and-off Depression era employment. The title of his book refers to service stars earned in his more than 30 years in the department (one for each five years) but in this memoir he restricts himself to the first seven of those years. In dozens of vignettes, sometimes humorous, sometimes poignant, sometimes tragic, Mast evokes an image of the pre-war city, as seen through the eyes of a beat police officer, and describes the changes that followed the war.

The entrance examination favored the "hometown man" in those days, he says, and "new men with Irish names were better received, especially if they could name the county where their kin came from." After two weeks of training which included directing traffic in civilian clothes with a star pinned to his breast (while waiting for his uniform to be made) he and his fellow recruits entered on their duties.

He tells of encounters with pimps, whores, gamblers, drunks and "lily-wavers," as well as with corrupt colleagues and wrongheaded bosses — all the characters than can afflict the life of a working police officer in any age. It is the image of an easygoing time he draws for us, when the property sergeant could invite his friends in for a little party to make sure that the evidence in a bootlegging case didn't "turn to vinegar," and when the firemen in the house adjoining the police lockup would turn all the noisy drunks loose so they could get their sleep.

Once as a new officer Mast was assigned as a vacation relief on a Chinatown footbeat with instructions to keep an eye on the lottery joints but not to take enforcement action. As he approached one lottery office, he recounts, "I saw one lookout sitting in a chair in front of a boarded up store with a length of rope in his hand. As I came down the sidewalk, he gave the rope a jerk, and the clanging of a cowbell rang out in the street." When Mast remonstrated with the man about "calling cows within the city limits," he was greeted with a stream of fractured English. Says Mast, "I told him to knock it off. 'We went to Oakland High together.' In perfect English he answered, 'I don't believe we did. I went to Tech High.'"

A college background was frowned upon in those days; common sense and physical strength were preferred. "The officers were recruited largely for strength and size," he remembers, "from the ranks of professional fighters and wrestlers." In the days before two way radios, an officer was pretty much on his own. Direct action was the rule of the day. Mast recounts one occasion when an officer saved the life of a wounded bank robber by the timely application of a tourniquet. "The robber showed his gratitude by putting on a hardboiled act," says Mast.

"When the officer asked him who his accomplice was he answered, 'You're the cop. You find out.' 'All right. I will,' said the ambulance officer and he took off the tourniquet. Seeing his lifeblood flowing away, the robber became very cooperative."

That is not to say that the officers were devoid of human sympathy. In domestic violence cases, officers became aware of the phenomenon that some men suffered a "compulsion to beat up a wife under the influence of alcohol..." "Some police officers, after a number of years of experience, understood these things," reports the author. "They became practical psychologists." "When a wife beater and such an officer met for counseling they frequently established a common ground of understanding when the officer was suddenly overcome with the desire to beat up the wife-beater."

Mast goes on to describe how policing changed with the coming of WWII. The policy regarding drunks changed. No longer could they be sent home (even below 11th Street). They had to be arrested for their own good. Times were flush and the pay was good and every drunk was now a potential robbery victim. "The war changed the heart of Oakland," he says, "from an over-sized village to a metropolitan city with a changing kaleidoscope of people and events." Mast was there to see it all and tell us about it.

His book deals with a type of policing that is largely unfamiliar to modern urban dwellers, but he avoids the trap that snares many writers of nostalgia. His is no polemical whining about how things were so much better in the good old days. Rather he offers a full-bodied, full-blooded look at life on the underside of the urban Bay Area a generation ago.

Mast himself comes through as a consummately stable man who worked for a long time in the sometimes insane environment that is local policing, and emerged with his own sanity intact. And he knows how to write. His previous work has appeared in anthologies of short pieces and he has prepared another manuscript about his work in later years in the department.

He makes no apologies for the way he and his colleagues policed the city in their time, and he need not. "The methods used by Oakland police 50 years ago would not be acceptable today," he admits. "Still, I can't help but notice that today's streets are not as safe as they were, and the courts and police can't keep up with all the crime that is committed now."

*Kevin Mullen is a retired deputy police chief from San Francisco. He is the author of Let Justice Be Done: Crime and Politics in Early Sa Francisco, University of Nevada Press. He is currently working on an institutional history of the SFPD.*

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# A Promotional Fairy Tale

by Nelson Lum, Co. A

Once upon a time, a police department in a distant society was looking to create guidelines for its promotions. It sought to discover ways to extract itself from the Evil Bureaucratic system which dominated the promotional process. The system was known by titles such as Affirmative Action, Consent Decree, etc. No matter what it was called, it was a system that perpetuated discrimination based on the racial or sexual orientation of its members. Unfortunately, it was a system created to right historical wrongs. The history of how this evil system was brought about must be viewed on its own merits.

During the early years of the department, promotions were largely based on the good old boy system of "who you know and not what you know". It was later replaced by a system known as "Civil Service". It professed to be the miracle cure for all the ills of the previous system. It was a system that judges everyone equally ... so it was claimed.

Let us examine the facts of that system. Under the civil service rules, everyone was provided a list of materials to study and a test was given at a later date. The top scorers were promoted, sometimes extra points were given to the veterans based on the number of years they had served. It was a system that was endorsed by the union and the administration simply because it was easy and appeared equitable on the surface.

In actuality, it was a system designed to test one's ability for memorization. Many promotees were "studying" during duty hours and thus neglected work assignments. Since job performance could not be used as a factor, there was no incentive to work. Educational advancement was not encouraged due to the fact that it could not be considered as an advantage for promotion. The system was geared to promote the "bookworms" or anybody who could memorize well regardless of his or her performance record.

Most sadly of all, no one cared whether or not the promotees could lead. Leadership can not be memorized, it must be earned. Since this department's administrative staff was made up mostly of individuals who lacked leadership qualities, it was predictable that the entire system became an easy target by special interest

groups who were looking for self serving ways to benefit themselves. As these groups attacked, many members clung to the idea that the "Civil Service System" was "fair" to all and must be defended. The facts were very clear that a flawed system was not defensible.

The Evil Bureaucratic system was put into place and it began to dominate immediately. The system oversaw testing procedures from entry level to promotions for all ranks. Even though the word "QUOTA" was not openly displayed, it was masqueraded behind the new system. The system pretended to use a new standard of fairness in its applications of the promotional process. It tricked the masses into participating in the testing procedures by false promises of fairness. In actuality, all the factors were weighed after the results were in to determine how it could be manipulated to benefit the special interest groups. The realization of these deceitful schemes caused rebellious sentiments to grow and thus the dark clouds hung over the department as groups battled with each other. Frustration was so deeply ingrained within the ranks that morale was non-existent. These were the darkest days for the department.

Suddenly, a thousand points of light lit up in the sky, and the dark clouds began to dissipate. Everyone understood that the infighting must stop, and a truly equitable system had been found. They disregarded all the racial and sexual identities while working in harmony. Promotions were awarded to those who were dedicated to the professionalism of the job and had demonstrated leadership qualities by earning the respect of their peers. The testing of knowledge would be a part of the selection process, but it would no longer be the sole consideration factor for promotions. They recognized that all people were not created equal and the promotional system would only guarantee equal opportunity for all. The promotions reflected years of overall achievement and not the results of a test on one day. Most importantly, they understood that racial and sexual orientations would never be used as bases for advancement. As the bright sun cast its rays over the department, the members of the department were cheering and welcoming the return of sensibility and dignity. Just like a fairy tale, they all lived happily ever after.

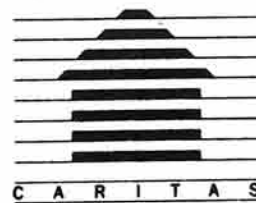
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## Police Advocates: Officers May Fight King-Type Suits

by Todd Woody  
The Recorder Staff

Alameda police officer Kevin McNiff was hit with a brutality suit in August 1987 that accused him of false arrest, excessive force and other hostile actions during a routine traffic stop.

The suit was dismissed last November, after an arbitrator sided with the officer. Last week, McNiff turned around and filed a \$2.1 million suit against not only the man who had sued him, but also the law firm that represented his accuser.

Some attorneys who represent police officers say that McNiff's reaction is typical of what might happen as officers trade their batons for court briefs to fight allegations of brutality.

Sensitized principally by the reaction to Rodney King's beating at the hands of Los Angeles policemen in March, they say, officers might seek to clear their names or retaliate against attorneys who, they contend, sue to recover fees permitted in civil rights cases.

Civil rights advocates, however, dismiss any notions of profiteering and contend that suits by officers are designed to discourage challenges to police authority.

Attorneys on both sides of the issue said they anticipate that growing numbers of police officers will take their claims to court.

"With increasing frequency, [police officers] have been asking about their rights to bring countersuits to what they deem to be a frivolous suit," said Stephen Whitmore, a partner at Bley and Bley who represents the San Francisco Police Officers Association.

Alan Schlosser, a staff attorney with the American Civil Liberties Union in San Francisco, said, however, that suits by officers have a malicious intent.

"They're attempts to send a message to people who bring these civil rights cases to deter them from exercising their rights," Schlosser said. "We think they're a very dangerous development."

Schlosser said the ACLU represents individuals named in two malicious prosecution suits brought by Hayward's Meyer and Mitchell, the firm that represents McNiff.

McNiff contends in his suit — *McNiff v. Sandvik & Martin*, 682480-0 — that Carl William Coleman and his attorneys conspired to bring a brutality suit against him. Coleman, represented by John Martin, a partner at Walnut Creek's Sandvik & Martin, accused the Alameda police officer of false arrest and excessive force, among other things, during the August 1987 traffic stop.

After an arbitrator found for McNiff, Martin withdrew from the case in July 1989. According to court records, Alameda County Superior Court Judge Dawn Girard dismissed the suit last November after Coleman failed to respond to interrogatories.

Coleman couldn't be located for comment Friday.

Martin hadn't seen the suit and had little to say. But he said he usually has been on police officers' side in cases.

"This is the only action I've ever filed against a police officer," he said. "I've defended many officers."

McNiff's attorney, Barbara Thomas, contends that the possibility of recovering fees in civil rights cases under 42 U.S.C. § 1983 motivates some attorneys to file brutality suits.

**"Whenever a case is brought . . . and there's no factual basis, you can anticipate a lawsuit."**

It's not unusual for these type of [brutality] cases to be brought where the kind of damages they're seeking wouldn't even get you to a judge or even a lawyer in a slip-and-fall case," she said.

"I think police officers have become more sensitized to their vulnerability," she added. "Cities and counties don't have the funds to represent the personal interests of the officers, so it's up to [the officers] to discourage attorneys who bring these suits."

But the ACLU's Schlosser likened malicious prosecution actions to SLAPP suits — the so-called Strategic Lawsuits Against Public Participation — brought by corporations against their opponents.

He and Oakland civil rights attorney John Burris dismissed as ludicrous allegations that lawyers sue solely to recover fees as permitted by federal law.

Nevertheless, plaintiffs' attorneys should scrutinize possible cases carefully, said Burris, whose four-lawyer practice frequently represents alleged victims of police brutality.

"Whenever a case is brought and there's a defense verdict and there's no factual basis, you can anticipate a lawsuit," he said. "Police officers probably feel they're under attack, and Rodney King has made it incumbent that they defend their honor and prove they're not in the same class as other officers."

Los Angeles defense attorney Michael Stone, however, said he wonders if many officers would be willing to bear the cost.

"These are difficult cases just by the nature of the beast. A difficult burden is placed on the officer to show that complaint was substantially false," said Stone, a partner at Stone, Thistle & Hernandez who represents one of the police officers in the King case.

Reprinted from *The Recorder*  
Monday, July 1, 1991

## 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!

Monday, 07-01-91

- 1230 HOT PROWL BURGLARY: 900 Plymouth. Suspect enters dwelling while victim, NM78, slept. Case 9190855549, Off. Mayer, CoH
- 1406 FELONY HIT & RUN: Hahn & Sunnysdale. Victim, NM13, ran into street and was struck by hit & run vehicle. Insp. Mahoney Hit & Run investigating, case 910855511, Off. Cuevas, CoC.
- 1445 ADW ON POLICE OFFICER: 900 blk Valencia. On duty officer was riding bike back to station when unk suspect shot at officer & missed. Insp. Dillon, GW, investigating, case 910855618, Off. Lombard, CoD.
- 1515 SEXUAL ASSAULT: Ingalls & Carroll. Suspect, NM35, kidnapped victim, WF 28, off street at knife point and went to deserted area where forced acts of rape & oral copulation were committed. Insp.'s Adkins & Anderson, Sex Crimes investigating, case 910856161, Off. Fairbanks, CoC.
- 1515 ROBBERY WITH GUN: 2700 blk Taylor. Victims, WM72 & WM19, were inside their car when suspects, NM 25, NM25, approached, displayed gun and demanded money. Victims complied and suspects fled. Loss: \$155.00, case 910855668, Off. Wynne, CoA.
- 1745 STABBING: 6th & Howard Sts. Victim, NM43, stabbed in throat, serious condition at SFGH. Victim unable to give statement at this time. Night Inv investigating, case 910856111, Off. Williams, CoB.
- 1755 SHOOTING: 2600 blk San Bruno Ave. Victim, NM17, was exiting Pizza cafe with friends when confronted by suspects, NM's 16 yrs. The two suspects are known to victim from prior fight. Incident gang related. Victim treated at St. Lukes for minor gunshot wound to R/knee. Gang Task Force investigating, case 910850199, Off. Cassenego, CoH.
- 2310 HOT PROWL BURGLARY: 500 blk Page St. Suspect, NM, made entry with victim on premises. Suspect fled with property with victim, WM23, pursuing on foot. Suspect escaped. Case 910854864, Off. Brown, CoE.
- 2356 ROBBERY GUN SIMULATED: Howard & Russ. Victims, 2 WF's 26, were sitting in car when suspects, NM30, WF35, approached, simulated gun and robbed victims and stole car. Loss: \$13.00 & car, case 910857460, Off. Damato, CoH.
- 0150 HOMICIDE: 19th & Alabama. Victim, WLM26, sitting in auto with victim #2, WLF15, when suspects drove by & shot them for unk reason. WLM DOA at SFGH, victim #2 stable condition, wounds to leg & arm. Insp's Erdelatz & Brosch, Homicide investigating, case 910857909, Off. Riskin, CoD.
- 0330 ROBBERY WITH GUN: 2011 Bayshore Blvd. Suspects, NM's 25, approached victim, WM43, produced gun and demanded money. Victim complied. Loss \$20.00, case 910857993, Off. Holmes, CoC.
- 0400 ROBBERY WITH GUN/AUTO STOLEN: 4100 blk Army St. Victim, WM24, enroute to car when suspect, NM22, approached, displayed gun and demanded money. Victim complied, suspect also stole car. Case 910858026, Off. Androvich, CoD.

## POST

(Continued From Page 2)

In his memo, Peck also questioned the role of the executive director of the National League of Families of the American Prisoners of War and Missing in Action in Southeast Asia. "...she is adamantly opposed to any initiative to get to the heart of the problem, and, more importantly, interferes in or actively sabotages POW/MIA analyses or investigations... her influence in 'jerking around' everyone and everything involved in the issue goes far beyond the 'war' and MIA protester gone straight scenario."

Peripheral neuropathy, a nervous system disorder that causes numbness and tingling, has joined non-Hodgkins lymphoma and soft-tissue sarcoma as Agent Orange-related illnesses for which Vietnam veterans may be granted disability compensation, the VA announced on 1 July.

John Minnick, a spokesman for the Vietnam Veterans of America, said, "I suppose they expect a pat on the back for this, but they should just grant the benefits for all

the ailments said to be related to Agent Orange." Service-related disability payments for peripheral neuropathy would be limited to Vietnam veterans who showed signs of the condition which 10 years of exposure to Agent Orange and to those not exposed to other chemicals that also cause the ailment.

A Korean Revisit Program for Korean veterans of all services is being sponsored by a consortium of the International Korean War Association, the Korean Council Navy League and the United Nations Korean War Allies Association. The group will depart the United States 30 September for a seven-day excursion. Extensions to Hong Kong and China can be arranged. For more information, send a self-addressed, stamped envelope to: Korean Vets, 1600 Michael Lane, Pacific Palisades, CA 90272.

The next Post meetings will be on Tuesday 13 August, and Tuesday 10 September. Meetings are at 2000 hours at the POA Building, 510 Seventh Street. Try to attend a meeting.

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# Conduct Unbecoming — What It Is (And Isn't)

by Will Aitchison

Of all the disciplinary charges which face police officers, the charge of "conduct unbecoming" a police officer is the most troubling. Derived from similar rules in the military service, "conduct unbecoming" regulations have been applied in a wide variety of cases to punish misconduct that does not squarely fall within other specific rules of the law enforcement agency.

Conduct unbecoming rules are often accused of being vague, general standards that give little guidance to either the police officers they regulate or the administrators who must apply them. On many occasions, these challenges have ended up in court in the form of attacks on the rules under the vagueness doctrine. The basis of the vagueness doctrine is that to be enforceable, a governmental regulation which is applied to deny a public employee a benefit must reasonably advise the employee of what conduct is forbidden, and what is permitted. In other words, the regulation must have a "rough idea of fairness" in order to be consistent with the requirements of the due process clause of the Fifth Amendment.

Some courts have accepted such vagueness challenges to conduct unbecoming rules, and have refused to enforce the regulations. As explained by one court:

"In determining whether the rule 'conduct unbecoming a member and detrimental to the service' conforms with the constitutionally-mandated 'rough idea of fairness,' it is necessary to examine whether the rule creates a standard of conduct which is capable of objective interpretation by those policemen who must abide by it, by those Departmental Officials who must enforce it, and by any administrative or judicial tribunal which might review any disciplinary proceeding. On its face, the rule proscribes only conduct which is both 'unbecoming' and 'detrimental to the service'."

"It is obvious, however, that any apparent limitation on the prohibited conduct through the use of these qualifying terms is illusory, for 'unbecoming' and 'detrimental to the service' have no inherent, objec-

tive content from which ascertainable standards defining the proscribed conduct could be fashioned. Like beauty, their content exists only in the eye of the beholder. The subjectivity implicit in the language of the rule permits police officials to enforce the rule with unfettered discretion, and it is precisely this potential for arbitrary enforcement which is abhorrent to the Due Process Clause."

The vast majority of courts, however, have ruled that "conduct unbecoming" regulations are not necessarily void for vagueness, and do not violate the principles of due process. For example, in *Arnett v. Kennedy*, the United States Supreme Court sustained a "conduct unbecoming" regulation, holding that the regulation was necessary to the employer's operation:

"[I]t is not feasible or necessary for the Government to spell out in detail all that conduct which will result in retaliation. The most conscientious of codes that define prohibited conduct of employees includes 'catchall' clauses prohibiting employee 'misconduct,' 'immorality,' or 'conduct unbecoming.' We think it is inherent in the employment relationship as a matter of common sense if not [of] common law that [a Government] employee ... cannot reasonably assert a right to keep his job while at the same time he inveighs against his superiors in public with intemperate and defamatory [speech]. [Dismissal in such circumstances neither] comes as unfair surprise [nor] is so unexpected ... as to chill freedom to engage in appropriate speech."

Whether a "conduct unbecoming" can be constitutionally applied in a given situation will depend almost entirely on the facts of the incident giving rise to the discipline. As noted by the California Supreme Court in *Cranston v. City of Richmond*, one of the leading cases in the area, the permissible application of a "conduct unbecoming" regulation will turn on whether the officer could reasonably anticipate that his or her conduct would be the subject of discipline.

"[W]e construe 'conduct unbecoming' a city police officer to refer only to conduct which indicates a lack of fitness to perform the functions of a police officer. Thus con-

strued, [the rule] provides a sufficiently specific standard against which the conduct of a police officer in a particular case can be judged. Police officers, like teachers and veterinarians, will normally be able to determine what kind of conduct indicates unfitness to perform the functions of a police officer."

The overwhelming majority of courts have followed this narrow approach by upholding "conduct unbecoming" regulations in law enforcement agencies, but only in circumstances where the conduct in question would clearly be viewed as punishable by a reasonable law enforcement officer.

A wide variety of conduct has been held to appropriately fall within the scope of "conduct unbecoming" regulations. What follows is a general summary of the types of conduct which may be regulated by "conduct unbecoming" regulations, assuming that the conduct is not otherwise constitutionally protected:

- Association with crime figures.
- Bigotry.
- Criminal conduct, even where the officer has not been convicted of the crime.
- Dishonesty.
- Driving crimes committed while off-duty.
- Fighting.
- Insubordination.
- Mishandling of property belonging either to the law enforcement agency or to others.
- Sexual misconduct, particularly if on duty.
- Substance abuse, including use of alcohol and drugs.
- Verbal tantrums.

In order to be the basis for discipline, a "conduct unbecoming" regulation must be applied to actions which have a demonstrable adverse relationship to the officer's performance. In other words, a "conduct unbecoming" rule can only regulate "any conduct which has a tendency to destroy public respect for municipal employees and confidence in the operation of municipal

services." While private conduct can be the basis for a "conduct unbecoming" charge, there must be a provable adverse impact on the public employer before the charge can be the basis for discipline. Thus, where an officer was disciplined for speaking disparagingly to his future wife about her parents and for later engaging in a verbal dispute with her father, the court overturned the discipline, commenting that "the present record presents nothing more than a familial dispute having no impact upon the public."

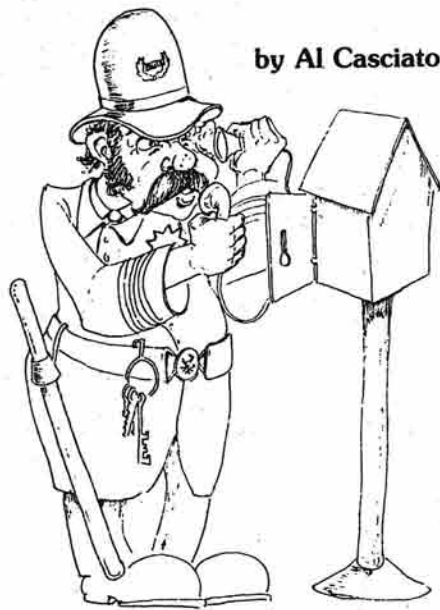
Like other types of disciplinary offenses, conduct unbecoming offenses are subject to the general rules of progressive or corrective discipline. These rules require that discipline be meted out in a progressively severe manner, and that an employer not use a serious disciplinary sanction if a lesser sanction will succeed in getting the message across. Under progressive discipline, the employer may not discharge an officer if it is proven that the officer can be rehabilitated or is not likely to repeat the act in question.

Additionally, since conduct unbecoming rules are frequently applied to off-duty activities, a police department must take care to ensure that discipline does not invade an officer's constitutional right to privacy. The right to privacy guarantees that an officer's off-duty activities may not be controlled by a police department unless the department can prove that the activities have approvable, adverse effect on the police department. Applying these rules, courts have not hesitated to strike down discipline imposed because a police department disapproves of an officer's lifestyle. Under this rationale, discipline of police officers for adultery, living with a member of the opposite sex out of wedlock, becoming an unwed mother, and homosexuality have regularly been reversed by the courts.

*Editor's Note: Will Aitchison is a partner in the law firm Aitchison and Hoag. He is the author of a book on police officer's rights entitled "The Rights of Law Enforcement Officer 1990."*

## AROUND THE DEPARTMENT

by Al Casciato



There is a fancy new computer in the auto detail paid for by that \$1.00 increase in DMV registration fees. Drop by and the crew of the detail will show you how it works.

There is a cartoon in the New Yorker magazine which depicts a police officer helping a lil old lady across the street — captioned with the quote "I don't see anyone breaking a leg to get a video of this. Such is reality — all the good work receives very little recognition while the bad receives 99% of the publicity."

Fiscal question — why does the department pay over \$12 for pagers when many companies offer more modern pagers for about \$8.00???

Whoever designed the new subpoena forms for the DA's office should be sent

back to design school and remedial training in paper selection. Many a pen is being ruined on the NCR paper in current use — another bureaucratic waste and an added frustration for the officers in the street

### Birth:

On June 15 at 5:55 p.m. Co. F's Charlie and Bridget Lyons welcomed their first born — Jessica Marie, 8 lbs., 6 oz., 20 7/8 inches long. Proud Grandpa is Co. F's Jim Dougherty who is busily lending a hand while Dad Charlie recovers from a June 2 surgery. Congrats to all and a speedy recovery for Dad.

### Change, Change, Change

Lots of changes have occurred with the department — many have been viewed and received very negatively, not because the changes are bad, but because of how they've been done. It's really a shame that such a lack of trust exists for many administrators and commanding officers; that any program, action, or proposal emanating from them will be scrutinized and resisted as a result of the credibility gap that exists.

Congrats to Co. B's Ernie Chapman who on June 21st bowled his first 300 game during league play at Westlake Bowl. Let's hope some 300 games are in the cards when Ernie joins Co. H's Dennis Costanzo, Manny Correris, and Admin's Les Adams in representing us at the Police Games this month.

### Old Quote

"If the crooks had brains,, we would be in trouble..."

Moans and groans from the Headquarters building at #1 Jones St. Seems

that everyone is going to move back to the Hall so that the building can be earthquake proofed. Good planning.

The new range is beautiful looking. A lot like a mountain chalet. Functional it is not. Since opening a few months ago, it's been mired in problems such as bullets bouncing out towards the zoo and others bouncing back towards the officers on the firing line. Tons of money has been spent on what is quickly becoming the "Trump Castle" of the police department.

Preying on the blind was one criminal in the vicinity of 16th and Mission. One victim heard a name mentioned and when it was communicated to Mission Station's Bob Doss and Lou Perez an arrest was quickly made. The initial investigation was so thorough that little or no follow up was needed to prosecute the suspect. Good work.

On July 15 a Hit and Run occurred on Bryant St. in front of the Hall of Justice, witnessed by Gen. Work Inspector Joe Pieralde who instantly gave chase and caught the suspect at 6th and Folsom where he realized he did not have any handcuffs.. To the rescue came retired Sgt. Mario Busalacchi who lent Joe his cuffs and assisted in the arrest until a radio car arrived.

Joe owes you a lunch, Mario, and not at the Java House.

Inspector Paul Morse has another life as a sport fishing travel consultant. He recently arranged a trip to Cabo San Lucas that I had the pleasure to be part of. The tuna, marlin and shark that were caught were all brought back to be used by the Mariposa-Hunter's Point Yacht Club members during their annual Fish Fry August 17th. Proceeds will go to the Handicapped Children's Center at the zoo. Tickets are \$10. Call 495-9344 between 4 p.m. and 7 p.m. to make reservations. M.P.H. Yacht Club is located at Pier 54.

The National Crime Prevention Council recently filmed a commercial in San Francisco which depicts a tragic drive-by shooting in which a 5 year old child is shot. Co. C's Brian Danken and Co. D's Alexis Goldner were the police actors. The commercial will air this fall.

### Retirees Directory???

An idea has been floated that a retirees' directory be developed and maintained at the POA office. I've agreed to get it off the ground — so, retirees send the following info: name, current job, contact address and phone. If we get a large enough response the directory may be included in future membership mailers.

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**TUITION:** \$130 per person if names are received by 5 P.M., Friday, August 16, 1991 (includes Evidence Manual). Persons registering after August 16 must pay the regular tuition of \$145. Registration may be made by either telephone, mail or fax. To qualify for the special \$130 tuition, telephone and fax registrations must be received by 5 P.M., Friday, August 16, and written registrations must be postmarked no later than August 16, 1991. Visa and MasterCard accepted. If your new fiscal year is about to begin, we will not bill you until after that date if you so request. We will also gladly adjust other billing procedures to accommodate the needs of individual departments.

Requests for refunds will be honored up to 5 P.M., Friday, August 30, 1991, after which cancellations will be subject to a \$15 service charge. No refunds will be allowed for cancellations received after 5 P.M., Friday, September 6, 1991.

**DISCOUNT:** Immediately following this program, and at the same location, we have scheduled one of our highly acclaimed **Gang Seminars**, featuring some of the best gang instructors available. This **separate, two-day Gang Seminar** will begin on Thursday, September 12, 1991. Anyone attending both of these back to back, independent programs will receive a total tuition discount of 10%, and will realize substantial savings on travel costs. A separate course announcement for the **Gang Seminar** is enclosed with this mailing.

**COURSE CREDIT:** This 16 hour course will qualify for accreditation in any state with a mandatory, in-service training program (in California, it meets "training point criteria"—but with no reimbursement).

Each participant will receive a Diploma and an additional Certificate for course credit and personnel files.

**LOCATION:** Bahia Resort Hotel, 998 West Mission Bay Drive, San Diego, California 92109. (619) 488-0551 or (800) 288-0770. The Bahia is located on a private portion of beautiful Mission Bay, yet is only minutes from San Diego's many attractions. Ample free parking.

Tremendous Group Rate: \$68 single OR DOUBLE occupancy (two persons, two beds for the price of one). You must tell the hotel that you are part of a "group" sponsored by the National Law Enforcement Institute. Otherwise, you may be told that the hotel is full. Contact us immediately if you need any assistance with room reservations. Room block released to the public two weeks prior to the seminar.

**SIGN-IN / TIMES:** Sign in and receive course materials on Tuesday, September 10, from 7 A.M. to 8:30 A.M. Class will begin promptly at 8:30 A.M. on Tuesday, and conclude at 5 P.M. on Wednesday.

**REGISTRATION & INQUIRIES:** National Law Enforcement Institute, Inc.  
P.O. Box 1435  
Santa Rosa, California 95402  
(707) 545-3355 or (800) 822-7890 (outside California) or (707) 545-9343 Fax  
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**COURSE REGISTRATION** SEPTEMBER 10 & 11, 1991 HOMICIDE/SAN DIEGO  
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Chinese criminal gangs in America (highbinder tongs to American authorities) grew out of the Chinese American experience, that they were a reaction to the neglect and discrimination of American institutions. Those institutions have many things to apologize for in their treatment of the Chinese, but creation of the "dark societies" isn't one of them.

From the start, criminal gangsters spawned on the Pearl River Estuary attached themselves to groups of sojourners who went out from South China to labor colonies in the "Southern Seas" and to the cities and mining camps of Gold Rush California.

By the 1880s, the "dark societies" ruled San Francisco's Chinatown by terror and for the next two decades fought bloody internecine battles ("Tong Wars") to control the lucrative extortion, gambling and prostitution in the sector. By century's end, however, the fighting tongs went into a decline and in 1962 historian Richard Dillon could report: "Chinatown is no longer the chaotic no man's land of a ghetto in transition. The quarter is so law-abiding today that sociologists study it in hopes of finding a cure for the increasing lawlessness of other areas of the city, state and nation."

Things changed in 1965. Amendments to the immigration law fueled the great population influx from Asia, most of whom were law-abiding immigrants looking for a chance in the new world. By the end of the decade, though, there were rumors in Chinatown that the "dark societies" were again becoming active, a phenomenon given dramatic credence by a spate of vicious homicides culminating in the Golden Dragon Massacre in 1977. Five people died and 11 were wounded in the Chinatown restaurant for which the incident is named.

Conditions appeared to calm down after that, but they now seem to be unsettled again.

It is convenient to explain the gangs in terms of limited opportunities for minority youth. There is something to that claim, and problems of opportunity must certainly be addressed. But that model should not be allowed to detract from the fact that, as in the middle of the last century, much of the current criminality in Chinatown is being imported directly from the "dark societies" of Asia.

The murder of Danny Wong is said to mark the passing of the mantle of control of the rackets from the Wah Ching to the Wo Hop To, more recent arrivals from Hong Kong. Experts on the subject have warned of the influx of criminals that can be expected to increase when Mainland China takes control of Hong Kong in 1997.

But this time the gangs won't be allowed to hold the entire Chinese community in their terrifying thrall. Law enforcement officials are now sensitive to the magnitude of the threat the gangs pose.

This time the "dark societies" are being met in the Asian community, not by a frightened group of contract laborers, cut off from all contact with the larger community, but by a sophisticated, diverse community, familiar with the levers of power in American society.

Kevin Mullen is the author of "Let Justice Be Done: Crime and Politics in Early San Francisco."

Reprinted from the San Francisco Examiner, June 6, 1991

Courtesy  
of a  
Friend



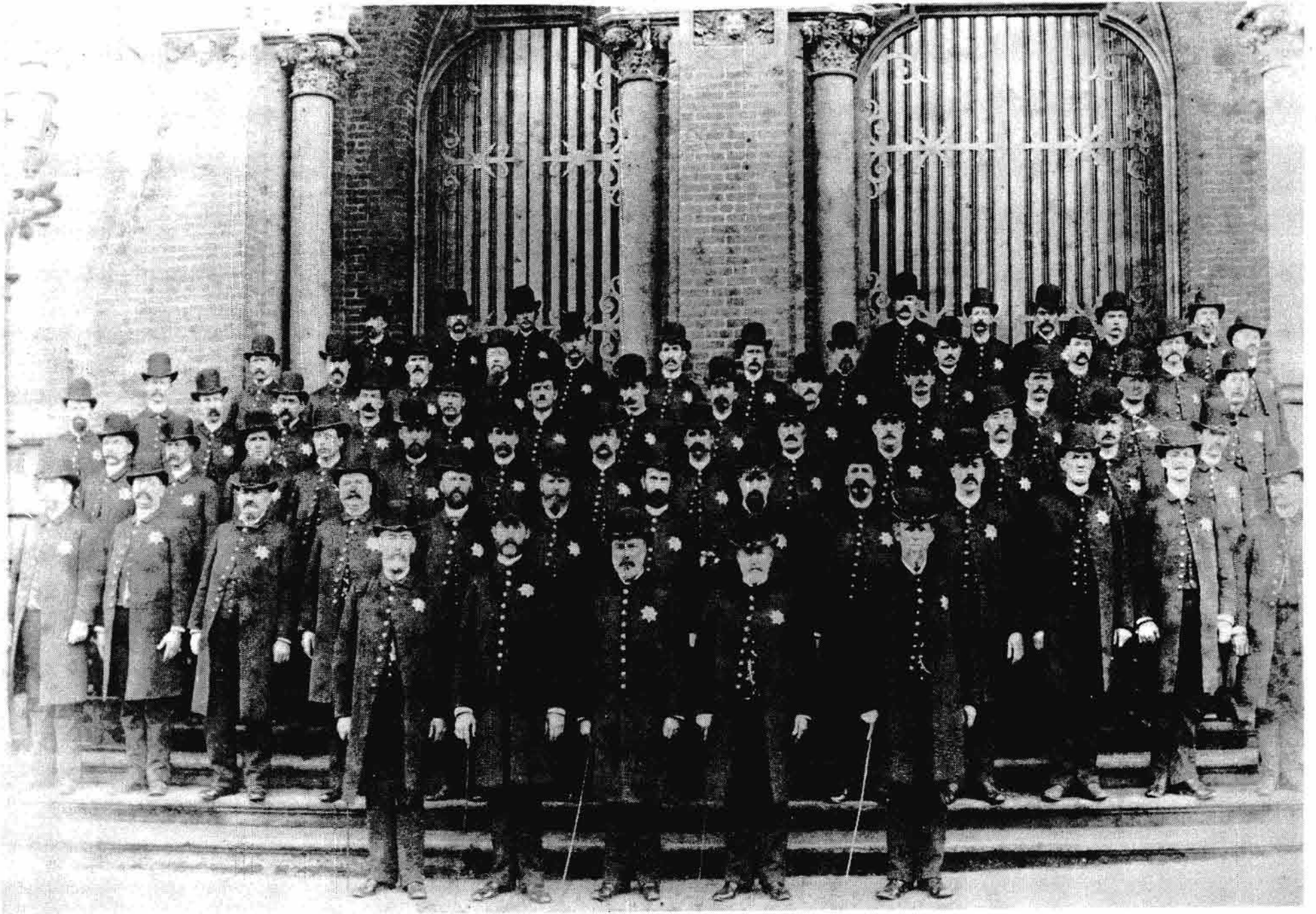


Photo submitted by Art Kelsh

## 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. Whaddaya mean you want a prize, too?

## WHAT? NO PHOTO CAPTION CONTEST?!

## And The Winner Is...



**Winner:**  
**UNCLEAR ON THE CONCEPT:** Members of the SFPD line up to get promoted because they are part of the "band."  
Submitted by Carl Tennenbaum, Co. F

**Runner Up:**  
They don't call us the 17 best beat men in the SFPD for nothing!  
Submitted by Mike Maxwell, Co. Co

That's right, folks. My secret source of hysterical... uh, historical photos has been tapped dry. I'd love to keep this thing going, but I'm going to have to rely on you readers (and especially those of you who only look at the pictures). If you have a likely photo send it to:

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**ALL PHOTOS WILL BE RETURNED**

The owner of any photo used in the contest will receive a POA hat (official... even). Let's get those photos in!

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# Deferred Compensation: Mid Year

by Mike Hebel,  
Financial Coordinator

The City's Deferred Compensation Plan now manages over \$180 million of accumulated employee contributions. Those contributors include 719 police department and 744 fire department employees. In total 6,132 City employees make bi-weekly contributions; this represents 26% of its workforce.

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

Through its 12 years of managing City employee money, it has consistently maintained its investment goals: conservation of principal while earning a reasonable return. While doing this, Hartford has stayed away from the "junk bond" industry and therefore enjoys the highest safety ratings from H.M. Best (A+) and Standard and Poor's (AAA); Moody's Investor Service rates it at Aa2; Duff and Phelps accord it an AAA rating, and Weiss Research an A rating.

Hartford has worked since 1810 to build confidence in its ability to faithfully and prudently manage others' money. Hartford has never abandoned its commitment to quality and financial stability. There is a conservative investment philosophy which has well served Deferred Compensation participants.

San Francisco employees' average yearly contribution is nearly \$3,000; \$115 per pay period. The normal maximum contribution allowed is \$7,500 with the exception of the three year catch up provision which allows an employee to contribute, tax deferred, \$15,000 per year during his or her last three years of employment.

As of June 30, 1991 five City employees had account balances exceeding \$200,000. These large balances were obtained by participation in the plan since its inception along with a maximum contribution of \$7,500 per year coupled with placement of all the monies in the stock fund. There are now 61 City employees with account balances between \$150,00 and \$199,999. The largest number of City employees are in the account range of \$10,000 to \$24,999 — 1,515; 2,842 City employees have account balances under \$10,000.

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



Mike Hebel

## The City & County Plan

The Hartford Insurance Company now offers 11 funds for City employees who wish to take advantage of the deferred compensation scheme. The Hartford recently publishes its performance record for their 11 funds for the six months ending June 30, 1991.

FUNDS	2nd QUARTER	YEAR TO DATE RESULTS	COMPOUND ANNUALIZED RETURN SINCE INCEPTION
Aggressive Growth	-.07%	25.5%	13.6%
Stock	-.74%	13.8%	14.5%
Advisors	-.03%	9 %	10.8%
Bond/Debt	1.2 %	3.2%	9.2%
GNMA Mortgage	1.4 %	3.8%	9.2%
Money Market	1.2 %	2.6%	7.1%
Index Fund	-.66%	13.2 %	7.8%
Government Money Market	1.1 %	2.4%	6.2%
Socially Responsible	1.4 %	5 %	10.7%
International	-2.6 %	1.3 %	
General Account Currently Pays 8.30% Per Annum			

As measured by widely accepted market indicators, it is clear that the performance of the Hartford Funds are doing as well as, and in some cases better with your money, than are their institutional peers.

## MARKET INDICATORS

PERCENT OF MARKET	YEAR TO DATE ADVANCE
Dow Jones Industrial	12.4 %
S&P 500 Index	14.2 %
Nasdaq Composite	27.3 %
NYSE Composite	12.73%
Amex	16.32%
Wilshire	14.32%
AAA Industrial Bond Yield	9.05%
Donoghue Money Market Yield	5.64%
U.S. Gov't T-Bill Rates (26 Weeks)	5.71%
Consumer Price Index	1.3 %

## HARTFORD RESULTS

PERCENT OF MARKET	YEAR TO DATE ADVANCE
Stock Fund	13.8 %
Aggressive Growth Fund	25.5 %
Advisors Funds	9 %
General Fund Yield	8.30%

**FOR INFORMATION ABOUT THE PLAN, THE HARTFORD'S PHONE NUMBER IS 995-3232.**

## CITY & COUNTY ALLOCATIONS

Of the \$180 million that City employees have paid into the Deferred Compensation Plans, they have, as a group, allocated their monies amongst the 11 plans as follows:

PLAN	PERCENTAGE
General Account	62 %
Advisors Funds	14.2%
Stock Fund	11.6%
Aggressive Growth Fund	4 %
Bond/Debt Fund	2.6%
GNMA Mortgage	1.3%
Money Market Fund	1.5%
Index Fund	.9%
U.S. Gov't Money Market	.6%
Socially Responsible Fund	.6%
International Opportunities	.8%

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

the market will come in early 1992 sending the Dow to 3500. By then profits will rise and the economy will be on firmer footing.

The "new economic realities" for the 1990's will bring slow growth (2-3% GNP per year), low inflation (averaging 4%), and lower interest rates. This is an environment quite favorable to stock and bond investing. Financial asset (stocks and bonds) annual gains will be in the 8-10% range — near or just below their 50 year historical average. Money market funds will hover in the 5-5½% yield range. Be alert — the 1990's will also bring at least one, and more probably 2, corrections of 12 to 18%.

This will be the decade to double your money. That is not a visionary notion, but an achievable objective for the 1990's. What's required? Merely that stock prices, as measured by the Dow Jones industrial average, advance at an 8% annual rate from now to the year 2000. That would put the Dow to 6000. Stocks did much better than that during the past decade and nearly as well for as far back as World War II. This stock market measure does not consider dividends, which yield 3 to 6% per year for stocks as a group. If your equities (in the deferred compensation funds) increase in price at an 8% annual rate and yields 3% a year in dividends, you will have \$2.50 by the year 2000 for every dollar invested today.

There's little doubt in my mind that City employees who want to build their wealth (financial security) over the long term (10+ years) should be investing in stocks.

The "Hebel forecast" for the Dow Jones industrial average in the 1990's is:

1992 — 3400 to 3700
1995 — 4700 to 5000
1999 — 6700 to 7000

Indeed long term prospects are bright for investors who purchase good stocks (Hartford's 5 stock funds) and hold onto them.

Admittedly there's risk in stocks, more than many other kinds of investments. But over time, owning part of good companies (both U.S. and abroad) pays more than bonds, certificates of deposit and money market funds while allowing you to share in the economic growth that's certain in this decade.

## Tier II Comparison

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

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

The combination of Tier II and a deferred compensation retirement plan does provide for financial independence. Hypothetically, if a member of Tier II (age 52 with a spouse of the same age; 25 years in the SFPD) were to have retired for service on June 1, 1989 having contributed into deferred comp maximally (\$7,500/year for 25 years at an 8% accumulation rate) the following would happen:

Tier II Monthly Retirement Benefit	\$1,570
Deferred Comp Monthly Benefit	4,433
Total Retirement Benefit	\$6,003

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

contributions for 15 to 25 years and pays out for 15 to 25 years.

While the general account is the most popular, recent trends in financial markets indicate that interest rates are falling and when they do, so will the amount paid on the general fund. Prior to May 1, 1991 the general fund paid 8.75%. It now pays 8.30%. This reflects the nationwide decline in short term interest rates. Every three months this interest rate is reviewed and it does fluctuate. The general fund has, in the past, paid as high as a fixed return as 12.5% and as low a return as 7.5%.

For General Fund contributions made prior to February 1, 1991, the following yield schedule applies:

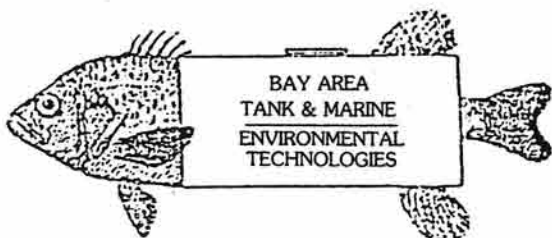
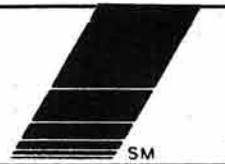
Where Interest Rates Prior to 2-1-91 Were:	Interest Rates Effective 5-1-91 Will Be:
8.3 %	8.3 %
8.55%	8.55%
8.60%	8.60%
8.75%	8.65%

## Where Now, Oh Dow?

The national economy appears to be emerging from a shallow 2 quarter recession. With corporate earnings lackluster, volatility is expected in the equities markets for the next 6 months. The big bounce in

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# Year Results

## Best Investment Categories

Each year, Salomon Brothers ranks the performance of 13 assets over four different periods of time. Analyses of the latest ranking reaches a happy conclusion for stock investors:

Category	20 years	Annualized Returns		
		10 years	5 years	1 year
Old Master paintings	+12.3%	+15.8%	+23.4%	+ 6.5%
Stocks	+11.6	+16.0	+13.3	+11.8
Chinese ceramics	+11.6	+ 8.1	+15.1	+ 3.6
Gold	+11.5	- 2.9	+ 1.0	- 0.7
Diamonds	+10.5	+ 6.4	+10.2	0.0
Stamps	+10.0	- 0.7	- 2.4	- 7.7
Bonds	+ 9.4	+15.2	+ 9.7	+13.2
Oil	+ 8.9	- 5.9	+ 8.5	+20.7
Treasury bills	+ 8.6	+ 8.8	+ 7.0	+ 7.1
Houses	+ 7.3	+ 4.4	+ 4.6	+ 4.7
Farmland	+ 6.3	- 1.8	+ 1.3	+ 2.1
Silver	+ 5.0	- 9.3	- 4.8	-18.9
Foreign exchange	+ 4.5	+ 3.8	+ 5.4	+ 0.2
Consumer Price Index	+ 6.3%	+ 4.3%	+ 4.5%	+ 5.0%

Close scrutiny of this table reveals that stock returns consistently outstrip all other competitors, particularly cash (T-bills), housing prices, and gold. On average, for each of the periods show, stocks beat the Consumer Price Index [i.e., inflation] by a 2.6 to 1 margin.

## What To Do Now

The 1980's were the best decade in modern history for financial markets. The combined average annual return for the three major classes of financial assets — stocks, bonds and money market instruments — was 13% per year. In the 1980's the average annual return for stocks was 17.8%, on long term U.S. Government bonds it was 12.5%, and on U.S. Treasury bills it was 9%.

The 1990's are beginning as a decade filled with hope and promise. This decade will probably see lower returns than the 1980's, but nevertheless very respectable returns. The 1990's may be much like the 1960's which followed a raging bull decade and provided an average return (9-10% per year) for stocks and a profitable return for bonds (5-7%).

The General Fund pays a very attractive and competitive return of 8.30% (which I forecast will continue to fall). It contains no "junk bonds" (below investment grade); it is invested in direct obligation of the U.S. Government and its agencies (93%) and investment grade corporate securities and short term money instruments (7%).

I suggest and urge those not adverse to some risk and market volatility, diversification of assets in the Hartford program which would include the Stock Fund, Index Fund and Advisor's Fund (stock, bonds, and money market instrument).

## Taking Your Money Out

As of July 1, 1991 there are exactly 500 former S.F. City employees receiving deferred compensation benefits.

The Hartford offers 7 options for withdrawal of accumulated contributions. Each option has its own advantages and tax consequences.

The options offer either a fixed monthly payment (the most popular selection) or a variable monthly payment which fluctuates (up and down) with the underlying account balances. The fixed monthly payment option has no inflation upgrade attached while the variable payment can, depending upon the growth — or lack thereof — of the employee's fund accumulations.

The seven options are:

- (1) lump sum withdrawal (may be recommended for small amounts);
- (2) systematic withdrawal (the newest option which provides for periodic payments

while the underlying account balance continues to grow; allows for movement of account balance between Hartford's 11 accumulation plans; deserves consideration for those not risk adverse);

- (3) life annuity — without period certain

Annualized Returns		
10 years	5 years	1 year
+15.8%	+23.4%	+ 6.5%
+16.0	+13.3	+11.8
+ 8.1	+15.1	+ 3.6
- 2.9	+ 1.0	- 0.7
+ 6.4	+10.2	0.0
- 0.7	- 2.4	- 7.7
+15.2	+ 9.7	+13.2
- 5.9	+ 8.5	+20.7
+ 8.8	+ 7.0	+ 7.1
+ 4.4	+ 4.6	+ 4.7
- 1.8	+ 1.3	+ 2.1
- 9.3	- 4.8	-18.9
+ 3.8	+ 5.4	+ 0.2

(provides for the highest monthly payment, risky — must be in excellent health to select this option);

(4) life annuity with period certain (provides a monthly income for employee's life and provides payments to a beneficiary if employee does not survive the guaranteed period);

(5) unit refund life annuity (guarantees monthly income for life and provides for payments to a beneficiary if employee has not received the original balance in the account when the annuity payments began);

(6) joint and last survivor life annuity (most popular for married employees, guarantees a monthly income for the joint life time of the employee and his/her designated second person, usually the spouse);

(7) designated period annuity (also very popular, guarantees a monthly income for a designated period of time, i.e., 5 to 25 years; if death occurs before the end of the designated period, then the beneficiary receives the remaining payments.

**Remember:** (1) your accumulations were not taxed when placed into the various investment funds. These accumulations are taxed when you begin to receive them. (2) you must irrevocably select the interval(s) when distributions will start no later than 60 days following the end of the calendar year in which you retire. (3) deferred compensation monies cannot be rolled over into your IRA or Keogh (self employed retirement plan).

Which option is best? Like many decision in life, it depends. It depends on your health, present need for money, final account balance, spouse/family considerations, and tolerance for risk. Small accounts may best select the lump sum withdrawal; economic risk takers may favor the systematic withdrawal; those most interested in a secure (though not inflation protected) monthly income may chose one of the annuity options.

You worked for your money. Now it's time for it to work for you.

Hartford employs a most excellent and knowledgeable administrative associate who handles this phase (taking the money out) of the Hartford deferred compensation plan. Her name is Judy Miller — she is friendly, competent and helpful. Judy's phone number is 995-3232. Give her a call when you are about to retire.

IN MEMORIAM:  
JAN VAN ORSDEL  
(1950-1991)  
Hartford Sales Representative for  
Police & Fire Department

## A Thank You To All Members From Joel Harms

I wanted to take this opportunity to thank all of those who have bestowed their good wishes for a speedy recovery from my gunshot wounds recently.

The overwhelming response at the time of my injury and subsequent hospital visits, and phone calls from so many, have been heartwarming and most appreciated. It would take many pages to individually thank all of those who have shown their kindness and concern to both me and my wife, Patty. During these times of need, the great camaraderie that we all have for each other comes through so strongly.

I'm out of the hospital and home convalescing and am out of danger thanks to the prayers and warm feelings of many. Our thoughts are with all members as they continue to do the difficult and dangerous job of patrolling the streets of the City.

Best regards,  
Joel Harms

## Civil Rights Isn't a Matter Of Equal Jobs For All

by Ira Eisenberg

To salvage their well-intentioned effort at toughening federal laws against job discrimination, Rep. Don Edwards, D-San Jose, and his Democratic colleagues amended their version of the Civil Rights Act of 1991 to outlaw hiring quotas. But that didn't fix what's really wrong with their bill, which seeks to canonize the dubious doctrine of disparate impact.

Intentional discrimination — the unequal or disparate treatment of workers — has been illegal since Congress passed the Civil Rights Act of 1964. What the Civil Rights Act of 1991 would prohibit is unintentional discrimination. A company could be found guilty based on nothing more than statistics if its work force didn't exactly conform to the racial, religious or sexual demographics of the community. A complaining employee wouldn't have to show that the company set out to discriminate, only that its hiring practices had a disparate impact on some groups.

But Edwards and his colleagues didn't invent the doctrine of disparate impact; they're merely trying to codify judicial dictum. Disparate impact is actually a construct of the U.S. Supreme Court. In 1971 the court considered the case of Griggs vs. Duke Power, in which a utility was accused of discrimination because its educational requirements excluded more blacks than whites.

The justices ruled that even hiring practices that sought to be fair might be unlawful if they disproportionately harmed one group. The Griggs case opened the door to claims based, not on evidence of intentional discrimination, but assertions of disparate impact based on statistics. The Supreme Court, in effect, altered the Civil Rights Act of 1964 by interpretation.

In 1989 the Court tried to put some of the toothpaste back in the tube. In Wards Cove Packing Co. vs. Atonio, it ruled that statistics by themselves weren't enough to prove unlawful discrimination. Frank Atonio, a Samoan, said the canning company he worked for discriminated because half of its unskilled workers were minorities but only a quarter of its skilled workers were non-white.

The court ruled against Atonio. It said a plaintiff must also identify the specific hiring practice (an educational requirement, qualifications test, etc.) responsible for the disparate impact. Only then would the burden fall on the employer to show that

the practice "serves in a significant way the legitimate employment goals" of the company.

The avowed aim of the Civil Rights Act of 1991 is to overturn the Wards Cove decision by rewriting the statutes to conform the Court's interpretation in the Griggs case.

It aims to replace disparate treatment with disparate impact as they key test for establishing guilt in employment discrimination cases.

What's unfair about the disparate impact test is that it rests on the clearly false assumption that everyone is equally motivated, prepared for and interested in every job or promotion opportunity. Jewish Americans, for example, are over-represented among doctors and under-represented among firefighters. But that's not because fire departments discriminate against Jews but medical schools do not. No Japanese Americans are employed by the teams that make up the National Basketball Association, but is that evidence of racial discrimination? How many 6-foot-7 Japanese Americans do you know?

It's difficult to understand why the Democratic leaders of Congress chose this shaky leg to stand on. Even in the unlikely event that they can overcome a presidential veto, the Civil Rights Act of 1991 would only further alienate the white working class without actually doing much to advance the interests of disadvantaged minorities. Once again the Democrats have allowed themselves to be cornered in a divisive and essentially irrelevant debate over race by a president intent on diverting public attention from the real problems that trouble this nation.

That prejudice still exists in this country a generation after it was proscribed by court decrees and congressional enactments is undeniable. But this foolish debate about quotas and set-asides, race-norming and affirmative action only keeps society's victims from realizing that the real barriers to social and economic justice have more to do with class than race. Overcoming those barriers in fact as well as law will take more than the passage of yet another civil rights law; it will take genuine political change.

Ira Eisenberg is a commentator on KQED-FM radio.

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# CHIEF

(Continued From Page 1)

within our department. The external issues? You can listen and deal with them on another level. But as far as real pressure, as to whether or not you are going to get the job done, that comes from inside the department.

**POA:** That's interesting because I think most police officers feel that it is just the opposite. That you are getting pressure from outside — from the various body politics of San Francisco. But instead, you are saying that the internal pressures are far greater such as personnel needs? . . .

**Casey:** Personnel needs. I am dealing with roughly 1800 people — all of whom have a pretty good idea in their own mind, what it is to be a police officer and how things should be done. Trying to bring that all together and satisfy everyone's needs and everyone's desires, is a very difficult job.

**POA:** Do you ever feel that you are running two departments) Patrol and Investigations?

**Casey:** No.

**POA:** They're (Patrol/Investigations Bureau) not two separate entities?

**Casey:** They are two separate parts of one entity, I would say would be a better way of describing it. As you probably know, I go to a station and I go to a unit in the Inspector Bureau once a week and police officers are police officers. I mean, the comments, and suggestions or whatever, are the same whether they are from the Inspectors Bureau, Administration or Patrol. Pretty much the same.

**POA:** There have been many rumors over the past several weeks that you are interesting in incorporating the ranks of Sgt/Inspector to just one rank of Sergeant — any truth?

**Casey:** This came — this was not one of the ideas that I focused on when I took office. It was something that evolved with the complaints about overtime opportunities for inspectors and, more importantly, career development. I don't know how many other departments have what we have but you can probably count them on one hand. The vast majority of police departments rotate their sergeants and police officers in and out of investigative units to give them experience and I think that is an opportunity that we currently miss. We are trying to get varied experience within the department. I favor, I don't know if it is going to come to this, but I do favor the elimination of the rank of inspector to make all those incumbents sergeants so that we will have the one rank of sergeant and then, when we get into a career development program, we can really get some varied experience.

What is the variation of experience going from station to station as sergeant in patrol? And the same with the Inspectors Bureau, going from detail to detail? I feel it would be far better for persons in both categories to be able to get the experience — the supervisory experience — in all elements of the department rather than in just one.

Many inspectors like very much have the lock, if you will, and being in a specialized unit and it is the only rank in the police department that does have that. So you really have to kind of take a look at it — is it good for the individuals, plus is it good for the department.

**POA:** How would you describe your political standing?

**Casey:** What I have tried to do throughout my police career is stay out of politics and I have been successful in doing that. Now that I am Chief of Police I have still been able to stay out of the party politics, if you will, in the City. The

mayor has made it very clear that he wants me to stay out of politics so it makes it very easy for me.

**POA:** The mayor made it clear?

**Casey:** The mayor told me, "Stay out of politics. Run the police department."

**POA:** How did your participation with the Star Committee affect your perception of police/labor issues? (In 1975, following the police strike, Sgt. Willis Casey, along with a few others, started the "Star Committee" for the purpose of improving the image of the SFPD which had suffered through the labor strife.)

**Casey:** Well at that time in 1975 my perception of police/labor issues was pretty pragmatic — I realized that everyone can make mistakes, even labor. Management is always accused of making mistakes or doing things wrong but I think in that case it was the mistake on the part of the labor organization (SFPOA) and even though it was a long time ago, a lot of bad feelings have remained to this date from that experience.

**POA:** The "mistake" you are referring to was the police strike?

**Casey:** Yes. I think — my opinion — if people knew at the time what the consequences of that strike would have been, they would have used another tactic. But there was no way of knowing at that time. It was something that had never happened before. It was a frustrated response of labor at that time and I think we have paid severely since. The "Star Committee" was formed to help recover what was lost as far as image was concerned — it was an attempt on the part of a lot of us to tell the public that we did believe in professionalism and that certain actions taken during the strike were aberrant and not consistent with the good work the majority of officers were doing.

**POA:** How would you characterize your relationship with the San Francisco Police Officers' Association now?

**Casey:** When you are dealing with the POA you are dealing with personalities. Without saying anything negative about any prior union leadership, some people are easier for you to deal with. When personalities don't conflict, you can discuss issues. For example, right now, I find it very easy to talk to Al Trigueiro. We have similar backgrounds, we don't agree on all issues, but at least we can communicate. With some other people I have dealt with in the past, it hasn't been that easy. I'm talking about the last 29 years — the "Star Committee" days or whatever. It depends upon personalities, who happens to be the union president, or the vice-president or secretary, whatever, if you can sit down and talk to people, you can usually work out a problem. But if you have a problem and communication breaks down and personalities get in the way, then there is usually more difficulty between the administration and POA management.

**POA:** Crowd control and discipline. Many of our members feel that their hands are tied when it comes to dealing with unruly demonstrators and whatever action they (the officers) take will be scrutinized with a political slant by our Police Commission. Comment?

**Casey:** Well, let me put it this way. If the officers perform their duties as prescribed by the crowd control manual, there will be no problem. The only difficulty that an officer might face, would be if there was knowing violation, a conscious violation of the crowd control procedures. On the other hand, anyone who has been in the police department for any period of time knows that you can have the best plan in the world but when the actual event takes place, things go wrong and you have to scramble. In recent disciplinary cases involving crowd control the bottom line was that the direction was not specific enough.

The officers were out there doing what they were told as best they could under the circumstances and this was taken into account.

We have had great changes in our crowd control policy, but you're not going to find the major changes in the book. Officers' individual actions will be reviewed under any questionable circumstances, but what we, the Administration, have tried to do is fix responsibility not at the level of execution, but at the planning and management level. These people (commissioned officers) are the ones who will be held accountable if something goes wrong, as opposed to the officer on the line. But there is a lot of apprehension. We have had officers that were charged with excessive force, for example, in demonstrations. Those cases were heard on their merits with no politics involved and I know that is a very sensitive issue with the POA, but I can assure you that when a case goes through the disciplinary process, politics is not part of it. Nobody in this department, since I have been chief or while I was assistant chief or deputy chief, was ever brought up on charges for political reasons. It is up to us to make sure rules are very clear and, more importantly, that the people who put the officers in positions where something could go wrong, are the ones who should be held accountable as opposed to the officer who just happens to be there.

**POA:** Let's face it, your response will, no doubt, leave our commissioned officers feeling a bit intimidated.

**Casey:** I think at first they were, I'll agree with you. But I think if you just look at the job that was done by everyone in this department during the anti-war demonstrations. I mean, we were the only major city in the country that had a potentially violent situation. This was probably the first time, to any great extent, that the "new" crowd control policies and procedures were in effect. The officers were understandably uncomfortable with them because they were new, but they worked. The bottom line — they worked. And I think that as months and years go by and people realize that this is how we're going to handle demonstrations, they are going to be more comfortable with it and we won't have to worry about officers being charged with excessive force.

**POA:** Disciplinary Hearings: How has your perception changed in the manner in which Chief's Disciplinary Hearings are conducted? Did you have a different perception of these administrative hearings or how you would handle them before you became Chief?

**Casey:** Well, when I was Deputy Chief and Assistant Chief, Chief Jordan's prerogatives, as far as discipline was concerned, were his alone. So I was never really part of the hearings ... so I didn't have any preconceived notions when I became Chief. When I go to a hearing I listen to the allegations and, in the cases I have heard, the vast majority involved officers that were doing their job, trying to do it right and in some cases made a mistake, misinterpreted something. But basically, they were doing their job — I just take that into account.

I know the officers don't like their actions resulting in a Chief's hearing — I know that. And when the conduct that brought them there is brought to their attention, I know when they leave that room I am not going to see them again. I think that is what discipline is all about — to correct behavior, not punish somebody.

**POA:** Training: We have the most talented people in this department, whether we're talking homicide investigations, S.W.A.T. operations, or whatever, why don't we, as a department, conduct more training sessions for outside agencies?

**Casey:** The only reason that I would say

that we don't is that we only have so many people in the police department. Their primary mission is to investigate crimes, and we can't afford to have them spend ten weeks a year teaching other people. I think you really have to look at our priorities. But we do in fact present courses here ... probably not the number that we really could with the talent that we have, but on the other hand, time is very precious.

**POA:** The Office of Citizen Complaints — They sustained only 2.4% of allegations filed in the first quarter of this year — Your own internal administrative investigative unit (Management Control Division) has probably sustained approximately 40% of their caseload — Can you comment on the discrepancy?

**Casey:** Well, it is apples and oranges. The OCC receives complaints of officer misconduct and according to the charter — their interpretation of the charter — they investigate each complaint. That involves a great deal of time. Management Control, on the other hand, does not investigate a complaint unless I tell them to do so. I am the clearing agency, if you will, for Management Control. So they don't investigate all of the things that come to my attention. I can divert them to commanding officers or to another department or whatever so they can concentrate their efforts on the cases that I give them rather than acting as a clearing house for all things that come through my office.

**POA:** And we could assume that the cases you give to MCD are those of the most serious nature?

**Casey:** That's right.

**POA:** Possible criminal violations or serious misconduct?

**Casey:** Serious misconduct, yes.

**POA:** Our department has a credible timetable for conducting administrative investigations, however, nominations for Medals of Valor take forever to resolve — Why?

**Casey:** I agree with you. I agree with every critic who says it takes too long to deal with medal award presentations and I can't fix blame. I think it is a system that has been allowed to exist without anybody questioning it. I already have talked to the Lieutenant at our Police Commission and expressed my concerns that the delay is not acceptable. If it takes having an award presentation every month, we should have them until we catch up. Because if there is anything that we owe the officers in this department it's honoring their heroic actions. They should be recognized immediately — not a year later.

**POA:** Why are the votes taken by the members of the medal of honor review committee (civil service captains) secret?

**Casey:** I'll tell you the reason — there is a definite reason for having the captains' vote secret. The captains involved share friendships dating back many years and any relationship they might share is totally out of the system when you have a secret ballot. There are no games being played. There is no lobbying because it wouldn't do any good. The secret ballot allows captains — without any problems at all — to vote their conscience, and I think if you take that away it would be a big mistake.

**POA:** How would you describe your management style?

**Casey:** Basically the style I have used since my return from the airport — is to surround myself with people that I feel are very capable — that I am comfortable with and to let them run their own shop. Then I keep them together as a unit — for example, in the administration bureau — everybody knows what the other person is doing. In this way I am kept very much up-to-date. If I see them going off on a tangent that I don't like, I'll guide them back but I don't micro-manage — you know, get into everything. I rely heavily on the people that

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work for me. I trust their judgment but I also monitor what they do without interfering. If I don't always agree, I let it happen. If, for example, one of the deputy chiefs wants to do something, it is his bureau. If he wants it to go a certain way, I say, OK and we'll talk about it. And, in the vast majority of cases, things work out fine.

One thing I do know, I don't have all the answers. I don't really know the way things should be and if I don't trust the people that I have delegated to run the various units in the police department, then I don't belong where I am.

**POA:** Management problems can be aggravated when communication is not what it should be — Do you feel comfortable with the manner in which your message is received by the troops?

**Casey:** No, I am not happy with it all. I learned when I was at the airport I experienced problems when I was trying to make changes.

I would give out instructions at the top level and by the time it got down to the bottom level, the message was totally distorted. I thought that was unique to the airport but I found it (communications problem) was exactly the same here. It is probably the same in every organization. That possibility is there. Here, of course, we have so many levels. We have the Chief, Deputy Chief, Commanders, Captains, Lieutenants, Sergeants before you get to the Patrol Officer, the real level of execution. There is a lot of interpretation that goes on in that process. The way that I am trying to offset this is by visiting both an investigative and patrol unit each week. This is extremely time-consuming but I'm determined to eliminate the miscommunication and misconceptions. It was once suggested that we revamp our entire communication system by using video taped message exclusively, but by doing so, communication is only one-way — you don't have an opportunity to get a reaction to what you are saying.

**POA:** All one-way?

**Casey:** It (video-taped messages) would be all one-way and, while I'm thinking what I am saying is the greatest thing in the world, in the meantime, I'm bombing at the stations. They can totally disagree with me and I go on my merry way thinking that everything is fine. Our brand of communication is not nearly as good as the current rumor mill. It doesn't even come close and I realize that. Rumors bother me and that is why more and more people are going to see me at the units. Not to give speeches or anything like that but just to kind of keep my finger on the pulse to see if what I want to do — and why I want to do it is coming across appropriately — that's what's most important to me. Not everybody is going to agree with me but at least they'll understand why I want to do it.

**POA:** We have to deal with 200 demonstrations a year as well as 800 special events — a police chief is obviously limited in his goals by the department's budget — how bad/good does our budget look to deal with issues this year?

**Casey:** Right now I would say the outlook is good. You and I both know that your comments about the 200 demonstrations a year and 800 special events are phoney. They don't mean anything. I look at our basic mission. Can we — do we have enough people for the nine district stations to do the basic job that must be done? Do we have enough people in the Inspectors Bureau to do a good job? I think throughout the department we are down 120 some odd people, something like that. That includes 18 sergeants, 40 inspectors so, I feel that personnel-wise it's tight, but we are not losing the war. We are gaining but it means a lot of work for a lot of people. A year from today, 120 officers will have entered the police department. More than we had . . .

**POA:** A year from today?

**Casey:** That's right, a year from today we will have hired 120 more police officers. This month we started a class of 40 recruits and there will be two more classes following during our fiscal year. We will probably lose 50-60 through normal attrition so there will be net increase of 70-80 all of whom will be assigned to district stations. So, as far as being able to increase the size of our department, we did very well. However, over the past six years our operational budget has suffered and the

reason for this is that approximately 95% of our budget is related to personnel costs and we just don't have that much extra to play with when dealing with the purchase of new equipment. So we have to use everything available, grants, etc., to offset the loss of "operating" monies.

**POA:** Over the past several months there has been substantial movement of personnel and temporary appointments made — Why? What effect were you trying to accomplish? Did it work?

**Casey:** This department, unlike any other organization I know of, considers movement or transfer as punishment. In every organization you can think of — be it the military, major corporations, companies or moderate size — movement is part and parcel of the organization, part and parcel of your career. You can either go up, laterally or move across a horizontal scale for variety. Here people come into a job and spend 20 years — tie up a position for 20 years and think nothing of it. Where in any growing company or any company that is dynamic or wants to expand or change to improve, you do so by movement.

What I'm trying to do is to get it into the mind of each officer in this department that a varied career is good for them. That movement is good for them. And that is where Captain Hebel and his career development unit is going to be very important. We have to have something that offers self-interest to motivate everyone to accept this program. Because right now the real feeling of the department is — the P-1 (General Order P-1, Personnel Transfers) mentality — I want to get to such and such a unit and then I want to stay there for the rest of my career. That is what I want to change. It is not good for the individual. It is not good for the department.

**POA:** We are losing, on the average, six officers each month through attrition. We can argue over authorized strength all day — the bottom line is, we need more people. Officers don't have the luxury of time due to the overwhelming number of calls for services (430,000) per year to complete an investigation — Our inspectors cannot handle their caseload assigned — Selective Enforcement and Selective Investigation is the end result, forcing many "average" complaints to simply be filed with no follow-up. How can we end this dilemma that causes constant frustration and seriously impacts morale?

**Casey:** This is a loaded question. You know . . . about the work load as opposed to the number of people we have. I don't think anyone can intelligently, at this period of time, say how many officers we actually need. There have been a lot of wish lists that have gone out. First, what you have to do is to look at what we are doing. I mean, this department has taken on roles, it has taken on tasks, it has taken on jobs that other police departments simply don't do. We have to clarify exactly what we're supposed to be doing and then look to see if we have enough people.

Now, do we have enough people to do all the things that we are doing now? The answer to that is obviously no. But rather than say to add more police officers to the department, I think it would be far more intelligent to review and clarify our role as a police department in San Francisco. And that is the responsibility of the administration and that is what I am going to be spending a lot of time doing in the next months.

**POA:** As far as the inspectors are concerned, do you feel we have sufficient number of inspectors to complete the caseload now?

**Casey:** I know that is another loaded question. But there are two jobs an inspector is supposed to be doing. Rebookings and apprehending criminals. And I would much rather see a system whereby inspectors spend all their time apprehending criminals and trained civilians process the re-bookings. So, do we have enough inspectors to handle both jobs? Obviously not. But again, the solution is not to hire more inspectors, rather, we should prioritize the jobs that inspectors are doing and make appropriate changes.

**POA:** Career development within the SFPD has been pretty much a self-cancelling phrase till now — Have you had a chance to review your Career Development Committee's recommendations?

**Casey:** I haven't seen the product. And

the reason why I haven't seen the product is that I don't want to interfere with it. I don't want any direct input into it. I don't want this to be Casey's career plan. I want it to come from all ranks and when it is presented to me I'll put my stamp of approval on it because I know it will be good — I placed a great deal of trust with Captain Michael Hebel on this project and again, it's typical of my management style to let someone take the job and run with it.

**POA:** Generally, how do you perceive Patrol? Investigations Bureau? Administration?

**Casey:** I gave a talk to the recruits last Monday and I said — there are not three departments. There is not Field Operations, Investigation and Administration — it is all one police department. The two line units would be the Inspectors Bureau and the Field Operations Bureau — the ones that are actually doing the police job. The Administration role is there for one reason — to support the other two so they can get their job done. I feel that at this time all three bureaus are working at their fullest potential and I can't expect any people — any groups of people to work any harder than they are now. But as a group — be it station, division, whatever — I have seen it for myself, people are out there working as hard as they can and more importantly than that, they are doing a great job. I mean, their results are speaking for themselves right now, I'm impressed.

**POA:** Members of our Association are concerned over many issues, it's important to them that they know exactly where their Chief stands. Briefly, can you comment on:

—Rotation Policy

—4/10 Watch-off schedule

—"Banding" pertaining to promotinal examinations

**Casey:** Rotation Policy: The rotation policy can't come from the top. I can rotate captains, lieutenants to enhance their career development. You can be very specific on what you want to do when dealing with small numbers. The problem that I am having as Chief is that is something brand new. We can't rely on past experience as to how rotation worked. You never rotated captains before — you never rotated lieutenants before. A lot of feelings have been hurt. A lot of mistakes have been made because this is the shake-down cruise of the rotation — we are starting with the captains and the lieutenants. When we get to the bulk of the people in the department — sergeants, inspectors, patrolmen — it is going to be a monumental task, and it has to be taken step by step. This again is where career development must address an issue and make it palatable so that everyone will participate voluntarily in some type of rotation policy as opposed to one that comes from on high and says rotation is good for you — do it. You can imagine the turmoil that would result.

**POA:** The 4-10 watch off schedule?

**Casey:** There are no changes anticipated in the 4/10 watch-off schedule. We did have a few problems . . . I guess about a year ago, and those were the result of the administration of the 4/10, the way it was constructed and also because of the tendency of a few people who wanted to work a 3/10 or a 2/10. There had to be bet-

ter control. By that I mean some individuals were using too many sick days to the detriment of the majority.

But I think the members of the Field Operations Bureau, the people in the stations, really have a clear understanding now of the 4-10 and it is something they want to keep and that if everyone works together — and that is the thing that I really want to preach, if you will — if everybody works together in the station, the 4-10 will stay. There will be no problem. But if people start getting selfish and not caring about their fellow officers, whether he or she has a partner that night or how many people are working — that is when the 4-10 gets iffy.

**POA:** Banding?

**Casey:** Banding is something that is being considered. It's an attempt to resolve the dilemma that is going on right now — Whether or not the parties agree to it is something that has to be seen. I went along with it for that very reason: to try to resolve the dispute. I don't want this thing in court for three to four years. Whether or not the test was valid, etc., etc. . . but if the parties can't agree, then the process will continue at whatever level appropriate.

**POA:** On today's date your horoscope reads, "You are able to hold things together in a difficult situation. The way you handle your emotions is important to your health." Make sense?

**Casey:** Very true. I don't know about holding things together but the way I control my emotions is important to my health. I probably have a reputation that is not unduly deserved — but I do have a short fuse and if there has been anything that I think I have had to control it's that. To control my emotions . . . to stop, listen and not act too quickly because the impetuous move is the one that is going to really come back and bite you. That is good advice.

**POA:** I was wondering if you could complete the following phrase: "When Chief Willis Casey leaves office, police officers will say he was a great Chief because . . ."

**Casey:** He was a great chief because he cared. He cared about his people. I am the son of a police officer and the police department has been part of my life all of my life. It means a lot to me to be a great chief because I do care.

Next month: Gary Delagnes

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## Barca

Tom Flippin, Editor  
SFPOA Notebook

Dear Editor:

What a wonderful column by Marionetti and Sugrue about Chief Barca in last month's Notebook! It brought back some great memories. I, too, have many stories about "the Chief" (I never call him Charlie), most of which I have a sworn oath never to reveal!

I had the honor and pleasure of serving as the chief's cadet and driver in the early seventies. The experience and knowledge gained under his tutelage will remain with me throughout my career.

Chief Barca is a true legend, a cop's cop, a man's man. An administrator who was able to look at all sides of a situation and call his shots accordingly. If you screwed up he told you face to face and up front, and that was that; on the other hand, I've seen him go to the "Fifth Floor" to back patrolmen, and he had no qualms about letting his superiors know when they were wrong or out of line.

I'm afraid this city will not see another the likes of Chief Barca, a dedicated, competent and straight forward, no b.s. kind of guy. I'm proud to count him among my friends and mentors.

Joe Fazio  
D.A. Investigator  
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## WHPOA?

Thomas Flippin, Editor  
SFPOA Notebook

Dear Tom,

It was just after the Gay Freedom Day Parade that I came to realize just how diverse the makeup of the Police Department has become. We have many ethnic backgrounds and different life styles. This became very evident this year as we had our first group of gay and lesbian police officers march in the Gay Freedom Day Parade for the purpose of recruiting gay and lesbian police officers.

We also have a Latin Police Officers Association which recruits Latin officers and an Asian Police Officers Association which recruits Asian police officers. The Officers For Justice represents and promotes recruitment of black officers. The Police Officers Association is a blend of all the department members. However, there is no group which solely promotes the hiring of white heterosexual males.

At this time I would like to correct this oversight. I would like to start the White Heterosexual Police Officers Association. For the purpose of this association the term white would mean having European or Scandinavian ancestry. One of the first goals of the association would be the recruitment of white heterosexual males and seeing that they are represented fairly in the police department. Anyone interested in becoming a member or anyone with any ideas, please drop me a line at Central Station.

Fraternally,  
Officer Jim Taylor  
Co. A

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## Moysard

Thomas Flippin, Editor  
SFPOA Notebook  
510 7th St.  
San Francisco, CA 94103

Dear Tom,

I recently returned from two weeks of cowboying in Idaho with retired SFPD member Michael Moysard. Those of us with a little gray remember that Mike was one of the original Tac Squad members, and thereafter served on the original Dog Unit and Bomb Squad, and was one of the Department's really GOOD GUYS.

"Marshal Mike" is now the chief of police in Homedale, the largest town (pop. 2,500) in Owyhee County, which is located in the extreme southwest corner of the Gem State.

Mike gave me a long list of folks he wanted to be remembered to, and asked that I pass along his best regards. He said the only thing he misses about California is contact with his SFPD friends. I promised I'd send his greetings, and information where to contact him. I know he would love to hear from any of the faithful.

Mike can be reached weekdays by telephone at the Homedale Police Department: (208) 337-4642. Mailing addresses are:

Chief Michael Moysard  
c/o Homedale Police Department  
P.O. Box 757  
Homedale, ID 83628

(Residence)  
13528 Sunnyslope Road  
Caldwell, ID 83605

Cordially,  
Roy Hicks  
Ingleside Station

## Thanks

SFPOA  
510 7th St.  
San Francisco, CA 94103

Dear Tom, LaVerne & Everyone,

Yesterday when I saw the big stack of "Notebooks" I was really surprised. It is great to be able to give them to friends and acquaintances of Ralph.

Today I attended the "Golden Age" group. Ralph had several close friends, so I thought (after asking first) and explained that this issue is an anniversary issue. I have a feeling that almost everyone was also interested in the 40's on history of the Dept. & San Francisco's Police over the years.

THANK YOU so much for giving me such a generous number of papers. They will be well but carefully given.

Very sincerely,  
Marie Calhoun

## Resign

SFPOA  
510 7th St.  
San Francisco, CA 94103

Mr. Al Trigueiro,

Noticed in the *Chronicle* recently that your organization has asked Ms.

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# Letters

Gwenn Craig to resign. I truly hope she does. If not I urge you to push the issue.

I know Capt. Cairns through many meetings that I attended and I was insulted when I read what she said at the Police Commission meeting. I considered it most tactless from a public servant - very rude to say the least.

Thank you,  
Mrs. Enid Leuthold

## Family First

Thomas Flippin, Editor  
SFPOA Notebook

Dear Tom,

After being in the Police Department for seven years now, I've found out some real eye-opening things.

In October 1989 I was written-up by a Sergeant for "Excessive Force." Although it took seven officers to get my "victim" under control, I apparently was wrong. Without going into the details of the incident, my "victim" was given a two year prison term due to the fact that after my incident she was driving drunk in the Richmond and struck two kids (one is in a coma to this day). My case of course was dropped (nice court system).

So I went to the Police Commission for a hearing in May 1990. I was given a forty-five day suspension. Along with my suspension I was to be evaluated by a Police "Doctor," not one but three. Due to the fact that I have had nine complaints in seven years, not one sustained until this one, they felt I was a liability to the department.

So off I went to the "shrink." After going to the Police Commission's "Doctor" in San Jose (on my suspension), he asked me several Police related questions. For example: Do you beat your wife and kids? Another example: Do you have any kind of weird sex? I assumed he meant more than one person, but no. The question was: Did I like animals? Seriously. Another question: When did I first have sex with anyone? (Real Police questions.)

I've always considered myself a real working cop. You can ask anyone I've worked with. I've always taken a lot of pride in being a "good cop." So, after being evaluated by three shrinks I was found to be OK???? In other words, not crazy. But the appointed "shrink" I went to said that I should not be in the public for awhile. So I asked why and he said I had a "bad temper".

One thing I should point out is that my attorney told me after the hearing I could go back to my station. Boy, was I wrong. The Commission had better ideas.

I don't mind sitting inside and not being a real cop anymore. I've been inside now for sixteen months. Do I miss the streets? Kind of, but I don't miss the complaints and lawsuits and headaches. I still want to be a "good cop," but I also want to see my kids grow up and have their father around to spend time with them.

I feel for the past sixteen months I've been real bitter and pissed off, not at the Department but at the system we've created. It's a mess. The answer I don't know, but my question is WHY? Why did it get so bad?

I look at cops getting killed in the line of duty and really feel for their families and friends, I really do. I have three kids and they mean more to me than \$45,000 a year and working three jobs and not seeing them at all. So if the Department will let me "out" and be a real cop again I will work hard, but I will also realize my family comes FIRST.

Name withheld by request

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Letters

Nostalgia

Thomas Flippin, Editor  
SFPOA Notebook

Dear Editor

I read the July issues of the *Notebook* and seeing you went back into the 1940's & 1950's, I thought I would send you these copies of a few poems that my husband wrote at that time and which were printed in the only paper the SFPOA had at that time — for inter-department communications. He joined the force in 1947 (retired in 1975) and really enjoyed remembering the 40's, 50's & 60's.

He told me that he gave up a \$400-a-month interstate truck driving job for a police job of \$240-a-month. I also think he was one of the first to join & borrow money from the S.F. Police Credit Union and Police Post #456 Credit Union at the same time. He wondered why you never mention in your articles anything about the W & O Annual Policeman's Ball (held every year at Civic Auditorium — Grand March, Prizes, Entertainment and Dance) and the gripes the men in ranks made because they were each issued a certain amount of tickets to sell to the public at \$1 a ticket — remember?

Anyway, although these poems were written in those years, I think they still reflect on today's policemen and their families. If you see fit to print one — or one at a time — fine! If not — well, you're the editor.

Thank you,  
Mrs. Clayton Matthews

Editor's Note: Okay how about it? The Ball was before my time. Any of you old-timers out there who'd like to spin a yarn about the Policeman's Ball, let me know.

Thanks

Mr. Al Trigueiro, President  
SFPOA  
510 7th St.  
San Francisco, CA 94103

Dear President Trigueiro,

I want to thank you on behalf of the San Francisco Democratic County Central Committee for the \$100 check which you sent us. We made our request of you to help underwrite the expense of voter registration efforts in San Francisco.

We are gratified that you were willing to honor that request. Every contribution made to our voter registration program enables us to maintain the solid Democratic majority which San Francisco enjoys. Your willingness to assist us in that task is greatly appreciated.

Sincerely,  
Kenneth J. Miller  
Executive Director

Al Trigueiro, President  
SFPOA

Dear Sir,

The Dolorians and the children of Mission Dolores wish to thank you for partaking in what turned out to be a most successful fundraiser. Your contribution, your willingness to answer our call of need, is a true indication that when people work together all things are possible.

Enclosed is a copy of the most recent church bulletin of Mission Dolores. We wish to take this opportunity to thank you publicly and have encouraged the family of Mission Dolores to show their appreciation by supporting you throughout the year.

Again our most sincere thanks,  
Carolyn Flaherty  
Danielle Pimental  
Pauline MacKenzie

Al Trigueiro, President  
SFPOA

Dear Mr. Trigueiro,

Thank you very much for your gift of \$100 to Walden House from the San Francisco Police Officers' Association. We are most grateful for the support we receive from all of our friends, family members, and former clients. It is encouraging to see all the hard work done by the staff and clients acknowledged.

While the finishing work proceeds at 890 Hayes Street, we continue to work on transforming our clients' lives. The construction work is almost complete, but there is no end to Walden House's mission: to serve the San Francisco community as a comprehensive and successful drug treatment program. With the help of people like you we will continue far into the future.

Again, on behalf of Alfonso and the entire Walden House family, thanks.

Sincerely,  
Timothy Troyer  
Development Manager  
Walden House, Inc.

Traffic Bureau  
'Solo' Motorcycles

Thank you, guys:

On behalf of my Dad, John Sr., and my Aunt, Allie Thompson, I would like to publicly thank the "SOLOS" who were escorts at my Grandmother's funeral. I know my Grandmother, along with my Grandfather, would be very proud and gracious of the members from Co K, with their escort from McAvoy and O'Hara, then from Holy Name Church to Holy Cross.

As is always the case with the Traffic Bureau, a 1st Class job, by a 1st Class bunch of guys: the Tom Mulkeens, Joe Rossets, Billy Dodds, Bob Ryans, Tom "Rosko" Sweeneys, Tom Jones's, I could go on, but most importantly, my family says "THANK YOU GUYS!"

John Nevin #189

June 30, 1991  
Chief Willis Casey  
San Francisco  
Police Department

Dear Chief Casey,

In my ten years of law enforcement experience and my three years as a consultant on gay/lesbian-police relations, I have never had as positive an experience as I had today.

Marching in the Gay Pride Parade as one of 25 uniformed San Francisco Police Department officers, I witnessed hundreds of thousands of citizens — heterosexual and homosexual — cheering in support. Every action we took, from posing for pictures to sounding the siren of our patrol car, was greeted with ecstatic cheers from the entire crowd.

This was the most beneficial event to better the sometimes strained relations between the police department and the gay and lesbian community.

Chief, you have made history. You are the only police chief in the entire nation to take part in a gay pride parade. You not only requested that all the homosexual officers in our Department join you, in uniform, on the parade route, you also assigned on-duty, uniformed homosexual officers to recruit during the entire festival.

Like no other Chief in the nation, you have demonstrated that you celebrate the diversity of our city.

Having passed out thousands of pieces of recruitment literature, we will never know how many of the attendees we recruited. But a record-breaking 120 people filled out applications at the SFPD booth in the festival! Over 100 of the applicants were homosexual, including 42 lesbians.

Many of the applicants were current officers from other law enforcement agencies throughout the United States; who were overwhelmed to discover that there existed a police department which did not tolerate discrimination against homosexuals.

Sincere commendations are due Offi-

cer Lea Militello, the Department Liaison to the community, who orchestrated our participation in the event, and to Officer Brenda Walker, who organized the outstanding recruitment effort.


The greatest thanks goes to you. Nothing meant more to the gay and lesbian officers who participated in the parade then when you individually thanked each one of us, and stood with us as our group picture was taken following the parade. You stood with us, hand-in-hand, making us proud to be not only what we are (police officers), but WHO we are (gays and lesbians).

Thank you.

Mitchell Grobeson  
Former LAPD Sergeant  
Current SFPD Officer

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**GANG SEMINAR**  
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Including:

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- Witness Intimidation
- Police Ethics
- Asian Gangs
- Prison Gangs
- Outlaw Bikers
- Latest Law
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- Intelligence

The instructors will show how to safely and successfully handle gang related contacts and investigations, with tips on gang identifiers, tactics, weapons, recent trends, expansion, and threat to law enforcement. Special emphasis will be placed on the gangs that currently pose the greatest threat to law enforcement, including: Black & Hispanic Street Gangs, Asian Gangs, Prison Gangs and Outlaw Bikers. Valuable and practical guidelines for working these groups will be offered, along with information as to the resources and expertise available to assist you. There will also be a New Presentation on Officer Survival Tactics from an undercover officer with an inside view of how Street Gangs prepare for police contacts. A hard-core gang prosecutor will also tell how you can beat the current legal attacks on your use of the Street Terrorism Act, and will otherwise explain what you now need to know to make your gang cases stick. There will also be tips on using Gang Interview & Interrogation Techniques that work; handling Reluctant Witnesses; preventing Witness Intimidation; and applying Police Ethics in gang investigations. A Live Gang Member will also be available to candidly answer any questions put to him by the audience.

This thoroughly revised and expanded course has been planned with the advice of law enforcement and intelligence agencies throughout the region. It is not a theoretical or historical course, but one designed to provide immediately useful, operational information for any officer (plain clothes, uniform, undercover, custodial, probation or parole) coming in contact with gang members. Each instructor works gangs on a daily basis, and has a reputation for expertise on the gangs and techniques he will be discussing. The course will offer a great deal of new information not previously available, and is not a duplicate of prior programs.

POLICE, PROSECUTOR, CORRECTIONS, PAROLE OR PROBATION I.D. WILL BE REQUIRED AND RECORDINGS WILL BE PROHIBITED.

**TUITION:** \$130 per person if names are received by 5 P.M., Friday, August 16, 1991 (Includes Gang Manual). Persons registering after August 16 must pay the regular tuition of \$145. Registrations may be made by either telephone, mail or fax. To qualify for the special \$130 tuition, telephone and fax registrations must be received by 5 P.M., Friday, August 16, and written registrations must be postmarked no later than August 16, 1991. Visa and MasterCard accepted. If your new fiscal year is about to begin, we will not bill you until after that date if you so request. We will also gladly adjust other billing procedures to accommodate the needs of individual departments.

Requests for refunds will be honored up to 5 P.M., Wednesday, September 4, 1991, after which cancellations will be subject to a \$15 service charge. No refunds will be allowed for cancellations received after 5 P.M., Monday, September 9, 1991.

**DISCOUNT:** Immediately prior to this program, and at the same location, we will hold an excellent Homicide Seminar featuring one of the most outstanding Interview & Interrogation instructors in law enforcement history. This separate, two day Homicide Seminar will begin on Tuesday, September 10, 1991. Anyone attending both of these back to back, independent programs will receive a total tuition discount of 10%, and will realize substantial savings on travel costs. A separate course announcement for the Homicide Seminar is enclosed with this mailing.

**COURSE CREDIT:** California P.O.S.T. 16 hours (Meets training point criteria — no reimbursement) Utah P.O.S.T. 16 hours  
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**SIGN-IN / TIMES:** Sign-in and receive course materials on Thursday, September 12, from 7 A.M. to 9:00 A.M. Class will begin promptly at 9:00 A.M. on Thursday, and conclude at 5:30 P.M. on Friday.

**REGISTRATION & INQUIRIES:** National Law Enforcement Institute, Inc.  
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Santa Rosa, California 95402  
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**FACULTY:** Joe Guzman, O.S.S., Los Angeles Co. S.D. (Hispanic Street Gangs); Mike Vaughn, Gang Unit, Los Angeles P.D. (Outlaw Bikers); Marcus Frank, Asian Gang Unit, Westminster P.D. (Asian Gangs); John Marshall, Corona P.D. (Black Street Gangs); Corey McKay, Gang Unit, CA Dept. of Corrections, Folsom Prison (Prison Gangs); Loren Naiman, Los Angeles Co. Dist. Atty. (Gang Interrogation; Witnesses; Law); and a Live Gangster.

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## LEGENDS

(Continued From Page 4)

then have to go in different directions.

### A Thumb Nail Sketch Of Our Legend In His Own Time, William "Paul" Lister

Bill is a native San Franciscan, born in the Mission District, and grew up in the neighborhood of Sanchez and Clipper Streets. Upon graduating from Saint James High School, Bill found employment in a Metal Foundry as a "moulder". This came to an abrupt end following the Japanese sneak attack on Pearl Harbor. Bill volunteered his services, enlisted in the U.S. Coast Guard, and received his boot camp training in Alameda. Bill was also featured in a San Francisco newspaper article with his photo along with a few celebrities, namely Gig Young and Cesar Romero. On completion of his training he was assigned aboard a troopship that saw action in the South Pacific, Hawaii, Guadalcanal, The Philippines and New Guinea. He served his country for three and one half years and in December of 1945 he received his honorable discharge.

Bill could not foresee when he attended St. James High School that some of his classmates would eventually become San Francisco police officers. They are John Shine, William Logan and William Murphy, who is now a prominent San Francisco attorney.

Bill exercises daily, keeps active and is enjoying the dessert that follows his working career with new endeavors and opportunities in his leisure years.

For most of us, there is one person who remains in the background but who was instrumental in our choosing to become law enforcement officers. I personally have to thank Walter Harrington for my good fortune of having become one of San Francisco's finest. With Bill, it was his wife Carey's uncle who spoke to Bill about choosing law enforcement as a career. When the Civil Service list was adopted, Bill was among the first 25 qualified applicants. In police work he found the gratifications and rewards of serving our law-abiding citizens, and, in 28 years of dedicated service, not once did he ever find the job boring.

He speaks of Norman with much sincerity, saying that no one could have had a more wonderful partner as well as a dear friend.

One of Bill's toughest decisions was how to inform Norman of his decision to retire. That sad day came in September of 1976. He was offered a position as a Security Guard in the Federal Building and remained there for three years. Bill then decided that the time had come to spend

more time with his wife Carey and to enjoy the fruits of retirement.

### A Thumb Nail Sketch Of Our Legend In His Own Time, Norman Warren Moore

Norman, like Bill, is a San Francisco native, born in the Precita Valley section of the Mission District. He was the tenth and last born to his devoted parents, Mr. & Mrs. Lillian V. & George F. Moore. Norman has five brothers and four sisters. Norman has had more than his share of sorrow, as all that is left of his family is a sister, Mrs. Mary Giorgetti (who must be a very intelligent lady as she had the good common sense to marry an Italian) and one brother, Frank. Frank fought in the Golden Gloves on the same card with Paul Cavnagaro. Frank was quite a fighter and won the middleweight championship. (As indicated in a previous article, Paul won the light heavyweight championship.)

Norman was also quite an athlete in his youth. At Horace Mann Jr. High he was an outstanding soccer player under the tutelage of Frank Zanazzi. He then went to Mission High School and played fullback under the watchful eye of the ever-popular Pop Elder. Our man graduated in 1939 and as fate would have it, many of his classmates and Mission football players were destined to become San Francisco police officers: namely Merrit McKeivitt, James Solden, Frank Watts, Chuck Hammond (who also did some boxing in his day) and Norman's close boyhood friend, Frank Mahoney.

After graduating from Mission High, he went to work at Fort Mason as a member of the Dock Gang and then transferred to Bethlehem Steel, where he was employed as a welder and worked on ships for the United States Navy. This was only the beginning of Norman's service to his country. He, like so many of us, was honored to receive a letter from the President of the United States that started off with "Greetings and Salutations". He served in the First Army and saw action with General Hodges as well as with General Patton in the Third Army, and had more than his share of action in France, Belgium and Germany. He served his country with honor and glory and was discharged on March 3, 1946.

Our legend married his high school sweetheart, Dolores Herforth, in 1942. They were blessed with a lovely daughter, Judith Ann, in 1943 and a fine son, Carmel Michael, in 1949. In June of next year they will celebrate their 50th wedding anniversary.

The persons responsible for Norman's decision to seek a law enforcement career were two close friends, Frank Mahoney and Insp. Mike Doherty. He was also among the first applicants to be sworn in when the Civil Service Test was adopted in 1948.

He followed Bill into retirement one year later and he recalls his parting words when Bill retired. He stated that Bill was not only a great partner but also a man that he will always refer to as a dear friend.

In retirement Norman and Dolores go for long brisk walks of three miles or more daily. They also spend considerable time with their three grandchildren, Megan, Brian and Danny. For relaxation, solitude and a change of pace from hectic city life, they go to their summer cabin that Norman, his brother Frank and Bill built. It is near the town of Covelo in Mendocino County.

Norman and Bill have expressed on several occasions the heartfelt thanks and pride they feel for having had the opportunity to serve our citizens. They also feel great gratitude for the many friends they made throughout their police careers. Fifteen years have passed and our legends want to express their thanks to all of their

superiors for all the years that they remained as partners.

The city Norman loves is no longer the city of his youth and young adulthood, but he remembers with pride that he had the opportunity to serve its citizens. Many of his classmates became members of San Francisco's finest as did many from the neighborhood that Norman grew up in. These men were Frank Mahoney, Tommy "Tail Spin" Ryan, Joe Ryan, Paul and Bob Kurpinsky, Monte Belmont and Jim McGuire.

Norman would like to say in tribute to his longtime dear friend Bill "that he is a man of integrity, dependable, possessing an abundance of common sense as well as a wonderful sense of humor. He is a man of the highest morals and in all the years we have been together I've never heard him utter one word of profanity." This can't be said of Norman who, under certain conditions, would swear with the best of them, just like an old trooper.

### Their Honors

I would be remiss if, in closing, I did not mention some of the honors Bill and Norman received in their police careers.

The first meritorious award they received was for saving a drowning man who had fallen into the bay. Other awards were received for arresting juveniles and adults for burglaries; arresting an ex-con in the process of committing a burglary; arresting two subjects for a series of service station robberies; and assisting in the arrest of a suspect who was wanted for kidnapping, rape, robberies and critically wounding three police officers.

If I could speak for the people of our fair city, I know that they would want to extend their thanks and blessings for a job well done. You have both been a wonderful example to all of us mortals and have set examples for all police officers to follow. You have given so much and received so little in return, so now the time has come to reap the fruits of your retirement which you both earned and richly deserve.

If some day we have the distinction of law enforcement work being considered a profession, then you both can take a bow as you will have played a major part in bringing this about. Indeed, William "Paul" Lister and Norman "Warren" Moore, as the "L & M" boys you are both legends in your own time.

## RETIREMENT

(Continued From Page 4)

The reason I brought this to light is that on two consecutive Fridays I attended funeral masses for two dear friends in the morning.

In the afternoon, when I was with the babies, I was thinking: this morning I saw the end of one life, and now in the afternoon I am seeing the beginning of a life. When I was carrying the six-hour-old baby the warmth that went through my whole body was indescribable.

Another item that I feel will help you is to set up an exercise program. It will give you more energy, your appetite will increase, you will have less stress, be more alert, and you will also help your blood pressure. Brisk walking and swimming are two ideal exercises for the elderly. Prior to doing any physical exercise get the green light from your doctor.

It is also important that you leave time for your leisure activities. Don't get discouraged, as retirement, like your working life, consists of ups and downs and psychological detours.

Retirement should be looked upon as the dessert that follows the main course of your working life, and a time to pursue new endeavors and opportunities.

## PAL News

### Pop Warner Football

Glenn Scobey Warner. Nobody ever called him that. Indeed, hardly anyone knew his full name. By 1925, at Stanford and across the nation, he was known as "Pop" Warner, one of the best head coaches in the nation.

Warner learned football attending college at Cornell during the 1890's when it was quite common for a team to call one of its members "Pop." The honor when to the player who was prematurely bald or one considerably older than the others. Thus, from his first year in college, he was Pop Warner.

Football was a business to Pop Warner, and he owed allegiance to no school. During his 44-year career, Warner coached at Temple, Iowa, Georgia, Cornell, Pittsburgh, Carlisle and San Jose State.

The 1991 PAL Pop Warner Season will begin the first week of September. Joe Duncan, Greg Isom and the other coaches have begun practice.

### PAL Karate

On July 1st, PAL Karate began at Boedekker Park on Tuesdays and Thursdays at 4 p.m. Mike Biel (General Works) have been overjoyed with the attendance of 22 avid students per day. Paul Lozada's class at Oceanview Park on Saturdays at 11:00 is in competition with the cartoons, but the 8 youth are enthusiastic. Kevin Jow has been assisting Mike Biel and Paul has members of his martial arts class assisting him. The youth are amazed when Paul kicks the bags. Rumor has it that he's only the 5th degree black belt.

### Double Dutch

Double Dutch was revived at Oceanview Park this month by Sgt. Jim Leach. Twenty to thirty girls attended on Wednesday at 4 p.m. Jim is blessed that many of the youth are qualified jumpers. Eva Gardner (Mission) will be relieving Jim. Eva also instructs the PAL Cheerleaders for the Seahawks football.

### Weightlifting

Mike Osuna of Ingleside, on Mondays and Wednesdays at 3 p.m., can be seen instructing at Boedekker Park. At first, only two or three attended. Each day new teens attend. While Mike Osuna is at Boedekker, Con Johnson (Mission) is instructing at Oceanview on Thursdays at 5 p.m. Even with the weight room being remodeled, youth are attending.

### Volleyball

Harry Seto (Taraval) gathers youngsters together on the basketball court at Boedekker on Wednesday and Saturdays for volleyball. The games are exciting and encouraging.

### Cal/PAL Basketball Tournament

July 24th, in San Jose at the PAL Stadium, John Donahue's Lowell 16 and under took on Santa Monica PAL. It was a close game for the first five innings, but then Santa Monica broke away for a 10-4 victory. The following day, the team rebounded to beat Berkeley PAL, but to lose later that date to San Jose. Good try John and the team.

### PAL Golf Tournament

The San Francisco PAL is sponsoring a Golf Tournament on Monday, September 16, 1991 at Lake Merced Golf and Country Club. The Tournament Director is Phil McGree. The proceeds from this tournament will sponsor high school students in the PAL Law Enforcement Cadet Summer Program.

Your participation is needed in one of more of the following categories:

1. Plater Participant at \$165.00
2. Hole Sponsorship at \$100.00
3. Donation of a Prize
4. A Contribution

Your \$185.00 donation will cover green fees, golf cart, box lunch and a steak dinner. Tee prizes will be provided to all participants. A hole sponsorship will entitle you to a sign with your name which would then be placed at a specific hole on the golf course. Should you wish to donate a prize, please call to make arrangements for pick-up.

For more information call the PAL office at 821-1411.

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# SPORTS



## 1991 World Police and Fire Games Memphis, Tennessee

by Dennis Bianchi

The information I've received as of this date indicates that this Department competed at a level worthy of high praise at the World Police and Fire Games. This was the fourth time the event has been held, and it is held every other year. Memphis, Tennessee was the host this year, and Memphis in late June can be uncomfortably hot. In 1993 the event will be in Colorado Springs, Colorado and 1995 will be the year to travel to Melbourne, Australia. From the information supplied me by Jeff Brosch, you should start training and saving your money now, because this event is first-class. Quoting Jeff: "4,300 Police and Fire athletes competed this year, coming from Canada, Finland, Austria, Germany, Australia, New Zealand, Sweden, Russia, Ireland, France, Hungary, Belgium, and England. There was a 'big time' opening ceremony at the Memphis Liberty Bowl Stadium. The athletes paraded in the uniforms of their country or state. Olympic star Mary Lou Retton and baseball Hall of Famer Gaylord Perry were the Masters of Ceremony. A grand Memphis BBQ followed the ceremony.... The weather was hot, wet and humid. The beer was cold." Numerous SFPD athletes competed but as of now I can't give you all their names or how everyone did. If any of you can fill us in, drop me a note in the mail. However, the following medals were won: Master Blaster himself, Inspector Jeff Brosch entered all Grand Master cycling events. He said if he has to travel that far to compete he wanted to get his money's worth. After the five events were over he had won a Bronze in the time trial. He came close to placing in the road race and the sprints, but as Jeff stated, "You know what close is worth." He was glad to meet so many nice people who were competing. Well, actually he said they were nice only when they weren't competing. Congratulations, Jeff and I'm sure there's more to come.

The Department's karate team did some serious fighting and medal winning. Actually, they apparently became a little too serious while fighting and had to settle for Bronze medals when they could have won Gold medals, except they broke a few bones of their competitors. In competition,



The "Master Blaster" himself, Jeff Brosch.

this is a definite disqualification. Kevin Jow won a Bronze medal in the Senior Men's 145 pound division in just that matter. Big Bart Johnson did the same thing in the Senior Men's 205+ pounds, also having to settle for a Bronze. Bart fought six fights and earned the praise of his co-competitors for aggressiveness as well as stamina. Dirk Beijein won a Bronze in the Master Men's 205+ pound division. Paul Lozada was given a Bronze Medal in the fighting competition of the Open Men's 165 pound, but in the Weapons competition, were the competition is open to all competitors and there is no contact, Paul won it all; a Gold Medal. This was in competition with experts from around the world. Congratulations to all of you.

I know our swimmers did great again and I'm hoping Don Matisek will supply us with his usual fine wrap-up of that event. Other events that I'm aware that we had competitors involved in are Ed Kenney and Ed Dullea in handball, Mike Travis and Sam Watt in Horseshoes. I will have to get on the ball and track down how everyone did so that we can all give them a collective pat on the back when we see them next. If you can help at all drop a line in the mail, or better yet, write up your own article and submit it. If I can do this, you can probably do it better.



L to R: Kevin Jow, Bart Johnson, Dirk Beijein, Paul Lozada. winners all!

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# Swimming News

by Don Matissek

The flight to Memphis, long and tedious for some of us, easy for others, was made easier by the liberal use of beverages served by the airlines.

Against very good competition, our three swimmers, plus handballer Ed Henney turned swimmer, did very well, coming home with 13 medals. In the 50 freestyle Howie Kyle took a fifth place medal and Frank Petuya placed 10th and Don Matissek, 14th. In the 100 freestyle Petuya placed 7th and Matissek 9th. In the 50 backstroke Kyle took 3rd followed by Matissek in 5th. In the breaststroke our lone swimmer Kyle took 5th in the 50 yard and the 100 yard. In the fly Petuya medaled with a 4th in the 50 and a 3rd in the 100. In the 100 I.M. Kyle took 5th followed by

Petuya in 7th.

In one of the most exciting finishes I can remember, handballer Ed Kenny showing off his special swimming suit, helped bring the team a 2nd place finish over a determined Phoenix Fire Dept. team. It looks like we have a new member for the master division.

Besides the usual parties at these events, Memphis had a lot to see with the Mississippi River, Beale Street, Graceland, Catherine the Great exhibit and (not to be) forgotten the great Memphis-style ribs.

The members of the swim team were also able to watch several other events at the games and were immediately impressed by the skill needed to play handball, and the aggressiveness of the non-contact sport of volleyball. These members plus several new swimmers should do well at the state games in Oakland.

# The Masters Finally Win The Big One

by Nicholas "Nick At Night" Shihadeh

The Masters "Old Boys" (SFPD's forty years and older "geritol" team) won the "A" Division softball championship on Thursday, July 11, badly beating Ingleside Station 26 to 10. After losing the last two championship games in a row, a fired up "Old Boys" team wouldn't let it happen again; displaying a deadly hitting attack that wouldn't let up. Manager/coach Gary Lemos was beaming afterwards as he proclaimed, "We finally won the big one."

Last year's champs, Mission Station #1, were looking to repeat after an exciting first round playoff victory over Narcotics on Monday, July 8th. It was a seven inning affair that went back and forth the whole time. Mission held a two run lead going into the bottom of the seventh, but Narcotics rallied for a run putting the score at 14 to 13 with the tying run at first with two outs. The game ended though on the next play when Mission outfielder John Lewis threw out Steve Balmy trying to hustle from first to third on a base hit. Defense was the story for Mission despite all the runs given up — pitcher Mike Flynn had a good time while infielders Rollie "The Goalie" Canales, "Marvelous" Mario Machi, and Mike "Bugsy" Moran played great as well (for Narcotics, shortstop Pablo Ossio was the defensive standout).

The next playoff game for Mission was also on that day as they tried to remain fired-up for Ingleside Station who they had beaten twice already during the regular season. It wouldn't happen again for Mission as they eventually ran out of gas, losing to new and improved Ingleside 9 to 2. Ingleside's victory was keyed by a late addition to their roster, Lt. Dave Maron. Maron played with the Inspectors team during the season, but a recent transfer and special permission from Commissioner Layne Amiot allowed him to play. He added strength defensively by pitching very well, and offensively by hitting the ball very

hard while batting in the clean-up spot. Another offensive hero for Ingleside was Mike Siebert who led off the game with a home run which set the tone for the victory.

Ingleside's next task was a nine-inning affair set against a tough CHP #1 team that had beaten them twice during the regular season. This playoff game took place the next day on Tuesday the 9th with Dave Maron once again leading Ingleside to victory. It was a 9 to 0 final in which Ingleside hit well and played great defense, keying a shutout that is almost unheard of in softball.

The table was now set for the championship game: The Masters earned a bye until the final when they won the division with a 11-win, 1-loss record, and they waited patiently for their chance to truly be number one; while a fired-up Ingleside team led by coach Bruce Marovich was hoping to continue their playoff run.

The game was close in the early innings with The Masters leading 4 to 2 in the third, but the game was blown open in that inning when The Masters scored seven unanswered runs and never looked back on their way toward the route. The offensive heroics were led by Gary Lemos and Bruce Lorin who both went 5 for 6 at the plate. Defensive standouts were Mark Porto and Charles Coates who "held the fort" at third base, while Jeff Barker played his usual good game at shortstop. Dave Herman was an all around standout as well, contributing to the tremendous victory for The Masters as he's done all season long. Lemos said, "The key for us was not being denied as we have been the last two years", while Ingleside's Marovitch said, "The Masters were truly 'masters' on this day."

CONGRATULATIONS TO THE MASTERS "OLD BOYS" AND GOOD LUCK IN THE CALIFORNIA POLICE SUMMER GAMES THE WEEK OF AUGUST 11TH IN OAKLAND!

# The Michael O'Brien Memorial Softball Award

by Nicholas "Nick At Night" Shihadeh

The Michael O'Brien Memorial Softball Award is to honor the department's most inspirational player during the season. The award is named after the late Officer Mike O'Brien who passed away five-and-a-half years ago from a tragic head injury sustained at the range. Mike was a power-hitting first baseman who came into the department in the early sixties; he was a very enthusiastic ball player who was part of many SFPD Olympic tournament teams, and he was very well liked around the department.

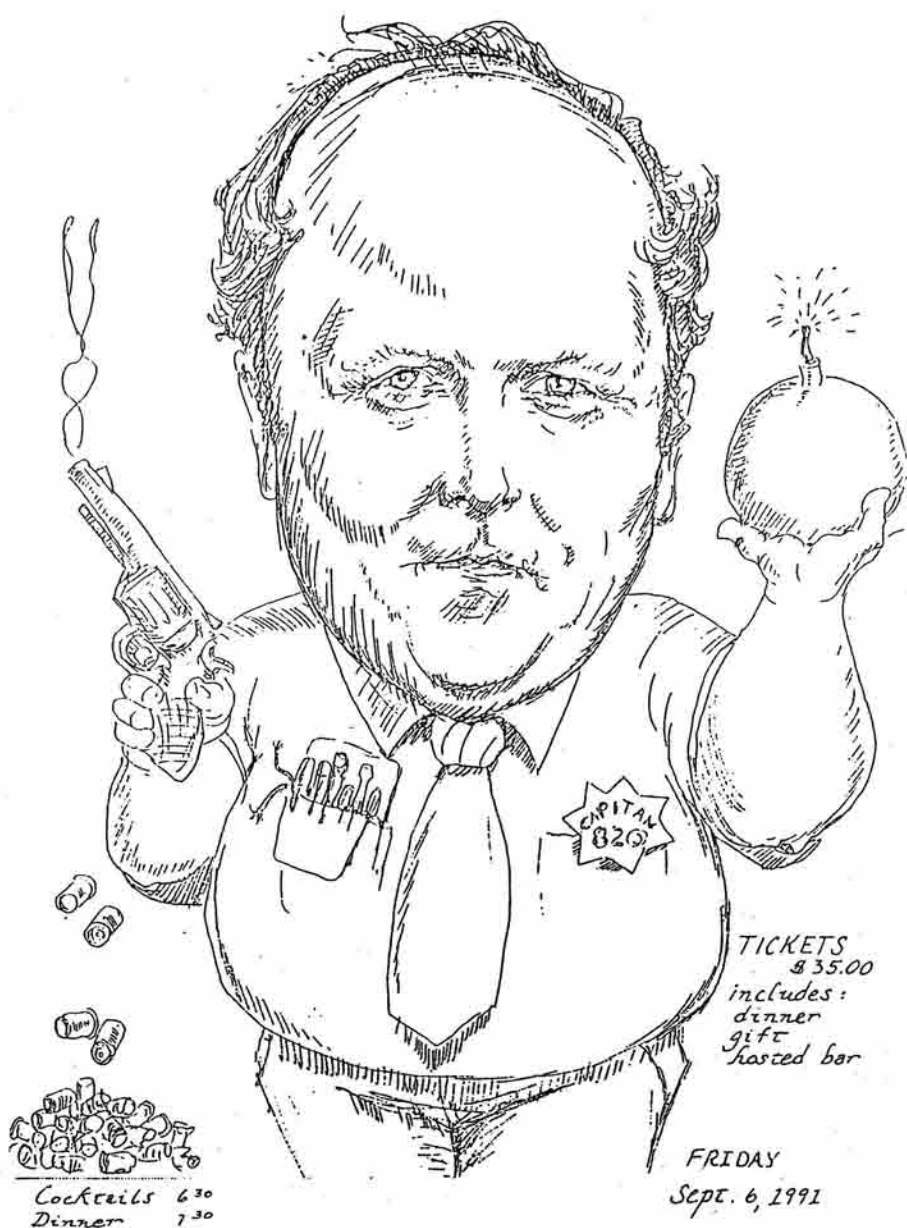
This award is part of a trophy case located at the new "ski lodge" shooting range — the case was erected in Mike O'Brien's memory by his very close friend Charlie Coates also of the range. The honor is for someone who best fits the kind of person (as well as on-field performer) that Mike was, and any recipient of the award gets their name engraved on a large trophy.

Past honorees include: Officer Joe Engler of the Stress Unit in 1986, Officer Mark Porto of Central Station in '87, and Inspector Gary Lemos of Hit and Run in '88; but, when the range closed two years ago, the award was literally "on the shelf" until now. It was decided by the award committee that in addition to this year's presentation, one would be made for last season.

The committee chose Officer Joe Vigil, formerly of Potrero Station, who retired last year as well. Joe was a dependable, enthusiastic ballplayer who was always very supportive of department softball. His position was pitcher and he was known for being able to put good "mustard" on the ball; at the plate Joe was a very good singles hitter. Commissioner Layne Amiot knew Joe Vigil well, saying, "He was a great competitor as well as a good sportsman. I never heard a bad word ever said about Joe, and he truly deserves last year's honor."

This season's award was a tough choice as there were many worthy possibilities. It was finally decided that Ross Laffin of Southern Station would be honored. Ross is continuing a long, illustrious career coaching and playing for Southern, The Masters, and numerous all star/tournament teams for the department. His defensive specialties include outfield and catcher, while offensively he is a line drive, opposite field hitter. This year Ross is a player/coach for SFPD's #1 softball team; he's hoping to lead the team to a successful run through the California Police Summer Games this year in Oakland. Masters coach Gary Lemos says about Ross, "He exemplifies what is the best in SFPD softball and is a gentleman on and off the field."

Congratulations to Joe Vigil and Ross Laffin — their names will soon be added to the award trophy in Mike O'Brien's honor. About the trophy case Charlie Coates says, "I encourage anyone who comes to the range to 'check it out.'"



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by Dennis Bianchi

After a layoff from racing of more than six months, I joined several Department runners in Golden Gate Park on July 7 to race in this year's Hook 'n Ladder 10K, sponsored every year by the S.F. Fire Department. Elsewhere in this paper is a fine accounting of this race, by Lou Perez. I want to just throw in a few remarks, specifically about middle-aged running and racing. In a phrase: it hurts! I had forgotten just how much stress is placed on the respiratory and circulatory system when you race, not jog or run comfortably, for six plus miles. I had forgotten just how hard a runner needs to train and prepare to race. My time was made respectable only by reminding myself that I hadn't trained like I used to and I had aged a year or so. What a learning experience.

Since that day I have made a concerted effort to work hard at least one or two runs a week instead of simply going for a jog. The Summer Games are near and I have no desire to be an embarrassment to myself or my teammates. On the other hand I'm not so eager to suggest to others that they race. Running is fun and healthy. Racing can be also but it is very much more demanding than just jogging. When you see Lou Perez flying around some triathlon course or Willa Brown setting fire to some 100-yard dash lanes you should recognize that, in addition to being born with great physical gifts, they also have worked hard!

Since the Games will begin shortly after this edition of the Notebook is out I want to wish all competitors good luck and add that I admire your dedication and hard work, done in addition to your police duties and assignments.

For those of you still interested in racing, in spite of the above warning, August

and September has some races that you can enjoy. August 18 is The Presidio 10 and 3 mile run. The courses are within The Presidio and obviously very scenic. Past t-shirts have been collector pieces. On August 24, in South Lake Tahoe, the World's Toughest Triathlon will be held. That title may be deadly accurate, especially if you aren't prepared for a two-mile swim, a 100-mile bicycle ride and a 18.6 mile run, all done at close to 6,000 feet altitude. August 25 is the DSE Biathlon at San Francisco's Dolphin Club. This is much more sane of an event, if any event that includes swimming in the Bay can be called sane. A competitor need only swim one-half mile and run two-and-a-half miles, a great first biathlon.

September 7 begins the Golden Gate Park Cross Country Series. This event is held over two months, consisting of a four-mile race on three different days. If you like running in the dirt and the mud, be there. September 15 has two events worth noting: The Escape From Alcatraz triathlon, where Captain John Newlin shined last year, along with Assistant D.A. Nancy Stretch. A less demanding event will be held in Golden Gate Park, the Project Projimo 5K. The proceeds from this race go to the Rehabilitation Center for Disabled Children. Finally, on September 29, the Bridge to Bridge Run will be held. You can choose a 5K or a 12K course. It's a festive event that ends in the Marina with plenty of goodies being given away.

Well, there're some ideas for this month. One last thought I would like to pass along to those of you who run, even those of you who run but occasionally and casually: STRETCH! Stretch easily and lightly before you run and don't be afraid to stretch while you're running. After your muscles are warmed up some they stretch better so a short stretch after you have begun your run is a safer time to stretch more strenuously. Of course, stretching after you run is not anyone's idea of fun. You're tired and usually in a hurry to go somewhere. Take the time to cool down and do some stretching and later in the day get in another session of stretching your legs, back, neck, even your arms as they get more stress when you run than you imagine.

This article next month should be full of news of SFPD medal winners. I'll keep you posted. In the meantime, go do it.

## Hook & Ladder Hotshots Come Out Smoking

by Lou Perez

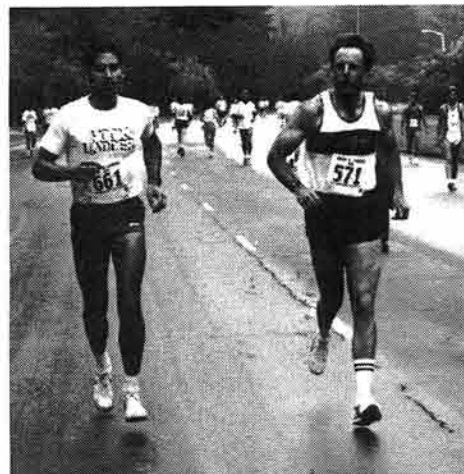
Mission Station came out en masse to lead the way at the SFPD Hook & Ladder 10K Run. At total of 12 runners, (nine from Co. D), undertook the challenge of propelling themselves across the course's undulating hills and leg searing one mile ascent to the finish.

The drizzly, wet weather offered ideal conditions for fast times and some memorable performances stood out. Steve "Mad Dog" Mulkeen recorded a personal best time of 36:01 and almost dipped into the 35 minute mark. Mulkeen won a breakfast for two at the Cliff house for his efforts.

Mike "Bugsy" Moran dropped quite a few jaws with a speedy 42:19 time and finished fourth overall among the SFPD entrants. Moran's performance landed him the last spot on the four man "A" team for the forthcoming Christmas Relays. (The first four finishers at the Hook & Ladder race automatically qualify for the "A" team slots.) A surprised Moran was heard to say, "Hey, maybe I should start training and get real good."

Tom Murphy finished considerably well, taking into account that he spends most of his training time on his Nordic Track. Stan Buscovich was the first master (40+) across the line, followed closely by fellow master runner Dennis Bianchi. Buscovich won a gift certificate from the Fleet Feet running store for being the first master amongst the SFPD runners.

Pamela Hofsass and Joanne Welsh became a part of history, as they were the



Steve Mulkeen warms up before the race.

them to medal in these events.

Marty Walsh, on the comeback trail from a heel injury, was the first Grandmaster (50+) for the SFPD team. When he is fully healed and trained, he will be a force to contend with in the Grandmaster category.

Mike Serujo brought back flashbacks of the easygoing Dino Zografos, when he appeared with a Walkman (but minus Zografos' surfer jams) Serujo quizzically surveyed the crowd and remarked, "Wow, some of these people look serious." Serujo cruised the course and appeared to be having a great time. He was probably thinking of that "victory" cigarette that awaited him at the finish.

The biggest cheer was reserved for the SFPD's other Grandmaster, Marco DesAngeles. DesAngeles was partaking in his first organized race, and according to him, "I was covering your rear." All of the SFPD runners waited for DesAngeles at the finish line and yelled their lungs out for him. The last guy always hurts as much as the first guy, only he does it for a longer period of time.

A special thanks was reserved for Rich Pate. Pate came out to snap the photos that accompany this article, add some vocal encouragement, and manage the race times. Pate became so engrossed with the individual mini-sagas that unfolded before him, it led him to proclaim his entry into the race next year. "At least 45 minutes," he said. You read it here first.

### 1991 Hook & Ladder 10K Race Results

Lou Perez (Co. D) 34:19  
Steve Mulkeen (Co. D) 36:01  
Rene Guerrero (Co. D) 40:35  
Mike Moran (Co. D) 42:19  
Tom Murphy (Co. D/TTF) 43:44  
Stan Buscovich (Mounted) 43:37  
Dennis Bianchi (Management Control) 44:08  
Pamela Hofsass (Co. D) 46:11  
Marty Walsh (Richmond) 47:44  
Joanne Welsh (Co. D) 50:43  
Mike Serujo (Co. D) 57:20  
Marco DesAngeles (Co. D) 1:09:48



Pamela Hofsass and Joanne Welsh: A Hook and Ladder first.

first SFPD female runners to ever compete at the Hook & Ladder. (Including SF Fire Department athletes.) Hofsass and Welsh used this race as a tune-up for the Oakland Summer Games. Hofsass will enter the 30K Road Race (the longest running event at The Games) and Welsh will tackle the arduous, hilly Cross Country race. Look for

## POA Golf Tournament

by Bruce Lorin

The San Francisco Police Officers Association will hold its first golf tournament and dinner next year. The tournament will be played on the Lake Course at the Olympic Club on May 18, 1992.

The theme of the tournament will be community involvement. The 90's trend of police science is to increase the visual presence of the foot patrol officer. These beat officers associate with the community to provide better service and understanding. We have adopted that philosophy of community involvement and have created a golf tournament to supplement that ideal while having fun.

The format will be a four-person scramble. Only two POA members per four-some. Each group will be comprised of two community members and two officers. The POA will not have to subsidize this event; in fact there will be a profit earmarked for a charity benefitting POA members and their families. The field will consist of 144 players with a shotgun start at noon.

I need help with this tournament. People

with connections to organizations that would be willing to support this effort would be greatly appreciated. Members are welcome to come join me with the actual running of the tournament: handicapping, planning, scoring, measuring, beertending, hosting and hostessing, and anything else needed. I especially welcome the help of those of you who have contact with the community, like you beat officers who spend ten hours a day mingling with the community members on your beats. Give some thought to this event. With your support, this could be the best tournament ever!

The POA is a good organization which is trying to help us. This tournament has been scheduled at the best facility available for golf in the bay area. I need volunteers to make it work. You need not know anything about golf to help. If you are interested, send a note in care of:

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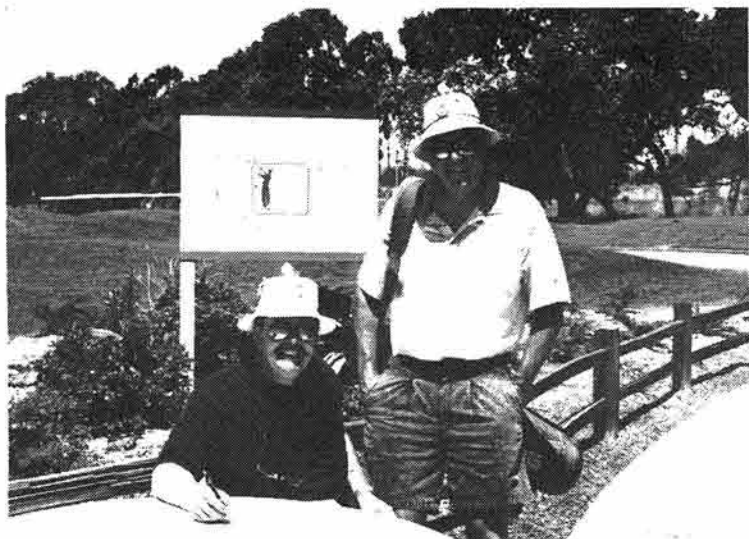
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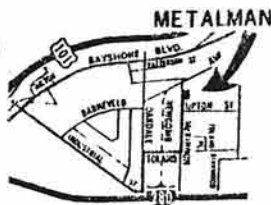
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## Loon's Nest Report

First place went to a team anchored by two veteran Loons, Don Frakes and Paul

There were two holes set up for "closest to the hole" contest; the four winners were Don Frakes, John Wyman from Traffic Company, Ron Parenti from Northern Station and Scott Bowen. Four awards also went out in the "Long drive" contests. Dave Fontana from Tactical and Ed Anzore from Taraval Station showed a lot of muscle in taking the prizes on one hole, while Warren Omholt and Gary Mialocq also blasted their way to prizes. Warren "The Big Bopper" Omholt is always a threat in the long drive contests, with a combination of a "Taylor Made" metal head driver and Dunlop Maxfli DDH balls.

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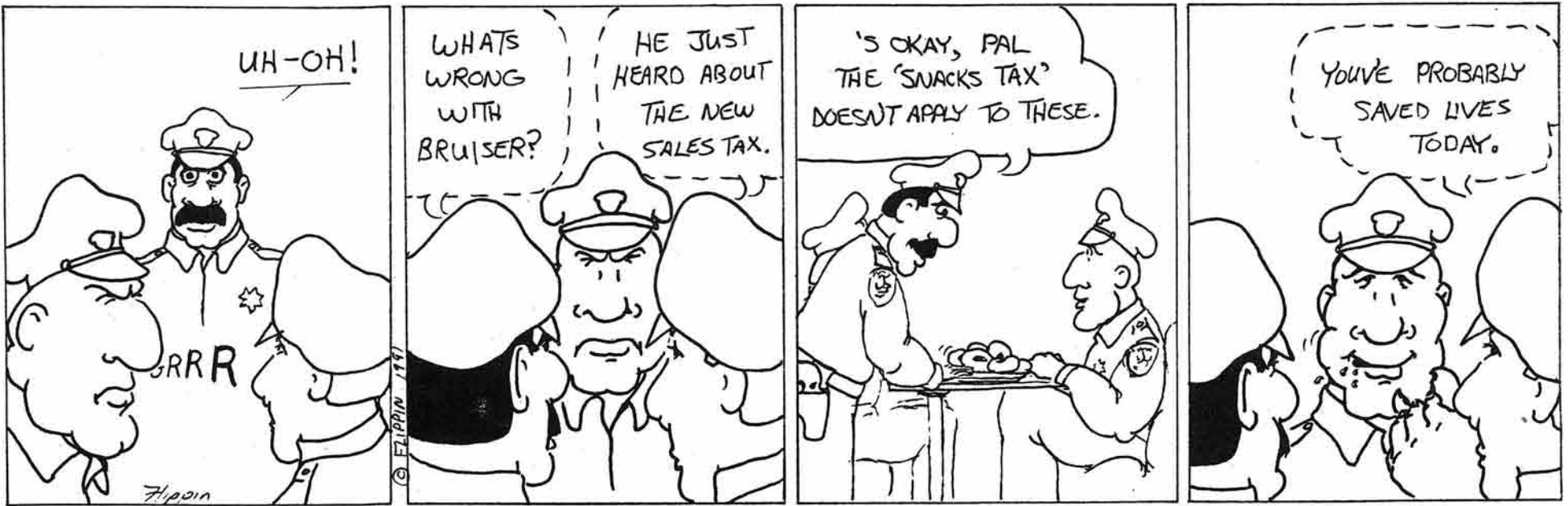
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# ON THE STREET/Tom Flippin



## Funny ...But True

by Tom Flippin, Editor



**STAND AND DELIVER:** Off. Phil Fee of our own beloved SFPD (Co. H) responded to a call that turned out to involve a candidate for the Stupid-Crook-of-the-Month. Our suspect decided to rob a delivery truck driver...demanding the driver's money and the food he was delivering. When the driver refused, the guy punched out the victim and took his wallet. Unknown to our "genius", the driver (as he was being robbed) took the plastic I.D. card which was clipped onto the suspect's collar. The I.D. came complete with picture, name, DOB and address!

Phil says it wasn't too difficult to put this one together. Another sterling example of quality police work results in the arrest of the bad guy.

**HE'S JUST A DRIVIN' FOOL:** Philadelphia has decided to clamp down on traffic scofflaws...and in the process collect some of the \$54 million in outstanding fines from the estimated 180,000 violators. Heading the city's Most Wanted list is an enterprising young driver named Richard Canning. Richard, who is only 19 years old and who has been driving only two years, may seem an unlikely person to be #1 Wanted Traffic Offender...until you check his record: he has racked up 301 moving violations in his brief driving career!

City officials predicted that Canning, when caught, could lose his driver's license until he's 104.

**SOUR NOTE:** When a 26-year-old man armed with a sawed-off shotgun, a knife, and a tear-gas grenade broke into an occupied house in Oslo, Norway, it was no contest. The burglar-robber began roughing up the elderly owner and his son, demanding money. At this point, the owner's wife, Hildur Holst, decided she had had enough. Hildur grabbed her guitar ("On the spur of the moment, the best thing I could find..." she said.) and smacked the bad guy in the head. She then put a choke-hold on him while her family tied him up. The unfortunate house-breaker told police he had broken into the wrong house...no kidding, Sherlock! Actually he had meant to rob the place next door where he believed the owners had hidden nearly \$30,000 in cash.

**DRIVING FOOL #2:** Todd Wargo, an Arkansas trucker, led Southern law enforcement officers on a merry chase recently. The escapade began when Wargo was arrested for selling chickens illegally...sales of illegal chicken??? Anyway, he was arrested, but broke away when officers began to cuff him. Wearing the cuffs, he jumped into his 18-wheeler and fled the scene. Officials said that Wargo rammed numerous police cars as they tried to set up roadblocks to stop him. The chase lasted at least 90 miles, involved over 100 police vehicles and went through two states. At the end of the chase, according to Mississippi State Trooper Joe Gazzo, "Wargo was arrested by me and about two or three hundred other people."

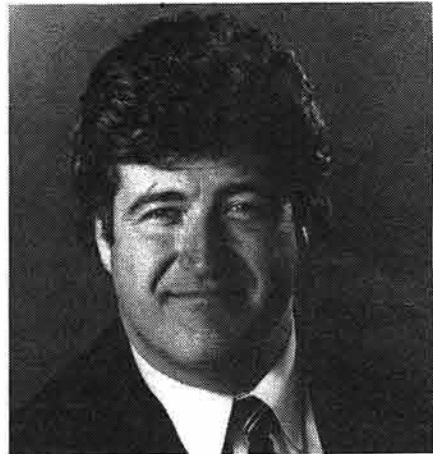
**KEYSTONE, JR?:** Two youths in Santa Clara added to the lengthy list of "If-they-weren't-so-stupid-we'd-never-catch-'em!" incidents last month. The two would-be car thieves spent a long time breaking into and stealing a vehicle parked in a fairly busy parking lot. The only problems they encountered were that the parking lot belonged to the Santa Clara Police, the vehicle was an unmarked police car and the whole caper was captured on a police video monitoring the lot. Sgt. J. Buchanan said, "They couldn't have done much worse if they'd walked into the lobby of the police station and said, 'Stick 'em up.' They're the Keystone Cops of criminals."

**TALK ABOUT AGGRESSIVE PANHANDLING:** Viktor Kozlov, of Kharkov in the USSR, was expecting a quiet evening at his local bar...what he got was a bite on the hand from a very aggressive beggar. Kozlov was sitting at the bar when he received a rough slap on the back. He turned to see a large brown bear with a large thirst. When Kozlov refused to share his beer, the bear bit his hand, took his beer and also took a bag of food. The bear, which had escaped from a circus van, was recaptured with the aid of wily patrons at the bar. They gave him a large jar of beer to mellow him out... After eating the stolen food and drinking all the beer, the bear went to a park next to the bar and fell asleep. Police were called and took the bear into custody.

**THE SANDMAN DID IT:** We all know how dangerous police work can be... but it can carry over too much, sometimes. Todd Rollins, an Oregon deputy sheriff, can testify to the truth of that. Rollins (no doubt after a hard day of fighting crime) eased himself into bed for a well-deserved rest. Instead, he got shot. Apparently, Rollins began having a nightmare in which he believed he was struggling with an attacker. During his dream...he was losing the struggle, I guess...Rollins grabbed his 9mm pistol from a bedside table. He awoke to find that he had shot himself in the leg. Rollins awakened his wife, who slept through the whole thing, so she could drive him to the hospital. County investigators were as skeptical as you probably are, but their investigation turned up evidence, including powder burns and nitrite tests, which supported Rollins' story.

## SFPD's Employee Assistance Program

### Lunch-Time Brown Bag Series Kick-Off



Featuring  
Michael Pritchard

Thursday, 9/4/91  
1200-1300 Hrs

Police Commission Hearing Room

## SFPD Employee Assistance Program Lunch-Time Brown Bag Series

by Morgan Peterson

On September 4, 1991 at 1200 hrs. in the Police Commission Hearing room the Employee Assistance Program will kick-off the lunch-time brown bag series. The kick-off will feature Michael Pritchard, one of the brightest and most gifted humorists on the national scene today. Michael has appeared in movies, on television, and is an accomplished lecturer. During Pope John Paul's visit he served as master of ceremonies for the celebration. He also gained national prominence in 1987 with the presentation of his PBS pilot, "The Power of Choice." In the "Power of Choice," Pritchard bends his special brand of humor with serious counseling that comes from his 13 years as a juvenile probation officer, both here in San Francisco and as a juvenile officer with the St. Louis Police Department. The series depicts Michael meeting with teen-agers at schools across the nation, discussing attitudes toward drugs, alcohol, personal relationships, and about peer pressure. The discussions succeed in enabling the young people to talk frankly about their attitudes regarding these subjects and to realize they have choices. Michael is active in many ways in the community. He is a member of the board of directors for the Special Olympics, a volunteer for the Salvation Army, a consultant to the California Consortium on Child Abuse, an advisor to the Department of Pediatrics at San Francisco General Hospital, and a member of the Board of Directors of the Chinese-American Educational Institute. He is chairman of the

Board of Directors of the Annual Comedy Celebration Day in Golden Gate Park. Michael also works with local youth groups and drops by occasionally at San Francisco's Juvenile Hall to meet with counselors and young offenders. On the program for September 17 is Ms. Joanne Devine of the City College of San Francisco. Ms. Devine will lead a discussion entitled, "Survival Skills for Working Parents," which includes practical "how-tos" for parents who are struggling to maintain their sanity while they are raising children. Suggestions will be offered for getting through the worst times of the day, which are the morning and return time. These presentation will be informative as well as humorous, and it looks like it will be a lot of fun. So mark your calendars and join us.

### HEARINGS

(Continued From Page 1)

period. The decision of the Arbitration Board or any agreement reached by the parties will be binding on the City and the POA. Members of the POA Negotiating Committee worked hard in an attempt to reach agreement with the City and will now work even harder to secure an agreement through the mediation-arbitration process provided by Proposition D. We will keep members informed through periodic bulletins and future columns in the Notebook.