

NOTEBOOK



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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

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204

NUMBER 9

Agnos A No Show

Next Mayor Appears At Candidates' Night

by Ray Benson

The Cathedral Hill Hotel's El Dorado Room was the scene of this year's Candidates' Night on August 28, 1991, presented by the Latino Police Officers' Association, the District Attorney's Investigators and the San Francisco Police Officers' Association. Over two hundred and fifty members and their families attended before the evening was over.

Angela Alioto, Frank Jordan, Tom Hsieh and Dick Hongisto attended and addressed the issues we raised and the concerns of all San Franciscans on public safety. Each of the participants gave thoughtful and insightful views on the means to deal with the deterioration of safety and the decline of the quality of life for our City's residents. The only candidate not in attendance was the outgoing Mayor. He was, of course, invited and his attendance had twice been confirmed by his staff at City Hall, but at 3:45 in the afternoon of the event Mary Hughes, his Campaign Director, called to say he would not be able to attend. When asked for a reason to give to the attendees, Ms. Hughes said, "The Mayor simply will not be able to attend."

Candidates For Mayor

The POA Legislative Committee and the Executive Board recommend that the San Francisco POA endorse Angela Alioto for Mayor. In addition, we are recommending that the POA provide the Frank Jordan and Tom Hsieh campaigns for Mayor with votes of confidence. Finally, we strongly recommend a vote of no confidence in Art Agnos.

The election will be held on November 6, 1991, and it is expected a runoff election will take place between the two top votegetters.

ANGELA ALIOTO

Angela Alioto announced her decision to run for Mayor on August 9, 1991. Her late entry into the race followed several weeks of encouragement for her candidacy from representatives of various constituencies in San Francisco, including those representing the POA. It was felt the field of candidates did not provide one candidate that could beat Art Agnos in a runoff.

Angela can be fairly described as a moderate liberal candidate with a strong pro-union record. She supported us on Proposition D against the Mayor and is supporting similar legislation for other City employees. Her door has been open to us since she has been on the Board of Supervisors, and she has been with us on every major issue. She is already supported by several city unions, has very significant support in the gay and lesbian community and, we believe, is the best candidate in the race. We also believe that she is the only

Because of the heavy campaign schedule that evening, the POA had suggested to all candidates that the event be moved to the following evening. All candidates were agreeable except the Mayor's Office, and so retained the August 28 date to accommodate Agnos.

Apparently the Mayor could not face another defeat in the same evening. He earlier attended SEIU Local 250's Candidates' Night, where he was soundly defeated (by 83%). Angela Alioto walked away with this very, very important endorsement.

The Deputy Sheriffs' Association held their Candidates' Night the same evening, in which former Sheriff Dick Hongisto was given a vote of confidence by his former Officers. Voting was also taking place at the same time by the National Women's Political Action Caucus on its endorsement.

The evening was a resounding success with the candidates and our members gathering afterward for cocktails and hors d'oeuvres. We were able to discuss a wide variety of subjects in the friendly and congenial atmosphere provided by the Cathedral Hill Hotel.

candidate who can defeat Art Agnos one on one. If her campaign can reach its potential, Agnos may not make the runoff. Also, she has promised to avoid arbitration and sign our proposed contract!

FRANK JORDAN

Frank is a class act, and that would be a refreshing and welcome change in the Mayor's office. His opposition to Proposition D and his proposal that the department eliminate the 4-10 work schedule were major problems for us. Police officers simply could not regain comparative pay and benefits without Proposition D. The 4-10 schedule is, as we know, preferred by our members and is workable.

Nonetheless, Frank deserves a vote of confidence. He has demonstrated leadership abilities and sensitivity to the people of San Francisco. If he were to be elected, he would be a tremendous improvement over the current Mayor.

TOM HSIEH

Unfortunately, Tom Hsieh's campaign has not been properly received in San Francisco due partly, and unfairly, to his Chinese heritage and his accent while speaking. He has, however, displayed courage and integrity in taking on Art Agnos after receiving the same type of arrogant treatment that has become characteristic of the Agnos administration. He supported the POA on Proposition D and has always carefully considered our

(See MAYOR, Page 9)

City, Airport And D.A

Associations Consider Affiliation

by Joe Reilly

Representatives of the San Francisco Police Officers Association, the San Francisco Airport Police Officers Association and the S.F. District Attorney's Investigators Association, have formed an ad hoc Affiliation Committee to explore the formation of an AFL-CIO local union for San Francisco's law enforcement employees. SFPOA President Al Triguero and Treasurer Phil Dito, S.F. Airport POA President John Scully and DA Investigators Associations President Bruce Austin, have been meeting informally to discuss the concept, and have interviewed several AFL-CIO locals for comparison and evaluation purposes in an effort to arrive at a recommendation to be presented to each association's membership for their ratification vote. San Francisco's police officers and investigators are the largest segment of City employees without union affiliation. The idea of union affiliation is a natural extension of the success of Prop. D last year, the Police/Fire Collective Bargaining measure, which is aimed at the relatively poor compensation standing of S.F.'s police officers within California. San Francisco's labor community played a key role in the passage of Prop. D.

The concept of a police union is not new, for each association is actually itself a union. Police associations have traditionally been independent, standing alone against partisan politics and those political pressures counter to the role of law enforcement, while struggling to improve the working conditions of their members. The unique labor environment in which police officers find themselves required a specialized employee organization. However, the "bread and butter" issues facing police officers are the same as those facing any other worker and his or her family. To have an all police local union in the traditional sense is more of a unique concept. The task of such an organization will be to serve the special demands of the law enforcement working environment but at the same time allow law enforcement professionals to join with their counterparts and contemporaries in the labor community and take their rightful place in the labor movement, thus reaping the resulting mutual benefits found in unity, common

purpose, strength of numbers and singular voice.

Within the history of the labor movement in the United States, law enforcement has often been cast in an opposing role during time of labor strife or unrest, beyond the limit of impartial law enforcement and preservation of the peace. History records some memorable clashes between police and labor demonstrators, some here in our own city. The perspective of naturally opposed elements which history has bestowed upon law enforcement and organized labor has all but been erased today, particularly as the law enforcement profession has experienced its own labor movement in recent years. To its credit, labor has successfully resorted to a common law enforcement strategy, that of community involvement, in order to further the objectives of the organization and achieve desired goals.

The representatives of each association have tentatively agreed on a trial basis to form a local union with an AFL-CIO affiliation. The associations will remain autonomous, however each will form a bond with the other as a member association of the local union. It is anticipated that during this trial period administrative costs can be minimized while the possibility of a more integrated union structure for the member associations is being examined. As always, the individual associations considering a combined affiliation will request the affirmation of their respective memberships. The affiliation committee is also actively seeking interested or concerned

(See UNION, Page 8)

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 October issue:
Tuesday, September 30, 1991

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Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. Thomas Burton at 2:08 p.m. Wednesday, August 21, 1991 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: V. Pres. K. O'Connor and Trustees P. Maloney & J. Sturken excused. Past Presidents M. Duffy & E. Elvander in attendance.

MINUTES OF LAST MEETING: Approved.

COMMUNICATIONS: Following donations received — COMMISSIONERS JOHN KEKER & PIUS LEE — monthly contribution; VETERAN POLICE OFFICERS, MR. & MRS. J. JOHNSON, CHARLES JOHNSON, MR. & MRS. MEWES, MR. & MRS. JOHN GROOM, SANDY LINDILL — in memory of Henry Bakay; DONNA ATTOUN (TIFFANY CLUB) — in appreciation of work by Mission Station.

BILLS: Treas. Parenti presented the usual bills — benefits, salaries, taxes, etc. APPROVED. Trea. Parenti reported the following deaths:

RICHARD AKERS. Born in San Francisco in 1917, Dick was a cab driver before joining his father as a member of the Department in 1947 at age 30. From the Academy, Dick went to Taraval, Mounted Patrol. After 2 years, he was assigned to Potrero, still mounted for another year. Transferred to Central, he was there for 6 years, finally winding up at Northern, where he stayed until his retirement for service in 1976 at age 59. Dick was 74 at the time of his death.

RICHARD DWYER. Another San Franciscan, born in 1909, Dick worked as a time keeper for a railroad, before joining the Department in 1952 at age 33. He was assigned to Richmond Station, remaining there only a short while, before being granted Military Leave. Returning to the Department after 4 years service, Dick was assigned to Co. K, Fixed Post, then Accident Bureau, staying there for 4 years until being transferred to Juvenile. Dick was there for 3 years, returning to Traffic Administration until his retirement in 1970 for service at age 61. In 1948 he received a 2nd Grade Award for the arrest of a murder suspect, whose wife's body was found in the trunk of the car. Dick was 82 at the time of his death.

RALPH LINTNER. Born in San Fran-

cisco in 1899, Ralph was employed as a painter until he joined the Department in 1929, age 30. After the usual training at that time, working out of the Night Chief's Office, Ralph was assigned to Co. K, mounted patrol in the downtown area. After 3 years, he was detailed to Bureau of Inspectors. Ralph was made an Assistant Inspector in 1943, full Inspector 1946. He worked in the Auto Detail and was in charge of Auto Boosting until his retirement for service in 1969 at age 70. A great "joiner", he was a member of The Native Sons for 74 years; a 62 year member of the Masonic Lodge, and a 55 year member of the Elks. Ralph was just a few days short of his 92 birthday when he passed away.

JOSEPH TATRO. Joe was born in San Jose in 1906, worked as a trucker before becoming a member of the Department in 1935 at age 28. He worked at Richmond Station, then was assigned to Radio Cars working out of The Chief's Office. In 1944 Joe decided that the grass was greener on the other side of the fence, so he left the Department and went into the contracting business. He finished as a successful General Contractor. Joe was 85 at the time of his death.

REPORT OF TRUSTEES: Mr. McIntosh, Security Pacific Bank, reported on the Trust Account. Had received permission from 4 of the Trustees, by phone, to sell a stock which appeared to be having problems. Stock, today is down 8½ points from our sale. He also assured the Trustees that at the present time, the Trust Department of Security would continue the service of our account. B of A has not indicated any changes in that Department.

UNFINISHED BUSINESS: Change to Constitution presented by Tr. Hardeman, regarding payment of benefits and dues by members on Military Leave. Will be presented to the membership along with other changes suggested by Trustees.

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

Fraternally,
Bob McKee, Secretary

NEXT MEETING: WEDNESDAY, SEPTEMBER 18, 1991 AT 2:00 P.M. IN TRAFFIC BUREAU ASSEMBLY ROOM, HALL OF JUSTICE. ANY MEMBER IS WELCOME.

Rebecca Fund Update

by Bruce Marovich, Co. I

In May I asked for assistance from you with the Rebecca Fund and you responded. We needed \$4,385.00 to cover all of our bills and donations totaled \$4,614.00, leaving us with a balance of \$229.00 in the Rebecca Fund.

Individual donations ranged from \$2.00 to \$270.00. The POA donated \$500.00 and Company E was largest donor outside of Ingleside and the POA.

I wish to thank all who gave, and a special thanks to Communications, Co. A, Traffic, Tenderloin Task Force, Park Station and Vida Gremminger.

The need for which the fund was originally started has been met. So that hopefully we won't have to ask for donations again, we are presently attempting to figure out how to raise about \$30,000.00.

In September, we are going to have our first meeting of total committee and will see which ideas we wish to implement. Remember, Rebecca Fund will be ongoing and we need to have yearly events to replenish or add to the Rebecca Fund.

One idea we are looking at is to hold a formal Policeman's Ball yearly ... a truly gala event that would be tax deductible.

Your ideas and participation are needed. Thank you.

POA Officers Of The Month

by Mike Keys

The P.O.A. Officer of the Month Award for August was awarded to a pair of plainclothes officers working the night shift at Potrero Station — Mike Bolte and Paul Lozada.

Since the beginning of the year, these two officers have made over 200 felony arrests and numerous misdemeanor arrests. Along with the many arrests these officers have made, they have conducted countless investigations and have a tremendous working knowledge of gang members and

activity in the Potrero district.

These officers also show their great concern for the safety of fellow officers at Potrero Station by continually updating their knowledge of dangerous individuals and potential dangerous areas of the district and make a special effort to make sure other officers of the station are informed.

These two officers are an example of the caliber of police officer that works the Potrero district on a continual basis and are well deserving of the award received.

Attention B.S.ers

Stories That Cops Tell One Another

A book is being written depicting the lighter and humorous side of law enforcement. NO NAMES, PLEASE!

All law enforcement personnel (including civilian personnel) are invited to send me their stories. If published, you will be given full credit for each story. Profits from the book will be donated to "The Little Sisters Of The Poor".

Please send stories to:

Tom Dempsey, 2066 42nd Ave., S.F. CA 94116. 731-4098

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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

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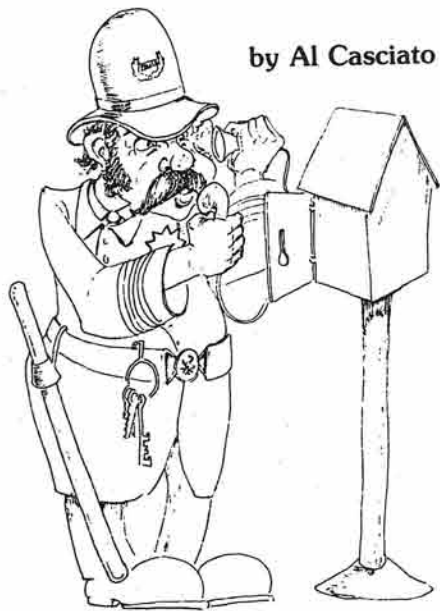
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AROUND THE DEPARTMENT



Support Your Executive Officers

After monumental research and debate, the Executive Board of the POA (Trigueiro, Delagnes, Johnson and Dito) have recommended that you, the membership, vote to endorse the candidacy of Angela Alioto for Mayor of San Francisco.

By voting to endorse Alioto, you are actually voting to support the efforts of your Executive Board, the Board of Directors, and all those who serve on your behalf.

Personal loyalty to any other candidate is fine, and if in your best interest by all means work and contribute accordingly. But remember, the voice that the Executive Board speaks with is one that is for the benefit of all, and that is why your vote is so important...

Hibernia Tales:

On August 30th, Captain Tom Suttmeier while walking, near the infamous Hibernia aka SFPD Headquarters building, was attacked by a streetperson (homeless type) who was apparently trying to rob him. Tom (off the street for almost a decade) still managed to subdue his assailant and arrest him. Tom's head is a little sore after being struck with a backpack.

Officers and others assigned to the HQ building are frantically searching for used clunkers they can drive to work, park and not worry about them being broken into while on duty. If you have a "running" clunker, call 557-6700, and ask the station duty to out the info on the bulletin board.

In order to park a clunker at HQ, officers are charged \$40.00 per month, if a space is available. Obviously the Planning Commission looked the other way on the parking requirements.

Permit Bureau staff at #1 Jones feel for the poor citizens who have to travel back and forth between the Hall and #1 Jones to complete the application process.

The real reason some people (mostly admin. types) moved to #1 Jones is because the Hall will be under major construction for the next two years. When the construction ends look for a move back to the Hall while Jones St. undergoes "earthquake" proofing. Look for the building to be sold to an arts group, but that may be contingent on whether or not St. Anthony's Dining Room can be talked into moving...

Loaves & Fishes

Department Bulletin 91-09 cites all the projects being worked on as a result of the \$28 million Prop. A bond issue — but when you add up the figures on 91-09 the total is \$30.45 mil and that doesn't even include the \$2 mil for #1 Jones...

Cal-OSHA??

...Hall of Justice repairs to commence? Planning Division says that the earthquake damage to the 4th floor of the hall will be fixed soon — seeing will be believing — in the meantime POA's Uniform and Safety Committee and Local 790's committee are working with Cal-OSHA to see if the city moved too slow making repairs and if any workers were endangered.

Officer Safety

On Aug. 28 Misison's Ray Benson responded to a 418 (fight) call at the Union Hotel on the 2000 block of Misison St. Knowing that this type of call requires two officers Sgt. Bob Armanino backed Ray up.

Unable to locate the combatants in the hallways, Bob and Ray left the building. While standing in front, suddenly out of seemingly nowhere came a crazed-looking man armed with an ax, who attempted to strike Bob in the back of the head. Ray warned Bob and tackled the assailant — after all calmed down, Bob and Ray recognized him as being the same individual who last month had been taken into the psych ward after being arrested while walking down Mission Street claiming to be Fidel Castro's dentist.

Still shaking from the close call, Bob received a call from the case worker, in the psych ward, who wanted to make sure that the assailant had been given the proper forms on how to "get his weapon back." What a system!...

Retirees

Captain Tom O'Donnell writes that his hobby of flying has turned into a fulltime job as a commuter airline pilot.

D.J. Cole is enjoying life as a general contractor in Lucerne, Lake County. Tom Cahill lives in Clearlake and both are looking forward to having Rangemaster Don Blaine retire to his summer place which is half a mile down the road.

John Lazarich is quickly becoming the expert fishing guide of Weaverville, Calif., but won't tell Gary Fox where the big ones are until Gary is an official retiree.

Howard Myhre and wife Elizabeth recently celebrated their 50th wedding anniversary. Howard is enjoying retirement in Grass Valley, surrounded (sometimes) by his 7 children, 14 grandchildren and 7 great grandchildren.

The retirees' directory is starting to take shape so don't forget to send us your info care of this column.

Sick Call:

Bill Langlois is recovering after having suffered a heart attack while taking a tread mill test — recovering well and soon expected to be out and about...

Politics

... Biggest problem for the POA Negotiating Committee has been — dealing with the enemy within — the 5th column...

... Recently an officer quit the POA in order to show support for the Mayor. Can't help but wonder who will pay attorney bills, welfare officer costs, and collect ins monies should the officer experience tragedy or be in need...

No Win Question At Zuka's

Defense attorney upon being asked how he could live with himself after defending someone who is obviously guilty — responded "I just don't feel bad when I lose" thus quieting the antagonist.

System Manipulator

An officer at a district station is fuming about a woman who pulled a fast one on

his good nature.

After marking an abandoned auto, a woman emerged from the house and told the officer that it was her car and since she didn't want it anyway, would he please tow it now rather than wait the three days as her neighbors had been complaining. The vehicle was towed and three days later he received a call from the Traffic Bureau telling him that the woman was being given \$125.00 as compensation for having had her vehicle towed early...

Shy Types

... Two media-shy officers are a big hit on their beat after buying 10 tickets to the Giants game and distributing to deserving youth on the beat. Nice touch...

Who To Bill?

During a major police operation on June 16, Mission officers Hector Sainez and Robert Hart suffered injuries that required them to be transported by ambulance to Mission Emergency. Several weeks later they received bills for \$553.00 for the ambulance ride. POA welfare officer Mike Hebel is straightening the matter out — but maybe we should bill SFGH for 407's...

Big 19 Or Daily Incidents Recap.

On July 1st the Big 19 was done away with and after much turmoil the Daily Incidents Recap was developed. The DIR looks just like the Big 19 only that it's titled differently and rather than being distributed, those who want it must go to Room 400 for a copy.

All the turmoil was much ado about nothing...

Births, Births, Births

On July 28, 1991 at 1331 hrs Ariel Lillian 7 lbs. 5 oz. 20 1/2 inches to Ed and Ana Anzore of Taraval Station. Auntie Rebecca also of Co I was out stocking up on all sorts of goodies...

Kevin George Downs was the 3rd arrival, for Co. A's Phil and Debbie Downs, on Aug. 5, 1991. Born at 1933 hours with stats of 8 lbs. 2 oz. 21 inches he joins brothers Philip Jr. 10 years and Patrick 6 years. Insp. Denis O'Leary is Kevin's godfather and will shower him with many good presents...

Grandpa Jack and Grandma Betsy is how Co. H's Captain Jack Gleeson and wife Betsy are being referred to by the troops. After the birth of Molly Elizabeth Doherty 10 lbs. 22 inches on August 1, 1991 to their daughter Kathleen and husband Joseph...

Joe and Karen Boyle, Co. E, welcomed the arrival of Thomas Joseph Boyle, 20 inches, 8 lbs. 4 oz., on August 9, 1991.

Better Late Than Never

First arrival for Jimmy and Mary Beth Escobar, Co. D, on March 28, 1991. Lil Molly Elizabeth, 7 lbs. 8 oz. 19 inches.

Congrats to all and best wishes for the future...

Doctor Al:

Lt. Al Brenner, Co. I, has received his Ph.D. from the Saybrook Institute after submitting a dissertation titled "The Changing Cop." Congrats, Al, it's been many long years of hard work and we're proud to call you Doc...

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Interview With Gary Delagnes, Vice-President

by Steve Johnson,
Secretary/SFPOA

Gary Delagnes joined the SFPD June 26, 1978, was assigned to Mission Station then Central and later volunteered to work in a plainclothes unit (Patrol Bureau Task Force) designated to target auto boosters, robbery suspects, and to assist any other investigative needs. Gary later transferred to the Tactical Division and was recently promoted to the rank of inspector in August 1990, currently assigned to the Vice Crimes Division.

Gary is a 4th generation San Franciscan raised in the Sunset District of San Francisco and had absolutely no political aspirations until the summer of 1988 when Mike Keys (Former SFPOA president 1989-1991) asked Gary to run as his vice president. The several months of campaigning on the Keys slate was extremely draining and, even worse, resulted in a bitter loss for Gary as the city-kid, ballplayer and cop lost to his nemesis, Paul Chignell, by only 19 votes.

Gary accepted his loss as a compliment since he had no political background or desire for public office prior to this election and yet he lost by only 19 votes to an individual who was, at that time, one of the most influential POA representatives at both the department level as well as City Hall. The Keys Administration had a difficult time without Gary as vice-president since Chignell was assigned to Mayor Art Agnos' staff during his (Chignell's) tenure in office, the same mayor that threatened Mike Keys should he pursue a ballot initiative enabling the POA collective bargaining rights.

Nevertheless, Gary turned out to be the "vice-president we never had" during the Keys Administration and later ran on a slate with Al Trigueiro and received tremendous support and a clear mandate to serve as the SFPOA's vice-president for the 1991-1993 term.

POA: You've had an opportunity to serve as both the vice-president over the last 6 months as well as the acting president for the past 3 weeks (President Trigueiro was on vacation). How would you describe your experience in both capacities?

Delagnes: The frustrations of being vice-president are altogether different than



those of the president of this organization. The difficulty in being vice-president is simply finding the time to get things done. For me, trying to work Vice Crimes Division from 1900-0300 then getting some sleep then turning around and coming back to the POA office every day can really take a toll on your mind and body.

Being the president, the most taxing thing I noticed is that you're pulled in so many directions on so many different issues. You want to represent the needs and concerns of all our members equally and fairly, and yet as the last three weeks have borne out for me, (Gary sat in as Acting President while Al Trigueiro was on vacation) you're never going to please everybody.

POA: Controversy and Delagnes are interchangeable — or so it seems.

In the early 1980's you arrested John Crew (Head of the ACLU Police Practices Committee) for interfering in a police investigation and when San Francisco hosted an AIDS convention you informed a television reporter that if demonstrators threw AIDS-tainted blood on you, you just might "shoot them."

Comment?

Delagnes: (Re: John Crew/ACLU Arrest) — I guess it was about 1983, when my partner, Officer Dan Toomey and I were assigned to rid the Powell/Market cable car turnaround of drunks and beggars who had made life miserable for tourists and merchants. We had arrested 80 or 90 individuals the first week which prompted some press coverage. Next thing we knew we were being followed around by John Crew who was apparently on one of his first big assignments with the ACLU. Every time we called for a wagon, Crew would try to interview our prisoners. I asked him repeatedly to stay away from our prisoners or I would be forced to arrest him for interfering. Crew continued to interview our prisoners after repeated warnings not to do so. After the fourth or fifth warning we put John in the wagon. He was later cited and released at the Hall of Justice. Unfortunately, we launched a career for Crew that has garnered much more attention than he deserves. Of course we were then called off the assignment the next day and those poor people, the tourists and merchants, continue to suffer to this day from the effects of aggressive panhandlers.

Delagnes: (Re: AIDS Comment) The AIDS Conference comment was, of course, taken completely out of context. If it was seen in conjunction with the entire television interview (Channel 20) it did not come off nearly as threatening. The reason I made the statement was simple — I was trying to defend our front line people. We knew that a report had been prepared for the Chief of Police (SFPD) that had alluded to incidents at prior AIDS conferences in New York, Atlanta and Toronto. The report cited documented incidents of protesters throwing animal blood and human feces at the officers on-line and it was also a fact that front-line officers had been stuck with hypodermic needles that were attached to the end of baseball bats. We had received many phone calls from our friends in the gay community of San Francisco who felt that there was a very real threat that human blood would be thrown at officers by members of "Act Up". We met with the police administration and told them that the officers had a right to know these facts (i.e. throwing of blood/other objects/needle danger) but the administration didn't want to hurt their fragile relationship with "Act Up". So we told our administration (SFPD) that if they wouldn't bring the issue forth, we would. So I did and I don't regret it for a minute.

POA: How did you feel after you lost your first bid for the vice-presidency of the SFPOA to Paul Chignell?

Delagnes: I never really expected to win, but I was still disappointed because I knew Paul would take a hike and leave Mike Keys without a vice-president. I tried to help as much as I could, but the Keys Administration was never able to run on all cylinders. This was not only due to Paul's intentional lack of support, but also to his damaging efforts behind the scenes to subvert everything Mike tried to do. I have lost a lot of respect for Paul Chignell during the past 3 years.

POA: You submitted an article for the August 1991 edition of the SFPOA "Notebook" publication chastising Chief Casey for allowing members of our department to participate in the Gay Freedom Day parade while in uniform and while some may have been on-duty. And subsequent comments made by you in response to this issue in the "Sentinel" newspaper labeled you in many quarters as being homophobic. Are you homophobic?

Delagnes: There are some people that want to characterize me as homophobic. That's fine — they are entitled to their opinion — but they are also wrong. Right now, I'm probably more Mayoraphobic than anything else. But, no, I accept people as individuals, I'm a cop, and that's what I believe in.

My attention is more drawn to the fact that the gay community is a very powerful voting bloc in San Francisco, and, if I have learned nothing else, while helping Mike Keys or while sitting as the current vice-president, I have learned respect for members of the gay community who have united not only for political purposes but as a pragmatic means of protection.

Let's face it, there are homophobes in our society and as far as I'm concerned, our (police department's) efforts should be

more concerted when it comes to dealing with hate crimes, whether it be the substance of sexual preference or race or gender — However, when our Inspectors Bureau is understaffed by at least a hundred positions and when our own police chief admits we don't have enough people to do the job — we're in trouble.

We can't come through on our promise to "Serve and Protect"...we're lucky if we can keep our police stations open.

POA: Your opponents emphasized your political naivete during your first bid for SFPOA office — were they right?

Delagnes: Yes and no.

During my first attempt at elective office, I learned a hell of a lot about the political chicanery that goes on in S.F., and what goes on in S.F. directly affects the SFPOA more than anyone could imagine. So I got kicked in the face the first time, but I learned.

So the answer to the first part of your question is 'yes' — But I have to answer 'no' to the fact that I was not naive to the political sensibilities of our own members — I knew what they wanted — they wanted cops. Cops who had no hidden agendas to look out for their best interests. Cops who weren't afraid to stand up to the mayor or police commission and speak on behalf of the people doing the work. Well, that's what we did. We've learned a lot over the past three years, through no help of those that went before us — but that's history.

POA: Are you saying that the POA is different now?

Delagnes: It's different — and the biggest difference will show up in this election for Mayor. In the old days the Board of Directors would endorse political candidates — we now want our members to make the decision after due deliberation and information is provided them. I want them to make informed, educated decisions based on the facts, not knee-jerk reactions.

We endorsed some liberal candidates for the Board of Supervisors in the last election, but we did it for a purpose. The purpose was directed toward the greater good of our membership. We had to ensure the passage of Proposition D (Collective Bargaining) and that's why we made certain that any candidate endorsed by the SFPOA would have a labor-conscious viewpoint.

None of the endorsements, I might add, would have been necessary if we had had our very own POA-endorsed mayor (Art Agnos) on-board on our collective bargaining measure.

Art Agnos came to this Association when he was having serious integrity problems during his initial bid for the mayoral slot. Somehow, Paul Chignell (then SFPOA vice-president) and Art Agnos convinced our Board of Directors that he (Art Agnos) would be the best choice to endorse.

What a disaster.

With his liberal philosophies he has created a city of refuge for every derelict west of the Mississippi. He has created a city that is virtually impossible to police. Just ask anybody that drives a radio car. This department's position on demonstrations and demonstrators under the mayor's direction, has made us a laughing stock among other law enforcement agencies throughout the state. The police at the federal building and the CHP officers on the bridge during the Persian Gulf Crisis looked at the way we were letting demonstrators run loose on the streets of this city and they just shook their heads.

Art Agnos has let this department shrink at least 200 officers during his tenure after promising to restore it to 2000 officers. He

(See GARY, Page 6)

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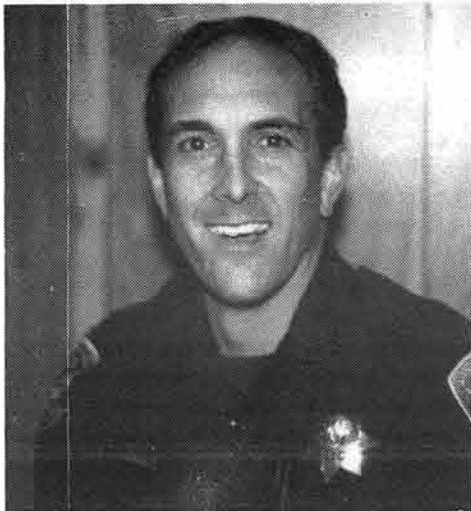
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The Outsiders

by Ray Benson

Heavy political fallout may soon visit certain Insiders outside the SFPD who initiated the October 6, 1989 sweep of demonstrators from Castro Street. Stay tuned.

Frank Jordan and Angela Alioto are both talking of removing unnecessary high level positions from the City budget before going to the taxpayers for more bucks . . . and they are likely to find plenty of them in addition to the notorious Deputy Mayors. One Insider, detailed to the Mayor's Office, is getting worried since polls now show his boss may have alienated enough voters to lose the November election.

The wage "freeze" being ballyhooed by City Hall, was put together by Insiders who somehow convinced Outsiders to accept it. Outsiders are now learning that the Insiders were all pieced off: endorsements for Art in return for raises for select classifications, like parking control officers, and guarantees of whopping increases down the line for political loyalists. Now let's see if the voters buy this boondoggle.

HISTORY REPEATS ITSELF . . . NIXON STYLE "DIRTY TRICKS" MASTERED BY AGNOS ADMINISTRATION . . . During the decline of the Nixon era, the job of Administration Insiders was to conjure up "dirty tricks" to detract from the horrid deeds of the Nixon presidency. These "Segretti tactics", criticized by some politicians, are alive and flourishing in the Agnos Administration. As an example, the Mayor is once again attempting to foment disturbances between the POA and gay/lesbian and minority communities and to create animosities amongst our members along the same lines. If successful, he can be expected to then attempt to win votes by pretending to be concerned about the problems he himself exacerbated. The Outsiders think Mayor Agnos underestimates the voters of this City as well as our membership.

Specifically, who is it on the Mayor's staff that plants the volatile articles in various newspapers around town for the purpose of creating conflict? Word has it that this guy ghosted a hit piece against the SFPOA for a certain Police Commissioner, and specializes in dropping such stories in the local press while on the City payroll. Is there a new classification in the Mayor's Office called "Hatemonger"? What does this guy get paid, anyway, and why do the taxpayers need him? And he isn't even a Deputy Mayor.

Well, at least the mayoral candidates who appeared at the SFPOA candidates night (and we all know who didn't) on August 28 were in agreement on the fact that police officers are getting ripped off. No City dollars for department-issued weapons, but many dollars for a new stone fireplace and "dance floor" at the new shooting range? What, so you can dodge the stray bullets that ricochet out of the place? This is supposed to be a classroom, we are told . . .

By Imperial Decree, crime statistics are down. Then how come for last month alone, we have had incredible Close Encounters of the First Kind? In the Potrero District alone, 107 different reports of shots fired. Crime is down? We don't think so . . .

FROM THE PRESIDENT

My Turn

It's only fitting that I write my message to you on Labor Day — a day set aside to honor this country's working men and women and the rich heritage of a progressive labor movement. Our Association, which recently celebrated 45 years of service to its members, can certainly take pride in knowing that it, too, has played a significant role in the evolution of San Francisco's colorful labor history. Today, our Association continues to evolve, dealing with the critical issues of the moment, establishing better working conditions and benefits for its members, and setting the groundwork for those who will follow in our footsteps.

Currently, we face such vital issues as the first-ever arbitration of a negotiated contract covering our wages, benefits and working conditions; the recent decision by Federal Court Judge Robert Peckham to accept the City's banding proposal for the last Q-35/Q-50 examination; and an endorsement of a mayoral candidate who is likely to fulfill his or her campaign promises while actually listening to our concerns and understanding our needs.

These are but a few of the topics that will be examined extensively — by others — throughout this edition. The Notebook is a medium that expresses the official policy of our Association as well as the views and concerns of individual members. It is widely read by members and the general public alike; and sometimes it may be difficult to discern differences between those articles which are Association policy (adopted by the Board of Directors) and the views of individual members.

In order to encourage members to contribute articles of interest and concern and, at the same time, maintain a publication that fosters a spirit of cooperation while eliciting a positive image, it has become necessary to revise the editorial policy and the general format of the publication. I have instructed the Publications Committee to develop a revised policy and format which will allow for and encourage free expression, but, at the same time, clearly differentiate between official POA policy and the personal opinions of individual members. Included in these revisions must be the explicit understanding that newsworthy articles in all cases uphold the good order of this Association while maintaining a strict policy of avoiding blatantly offensive material meant to be divisive.

All of our members are entitled to dignity and equal treatment, regardless of their race, color, sex, sexual orientation, or political affiliations or beliefs. This POA Administration believes in these tenets and will oppose any organization, group or individual which promotes doctrine or philosophy inimical or subversive to these principles. This POA Administration is dedicated to represent fairly and justly all of its members in grievances, at the bargaining table or simply through the media.

Also, it is the hope of this administration that one day, we will be one undivided organization representing the interests of all San Francisco police officers.

It can never be said too often, but this Association can only function effectively with the participation and interest of its members. Problems and differences of opinion are sure to arise, but solutions and understanding are not far away if individuals take the time and make the effort. This Administration certainly shall.

"In The Interest Of Justice"

by John A. Sterling

Number 29 of the S.F. D.A.'s office discharge code is titled "In the interest of justice." The tone is ecclesiastic and akin to "In God we trust." However, the phrase is actually a verisimilar one intended to sweep under the rug a multitude of sins. Criminal cases are not dismissed because "Justice" lost interest but because the D.A.'s office did. Justice and the D.A.'s office may have similar aims in mind but they are not synonymous. Interest is a human characteristic. Justice, being an abstract concept, is devoid of any nature other than its "Raison d'etre."

The motivation for discharging cases is usually compelled by a number of reasons which have nothing to do with what's interesting to justice or not. There are times when too many cases overwhelm the system and each case that comes along cannot be effectively handled. Additionally, there are the mundane excuses such as too little money, too few prosecutors, judges and jailers and the most exculpatory of all — overcrowded jails. Moreover, there are debilitating technicalities of law — lucre for predatory defense attorneys.

Given these explanations instead of the disingenuous "In the Interest of Justice"

label, the policeman, risking life and limb by engaging and apprehending criminals and further taxed with the required Quaranic elucidation of the wherefores, whatnots and whereases of why he acted as he did, will understand and accept that his efforts must sometimes be set aside for more important things. As it stands, the impression is created conveying the notion that the interest of criminals and justice converge harmoniously in more instances than between the police and justice. The policeman is further daunted with the suspicion that, caught in the vortex of the sudden and convoluting events of the arrest, if he cannot fully investigate and prosecute the case himself in the limited time afforded him and in the context of his general field, the specialized investigative units and the D.A.'s office curly and peremptorily discard the cases as unfit for further scrutiny. Ergo, justice not interested!

I propose a more honest and accommodating relabeling. It is: "Justice Moratorium." I believe this new phrase will go far in arresting the falling moral, revive enthusiasm for crime fighting and the feeling that justice is still interested, albeit deferred.

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GARY

(Continued From Page 4)

has endangered the lives of our people by forcing us to implement one-officer cars.

Art Agnos, a former advocate of collective bargaining, told Mike Keys (our POA president during the collective bargaining campaign) that, "If you don't pull Proposition D from the ballot, I'll kick your ass."

Are things different since we came into office?

I can assure you that the next POA endorsement for Mayor will show they are.

POA: You currently chair the Grievance Committee — Have you seen an increase in grievances?

Delagnes: I'm chairman and I'm overworked (thank you, Chief Casey).

I checked previous years' grievances and we are now experiencing a record number — why? I'm not entirely certain but I don't think that a few (and I want to emphasize the fact that there are only a few) of the young command staff Chief Casey has appointed know much about the Meyers-Milias-Brown Act, the Peace Officers' Bill of Rights, or just common courtesy.

Some of Chief Casey's captains tried to transfer people for disciplinary reasons without any documentation whatsoever, and we were successful in revoking a majority of the orders.

But, basically, if our commanding officers...not all, just some, actually just a few...would only treat our members as employees with rights, we'd have no beefs.

POA: Would you encourage a young person to join the SFPD today?

Delagnes: Yes and no. Again.

If you want a 'real life' experience, if you think you can run the gamut of emotions from experiencing brutal homicides, consoling abused children, taking the daily risk of booking hepatitis-infected drunks or having to stand-off a person on PCP swinging a 6-foot pipe or maybe receiving the 49-page letter accusing you of completely absurd behavior from a known emotionally disturbed individual that gets sent to OCC and placed in your file, and if it doesn't bother you to have to shelter-book one-week old "crack" babies going through withdrawals...if you can handle all that and still maintain your perspective, you just might enjoy the job.

However, if you believe all the political rhetoric our police commission espouses each week — you're in big trouble.

POA: The SFPOA recently called for district elections of police commissioners (there are presently 5 appointed by the Mayor). Why?

Delagnes: Why? Because the present system is totally political.

Our police commission has done absolutely nothing to facilitate the procedural problems our members face during investigations — it's like they (commissioners) just don't care.

Our current police commission has turned into a superior court to prosecute cops. I'm sick and tired of seeing our members marched to the guillotine every time it involves a "hot" political issue. Hell, there are so many internal problems they (the commissioners) could be assisting us with, it's ludicrous.

Just to give you an example, at a recent Police Commission meeting, Deputy Chief Fred Lau explained, in detail, how a police

sergeant was shot 3 times but somehow managed to survive — as soon as the deputy chief finished, Commissioner Campana wanted to know if there were any more instances of officers forgetting to book prisoners' property (apparently alluding to some incident that took place in the past) — weird.

There was another incident, some time ago, when our POA secretary addressed the commission petitioning for an officer candidate promotional-type system rather than having to wait 14 years to take an exam (common practice in S.F.) — the commissioners told him to come back some other time with exact numbers — Well the POA doesn't work for the commission — we simply made the suggestion (i.e. OCS promotional career path) so that the commissioners could ask one of their many high-ranking officers to work out a plan — what was so hard about that?

And Commissioner Kecker told us when he first came on board that he was extremely interested in changing the antiquated juvenile booking process — taking a police car out of service for several hours simply because there are no photo/fingerprinting facilities at Youth Guidance Center — The process still takes hours and Kecker's been a commissioner how long now??

The only police commissioner we can count on to listen to our many needs is Commissioner Pius Lee, for which we are grateful.

POA: In one of your recent articles submitted to the "Notebook" you talked about leaving the San Francisco Police Department — Why?

Delagnes: It was probably written during one of my moods when I was reflecting on how difficult it is to deal with the present police administration at times when everything we want to do for our members is in the very best interest of all concerned.

There's a definite morale problem within our department — probably just the same as any other agency — but our city is unique, our officers are the finest in the country, and we shouldn't have a serious morale problem — hell, we (SFPD) should be the envy of the nation.

POA: Is there anyone in the present police department administration that you admire?

Delagnes: There used to be quite a few. But I've learned that improving one's position in life can sometimes blind people from seeing the big picture in black and white. People, not all, but many will do almost anything to succeed, even if it means changing previous beliefs — and that's o.k., but when their advantage means a disadvantage for someone else — they lose big time and they lose my respect.

Anyone who can accept a higher paid

position and choose to remain silent or swear allegiance to a system that places lives in jeopardy is a loser.

POA: Is that going on in the present SFPD administration?

Delagnes: It certainly is — Those administrators who have perpetuated the myth that we have adequate staffing or adequate equipment are the ones I'm referring to and they know who they are.

POA: And is that what makes Gary run? Standing up for what's right even when it's not the most popular thing to do?

Delagnes: Yeah — that's what keeps me going. Why? I have no idea.

I could just as easily put in my 40 hour week and go home and bitch about everything that's wrong with our job. But, instead, I decided to try to become part of the change necessary to make the San Francisco Police Department an attractive employment opportunity.

POA: So where does Gary Delagnes go from here?

Delagnes: First of all, nobody cares where Gary Delagnes is going — but everybody, including Gary Delagnes and Art Agnos is very concerned about where the SFPOA is going.

The POA must soon make a critical decision about who we'll support for mayor in November 1991 — and our members will make that decision.

The POA will also have the opportunity to decide whether/not to affiliate with another major union — and the membership will make that decision as well.

But between those two issues, there are hundreds of phone calls I'll field, many grievances I'll file and pursue, and appearances before the Police Commission and other community groups to make — Geez, I'm important.

POA: Is there anything you'd have done different as far as POA representation is concerned at any level within or outside of our department?

Delagnes: That's a difficult question — difficult because there are no rules in politics.

Every sport I've ever played had rules. You always knew where you stood. Ability was the sole determination of your standing on the team and if you tried to test the rules, there was an independent arbitrator (i.e. umpire/referee) to reign you in. Politics? Rules?

I'm not a fish out of water when it comes to the political circle, I'm just a fish in a pool of sharks.

So — would I have approached any of my political endeavors differently?

Absolutely not. I'm serving our members to the best of my ability, I'll always be a team player and rules or no rules, we're gonna win the game.

Next month: An interview with the SFPOA mayoral candidate.

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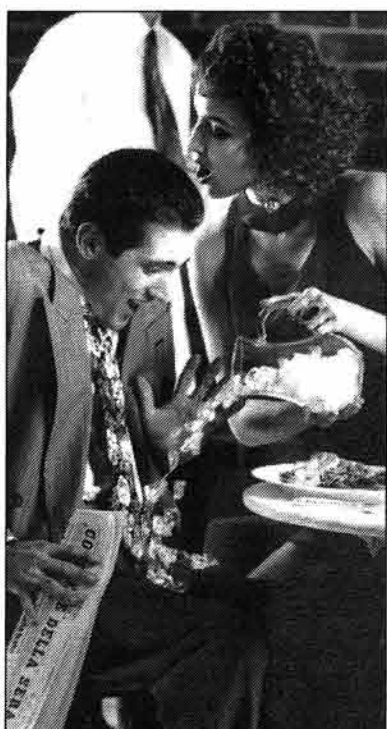
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by Bill Hemby,
COPS Legislative
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Aftermath of the Budget

Following a month of recuperation from the battle of the budget, legislators are back in session. This is crunch time. That chaotic one month when everything winds down to end of session in mid-September. This is that magic time when bills are suddenly transformed from nonsensical bits of trivia, into big buck special interest monstrosities. In the blink of an eye, a piece of legislation can be gutted of its insides and made over with devastating results. Some of this sleight of hand appeared during the budget crises.

Workers Compensation

The battle of the Budget was one not to be forgotten — it is a lesson of what is to come. The governor, upon advice of business interests, used the threat of his veto over the entire budget package in an attempt to take away psychological stress disabilities from the workers compensation system.

And the fight was on. Working through Stoorza-Ziegau & Metzger, a public relations firm, I visited newspaper editorial boards and wrote editorial comments on the subject. I also attended hearings on the bills and testified before committees. The disability take-away looked grim until the Applicants Attorneys came up with the idea of eliminating the Minimum Rate Law, under which every insurance company charges the same workers compensation insurance rates.

Minimum Rate Law

The Minimum Rate Law was created in 1914 as a way of protecting California insurance companies from competition from bigger eastern firms. The minimum rate is based on the expected cost of paying claims plus a uniform level of overhead which includes profits for all companies

selling similar lines of insurance. Under the Minimum Rate Law, it is almost impossible for an insurance company to lose money on workers compensation. Last year the insurance industry netted 33% profit before paying out dividends. Faced with the possibility of losing their guaranteed profit margin, the insurance industry pulled in its horns and did a lot of back paddling. When all of the dust settled, what was left, was a bill that established severe penalties for unscrupulous worker compensation "chasers" who convince employees to file fictitious stress claims in the hopes of getting a settlement.

Local Collective Bargaining

The governor's veto threat also included a bill he wanted to dismantle the collective bargaining system for local employee organizations. AB 1040, which was later disavowed by its author, Republican Tom Mays, allowed local cities and counties, during a state fiscal emergency — such as has existed for the last few years — to set aside collective bargaining agreements and squash local pay raises. The penalty to any city or county who gave its employees a pay raise, would be to pay back all state funding. That is a considerable chunk of change!

Had we not acted immediately, this bill would have been sent to the governor's desk. Both Republican and Democrats — at least in the Senate — had bought off the bill. Their reasoning, fostered by the governor's office, was, if state workers can't get a pay raise, then locals shouldn't either. This feeling, by the way, is still prevalent amongst some state worker groups.

Over the period of a week, I worked literally night and day sending letters to legislators, unions and associations and working with other groups to forestall this devastating move. Finally, in a meeting, Willie Brown assured us AB 1040 would not move out of the Assembly. With that assurance, we were able to convince the Senate not to send the bill out. It was a close call, and one that can still surface. The governor has another shot at us this year — and that is reapportionment. He can hold up his signature on a reapportionment bill, until other demands, such as I have mentioned, are agreed to. Let me tell you, reapportionment can be the death sentence to many legislators. To them, it is more important than the budget dilemma.

Next Month: The Big \$1.6 Billion PERS Grab!

Keeping The Peace In Wartime San Francisco

by Kevin Mullen

When United States forces seized the Port of San Francisco in July 1846, Mexican officials buried the town cannon, gave the Mexican flag and town records to a sympathetic foreigner for safekeeping, and, in keeping with long standing invasion plans, fled inland. With the Mexican officials gone, United States military authorities appointed officials of their own to govern the town. Washington A. Bartlett, a bilingual naval lieutenant assigned to the USS Portsmouth, was appointed Alcalde (Mayor/Judge) for the District of San Francisco and Lieutenant Henry B. Watson was assigned with a detachment of 24 marines to the Mexican Customhouse on the Plaza (soon the be renamed Portsmouth Square) as a military garrison and as "the chief police of the town."

Immediately after the flag-raising, the garrison was soon called upon for peacekeeping duties of a sort. The "assembled crowd of free and enlightened citizens of Mexico," wrote Joseph T. Downey, a Portsmouth sailor who later recalled that they, "at last forced into their brains that they had by some magical proceeding suddenly been metamorphosed into citizens of the U. States, and unanimously wanted to go where liquor could be had, and drink a health and long life to that flag." "The Indians consequently rushed frantically to one pluperee," Downey recounted, "Capt. Leidesdorff and the aristocracy to Bob Ridley's bar-room, and the second class and the Dutch (Germans) to Tinker's." The noisy celebration lasted for several hours until the military commandant sent a guard to tell the revellers that the town was under martial law and ordered them to their homes. "But few," said Downey, "were able to do so, and the greater part of them slept in Tinker's Alley or on the grass in the plaza, and only woke with the morning's first beams, to wonder what was the cause of yesterday's spree."

Thereafter, conditions settled into a more orderly routine. A military curfew was established and town residents were organized into a militia force to defend against a feared Mexican counterattack. According to the later reminiscence of one resident of the time, there wasn't much in the way of regular enforcement business

to occupy the town police. "The peace and quiet of the town was undisturbed," related the town's first newspaper editor years later, "by anything more serious than arrest of a few of the Portsmouth's men for disorderly conduct and one or two causeless alarms." One of those alarms was brought on by the antics of the little settlement's first "chief of police." According to John Henry Brown, who kept a hotel on what is now Clay street near Kearny, Lieutenant Watson -- who of course was exempt from the curfew -- showed up nightly at Brown's hotel where he "made it a rule ... to fill his flask with good whiskey." Watson would rap on his window, said Brown, and give the password: "The Spaniards are in the brush." Brown would get up, fill the flask with whiskey, and the "Chief" would then go about his duties.

On one occasion, Brown recalled later, he was particularly tired, having spent the previous night entertaining a group at an all night party which included Watson and some visiting ship captains. So Brown took to his bed early and was sleeping soundly when "Chief" Watson came and tapped on the window shutters to order up his nightly portion. "I did not hear them," Brown recounts, "and as Watson, who had been imbibing freely, found the raps did no good, he fired off one of his pistols, and sang out at the top of his voice 'The Spaniards are in the brush!'"

The sentry at the Custom House, hearing the cry and shot, fired off his own weapon to sound the alarm. The guard was called out, the militia was assembled, and a force sent ashore from the Portsmouth. For the rest of the cold damp night, every able-bodied man in San Francisco stood watch against the attack which did not come. "Chief" Watson called on Brown the next morning and told him that if he ever mentioned what had happened the night before, he would be a dead man.

After the excitement, military authorities ordered the construction of a log blockhouse at Clay street and Dupont (Grant) to fend off further "attacks" by Mexican forces from the scrub oak "brush" above Dupont. Mexican forces never did attack, and after the war the blockhouse was used for a time by civilian authorities as a town jail in pre-gold rush San Francisco.

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Emile William Dutil Legend In His Own Time

During the early part of my police career, I had the privilege and pleasure of working with many outstanding police officers. They all had their good points which I would record and disregard those that didn't impress me.

However, there always seemed to be one who stood taller and was readily recognized in a crowd. That type of person is Emile William Dutil, a retired Police Inspector and truly a legend in his own time.

I would like to extend my thanks to Emile for his assistance in letting me inquire into his personal life as well as the research and my personal knowledge of this remarkable man that is the basis for this article.

What are the circumstances that make one person stand taller than another one? In my case it wasn't anything extraordinary, but just a simple gracious act that impressed me. I recall that when I was transferred into the Robbery Detail that Emile came over, shook my hand, welcomed me as a member of the family and said

that if I needed some assistance or advice he would always be available.

Our man was destined to become a San Francisco police officer as his family tree would indicate as certain as if it was written in the stars.

We begin the parade of police officers with his grandfather, Mr. William Brown, who served our city with dignity and pride during those hectic and exciting days known as the Barbary Coast days. The family tree continues to grow with two of Emile's uncles, Harold and Walter Brown who protected our law-abiding citizens at the end and the beginning of a new century.

The family tree is now in full bloom with the addition of a distinguished gentleman, Emile John Dutil, who just happens to be his father.

He had an illustrious career and the last ten years with the department were spent as the range master. A dinner was given in his honor for 30 years of dedication and devotion to duty. This person was so well-respected and beloved that all the dignitaries and celebrities of that era were there to pay homage and to wish him a happy retirement.

Emile William Dutil is a native San Franciscan and first saw the light of day on March 14, 1916. Academically he attended Sutro Grammar School, Presidio Jr. High, and graduated from Polytechnic High School.

Emile's first course of employment was working as a salesman for a heavy hardware company. With the Japanese sneak attack on Pearl Harbor, the U.S. Government stepped in and confiscated the steel and other materials that were essential to the war effort.

The year 1937 has a special meaning that Emile will always look back on with fond memories as the love bug surfaced when he met his wife, Harriet. At some time this year, they will have been married for 54 years, and Emile states that they have all been wonderful years. I had the pleasure of meeting his wife and I assure you that she is as gracious and charming as she is beautiful. They were blessed with two daughters, Mrs. Diane Cunningham and Mrs. Jeanne Sorenson, and four grandchildren whom they love very much.

When his employment with the hardware company was terminated, Emile decided to take the Civil Service Test to become a San Francisco police officer. He met all the requirements, placed high on the list and was sworn in when the Civil Service adopted the list January 8, 1943.

His apprenticeship consisted of working in the various districts, and he received numerous Captain's commendations and meritorious awards.

The outstanding police work he performed didn't go unnoticed as on August 11, 1951 he was transferred into the Bureau of Inspectors.

For some of you history buffs let's turn the clock back to when I was sworn in as a police officer. For that, we have to go back to 1950. There were two ways that one could be transferred into the Bureau of Inspectors. One was on merit, and the other was by an influential person to whom the mayor owed a favor: a person's name would be given to him and you can feel certain that when the next list came out for transferring police officers into the bureau this particular name would appear on the list. Once in the bureau, you were put on a seniority list and you wouldn't move upward until a vacancy occurred. The only time you would see an increase in your pay would be when you made Assistant Inspector with an additional increase when you

made full Inspector. A pretty accurate guess for one to become an Assistant Inspector would be from four to five years and just about the same to become a full inspector.

Emile's first assignments in the bureau consisted of working in the Boosting, Burglary, and General Works Details. His last 18 years in the police department were spent as a member of the Robbery Detail. Our legend in his own time was always an easygoing person, nothing seemed to upset him and he always displayed an abundance of patience and confidence. Our man stated that he never had a partner that he didn't enjoy working with and will always remain grateful for the many friends he has made both in and out of the department. Emile, as most of our legends in their own time, has received his share of commendations and meritorious awards. Most worthy that come to mind are the arrests he made on robbery as well as burglary suspects. In one of the burglary arrests, a large amount of weapons, ammunition and property was recovered that had been traced throughout the various cities in our state.

The year 1945 holds a special interest for Emile, as he engaged in a shooting with several robbery suspects on Potrero Hill. For his heroics and bravery he was an honored guest of the 91st U.S. Army Division at an event held at the War Memorial Building. There were many representatives from State to City dignitaries in attendance. The occasion with all of its festivities was the announcement that Emil William Dutil was picked as the San Francisco police officer of the year.

As time marched on, Emile decided that perhaps he should think about retiring. The decision was made on October 3, 1973, that it was time to take that walk out towards the sunset and let someone else have the opportunity to enjoy the rays of the sun. Even though our man retired on a 30-year service pension, it was short lived, as he was offered and accepted the position of Director of Security at the Embarcadero Center. He held that position for five years and decided that nothing was going to deny him the pleasure of enjoying the Golden Years. He is presently doing the things he enjoys: fishing, hunting, and socializing with old and new friends. Emile is never at a loss for words and I do believe that he is capable of carrying on a conversation with four individuals at the same time. In the 18 years in the Robbery Detail, I had the privilege and honor of working with the finest Inspectors as well as gentlemen in the entire police department. Emile impressed me in many ways, but as an interrogator he had no equal. The ruses that he brought to my attention which at first I thought were farfetched will be discussed in detail later in this article. He had the gift and the ability to converse with people of all walks of life. Whether he was conversing with the lowest form of a human being or one of royal blood he could put himself at their level.

When I was a youngster, I can remember going to a movie that at time would show a featurette titled, "Stranger Than Fiction". It dealt with subjects that it was hard to believe could be true, but actually they were.

My reason for bringing that to your attention is due to the ruses I learned from Emile. They may appear strange to some of you but I assure you that they do exist and can be used even at the present time. They can be used at times to obtain additional and vital information.

Ruse #1: Series of small grocery stores. Merchants up in arms and demand police protection. Case discussed with Emile. Suggested that merchants invest and purchase a police hat with emblem. Place it by the cash register. If person(s) acting suspiciously came into the store, owner or employee could call out and say, "Officer Smith, I will have that cup of coffee for you as soon as I finish with this customer." Strange, silly, regardless of what you think, it worked, as the robberies decreased to a large extent. The merchants were happy with the results and no further meetings were requested.

Ruse #2: Two subjects are arrested for robbery. Both are placed in the same holding cell in the city prison. Suspect #1, whom you feel is the weakest of the two, is taken to the robbery detail. He is placed

in the interrogating room and is given the morning paper, a cigarette and a cup of coffee. He remains there for one hour in complete silence. He is then returned to the city prison.

#2 is removed from the city prison and follows the procedure of #1 with the exception that he undergoes a thorough interrogation for an hour. A few hints can be thrown at him that #1 cooperation is all that will be necessary to get a conviction. He is then returned to the city prison and placed in the same cell as #1. On leaving, you suddenly do an about-face and approach #1, thank him for his assistance and tell him you will discuss his cooperation with the Dist. Attorney and see what kind of a deal can be worked out.

It is to be noted that in this case, there wouldn't have been any court action. The case was weak and there was a good possibility that both men would have been discharged.

Results: #2 man left message that he wanted to see Inspector Emile on his first working day. Was interested in making a deal. Emile then proceed to wet the lips of #2 and stated that if he really had some good information, there was a small possibility that he could talk the D.A. into discharging the men. You have no inkling as to the enormous amount of information that our legend received from this subject.

Ruse #3 (Memory): A murder was committed in the restroom of the Downtown Bowling Alley, located at Eddy & Jones. Ernest Dietrich, an alcoholic with an uncontrollable violent temper as well as mental problems, was the responsible person. The victim was a complete stranger to Dietrich and was at the urinal when Dietrich stabbed the victim causing his death. The court's decision was that Ernest Dietrich wasn't competent to stand trial. Approximately five years later the decision was reversed.

There were many problems now confronting the D.A. The first problem was that in the meantime the bowling alley was torn down and we had to rely on blue prints. Most of the witnesses had moved and their whereabouts were unknown. My testimony rested solely on my notes and recalling incidents to the best of my recollection. The defense attorney was the type that kept flattering me and marvelling at my wonderful memory of things that happened some time back. I knew he was setting me up when he smiled at me and then smiled at the jury. His question was whether I was in attendance in court yesterday and had I been been cross-examined by him. I answered in the affirmative. His next question was the coup de grace as he asked me to inform the jury of his attire on the day in question. I looked towards the sky and thanked Emile and answered the defense attorney's question to the extent that I even told him of the design that he had on his tie. I looked at the jury and a few of them gave me a smile. The jury was out for only a short period of time and they came in with a guilty verdict in the 2nd degree.

In closing, Emile, my sincere thanks for giving me the time and the pleasure of featuring you in this article. May the good Lord continue to bless your home with love, happiness and good health to all of your loved ones. You will always remain one of my favorite inspectors but more important a dear friend. Enjoy your retirement which you earned and richly deserve. Look upon retirement as the dessert that followed your working career. In the minds of your many friends and fellow workers, you, Emile William Dutil, are indeed a legend in your own time.

UNION

(Continued From Page 1)

members to contact their association representative and express their ideas, perspectives and reactions (pro or con) as to how this police union concept can be brought to life. Please look for future articles on the progress of the affiliation committee and keep yourself informed. The final decision will be yours.

Editor's Note: Joe Reilly, a former member of the SFPOA Board of Directors and former "Notebook" columnist, is currently Secretary of the S.F. Airport Police Officers Association.

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Candidates' Night

by Dennis Tomason,
Chairman, Internal Communications

On Wednesday, August 28th, the POA hosted our candidates' night at the Cathedral Hill Hotel. The banquet hall was lavishly laid out with potted palms, velvet draped tables and large bunches of blue and gold balloons (one of which stood in for Mayor Agnos who declined to appear in person...). The challenging candidates, Jordon, Alioto, Hsieh and Hongisto, answered our questions and otherwise debated our issues at considerable length. The standing-room-only crowd of well-dressed officers listened attentively and afterwards enjoyed a hosted bar and generous buffet while mingling with fellow officers and talking further with the candidates.

At some point, someone (I don't recall who) asked who impressed me most. I considered the question a moment before answering. I knew the question referred to the candidates, but my answer had to reflect a different perspective. Looking back over the evening's proceedings, I was surely most impressed by all of us and what we achieved that night (perhaps without even realizing....) What a class act! I doubt this union has ever done anything on this scale with as much poise and panache.

Why is this important? Because the strength of this union is ultimately founded on the credibility we have with the powers of this city. When we project a professional demeanor, a savvy approach, an intelligent game plan, we gain a whole new level of respect from the administrators of this city and this department.

Well, we are on our way. This new POA has been opened to all members, and they are involving themselves in the activities of this union. With Prop. D we have again become a true labor union. What lies ahead? Elected commissioners, national union affiliation and a viable labor contract, to name a few. And beyond that...

You bet I was impressed ... and the candidates were impressed (at least those who showed up...) by every man and woman of the POA who did themselves proud that night and who showed so much interest and understanding of the process of electing the next mayor of San Francisco.



POA panel grills mayoral candidates.



Angela Alioto and Frank Jordan field questions from the panel and audience.



The POA Question Panel was headed by KGO's Bernie Ward. Other panelists were Co. F's Carl Tennenbaum and Co. I's Bob Knighton.

Photos by Don Woolard

MAYOR

(Continued From Page 1)

concerns. We recommend that he receive a vote of confidence from the POA.

ART AGNOS

The reign of Art Agnos as Mayor has not only been a disaster for the SFPOA, but a disaster for the City and County of San Francisco. We are among a long list of constituencies who have nothing to show for their support for Agnos other than broken promises and the most insulting treatment ever from a Mayor.

It should not be forgotten that when he ran for office four years ago, he promised the POA that our leadership would have access; he then barred us from the Mayor's office because he didn't like the results of our internal POA elections. With all the influence we could muster, Agnos finally deigned to admit the POA into the Mayor's office, and it was hardly worth the effort. What Agnos has done for us since assuming office is easily summed up: 1) he said he would "kick our asses" if we put a collective bargaining/interest arbitration measure on the ballot (although he was on record in support of such legislation); 2) because we refused to "buckle under", he used his office to try and stir up racial controversy or problems between gay/lesbian officers and others for his own political purposes, and 3) he has made it clear that he would interfere, and tried, in fact, to interfere in our internal elections (he said he would have a better relationship with the POA "after your (the POA's) next election", adding that if we opposed him, he considered us to be "at war" and "anything goes.")

We would have to be complete fools in order to support this Mayor. Whatever imaginary problems he thinks he has with the POA, the people of San Francisco rightfully expect the Mayor to use his office and influence to foster harmonious community relations between the people of the City and its police officers. Obviously a Mayor who is more interested in bullying the POA cannot do his job. We cannot support a Mayor whose philosophy is "rule or ruin." His abuse of power with respect to the POA is his style of politics, which the City can ill afford to continue.

Chemical Dependency — Yet Another Look

by Susan Badger, M.F.C.C.

In the past decade our cultural awareness of chemical dependency has greatly increased. Public service messages abound about the need to arrange designated drivers, and about the devastating effects of alcohol and other drugs on the children in this country. We are always hearing about one star or another who has checked himself into the Betty Ford Center, and "recovery" seems to have taken on the proportions of a trend. Somehow it seems that the message has fallen on deaf ears. Perhaps the media blitz around chemical dependency has helped us maintain denial, not confront it. What exactly does it mean if we designated a driver who remains unimpaired by the effects of the evening's drug of choice? On one hand, it means that we've wised up and taken responsibility for our lives and the lives of others. On the other hand, it means that we've decided to use or drink to excess, and we're planning for it.

Police officers are witness daily to drug related tragedies; everything from a drunk driving death, to a two-year-old child left to fend for herself because her parents are too impaired to care for her needs. No one is more acutely aware of the loss of life (and quality of life) caused by alcohol and other drugs than a police officer. How many of your runs during any given work day are drug or alcohol related? My guess is that alcohol or other drugs has something to do with most calls. How many of the most haunting images you take away from a particularly bad day on the job involve children

whose parents are drug addicts?

As police officers, you are trained to recognize the insidious effects of substance abuse on the community. It might be more difficult to see if the use of alcohol or other drugs is affecting your personal life as well. The nature of chemical dependency is that it is cunning and baffling, and that a mechanism called "denial" will keep awareness out of your reach until something pretty terrible happens that makes it directly available for your consciousness. People with substance abuse problems frequently do not connect the problems they are having with their use of drugs or alcohol. There is always something or someone else to blame for the long list of problems being experienced that shifts the blame away from drinking or using. This is denial in action, one of the central features of chemical dependency. There's always some reason for family and marital problems, fatigue, physical illness, depression or work related problems that has nothing to do with drinking. Right?

Perhaps the use of alcohol or other drugs has begun to affect your life or the lives of people you love in problematic ways. Much has been written about the stresses of police work, and many services have been made available, and it seems that police officers frequently have a hard time asking for much needed help, except from each other. That is why EAP counseling services and the Stress Unit exist.

In the months to come, I'll be contributing articles about the disease of alcoholism and other mental health issues

which affect police officers and their families. It seems that no matter how much has been written on the subject of chemical dependency, many who need the information are not getting it. Perhaps this forum will present additional access for those who are interested. Your comments and questions are welcomed.

Susan Badger, MFCC, is a psychotherapist in private practice in San Francisco. You may reach her by phone (415)282-9833 or by writing her c/o 1054 Noe Street, San Francisco, CA 94114.



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Roll Call: Present: Deignan, Co. A; Macaulay, Co. B; Keys, Co. C; Ellis, Co. D; Pate, Co. D; Paulsen, Co. E; Tennenbaum, Co. F; Murphy, Co. G; Rosko, Co. H; Knighton, Co. I; Shine, Co. K; Fulton, Hdqts.; Lindo, Hdqts.; Donovan, TAC; Sullivan, Inv.; Java, Muni; Wright, Ret.; Trigueiro, Pres.; Delagnes, V-Pres.; Johnson, Sec.; Dito, Treas.

Excused: Lemos, Inv.; Sylvester, Co. D; Goldberg, Co. E; Machi, Co. A; Fagan, PBTF.

President's Report

President Trigueiro deferred his report and invited comments from the floor regarding a recent article printed in the SFPOA "Notebook", August 1991 edition. The comments were in response to Vice President Delagnes' views regarding SFPD uniform participation in the 1991 Gay Freedom Day Parade. Speakers included Lea Militello, Dave Tussey, Stephanie Salter, Dennis Tomason and Ray Benson.

Dave Tussey, Co. D, best summarized the feelings of all present when he emphasized the fact that unless members of the SFPOA stand together, we may fall victim to factional disputes destroying the unity we need to accomplish our goals.

President Trigueiro thanked all in attendance and then proceeded with his report:

Seat Belt Policy — The department administration is considering a mandated seat belt policy similar to that of other law enforcement agencies (draft proposal with your respective reps). Our department could benefit from various federal grants if such a policy was adopted. Nevertheless, the general feeling of the Board of Directors was to oppose a mandated requirement (there were too many restrictions in the draft presented) and attempt to negotiate a policy allowing for optional compliance.

Police Reserves — The department administration wants to expand the reserve program, and while the Board of Directors sees limited use of police reserves the draft submitted by the department's administration does not address specific concerns:

- Range qualification for reserves?
- OCC authority over reserves (Will they simply serve as a "witness" in all complaints?)
- Financing police reserves' uniforms when we are experiencing severe fiscal cut-backs.

Board Of Directors' Meeting August 20, 1991

- Vicarious liability issues for all are completely open.

Tenderloin Task Force: President Trigueiro will be polling the members of TTF so that they can choose a representative (non-voting) from their ranks to sit on the POA Board of Directors.

President Trigueiro asked the indulgence of the Board of Directors in providing the necessary financing to allow Mrs. Stephanie Bloesch, widow of deceased Officer James Bloesch, the opportunity to select a representative of her choice from our department to accompany her to the National Law Enforcement Officers' Memorial dedication in Washington, D.C. on October 14-15. (Our police administration was unable to assist Mrs. Bloesch in this matter.) M. Tennenbaum, 2nd Rosko to provide \$1,000 per President Trigueiro's request. Motion passed unanimously.

President Trigueiro's report on S.F. Organizing Project — Deferred.

Vice President's Report

Vice President Delagnes requested the Board of Directors to submit any complaint re LWLP assignments to him for review by his Grievance Committee.

The vice president also explained that we (POA/SFPD) were left off the Nov. 1991 ballot for an early retirement "buy-out" — because the City feels it would be too costly at this point. (The City wanted the SFPD to eliminate the number of positions vacated by anyone who might take advantage of the 3-year retirement office.) We may still be considered for this option (buy-out) in June/92.

Secretary's Report

The Secretary's report for July 1991 was approved as published in the "Notebook" with the following amendment:

"Representative J. Donovan, TAC, present." Secretary Johnson apologized for the error. M. Donovan, 2nd Keys. Motion to accept the July 1991 minutes passed unanimously.

Secretary Johnson then informed the other directors of the Executive Board's intentions to address the Police Commission August 21, 1991, re: officer safety problems at the Geneva Towers. The POA was assured by department officials when

the district stations were recently realigned, that officers from Co. H who responded to the Geneva Towers would have enhanced radio transmission capabilities. **This had not been the case.** Officers at this location cannot be heard by Communications personnel and there have been entirely too many instances of our members calling for assistance who cannot be heard.

Treasurer's Report

The financial report for July 1991 was submitted for approval. M. Donovan, 2nd Java to accept as submitted. Motion passed unanimously.

Treasure Dito will serve to spearhead contract talks scheduled for November 1991.

Uniforms will be replaced. Treasurer Dito stated that the POA was assured by department officials that the money for uniforms has been budgeted. Replacement delays are due to the "start-up" problems experienced by the new vendor.

New Business

President Trigueiro had the opportunity to present Mr. Fred Honda, vice president and general manager of the Cathedral Hill Hotel with a plaque honoring him for his assistance to the POA over the past years.

We have had to make many calls to Mr. Honda requesting assistance for the families of members who have suffered serious injuries while serving the SFPD. Mr. Honda has always been more than accommodating. Mr. Honda is a dedicated professional and, more importantly, a good friend.

Al Trigueiro, along with Mike Keys, Co. C rep., presented plaques honoring the SFPOA officers for August 1991, Paul Lozada and Michael Bolte, Co. C for their dedication, self-sacrifice and exemplary courage while serving the the First Division of the SFPD. These officers, usually working in plainclothes, continue in their endeavors to make the streets of San Francisco safer than they presently are.

Old Business

Personnel Staffing: There are serious concerns not only at the Investigation Bureau level but also at Patrol as to whether or not we have sufficient person-

nel to accomplish our objectives (investigate crimes, serve and protect the public).

Our Board of Directors may have to approach the Police Commission very shortly unless specific changes are made in personnel allocation.

This subject was deferred for future comment and action after general discussion.

Committee Reports

Federal Litigation Committee (Chair Roy Sullivan, Attorney Duane Reno):

Immediately following our scheduled Board meeting of August 20, 1991, Judge Robert Peckham of the Federal court, ruled to accept the City's proposal in re to the Q-50/Q-35 promotional appointments. **We will be holding a Special Board Meeting on Wednesday, September 4, 1991 at 1400 hours at the POA to discuss this issue.**

Legislative Committee (Chair Benson)

After discussion between both the Labor (Casciato) and Legislative (Benson) chairs, the Board of Directors unanimously endorsed a motion to lend support to the collective bargaining measure (Prop B) in the 11/91 ballot sponsored by the S.F. labor unions. M. Deignan, 2nd Keys. Motion passed unanimously.

Chairman Benson then briefed the Board of Directors on the "Child's Amendment" submitted for the November 1991 ballot. This amendment would ensure that at least 1% of each year's City budget would go to programs designed for children. M. Tennenbaum, 2nd Java for endorsement. **Voting yes:** Deignan, Macaulay, Keys, Ellis, Paulsen, Tennenbaum, Murphy, Knighton, Shine, Fulton, Lindo, Donovan, Sullivan, Java, Wright, Dito, Johnson, Trigueiro. **Voting no:** Rosko, Delagnes. Motion passed.

Financial Requests

Tenderloin Task Force: The request for \$1,000 gym equipment for the TTF was deferred until a new rep from TTF is appointed.

New York Marathon: Request to sponsor an officer to attend. Deferred to Sports Committee for financing.

(From the floor) **PAL Golf Tournament:** M. Tennenbaum, 2nd Donovan, that the SFPOA sponsor one hole at a cost of \$100. Motion passed unanimously.

There being no further business, the meeting was adjourned at 1845 hours.

Steve Johnson
Secretary



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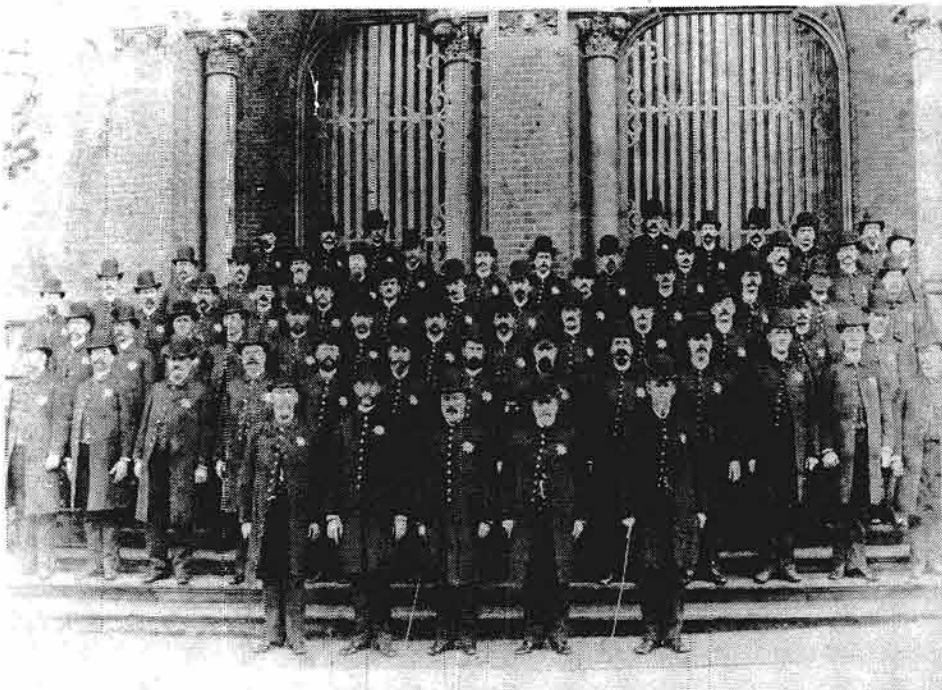
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Caption, Caption... Who's Got A Caption?

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

And The Winner Is...



Rescue squad poses for picture after being interviewed in Chief Biggy's disappearance. (Note dry jackets).

Submitted by Jerry Sarin, Co. H

Runner-up

Unhappy about the new grooming standard regulation, these disgruntled, bearded and mustachioed officers stand together defiantly.

Submitted by Gene Haudbine, Co. C

WHAT? NO PHOTO CAPTION CONTEST?!

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:

Notebook Editor
SFPOA
510 7th St
SF, CA 94103

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CAREER DEVELOPMENT

by Mike Heber

CAREER DEVELOPMENT: WHAT

Career Development is a system to:

- help our people achieve their fullest potential;
- develop people at all levels of the department
- provide you with resources that will help you achieve your goals;
- create a system for identifying and fulfilling organizational and individual needs;
- help you develop your abilities;
- improve the selection, placement, development, promotion and retention of personnel;
- match the right person with the right job;
- improve productivity and morale;
- decrease personnel turnover

Career Development consists of training, self development, and job progression.

Since February 1991, the Career Development Committee has been busy at work to meet Chief Willis Casey's charge to develop a career options document by January 1992, a comprehensive and fully integrated career development program which would not pre-

Contained in... are the core... for your su... career a... SFPD

WHAT DO POLICE OFFICERS WANT FROM THEIR JOBS?

1. Opportunity to work with people who treat them with respect and listen to their ideas for improvement
2. Interesting work
3. Recognition for good work
4. A chance to develop their skills
5. A chance to think for themselves
6. The opportunity to work for efficient managers
7. A job that is not too easy
8. A chance to see the end results of their work
9. Knowledge about what is going on

CHANGE

CAREER DEVELOPMENT: WHY

Research Summary of Relevant Trends in the 1990's
Changing demographics, new technology, a global economy and new demands on workers will bring sweeping change to the work place

- a small work force will produce higher quality goods and services
- corporation will adopt more programs to support employees' family responsibilities
- cost reduction will continue to be a major focus
- there will be a growing use of temporary and part-time workers
- workers at all levels will be more important to sales and customer relations
- new consumer demands for quality and service
- emphasis on working smarter
- a premium will be placed on problem solving and strategic planning
- greater demands for more knowledge and education

By the year 2000, 75% of all employees will need to be retrained in new jobs or taught fresh skills for their old ones

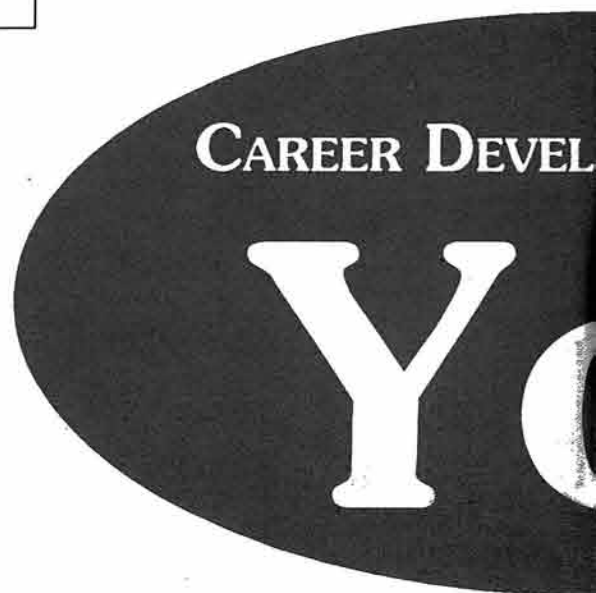
- performance will be viewed as the ultimate organizational goal
- there will be shift from traditional top-down management to more employee involvement
- operations will be simplified with a return to more direct contact with the customer

Communicate

Plan and Organize

Leadership

Integrity



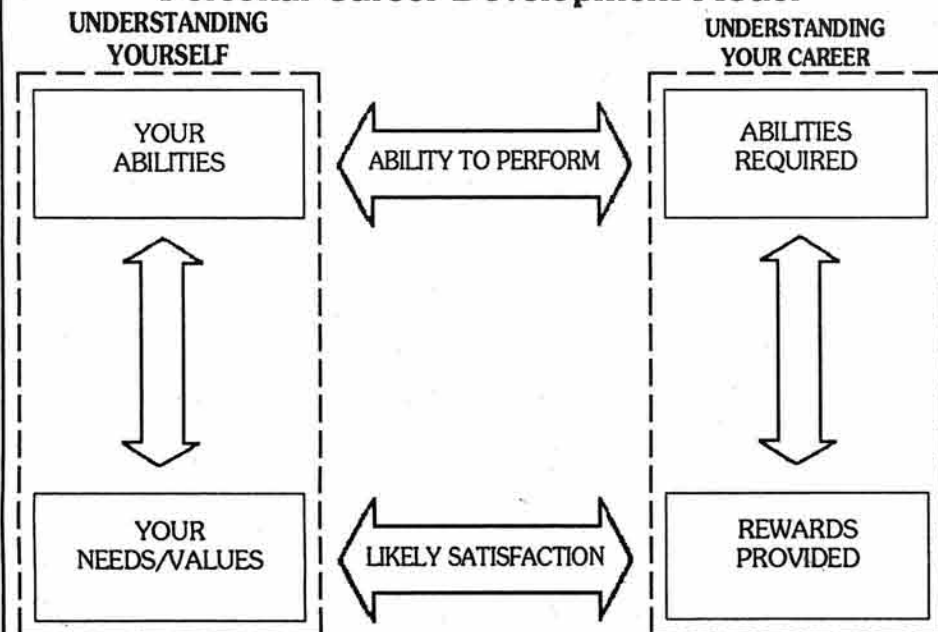
DEVELOPING

- With Information**
- planning
 - improving
 - evaluating
 - organizing
 - analyzing

- With People**
- leading
 - negotiating
 - deciding
 - supervising
 - managing
 - performing
 - persuading
 - communicating
 - feeling
 - serving

CAREER DEVELOPMENT: HOW

Personal Career Development Model



PROMOTION REALITY:

Q-50, SERGEANT AND Q-35, ASSISTANT INSPECTOR

Q-50, Sergeant examination held in May, 1983		
Participants	Appointments	Percentage Appointed
764	75	10.0%
Q-50, Sergeant examination held in December, 1989		
Participants	Projected Appointment	Percentage Appointed
750	100	13.3%
Q-35, Assistant Inspector examination held in May, 1983		
Participants	Appointments	Percentage Appointed
743	45	6.0%
Q-35, Assistant Inspector examination held in Nov., 1989		
Participants	Projected Appointments	Percentage Appointed
833	60	7.2%

PROJECTED EXAMINATIONS

- I. Consent Decree Required**
1. Q-60 Lieutenant
 2. Q-50/35 Sergeant/A
 3. Q-80 Captain
- II. Post Consent Decree (unless ex...)**
1. Q-60 1994
 2. Q-50/35 1995
 3. Q-80 1996
 4. Q-60 1997
 5. Q-50/35 1998
 6. Q-80 1999
 7. Q-60 2000

DEPARTMENT MOSAIC

Police Futurist

Program Advisory Committee has been
produce a Career Development Program
that contains the key elements of a
program. The Chief personally
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DEVELOPMENT: WHO

DU

YOUR SKILLS

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How Do We Achieve It?

- Consistent promotional testing cycles (2 years)
- Equitable access to training opportunities
- Career ladders/career management
- Expanding job/assignment opportunities; assignment rotation process
- Advanced police officer position (80% of Q-2's will not promote)
- Usable, reliable, trustworthy performance evaluations
- Selection process for job assignments

Interpersonal Skills

Supervise

Job Knowledge

Analyze and Solve Problems

- With Things**
- precision working
 - operating
 - using
 - handling
 - manipulating

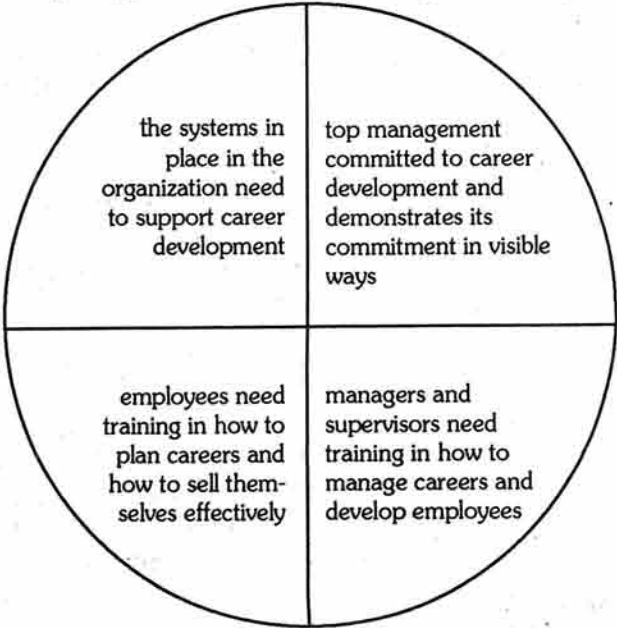
A 20% EXPERIENCE

EXAMINATION DATES		Q-80, CAPTAIN AND Q-60 LIEUTENANT		
t. Insp.	July 1991	Q-80, Captain examination, list adopted 1981		
	December 1992	Participants	Appointments	Percentage Appointed
	July 1993	37	22	59.5%
nded)	Q-60, Lieutenant, list adopted 1984, amended 1985			
		Participants	Appointments	Percentage Appointed
		407	88	21.6%
	Q-80, Captain examination, list adopted 1987			
		Participants	Appointments	Percentage Appointed
		80	17	21.3%

WHY PEOPLE JOIN THE SFPD

1. Service Orientation
2. Competitive Wage and Fringe Benefit Package
3. Opportunity for Advancement
4. Challenging and Stimulating Occupation

ORGANIZATIONAL CAREER DEVELOPMENT MODEL
A Strategic Approach to Career Planning and Management



MAJOR PREMISE: Responsibility for individual career development/management lies with each employee. However, the Department has the responsibility to establish systems and programs to assist the employees.



INFORMATION BULLETIN
SAN FRANCISCO POLICE DEPARTMENT

91-09 CAREER DEVELOPMENT PROGRAM 1-28-91
On January 7, 1991, Chief Willis Casey established a Career Development Unit. The goal of this unit is to develop an exemplary, fully integrated career development program for the San Francisco Police Department by July 15, 1991.
This program will be designed to utilize SFPD personnel to their fullest potential, and to affirm that SFPD personnel are the Department's most valuable resource to accomplish its public safety mission.
Chief Casey has stated that the establishment of a Career Development Program is a top priority within his administration.
The Career Development Unit is staffed by Captain Mike Hebel, 553-1345 and Sergeant Daniel Lawson, 553-9582.
A Career Development Advisory Committee has been selected to assist in this process. The members of this committee are as follows:

CAPTAINS:		POLICE OFFICERS:	
Jack Gleeson	Co. H	Richard Alves	FOB
Richard Holder	Co. C	Bob Barnes	Co. F
LIEUTENANTS:		Frank Donahue	Co. G
Tom Carew	Co. F	Bruce Fairbairn	Co. C
Grant Fahs	Co. D	Ed Garcia	Co. E
Ed Geeter	Muni	Joe Garrity	Co. A
Alan Mould	Inv./Fraud	Cornelius Johnson	Co. D
SERGEANTS:		Mike Keys	Co. C
Joe Dutto	Co. D	Leroy Lindo	GTF
John Fewer	Co. A	Joanne Lozenski	Co. H
Heather Fong	Training	Lea Militello	Public Affairs
Mike Lawson	Co. E	Jim Miller	Co. B
Jim Leach	Training	Maria Oropeza	Narcotics
Bob Martinez	FOB	George Rosko	Co. H
David Shinn	HQs-EOD	Don Woolard	Co. K
INSPECTORS:		Julie Yee	Co. I
John Hennessey	Inv./Sex	CAREER DEVELOPMENT PROGRAM UNIT:	
Bob Huegle	Inv./Sex	Captain Mike Hebel, Committee Chair	
Carolyn Lucas	Inv./G.W.	Sergeant Daniel Lawson, Comm. Exec. Ass't.	
COMMITTEE RESOURCE PERSONNEL:			
Off. Sherman Ackerson	Planning	Ms. Kathleen Hurley	Con. Dec.
Lt. Bob Berry	Training	Lt. Ed Pecinovsky	Legal
Lt. Sylvia Harper	Personnel	Lt. Tony Ribera	Fiscal

The Friends Of The SFPD Awards

These deserving members of the SFPD were recently honored by "The Friends of the SFPD" as Employees of the Month.

Officer Charles A. Tedrow #1885 — Parks And Beaches Motorcycle Unit

Officer Charles Tedrow has been the mainstay of the efficient and effective Headquarters Company, Parks and Beaches Motorcycle unit since its inception on May 1, 1970. He has trained all the officers who requested to be transferred into the unit, which has enabled them to acquire on-road and off-road motorcycle riding competence and expertise. He has also trained police officers from other departments who have requested this unique training. He also trains other officers to become proficient trainers themselves.

He has displayed an outstanding devotion and dedication to duty. When not detailed, performing emergency motorcycle repairs, instructing another officer, or involved in training, he actively patrols Golden Gate and McLaren parks and the high incident crime rate areas known as the "Tenderloin" and the South of Market Street areas. His high degree of dedication is evident when he investigates, arrests and cites subjects for minor infractions, which if continued would result in the destruction of the park's habitat. He also displays a high degree of community spirit as evidenced by his off duty volunteer involvement in PAL Judo Club and the San Francisco Judo Institute youth program.

Officer Lucio A. Perez, #2217 Mission Station

Officer Lucio Perez has been a member of the San Francisco Police Department for the past nine years, currently assigned to

Mission Station on the 1100/2100 watch. He was recently involved in an investigation (C/N: 90310908), where, due to his diligence, knowledge of the Mission District and his demonstrated professionalism, a dangerous felon was taken into custody for armed robbery, for which Officer Perez was nominated for a Police Commission Commendation. This particular incident was indicative of the manner in which Officer Perez handles all of his assigned duties. He consistently volunteers to translate for the Hispanic community, utilizing his bilingual talents to the benefit of all, and he has completed crime investigations courses on his own time and at his own expense to learn how to process latent prints at crime scenes when there is an immediacy. He keeps his own list of active criminal warrants to facilitate the apprehension of individuals wanted for various crimes.

Officer Perez is a police officer in the traditional sense — always willing and able to help, a great asset to our department.

Ms. Olivette Hogg Chief's Office

Ms. Hogg came to the San Francisco Police Department in 1977. Over the past 14 years she has worked in the chief's office. Ms. Hogg has been the mainstay of the front office during the tenure of four police Chiefs. She has served chiefs Gain, Murphy, Jordan and Casey.

In her position, she performs a variety of clerical duties and obviously takes personal pride in performing her work accurately and completely.

Ms. Hogg is usually the first person one encounters when entering the chief's office. A variety of people come to see the Chief of Police, usually with numerous problems. Often times these people are upset, angry and in some cases extremely agitated. Ms. Hogg handles these cases with dignity and tact and always in a professional manner.

Ms. Hogg routinely handles sensitive reports and correspondence and maintains the confidentiality of these items.



Above all Ms. Hogg is a team player whose personality and ever present smile makes her a tremendously effective member of the San Francisco Police Department.

Dispatcher Victoriana Silas Communications Division

Ms. Victoriana Silas had been a police communications dispatcher for over ten years. She is consistently reliable, receives excellent performance appraisal reports and has on file eleven (11) commendations. Ms. Silas is particularly effective on telephones, maintaining her professional demeanor under the most trying circumstances, handling over 25,000 calls a year.

Ms. Silas deserves this award for the quarter of a million calls which she had handled over the past ten years; however, I wish to bring to your attention one call in particular which I feel exemplifies all that

is best in Ms. Silas as a person.

On April 21, 1991 at approximately 0914 hours, Ms. Silas received a call on 911 from a boy who was obviously distraught. He stated that he had just been robbed by two boys in their teens who told him that they had a knife. Sobbing, he told Ms. Silas that they had taken his 49er team jacket for which he had worked so hard to save the money. Ms. Silas performed in her usual courteous and sympathetic manner, sending the request for service to the channel.

Ms. Silas then organized dispatchers and several Mission Station police officers in a successful effort to raise money to buy a new Gameboy video game for the distraught youngster.

Further, this group of police employees persuaded the San Francisco 49ers organization to donate a new team jacket to the young victim. This extra effort makes Victoriana Silas stand out among her peers.

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Living Trusts

by Dale Allen

A trust is a legal agreement between you and another party, known as the trustee, to provide for the management of assets. As its name suggests, a "living" trust is created during your lifetime. Most people use this vehicle to benefit from the investment management expertise of the trustee. A person may be both a trustee and a beneficiary of the same trust.

If you create a trust during your lifetime, you are described as the trust's "settlor", the trust is called a "living trust" or an "inter vivos" trust, and the trust provisions are contained in the "trust agreement" or "trust declaration." The provisions of that trust document (not your will or state law) will determine what happens to the property in the trust upon your death or incapacitation.

The living trust may be revocable (subject to change and terminable by the settlor) or irrevocable. Either type of trust may be designed to accomplish the purposes of property management (assistance to the settlor in the event of physical or mental incapacity) and disposition of property after the death of the settlor of the trust.

Trusts range in complexity from very simple for limited purposes to quite complex which may span two or more generations, provide tax and creditor protection

benefits for the family beneficiaries, and (in effect) take the place of a will. When a person dies and his will is probated, it becomes a public document. Probate can take months — in unusual cases, years — to complete, and the related expenses can consume a significant part of your estate's value. In the meantime, assets you intended for your survivors' benefit are tied up in the proceedings. Probated assets are listed as part of public records, so your heirs may be subjected to unwanted publicity regarding their settlements.

The trust agreement is not generally filed with the probate court, even upon the death of the settlor of the trust, although in some states a registration statement may have to be filed. The disposition of trust property is accomplished with more privacy than is possible through the usual probate procedures. However, the revocable trust intended as a will substitute may not have some post-death tax advantages enjoyed by an estate under a will. Probate reform in a number of states has decreased the advantages of a trust over a will.

Assets held in a living trust at the time of your death automatically pass to the beneficiaries named in the trust document without being subject to the delays of probate. The value of the assets is still included as part of your taxable estate. However, your heirs enjoy the benefit of the amount rightfully due them more quickly. This advantage only applies to assets that were included in a living trust at the time of your death.

In the situation where you are incapacitated, if you have not created a living trust, your family or significant other in your life would have to petition the state courts to gain control of your assets, a lengthy and potentially expensive process. Any individual can petition for this right, leaving the courts to decide who is best suited for the responsibility. This creates the potential for acrimonious debate among loved ones over who can best

manage your estate. A living trust lets you protect against this situation. Your trustee or co-trustee takes over the financial management of assets in a living trust in the event you become unable to make your own decisions. This aspect of the trust is automatic, it does not require any separate legal action. However, it only applies to assets in the trust at the time you become incapacitated.

The trustee can take whatever action is required to continue the prudent management of the trust assets, according to the objectives outlined in your trust document. This safeguard is especially valuable if you own a business or income-producing real estate that requires expert management.

In conclusion, creating a trust does not mean sacrificing control. A living trust can be revocable, meaning the terms can be changed, the assets can be withdrawn, or the trust can be discontinued at any time. Anyone who owns assets can benefit from a living trust. Despite common misconceptions, trusts are not limited to millionaires or people who are near retirement. A living trust is most beneficial if your financial priorities focus on building or preserving wealth for you and your beneficiaries. By means of a living trust, you can take control of how you wish to provide for those in whom you have an interest. Through wise planning, you can maximize the protection of your assets for your beneficiaries through skilled utilization of the tax laws.

The focus of the last two articles, on statutory wills and living trusts, was to present different means by which people can protect their families. Each person is different, so in devising a will or living trust, you should consult with an attorney.

(Editor's Note: Dale Allen was a member of the San Francisco Police Department for 12½ years. He is now an attorney practicing with the law firm of Low, Ball & Lynch in San Francisco. He will be at the POA on September 25 from noon to 1 p.m. to assist any members with legal concerns.)



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Big 19 (aka: Daily Incident Recap)

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!

8/26/91

- 2118 SHOOTING Silver & Revere. Suspects (NM 18-20) followed Victim into store and shot Victim in leg. Night Investigations notified. Case 911 138 518 Officer Riskin, Co. C
- 2140 ATT. ARMED ROBBERY: 2700 blk. of Fulton. Victim (WM) was pulling his vehicle into his garage when the Suspect (NM 28-32) approaches, displays gun and demands money. Victim states he has none and the Suspect flees. Night Investigations notified. Case 911 138 665. Officer Murdock, Co. G.
- 2200 ARMED ROBBERY/KIDNAP: Post & Octavia. Suspect (NM 26) approaches Victims (CM, CF, 20, 19) and displays gun. Suspect forces Victims to drive to ATM and withdraw money. Victim then forced to drive to Sunnydale and Hahn where Suspect flees. Loss: \$300 and watches. Night Investigations notified. Case 911 138 988. Station Officer Bunton, Co. I.
- 2240 SHOOTING: 1700 blk of Mission. Suspects (WM 18-23) were in a bar with Victim (WM 25). One Suspect suddenly shoots Victim and both Suspects flee. Night Investigations on scene. Case 911 138 950. Officer Turner, Co. D.
- 2330 SHOOTING: Kirkwood & Mandel. Victim (NM 19) was standing on the corner when he was shot by unknown suspect(s) in a vehicle. Night Investigations notified. Case 911 139 124. Officer Tarver, Co. C.
- 2337 HOMICIDE/SHOOTING/OFFICER INVOLVED/ARREST MADE: 7th & Market. Off duty Officer on-views shooting. Officer exchanges shots with Suspect. Insp. Erdelatz investigating. Case 911 139 130.
- 0130 ARMED ROBBERY/STABBING: 8th & Howard. Victim (NM 48) is approached by three Suspects. (NM 19, WML's 19) who demand money. Victim resists and is stabbed. Night Investigations notified. Case 911 139 362. Officer Choi, Co. B.
- 0245 BURGLARY/HOT PROWL: 200 blk of Dolores. Victim (WF 21) is asleep when she hears noises in apartment. She finds door open and discovers loss. Loss: \$80 and wallet.

POA Bulletin 91-79

To: All Association Members

From: Steve Johnson, Secretary

On Wednesday, 8/21/91, President Al Trigueiro, SFPOA, read the following statement to the members of the Police Commission:

An Open Letter to the S.F. Police Commission:

Good evening Commissioners and Chief.

We are present before you tonight to address a serious officer safety problem. This problem stems from the recent redistricting of police responsibilities throughout our City.

We have found, through documentation by our own members — officers on street patrol and through discussions with communications dispatchers — that your redistricting plan was premature and that it now places members of our Association in even greater danger of serious injury or death than before, indicative of shoddy planning. To be more specific we are referring to the fact that police officers from the Ingleside District cannot transmit through their PIC radios in high-crime areas. We were assured, prior to the redistricting, that this would not be the case.

We want to know: Was a propagation study completed? Was the necessary

background work done? Did anyone at the command level of our department take the time to go to the 18th floor of Geneva Towers and attempt to broadcast via PIC? We can assure you the members of Ingleside Station would gladly accompany any one of you who would wish to do so.

Is the commission willing to spend hundreds of thousands of dollars to now correct this oversight to protect the men and women of our department.

Or are you willing to admit you made a mistake.

It all comes down to the value you wish to place on a police officer's life.

After President Trigueiro read his statement to the Police Commission, the POA requested back-ups for all units responding to any call at the Geneva Towers and the Commission agreed to implement this procedure immediately. The Commission was also informed by Captain Fife, commanding officer, Communications, that a similar problem (i.e. "dead spots") exists in the Park District and, after urging by President Trigueiro, the Commission agreed to fix the problem even if it meant changing the boundaries back to how they were prior to redistricting.

Acting Chief Fred Lau also proposed an immediate Communications Committee be established to further study existing problems.

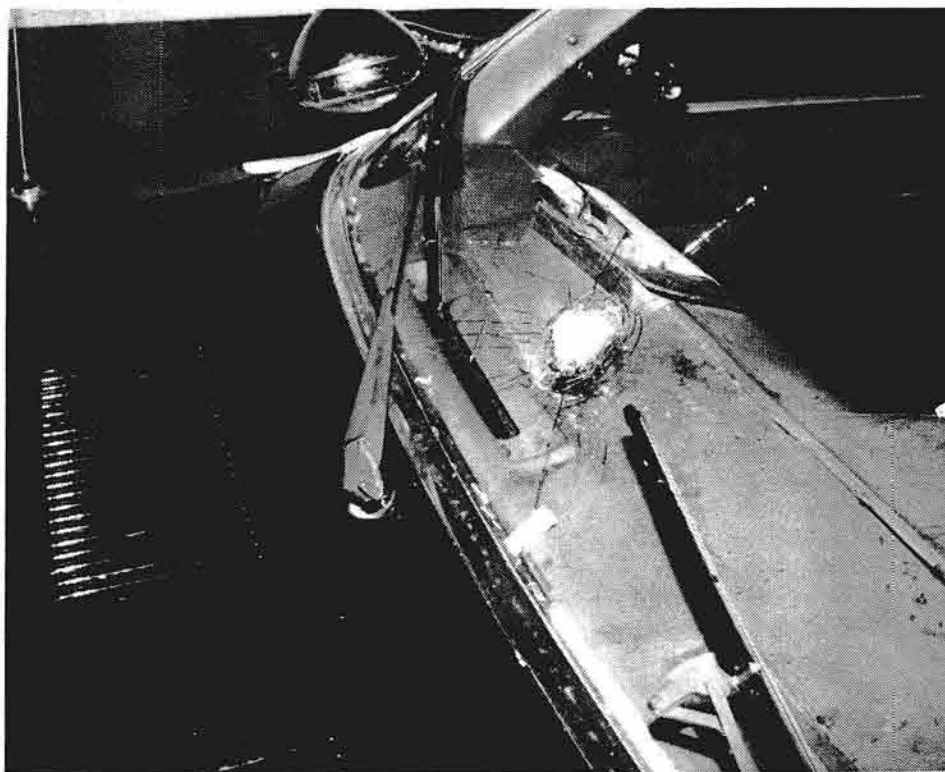
Our job is just beginning — we need you to document all office-safety issues and make sure they are forwarded to the POA office.

serious officer-safety problems that must be addressed!!!

Please continue the good work — make sure extended lists of waiting runs are printed up and sent to me at the POA office!

Amtravel

P.O. Box 77347
San Francisco, California
94107



Open season on cops?

Close Encounters

by Steve Johnson, SFPOA Secretary

One hundred and seven separate shooting incidents took place in the Potrero District of San Francisco during the month of August, 1991; placing an extreme officer-safety burden on the smallest contingent in the First Division (Potrero Station) which is staffed by 78 courageous police officers.

The public never hears about the close encounters SFPOA members face daily.

It seems that assaults on police officers just aren't newsworthy to the local press — too bad — because I think most San Franciscans would like to know what's going on in their city and the Notebook is going to tell them:

- 07/29/91 — 2:00 a.m. — 1905 California Street, SF. Sgt. Joel Harms is shot three times and survives — his assailant is slain by responding officers.

- The following officers were assaulted with deadly weapons when bottles and rocks were thrown at them from buildings located in Sunnydale/Hahn area during the noted time(s):

- Sgt. Robert Johnston—8/7/91—5:30 p.m.
- Officer Rey Ibay — 8/15/91 — 4:20 p.m.
- Officers Ronald Banta and Steven Ford 8/17/91 — 8:10 p.m.

- Sgt. Robert Johnston, Officers Ronald Banta and Michael Serujo 8/21/91 — 9:30 p.m.

- 8/22/91 — 10:17 p.m. — 1569 Sunnydale Avenue, SF. Sgt. Keith Sanford and Sgt. Pat Tobin were ambushed by an individual who fired 13 rounds from a 9mm at them while they were driving EB on Sunnydale towards Hahn. Both officers

escaped injury...the suspect escaped.

- 8/26/91 — 11:30 p.m. — 7th & Market Streets, SF. While reporting for duty at the Tenderloin Task Force, Officer Robert Mammone witnessed a shooting at 7th and Market Streets. Officer Mammone identified himself, chased the suspect and cornered him at which time the suspect fired several shots at Officer Mammone who, without benefit of cover, returned fire wounding the suspect, subsequently apprehending him. Further investigation revealed the suspect's intended victim died from the shooting incident.

- 8/22/91 — 10:30 a.m. — 16th & Mission, SF. While conducting an investigation involving a suspicious person, Sgt. Robert Armanino was approached from behind by an individual who suddenly brandished a hatchet (hidden in his coat) and was about to strike Sgt. Armanino in the back, when Officer Ray Benson observed the suspect and yelled to Sgt. Armanino warning him of the impending attack. Both officers were able to take the suspect into custody.

- 8/14/91 — 2:30 a.m. — Buchanan & Haight Streets. Officers Chris Knight and Robert Ziegler were patrolling in the Northern District when suddenly suspect(s) opened fire on them. The officers narrowly escaped injury as seven bullets came flying through the windshield and doors of their police vehicle. (See photo)

These are but a few of the "Close Encounters" that came to my attention — there are many others — please send me a copy of any report involving the assault of a police officer so we can document and publish what many would like to see forgotten.

The Good News ... And The Bad

As the saying goes, there's good news and there's bad news. The good news is that working people who are members of unions take home a lot more money, and get much better fringe benefits, than do workers who are not union members. That's what the U.S. Labor Department reports.

The bad news is that too few working people are taking advantage of unions. They've either been sucked into the John Wayne-like "I-can-do-it-myself" mentality that washed over the country during the Reagan years, or they're just scared as hell that they'll lose their jobs if they try to join up.

Either they've been fooled or they've been frightened. At the bottom line, in terms of the quality of their lives and those of their families, it adds up to the same thing: they're hurting themselves, and bad.

According to the Bureau of Labor Statistics, unionized workers are compensated from \$5.20 to \$8.71 an hour more than non-union workers.

Taking into account all workers in private industry, the union scale is 35 percent higher. When you look just at blue-

collar workers it's an incredible 70 percent higher. For every dollar in pay and benefits that goes to a non-union blue-collar worker, the unionized blue-collar worker gets \$1.70.

For workers generally a union card is worth more than \$10,000 a year, and \$18,000 a year for blue-collar workers. But millions of workers are either too fooled or too frightened to take the step to unionism.

But I am convinced that working people are coming out the Reagan-era go-it-alone, stand tall, bootstraps baloney. It's beginning to register that the people offering that counsel were the ones who already had it made, and who had everything to gain by weakening the collective power of working people.

I'm also convinced that people are losing their fear. Bob Dylan has a line in one of his songs: "When you've got nothing, you've got nothing to lose." An awful lot of people are finding themselves in that position.

The 1990s will tell the tale.

Union Label & Service Trades Department, AFL-CIO

POA Bulletin 91-85

To: Association Members

From: Steve Johnson, Secretary

Keep Those Cards And Letters Coming In

We have received numerous CAD histories documenting the fact that PIC radios don't work in the Geneva Towers as well as incident reports reflecting assaults with deadly weapons on police officers in the same area and we are now getting print-outs of waiting calls for service citywide (averaging about 11-14 calls backed up) with no district patrol units available to handle them.

You are doing an outstanding job documenting the many facts that we've known all along — **There is a personnel shortage and there are extremely**

Letters

Thanks

San Francisco Police Department
Central Station
766 Vallejo Street
San Francisco, Ca. 94133

Gentlemen:

Concerning your Officer: BOB GEARY STAR 2046 "COURAGEOUS PATHFINDER TO JUSTICE"

Last week while I was in San Francisco attending to my eighty-year old Mother, we went to North Beach for lunch. Mother was not too steady on her feet, so we rested in Washington Square Park, and when she did not regain her strength I came back to the park for her with the car.

I had to park diagonally on the corner, ran out, advised Officer Geary who was driving by, and escorted Mother to the car. Your officer not only blocked my car, but helped me and immediately brought us ice water from one of the nearby restaurants.

He was calm and courtly and truly my "blue knight" at that moment. As one who grew up in the City (on Geary Boulevard!) I am so appreciative that this kind of chivalry still exists.

I hope that he will be commended and I wish that the San Diego Police who did not respond to our neighborhood 911 calls and whose officer refused accompanying my neighbors when our house was robbed would recruit men of Officer Geary's ilk.

Thank you.

Sincerely yours,
Edith Strauss Kodmur

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

Dear Friends at
the S.F. Police Officers' Association:

Thank you for your most recent contribution to Project Open Hand. Your ongoing support is both appreciated and needed.

As the AIDS epidemic enters its second decade both the number of new infections with HIV (the virus that causes the disease) and the number of full-blown cases of AIDS are expected to continue to rise sharply. Already more than 150,000 Americans have been diagnosed with AIDS. In San Francisco the disease has taken the

lives of 7300 people; 1% of the city's population.

The disease is becoming a common place fact of American life. While underreported in the media, AIDS cases are climbing rapidly among American women. And AIDS isn't just a disease of young people: those over 50 years of age account for about 10% of all cases in the country.

While the number of cases of AIDS has increased so have acts of discrimination against people with AIDS. The irrational stigma persists with the more prevalent form of discrimination occurring in the workplace. But people with AIDS also continue to face discrimination in housing, public accommodation, and access to insurance and health care services, including some doctors and nurses who refuse to treat HIV-positive patients.

Still, people with AIDS often show the most resilient courage in the face of their frightening and often painful reality. As one person with AIDS remarked, "Life is not paradise, but every day is a gift."

That's why it is so important that organizations like Project Open Hand exist and flourish. A good, nutritious meal delivered every day, along with a friendly face and words of encouragement and hope, boost the spirit and state of mind of a person with AIDS, while giving sustenance to their body.

Your support allows Project Open Hand to prepare and deliver over 1000 meals every day of the year. Nutritious food that inspires a greater sense of hope in the people we feed. Once again, thank you for your care, concern and kindness.

Sincerely,
Steve Burns,
Executive Director

Mayor

Tom Flippin, Editor
SFPOA Notebook

Dear Editor:

The story concerning the disruption of the mayoral debate reconfirmed that "Our Mayor Art" reacts to events in his best interest.

Art was enraged that Jordan supporters interrupted his speech. The group was even called "hooligans." This group of S.F. natives, citizens and residents were protected by the same free speech rights as ACT-UP, Queer Nation and the farm workers.

The mayor and his "staff" have afforded every single opportunity to any group to voice any opinion at the cost of the hard-working people of S.F. During the "peaceful" war protests the mayor encouraged protests, while law abiding workers were unable to use the streets or bridges to get to work.

Well, this group of "hooligans" did not block streets, spray paint buildings or violate other laws. They merely voiced their disapproval of you. The silent peaceful citizens of S.F. have had enough of your double standards and will no longer remain silent. Get used to it.

Marty Lalor
Company H

Gay Parade

Tom Flippin, Editor
SFPOA Notebook

Sir:

Regarding the detailing of police officers to "march" in the Gay Parade; I'd like to clarify something. I've been a police officer for 10 years in S.F. and cannot remember a parade that did not have officers detailed to it and subsequent fairs and festivities following them. The only difference in this particular instance was that we spent approximately 40 minutes of our detail marching behind Chief Casey. The rest of the day was spent patrolling (on foot) the post parade celebration and the crowds along Market St.

Perhaps the critics of this "police involvement" and "paid march" don't think that 11 hours of walking through crowds, monitoring activities, wrestling drunks and abating 418's is considered police work. We also represented a considerable security force for the chief as well as the good people in the crowd along the route.

I can only guess how many of the 'other' members of the department would have volunteered for this duty judging by the outpouring of concern surrounding the entire affair.

I'd also like to add that I was overwhelmed by the incredible and unprecedented positive response we received from the crowds along the parade route and the boost it gave me and the other officers involved not to mention the feelings of goodwill it represented to the gay community. The benefits to all of us, cops and citizens, was something that can't be measured.

Finally, I'd like to say that I feel personally, that a police officer has a remarkable propensity and ability to make a city's citizens feel either good or bad about its situation, I want to take every available opportunity to make a change for the better. I think we did that on this occasion.

I also agree that every police officer should be given the opportunity to "march" in any parade in this city. It can only benefit all of us.

I would also like to commend and sincerely thank our chief, Willis Casey, for having the courage and sensitivity to recognize an invaluable opportunity to improve police/community relations and take the opportunity to make something of it.

David W. Tussey
Company D

Tom Flippin, Editor
SFPOA Notebook

Equal Representation; BULL!

In the recent article written by our illustrious POA vice-president "Everybody Loves A Parade", we find Mr. Delagnes making every effort to claim non-discrimination on his behalf. However, as most of us could see, he again failed miserably.

The article showed blatant contempt, from the title and through the entire article. I find it especially intriguing that the only word we the membership received concerning this apparent flood of negative calls about our actions at the parade comes in the form of this article.

When the new POA board took over, and we all joined together to accomplish so much in so little time, I thought we could finally put to rest that "good ole boy" syndrome that had plagued our organization for so long.

But in one fell swoop, Mr. Delagnes and Mr. Benson have created havoc within our own ranks. I can only wonder what political gain this has created for them?

As I continue to read their articles, all I can see is our Notebook looking more like the National Enquirer. I can only hope that Mr. Trigueiro puts a stop to further negative publicity directed towards any group or individual that the POA represents.

Philip M. Fleck, Co. D

Whatta City

SFPOA
510 - 7th St.
S.F., CA 94103
July 23, 1991

To The San Francisco Police Force:

On July 17th, at approximately 4 p.m. our nine-year-old son Michael became separated from us as we were leaving Fisherman's Wharf. It was the most frightening hour of my life as I searched for him among the crowd of people. Within 10 minutes of his disappearance, we notified your police department. My mother Sara McLeod spoke with the office as I combed the streets looking for my son. I was frantic. I went up to tourists, street artists, and merchants, explaining the loss of my son to elicit their assistance. The people of San Francisco were so kind, so gracious, and so concerned it was amazing. In a city full of strangers, I felt such compassion.

My son was found about an hour after he disappeared by one of your motorcycle officers. Although I don't know his name, the kindness he showed Michael was outstanding. He let Michael sit on his bike and wear his sunglasses. The other officers involved in the search were so wonderful and understanding. I'll never be able to find the words to express my gratitude. You gave us back our son. We'll be forever in your debt.

It's interesting, our family lives in Colfax, a very small rural community in the Sierra foothills, population 1,000. The reason for our excursion to your city was to teach our children about the different cultures and sights of San Francisco. What did we all learn? That even in a city as big as San Francisco you're never alone. People cared for us, and helped us. Everyone comforted and reassured us when we were so distraught. You have a wonderfully warm city. Thank you for sharing it with us. Again our deepest appreciation and gratitude to your fine professional caring police department.

Sincerely,
Roberta Mori
on behalf of the Mori family

Districts

Tom Flippin, Editor

I am writing in regards to the recent SFPOA Bulletin #92-79. This Bulletin was issued in response to the revised district boundaries. Myself and other members of Potrero Station are disgusted with the lack of concern for the officers at this station. The bulletin specifically mentions that the redistricting has put members at greater risk than before. Obviously it is the POA that has failed to conduct a survey before issuing their propaganda. Potrero Station has documented communication inadequacies since 1973. Now that members of Ingleside Station are facing this problem the POA has decided to take action. Prior to the redistricting Potrero Station had 67% of the cities housing projects within its boundaries. Potrero units continually found themselves having to crisscross the district in order to handle the numerous calls for service which is a standard at this station. Not only has the communications problem posed a threat to our safety, but the loss of the S/B 280 freeway has made it nearly impossible to respond to calls for assistance in the Sunnydale area. I feel for the officers at Ingleside having to put up with the dangers associated with the communications problems. I also feel that my concern for Ingleside is far greater than the concern they had for members of Potrero that have been facing (and are facing), the growing dangers associated with project policing.

Sincerely,
William Davenport
Potrero Station

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Agent

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POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



Seahawk Football Season Begins

by Kelly Waterfield

The roar of the crowd, the snap of the ball, crashing helmets, a quarterback throwing deep, the announcer's voice echoing "Touchdown!" while the cheerleaders go wild in a frenzy of pirouettes and airborne highkicks, these all seem to be constant arts of the American Institution known as Football.

San Francisco PAL has its own version of this tradition in the form of Pop Warner Football. Originally, the program began in 1959 as a PAL program and then recently PAL joined Pop Warner.

On August 1st practice started at Kimball Field. Practices were held daily in August from 4:30-6:30 p.m. Now in September, practices are three days a week with games on Sundays. Washington High is still our home field. We're waiting for Kezar.

Full contact didn't start until the second week of August. This year we added a fourth team, Jr. Pee Wees who are 8-10 years old and weigh 50-85 pounds, Pee wees are 9-11 years old and weigh 50-100 pounds, Jr. Midgets are 10-12 years old and weigh 80-115 pounds and the Midgets are 11-14 years old and weight 90-135 pounds.

Players and their parents must sign a contract and pay a fee of \$40 which goes to pay for the Pop Warner registration fee. This year the teams are in new uniforms from a grant from the Bothin Foundation and the Odell Foundation.

The first youth football program was started in Philadelphia in 1929, by Joe Tomlin, a friend of long-time college football coach, Glenn Warner, who gave his name to the conference.

The Pop Warner Football organization now reaches throughout the nation. The Seahawks are part of the Redwood Empire Conference which includes teams from Southern Marin, Central Marin, Novato, San Marin, Petaluma, Rancho Cotate, Santa Rosa, Sebastopol, Sonoma, Healdsburg, Ukiah and Windsor.

At the end of the season, the top four teams will go to the playoffs, and compete to become conference champions.

PAL Girls Skip To A Beat

Across the country, particularly in the black community, the latest rage is Double Dutch, double-rope jump rope. The objective of Double Dutch is to encourage broad participation by as many supervised girls and boys as possible. It is a competitive activity in which discipline and teamwork prevail. Training and competition requires vigorous exercise which increases muscle tone and strength, improves agility, coordination, balance and endurance. In short, Double Dutch is an activity which encourages creativity and good sportsmanship, while improving the general fitness of each participant.

Double Dutch is a skip rope activity in which two ropes are turned in egg beater fashion by two rope turners while a third person jumps within the moving ropes. It is historically a game played by girls, but the champion speed jumper is a boy who jumps 213 jumps in one foot per minute.

The Dutch settlers of American brought the game to the Hudson River trading town of New Amsterdam. When the English arrived and saw the children playing their two-rope game, they called it Double Dutch.

Double Dutch became popular in 1973, when the New York City PAL was looking for a sports activity specifically designed for girls. The division asked some New York City teachers to devise a competitive game. The result of that joint effort was the first Double Dutch tournament, held in the gymnasium of New York's Intermediate School number 10 on February 14, 1974.

Approximately 900 fifth through eighth grade girls participated.

San Francisco PAL is now including Double Dutch in its program. The program is at Oceanview Park on Wednesdays at 6 p.m.

The PAL Law Enforcement Program

by Lt. Tony Blazer

The San Francisco PAL's Law Enforcement Program for youth aged 15-22 will begin the Fall semester in the week of September 8. Membership is open to young San Francisco residents who would like to learn about careers in law enforcement and participate in social and community service activities under the supervision of a San Francisco police officer.

There will be two groups in the program: (1) The Regular (high school) group, ages 15-18, which will meet weekly on Wednesday nights; and (2) The Senior (post high school) group which will meet weekly on Thursday nights. All meetings are from 7-9 p.m. at the Police Academy.

The first meetings (Wednesday, September 11th, for the high school group; and Thursday, September 12th, for the senior group) will provide information and orientation. All interested persons are invited to attend; parents' attendance is particularly encouraged.

If your daughter or son is interested, have them call the PAL Office at 821-1411.

National PAL Boxing Tournament

San Francisco PAL boxers have begun gearing up for the 1991 National PAL Boxing Tournament. This year's tournament will be held October 1-7, in Sacramento, California.

National PAL with the assistance of Sacramento PAL, the boxing tournament host, have begun preparation for what promises to be a sensational event. The beautiful ARCO Arena will be the site of the championships this year. The facilities, which are home to the NBA Sacramento Kings, will provide an impeccable backdrop for one of amateur boxing's most distinguished tournaments.

This prestigious event will spotlight many of our young Olympic hopefuls, as it is one of three major tournaments United States boxers will use to prepare for the 1992 Olympics. Clytee Dunn, National PAL Boxing Chairman states, "This tournament will play a key role in the development of these young athletes as they reach elite status." The competition will provide a spring board for young boxers as they strive to achieve the glory of becoming young Olympians. As well as spotlighting upcoming individuals, PAL will also recognize team efforts by presenting an award to the team champions.

As in almost any sport, many young participants aspire to join the ranks of the professionals. However, hundreds of amateurs active in PAL boxing have gone on to achieve that goal and become "World Champions," including Mike Tyson, Evander Holyfield, and "Smokin'" Joe Frazier, to name a few.

Monty Morse, executive director of the host PAL, Sacramento, is awaiting the 1991 National PAL Tournament with great anticipation. "The National PAL Championship is in the United States. Those spectators fortunate enough to attend the boxing tournament will witness some of the finest competition available at the amateur level," says Morse.

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San Francisco Bronco Team Gives San Bruno The "Blues"

from the San Francisco Independent

It was one long Sunday afternoon, but after four games and 26 innings, the San Francisco Blue team finally defeated San Bruno to take the San Francisco Youth Baseball Invitational Tournament at Lang Field, co-sponsored by PAL, FLAME and Park 'n Recreation Department.

Blue lost to San Bruno, 9-7, in its first game on Sunday in the three-day, double-elimination tournament.

But the team of 11 and 12 year olds rallied to knock off Kentfield, 12-2, to set up a showdown with San Bruno for the tourney title. Because San Bruno hadn't lost a game, Blue would have to beat them twice to win the crown.

San Bruno's Red team lost its first two games to Kentfield, 7-4, and Clovis, 3-1, and was eliminated.

Blues Mauricio Navarro and Brian Jesson combined to no-hit San Bruno in their third game of the day, winning 4-3. All three San Bruno runs were unearned.

San Bruno led, 3-2, in the top of the sixth, when Anye Spivey stole home to tie the game. Blue managed another run to win the game and force a fourth and final game Sunday evening.

San Bruno was able to get runners on the base, but the Blue defense made save after save, denying several possible winning runs.

In the fifth inning, with two San Bruno runners on base, Marcos Severa made a running one-handed catch in left field, erasing a sure home run and forcing the runners to head back to their bases. The runners eventually died on base.

Geoff Adams, playing right field, made a similar catch an inning before, keeping two runners from advancing.

In the bottom of the sixth, second baseman Mike Theoharis went horizontal, diving to snare a line drive, which also held the runners in check.

Blue finally posted a 9-5 victory to win the fourth game and the tourney, the first time a San Francisco team has won this tournament.

Blue used five pitchers over the six-game tournament, with Navarro and Jesson (two wins in the tournament) getting a lot of work, along with Adams, Severa and Theoharis.

Navarro, who seemed to be everywhere, contributed with his bat as well, stroking five extra-base hits and five singles. J.R. Echon added a pair of home runs and 10 hits overall.

Spivey came through with a pinch-hit

home run in the night-night-night cap.

The tournament started at 10 a.m. When the last out was finally record in the last game, it was 8:15 p.m.

San Bruno will get another crack at S.F. Blue (15-4) when they play in the San Bruno Labor Day Bronco Invitational Tournament.

Special Thanks

Special thanks to Dan Boden and Jim Gaan. Dan as program director directed the 13 PAL programs. The staff and the Board of Directors is grateful. For the past year Jim has been directing the newly revitalized PAL Law Enforcement Program. Membership rocketed to 36. Thanks Jim. Are the Honda's ready for Jim?

Garfield Park

August 1st was the beginning of the new PAL programs at Garfield. Anne Manix from Park Station is directing softball on Wednesdays at 4 p.m. and Henry Seto from Taraval Station is coaching volleyball on Thursdays at 4 p.m. Remind the youth of the Mission to join PAL at Garfield.

Congratulations:

To PAL stars at the California Police Summer Games: President Dirk Beijen received a silver in karate, PAL instructors Con Johnson received a gold in karate and Mike Biel received a bronze in karate. Paul Lozada collected three bronze medals in karate.

Last Chance: PAL Golf Tournament

September 16th, take to the links at Lake Merced Golf and Country Club, a few tee times still available. The \$185.00 donation covers the green fee, golf cart, box lunch and steak dinner. For those last minute golfers, call Vera at 821-1411.

The Fairmont Hotel

Warren Hellman, Nancy Bechtle, Kenneth Derr, Donald Fisher, Sam Ginn, Frank Herringer, John Keker and Melvin Swig invite you to a luncheon honoring the San Francisco Police Department benefitting the PAL on Wednesday, October 16th at the Fairmont Hotel at noon. The cost is \$150.00 per person.



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Toni M. Francis
Manager, Logistics



SPORTS



Unofficial Results Of The 1991 Police Summer Games

Submitted by Dennis Bianchi,
Sports Editor

Basketball

No medals, but fielded an Open Division Team, names unknown at this time.

Bowling

Pete Kozell — Gold Medal in the A Division

Ed Santos — Bronze Medal in the Open Division

Boxing

One entrant, identity and results unknown

Cross Country

Joanne Welsh — Bronze Medal in Seniors Women

Cycling

Jeff Brosch — Silver Medal, Criterium — Bronze, Mountain Bike — Bronze, Time Trials — Bronze, Sprints — Bronze, Road Race — All in the Grand Masters Division

Lou Perez — Bronze, Mountain Bike — Open Division

Bob Rogers — Bronze, Sprints — Masters Division

Equestrian

Jim Deely — Gold Medal, Steer roping

Joe Kirley — Silver Medal, Working Cowhorse — Bronze, Reining

Kathy Linden — Bronze Medal, Barrel Racing

Don Haskel — Silver Medal, Western Riding — Bronze in Western Equitation — Bronze, Open Trail Horse

Don Haskel — Silver Medal, Western Riding — Bronze in Western Equitation — Bronze, Open Trail Horse

Don Haskel — Silver Medal, Western Riding — Bronze in Western Equitation — Bronze, Open Trail Horse

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Don Haskel — Silver Medal, Western Riding — Bronze in Western Equitation — Bronze, Open Trail Horse

Karate

Cornelius Johnson — Gold Medal, Open Kumite

Bart Johnson — Silver Medal, Open Kumite

Kevin Jow — Bronze Medal, Seniors Kumite, injured

Dirk Beijen — Silver Medal, Masters Kumite

Paul Lozada — Bronze Medal, Open Kata, Bronze Medal, Open Weapons

Mike Biel — Bronze Medal, Open Kumite

Open Water Swim

Lou Perez — Silver Medal, Open Division

Powerlifting

Dennis Tomašon — Silver Medal, 242 lb. class

Robert Leung — Silver Medal, Seniors Div. 148 lb. class (this was not verified, but appears to be accurate)

Pistol

Numerous entrants, names and awards unknown at this time

Rifle — Large Bore

Jim Stokes — Gold Medal

Glenn Pennebaker — Silver Medal

Duane Otis — Bronze Medal

Rod Nakanishi — Bronze Medal

Team of Glenn Pennebaker, Jim Stokes, Duane Otis, and Rod Nakanishi — Silver Medal

Team of Tom Morris, Jaime Ongpin, Cliff Java and Paul Swiatko — Bronze Medal

Small Bore

Team of Glenn Pennebaker, Jim Stokes, Paul Swiatko and Rod Nakanishi — Silver Medal

Glenn Pennebaker — Silver in Masters Class

Rod Nakanishi — Silver Medal in Expert Class

This probably isn't all the medals these competitors won but I have a hard time understanding all of the different classes. See Rod Nakinishi's article about this event. He knows what he's talking about.

Road Race

Pamela Hofsass — Bronze Medal

Triathlon

Lou Perez — Gold Medal, Open Division

Micheal Dower, Jeff Brosch and Dennis Bianchi — Bronze Medal, Masters Team Division

Rene Guerrero — Sixth Place, Seniors Division

Soccer

SFPD #1 Team — Gold Medal

Team members: See Nick at Night

Softball

Mens Masters Team won a Silver Medal — I unfortunately don't have all of their names.

Women's Team — Unknown who or what happened, but they were there!

Swimming

Numerous contestants and plenty of awards — check Don Matissek's article next month.

Tennis

Larry Pedrodalasol — Gold Medal, Masters Division

Mike Farrell/Vicky Quinn — there were other competitors but I don't have any other results at this time.

Track & Field

Willa Brown — Gold Medal, 100 Meter Women Masters — Gold Medal, 200 Meter Women Masters

Ava Garrick — Bronze Medal, 100 Meter Women Seniors — Bronze Medal, Shot-put Seniors

Jerroll Bell — Bronze Medal, 100 Meter Men Masters



Bianchi, Dower & Brosch, bronze medal in masters team triathlon.



Lou Perez, winning the gold.



Perez's gold medal form.



Joanne Welsh (second from the R) gets her medal.

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SPORTS



Willa Brown & Ava Garrick, multi-medal winners

Female Runners Go The Distance

by Lou Perez

Pam and Joanne, that distance running dynamic duo from Co. D, medalled at the 1991 Oakland Summer Games. Pamela Hofsass and Joanne Welse were the first SFPD female runners to compete in the cross country and road race events. Their performances paid off with a trip to the victory podium.

Pam Hofsass laced up her running shoes to conquer the 18.6 mile road race. This was the kick-off race for the Oakland Summer Games. Pam suffered a gastrointestinal malady early in the race, but quickly staved it off to hold on. Her gritty determination and smooth form leapfrogged her past her competitors to a bronze medal finish. Pam's previous marathon experience paid off, because it cautioned her from going out too fast and "blowing up." She steadily and methodically picked off the other runners in front of her during the closing miles. Pam was the first SFPD athlete to medal at The Games.

In sharp contrast to the cool, race savvy Pam Hofsass, loomed a nervous Joanne Welsh. Joanne does not have the racing experience that Pam has, but her inner fortitude and determination is just as strong. Joanne started running a few months ago and trains on the Marin Dipsea Trail.

Joanne entered the cross country event, which is a 6.2 mile test of speed, strength, and the ability to stay upright on loose, rocky terrain. Utilizing her newfound hill climbing ability, Joanne breezed across the finish line for the bronze medal. A pleasantly surprised Joanne became the second SFPD athlete to medal at The Games.

Pam Hofsass and Joanne Welsh possess the talent and desire to change the hue of their medals to silver or gold. They took a dip in the pool at Oakland and they will be diving headfirst at the 1992 San Diego Summer Games. The best is yet to come for the SFPD's newest running stars.



Pam Hofsass stops her watch with a strong finish.

RITA BELL

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Stokes Leads SFPD Shooters To Awards And Records

by Rod Nakanishi

It was another medal-winning Olympics for the SFPD Rifle Teams! Let me give you a little idea of what level of marksmanship is tested. In the Small Bore matches the distance to the target was 50 yards. Remember the old range when you shot from the pit to the far targets? OK. The ten ring was about 1 3/4", or a little larger than a silver dollar. In the High Power matches the distance to the targets was 200 yards, or about 2 football fields away. Smaller targets were used during different stages of fire to simulate 300 and 600 yards. The 10 ring of the 600 yard target was 3 3/4", or about the size of the mouth of your coffee cup. All shooting was with iron sights — no scopes.

SFPD #1, led by Lt. Glenn Pennebaker (Co. H), with Off. Jim Stokes (Fencing), Insp. Duane Otis (Robbery) and myself posted its highest score ever in the High Power Rifle Team event, coming within 20 points of the Gold. SFPD #2, led by Sgt. Tom Morris (Ret.), with Off. Jaime Ongin (Co. E), Off. Cliff Java (Muni) and Off. Paul Swiatko (Co. C) secured a 5th Bronze.

In the Small Bore Rifle Team event,

SFPD #1, this time with Swiatko in place of Otis, again took the Silver...missing the Gold by 23 points.

In the individual standing Pennebaker fired into a Silver in the Master Class, Small Bore and a 4th Bronze in the Master Class, High Power.

Otis clinched a 3rd Bronze in Sharp-shooter Class, High Power. This belies his awesome shoot out with Jim Stokes in the 600 yard stage where they went shot for shot, alternating 10's and X's until they finished with identical scores.

I placed a Silver in the Expert Class, Small Bore and a 5th Bronze in the Master Class, High Power behind Glenn.

Jim Stokes, however, was the story on the range. Jim has by necessity been relegated to shooting Small Bore Rifle with a scope for the last 20 years due to eye problems. About 2 weeks before the Olympics, Jim told me that he had shot his Small Bore Rifle for the first time with iron sights. He said it felt "weird." Well it must have been a "good" weird because the end result was a Gold Medal in the Open Class and a new Olympic record!

The next day was the High Power Rifle event. Stokes borrowed Pennebaker's rifle and .308 ammo. He had not seen it before in his life prior to going on the firing line and he had not shot a High Power Rifle in 20 years. We loosely crossed our fingers and hoped for the best. By 1630 hours that day another Gold Medal in the Open Class

was his as well as another Olympic Record! To add insult to injury he outshot Pennebaker by 2 points with his own rifle! And that coffee cup-sized 10 ring at 2 football fields away — he hit it 12 out of 20 times, just narrowly missing it the other 8.

When all was said and done, we came back across the Bay with 2 Gold, 10 Silver, 7 Bronze and 2 new Olympic records.

Next year is San Diego. Some of us may not be able to attend so consider this an open invitation to all. The most important aspect of shooting is to have fun. As long as you can do that we can help out with the rest. Please, if you're at all interested, call one of us and happy shooting.

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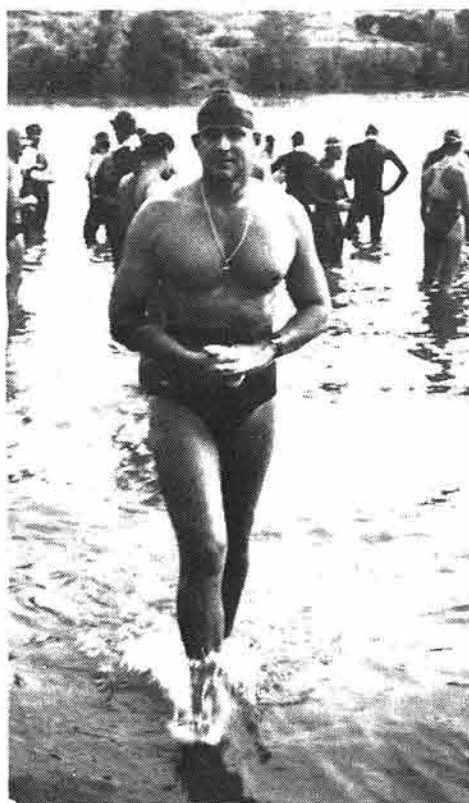
SPORTS



by Dennis Bianchi

As promised, this month's column will be full of results of the California Police Summer Games, (nee, Police Olympics). The Department athletes were great again, anchored by the reliable veterans and bolstered by some new faces.

The opening event of this year's games was the 30K road race. One of the new faces, Pam Hofsass, won this Department's first medal on Sunday, August 11



Mike "Natural Man" Dower, outstanding swimmer!

with a strong two hour, thirty-nine minute, Bronze Medal performance. The next day saw newcomer Joanne Welsh pick up a Bronze Medal in the Cross Country 10K. Good guy Stan Buscovich was out on the trail that day and, although not winning a medal himself at this event, he raved about

Joanne's performance and how she will be winning more than her share of medals in the future.

Monday also began a string of bicycling events that gave two of our more outstanding athletes their opportunities to excel. Jeff Brosch won the first of his eventual six medals on this day with a Silver Medal finish in the Criterium. Jeff described the course as a great pro-type challenge through the streets of Oakland by Lake Merritt.

Tuesday brought the Triathlon. When the subject of triathlon comes up I automatically think Lou Perez and Gold Medal. Lou provided no surprises this year. He won the Gold again in the Open Division, beating several teams, including the SFPD's Masters Division team. The event was held at Shadow Cliff's Regional Park. Doesn't that sound inviting. Well, to clear up the picture, let me describe it from a competitor's view. This "park" used to be a rock quarry, owned by Kaiser Permanente, near Livermore. It was in the nineties that day. My teammate, Mike "Natural Man" Dower, was exclaiming about how great the water was.

While other swimmers were donning exotic rubberized suits and high-tech goggles, Mike was attired in his usual Tarzan gear. No goggles, no rubber suit, just an old-fashioned pair of swim trunks, a silver chain around his neck and some of the hugest shoulders in the Department. Of course, he thought the water was lovely. This guy thinks swimming in the bay without goggles is okay, too! By swimming without the suit Mike gives up an edge of extra bouyancy, but who can argue with results. Mike came out of the one-mile swim in under twenty-four minutes and leading the Masters Division team with the Los Angeles Sheriff's team within seconds of us.

Jeff Brosch took off for the twenty-mile cycle ride and brought back the team in third. "Now for the fun part," I began thinking as I started out on the 10K leg of this race. The sun was, by now, pretty much straight up in the air and not any runner's friend. The course was designed by someone who probably designs mazes for laboratory rats at Psychedelic University. There were so many turns and crossovers it was amazing there weren't some head-on collisions. I dropped the team one place and we won a Bronze Medal. "Natural Man" Dower deserved better, but it was my good fortune to have selected such great teammates.

Last year saw several entrants in the individual competition from our Department who were no-shows this year, but another new and promising competitor was Rene Guerrero! When the results were beginning to be compiled it looked like Rene was going to win a medal, but the numbers



Lou Perez and Rene Guerrero, possibly the most fit radio car team in the state!

were not complete and he missed a medal by one position. Rene has only been swimming a few months and yet finished in the top group. He has consistently been dropping his 10K running times as well. There's no doubt in my mind that Rene will be picking up some medals in the future.

On Wednesday, there was Brosch and Perez competing in the Mountain Bike competition in the Briones Regional Park. These two iron-men both won a Bronze Medal, Jeff in the Grand Masters Division and Lou in the Open.

Thursday was the Time Trials in Pleasanton and there was, you guessed it, Jeff Brosch winning a third-place Bronze Medal in the Grand Masters Division. But Jeff was hardly finished. Friday he was in Alameda for the Sprints and again won a Bronze Medal in the Grand Masters Division. Another new face in the Games this year was Bob Rogers from our Burglary Unit. Bob is so new to the event that only Jeff recognized him when the race began, but when it ended the rest of the Masters Division field knew who Bob Rogers was. Bob came in third, inches away from second and first. Way to go, Bob!

Saturday was the final bicycle event and Jeff Brosch wasn't about to miss the Road Race. It was described as "hilly, curvy, wet, and scary" by Jeff himself. That sounds like something right up his alley and he went out and won his fifth bronze medal and his sixth total medal, once again leading the Department in medals won. Lou Perez entered this race too, but Lou had won a Silver Medal on Thursday in Open Water Swim and was feeling the accumulated tiredness that comes with lots of high-level

competition. Congratulations to all of the above competitors.

The Track and Field events began on Friday. The women, as usual, performed wonderfully. Willa Brown continued to add to her collection of Gold Medals by winning the 100-meter and the 200-meter races in the Masters Division. Ava Garrick picked up a Bronze in the Seniors Division 100-meter competition, just behind the S.F. Sheriff's Department's Desiree Felix. Deputy Felix wore me out just watching her. Over the two days of competition she won two Silver and three Bronze Medals. She ran the 100, the 200, the 400 and the 800. What a dynamo! Jerroll Bell picked up a Bronze in the Men's Masters 100-meters and showed plenty of courage on Saturday. His wife and son were watching Jerroll compete when the youngster fell and injured his wrist. It appeared the wrist might be broken. This happened just a few minutes before Jerroll was scheduled to run in the Masters 1600-meter relays. Jerroll took the time to comfort the boy, ran out to the field, ran a strong leg and then back to the stands to get the injury attended to. Luckily, it was only a sprain.

Other competitors this year were: Lou Bronfield, running the three-thousand meter Steeplechase, the 100 and a leg on the 1600-meter relay team; Charles McCullar and Howard Weathersby, shut out of the medals this year, but still winners, as is every competitor in the annual event. Lieutenant Dave Maron made his entrance into the field of Track when he organized a Masters 4x400 relay team. Dave ran the lead-off leg, and although we finished out of the medals, we were there, "just doin' it." Next month I'll report on what it feels like to run the speed events with a distance runner's background. It is definitely different!

I'm afraid that I missed the names of all the Department competitors this year, so please, get in touch with me and let me know who and what I missed. In the meantime, you can lace up the running shoes and "just do it" too.



Grandfather Brosch, winner of 6 medals with his new grandson.

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SPORTS



SF Kickers Bring Home The Gold

by Nicholas "Nick At Night" Shihadeh

The Kickers, SFPD's Division I soccer team, brought home the gold medal in the California Police Summer Games the week of Aug. 12th. They only had to bring it a short distance over the Bay Bridge as this year's tournament was held in Oakland. Having gone five years without a first place finish, the Kickers, lead by new head coach Joey Boyle, went undefeated in six games against very tough competition. The gold was clinched in the fifth game, however: when the Kickers defeated last year's champs the L.A. Sheriffs (LASO) 3 to 1. "This one's for little Tommy," Boyle beamed afterwards while holding his week old son. Joe and his wife Karen were blessed with their first child, Thomas Joseph Boyle at twenty inches and eight pounds on Friday, Aug. 9, 1991.

The Kickers started the week with two games on Tues., the first being against a Santa Clara Sheriff's team who last year won the gold in division II play. Getting bumped to the higher division was detrimental for Santa Clara in this game as the Kickers squashed them easily 5 to 0. The first goal was scored by new Kicker John Anton off a Boyle corner kick; a former soccer coach for the SFPD, Anton entered the department last year and is a great addition as halfback. Another halfback scored the next goal — seasoned veteran John Conefrey burned five defenders off a Boyle square pass and buried his shot into the net. The other goals were scored by forwards Pat Mullins, Steve Roche, and John Murphy. "Murph" is also a new Kicker who scored on a brilliant head shot from a ball sent by wing Brian Canedo.

The second game of the day was vs LAPD No. 2 who is always a pesky team to deal with. The Kickers rolled early with three first half goals by Anton, Roche, and Mullins who scored his with an assist from fullback Liam Frost; but, LAPD No. 2 would later make it interesting. They scored two goals of their own in the second half (on a free kick and a penalty kick) to pull within one. However, the game was eventually put on ice when Boyle drilled a shot on an assist by Anton for the 4 to 2 victory. This completed a two game sweep for the day and the Kickers wouldn't have to play again until Thurs.

On that day there was a morning game against bitter rival LAPD No. 1. This campaign didn't start off too well as L.A. put one into the net in the first minute of the game. The game became tied 1 to 1 just before half, though, when L.A. did the Kickers a favor by accidentally putting one into their own net. Ten minutes into the second half, things got exciting when Mullins took the ball and blasted a shot toward the net. The ball deflected off the top pole toward Conefrey who followed it up with a shot of his own to put the game at 2 to 1. The Kickers defense then took over with the fullback core lead by the always constant sweeper Tim Dempsey and includes Mike O'Brien, Marty Lalor, and Frost (assisted by Don West, Jim O'Shea, and Brian Olcomendy) continually fending off the deadly L.A. attack for the win. Now the Kickers had a tough task ahead of them with the Killer B's (SFPD's number two team) on the agenda for the second contest of the day.

Last year's Silver Medal winner in Division II, the B's were anxious to make an impression on the supposedly superior Kicker team. This turned out to be a marvelous, hard fought battle on both sides of the field; a blend of good defense and

missed shots by both teams lead to a 0 to 0 score late in the game. The contest was finally decided when Mullins broke through the tough Killer B defense for a goal with five minutes left. The Kickers were now the team to beat and they next had to prepare for the very difficult LASO team on Fri.

Going into the game, the Kickers felt very comfortable as they had been playing good soccer all week long and were still pretty healthy on top of it. During the game, the Kickers struck first on a sensational goal by Mullins. Taking the ball off a Joe Boyle feed, Pat Mullins blasted a low shot from twenty-five yards out from the left side of the field into the right side of the net. "The ball was never more than two feet off the ground and could've easily broken the sound barrier!" an excited Kicker said in admiration of his teammate's feat.

Conefrey was able to put the score at 2 to 0 on a nice shot into the right net from fifteen yards out with Boyle again getting the assist. LASO cut the lead in half though, with a goal of their own; but, the Kickers put the game away when Boyle (this guy is just doing it all) had a follow-up score off a rebound shot by Anton.

Other standouts in this game were O'Brien and Frost who along with the rest of the fullbacks played tremendously. Then there was Rollie "The Goalie" Canales who finally broke out of shell with his best defensive performance of the tourney.

The conquest for the gold medal had already been reached at this point, but the Kickers still wanted to go undefeated for the week, having a scheduled game with Oakland PD on Sat. They were not denied, beating Oakland easily 3 to 1 with goals by Roche, Mullins, and Boyle.

Along with reserve fullbacks O'Shea, West and Olcomendy, other behind the scene contributors for the Kickers during the competition were: wing Billy Dyer, who, at forty-four years young, still has what it takes to play aggressive ball; "young" Kevin Cleary, who as the third new addition to the Kickers played well as a reserve halfback and, of course there was Brian "Moose" Canedo playing supportive soccer at wing.

Steve Roche wasn't in the spot light as often this year, but he was his usual consistent self. One kicker said, "we used to say that the opposing teams hadn't read the book' on Roche when they had trouble defending him. Now we say that they have read the book, but they still can't keep him down."

Finally, special thanks go to Brian Delahunty (unable to perform this year because of a bad hip) and Steve Glickman who donated their vast expertise and experience as assistant coaches; and Frank Machi who, despite giving up his head coach position to Boyle, helped tremendously with personnel decisions. **Congratulations to the SF Kickers on a championship that was truly a team effort!**



A Fan's View Of S.F.P.D. Soccer

by Marc Burton, #1 Fan

This year's "Kickers" consisted of a superior halfback line, solid fullbacks and speedy forwards. At halfback, the dribbling of John Anton, the passing and shooting of Joey Boyle, John Conefrey and Steve Roche (who never looked better) was the key to victory.

The defense, led by the great all-around play of Tim Dempsey, with Mike O'Brien having perhaps his best series and Marty Lalor playing with reckless abandon, could not be broken.

After a shakey start in the first game, the goalie Roli Canales had a great tournament.

To be successful a team must score. This is made easier when you have an offensive player that creates havoc in the opponents' defense. San Francisco's answer to this is Pat Mullins.

I've spent more than 50 years in and around soccer and seen hundreds of shots taken on goal. This tournament produced three of the best. Mullins' 30 yard rocket,

from a very difficult angle into the back corner of the net. John Conefrey's bullet from about 15 yards with only room for the ball to pass between the goalie and the front post, and Joey Boyle's patented lob shot, high into the net, from long range.

This team is blessed with more than its share of talent, and what they lack in talent they make up in hustle.

Speaking for all your fans, I congratulate Frank Machi, Brian Delahunty and all the players for winning the gold medal and for all the thrills that good soccer provides.

I would also like to congratulate Dan Inoceno and his "Killer Bees" for some great soccer. Although overmatched in this league, the Killer Bees pushed the three top teams to the limit. As expected, they played with courage and pride.

The S.F.F.D. soccer team won the gold medal in their recent tournament. This means the two state champions will decide who is best in their annual fundraiser for Special Olympics in September.



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The newly refurbished Kezar Stadium will be the site this year for the Annual Police-Fire Soccer Game to benefit Special Olympics. This will be a year of firsts. It's the first year the game will be played at the new Kezar Stadium; it's the first benefit sporting event to be played at the new Kezar Stadium and it's the first time that both teams will be coming off Gold Medal winning performances in their Summer Games.

This year's game will be held on Sat., Sept. 21, 1991. Opening Ceremonies will begin with the SFPD Color Guard and the first game will begin at 11 a.m. with the Killer B's taking on the YI's of the Fire Dept. Following an exhibition by the Special Olympic athletes, the Gold Medal winning teams from Police and Fire will begin at 1 p.m.

Come and enjoy an afternoon of good soccer competition, beautiful new surroundings and friendship.

Tickets will be on sale at the door. There is a \$2 donation with handicapped, seniors and children under 12 free. The ticket also includes a raffle for a 20" stereo color TV and many other prizes. Following the game, there will be a party at the Kezar Club on Stanyan. Food will be provided along with no-host cocktails.



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SPORTS



Cowboy And Horsehoes At The Summer Games

by Dennis Bianchi

When most people think of events like steer-roping, cattle penning, reining horses, working cowhorses and barrel-racing, they seldom picture San Francisco cops as competitors. Well, that just shows how appearances are so deceiving. San Francisco cops not only competed, they gave some lessons on how it's done.

Joe Kirley is known around the department for riding the iron horses (aka motorcycles) but at this Summer's Games Joe made it known that he's just as comfortable on a four-legged horse. Joe won a Silver Medal in the Working Cowhorse competition and also a third place Bronze in Reining. Another double medal winner was Don Haskell with a Silver Medal in Western Riding and a Bronze in Equitation. Kathy Linden picked up a Bronze in the Barrel Race and Jim Deely picked up the Gold Medal in the Steer Roping competition. Damn fine work, buckaroos!

In addition to those medal winners were John Cleary, Dave Herrera and retired member Earl Opendike showing their stuff astride their mounts. Cleary had the misfortune of falling early and falling hard. He was unable to help his "pardners" out in Cattle Penning, so Jim Deely borrowed a

horse and along with Kirley and Herrera S.F. had the only team to pen all their cattle. They unfortunately were disqualified on an obscure rule violation. As Dave Herrera put it, however, "the medals were secondary, we showed 'em we know what we're doing." Congratulations to all of you.

On the hooves of the horses ridden by the above competitors you could have found the sporting gear of another group of competitors: Horseshoes. Our Department has had horseshoe pitchers competing and winning for several years. This past June two of the Department's best and steadiest tossers, Sam Watt and Mike Travis traveled to Memphis, Tennessee and won a third-place Bronze Medal in the Police and Fire World Games. Sam and Mike have been partners for years and, with or without publicity, they show up, compete, and usually take home some medals. This year at the Summer Games was the same. They picked up a fifth-place Bronze, one place behind another SFPD team. Retired member Joe Stone is another long-time tosser and this year he picked up a new partner, Dave Seibert, and they won a Bronze Medal themselves. This new team may be the team to watch out for in the future, but Sam and Mike will be there to contest the issue. Way to go all of you.

S.F.'s Billy Hutton Track Club Goes National For The Gold

Officer Billy Smith escorted 18 members of the Billy Hutton Track Club to the TAC National Track and Field Championship. The meet was held at the U. of North Carolina, Chapel Hill, N.C. on July 23 - 26. The outstanding efforts of all these young people yielded the following results:

Girls:	9-10	4x100 Meter Relay	1st Place	56.4 Sec.	Jini Hogg, Kali Matthews, Cristina Payne and Heather Weeks
Girls:	9-10	4x400 Meter Relay	1st Place	4:32.1 Sec.	Same as above
Girls:	9-10	200 Meter	2nd Place	28.85 Sec.	Jini Hogg
Girls:	9-10	100 Meter	10th Place	14.38 Sec.	Christina Payne
Girls:	13-14	200 Meter	1st Place	28.85 Sec.	Tonia Broden (A New National Record)
Girls:	13-14	100 Meter Hurdles	3rd Place	14.67 Sec.	Tonia Broden
Girls:	13-14	400 Meter	7th Place	57.8 Sec.	Kamailia Williams
Girls:	13-14	800 Meter	8th Place	2:21.96 Sec.	Kamailia Williams
Boys:	9-10	400 Meter	7th Place	63.31 Sec.	Greg West
Boys:	13-14	400 Meter	1st Place	53.90 Sec.	Kenneth Smith, Winner of the International Track & Field Meet - Eugene, OR, July 19 -21, U of Or.

Congratulations to all who participated... special thanks are due to Billy Smith who gave his time and talent unstintingly

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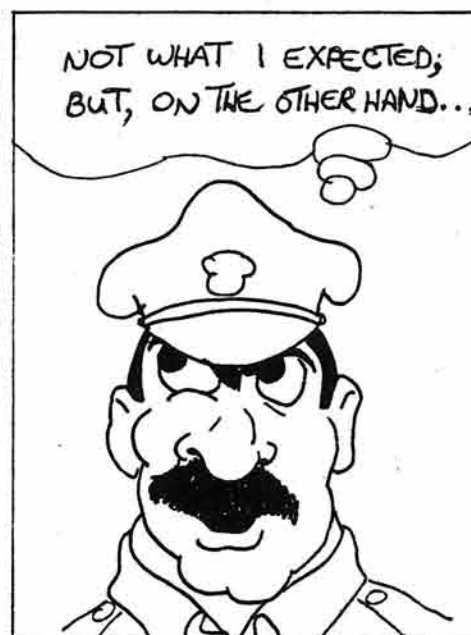
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ON THE STREET/Tom Flippin



Funny...But True

by Tom Flippin, Editor



TWO STRIKES AGAINST: It's such a familiar story: a criminal is caught... the "Justice" system lets him go, only to have him commit another crime and show up in the system again. When will the system come to grips with the problem of recidivism.

It probably won't be in connection with this case. Authorities in Baltimore, Maryland are saddled with a two-time loser... who is 10-years-old. The boy was accused of armed robbery for the second time in four months after he held up two younger boys at the point of a gun. The haul: one yo-yo.

Although the culprit made his getaway after the robbery, police caught up with him pretty quickly. They remembered his previous hold-up earlier this year. During that incident he held a gun to the head of a 9-year-old boy and stole his beanie.

What I'd like to know is: where does this kid keep getting guns?!

THE BLUE PLATE SPECIAL: Everyone knows the restaurant business is tough, but some enterprising restaurateurs in China found a way to get the edge on their competitors.

Health officials in Luoyang grew suspicious when they saw that a large number of noodle shops and other food stalls had long lines of customers while other places nearby were deserted. Upon investigation, they discovered the reason for all this customer loyalty: they found that the businesses with all the business were supplementing the dishes on the menu with opium.

Confiscated from the restaurants were 1,490 pounds of opium poppy pods and 31 pounds of opium poppy seeds. Reports did not specify how much opium was used or what effects (other than a strong return business) the opium had on diners.

FAST FOOD TO GO — AND I MEAN FAST: Use a burrito, go to jail? No, not quite. But, for an inmate of Elmwood Correctional facility in Milpitas, it was get a burrito, stay in jail... longer.

Lance Todd, a trusty at the jail developed a craving for some Mexican food. He slipped out of the minimum security section and into a storm drain. The drain led to an outside street... there stood a Taco Bell... and Lance ordered 14 burritos to go.

Unfortunately, Lance didn't get to satisfy

his craving. A corrections officer saw him coming back into the facility through a grate in the storm drain. The astute officer, taking note of the Taco Bell bags in Todd's hands, deduced that he had escaped... then returned. Todd was placed into the medium security section of Elmwood and had a sentence for escape tacked onto his original sentence for DUI and grand theft.

IT'S IN THE BAG... WRONG: Another candidate for dumb-crook-of-month thought it was "in the bag" when he attempted to hold up a super market in Jacksonville, Florida. Instead, he should be hiding his face in a bag due to embarrassment.

The inept robber entered the market with a paper bag over his head, eyeholes cut into it so he could see, but the bag shifted, leaving him in the dark. When he tried to move the bag back in place it ripped wide open, exposing the face of a regular customer to the startled clerk.

The clerk, Keetak Dore said, "I yelled, 'Bob!' Then he ran away." Authorities are looking for "Bob," but they're not sure if he was armed or not... he also had a bag over his hand.

MORE STUPID CROOK CANDIDATES: (Thanks to Ken Bovasso, writing for The Guardian, Seattle Police Guild's paper.) Then there was the California checkwriter who forged stolen checks under several different names. Detectives praised the quality of the forged signature, but noted he shouldn't have used his own driver's license number on all the checks. This is what detectives call a "clue"... After another California man had his car phone stolen, his wife immediately dialed the stolen phone, told the thief how much she admired him and was turned on by a "man of action," and set up a romantic rendezvous for later that evening. She didn't show, but several cops did. And yes, Stupid showed up, anxious to meet his "date"... Finally, there is the Alabama woman who was recently sentenced for stabbing her husband to death. She had already been the suspect in two other spouse-stabbings. At her trial, the first officer to arrive at the scene testified that when he asked her how many times she stabbed her husband, she replied, "You mean today?"

POA Bulletin 91-83

To: Association Members
From: Al Trigueiro, President

At the Board of Directors' Meeting held on Tuesday, August 20th, a group of POA members voiced their concern regarding several articles written in the most recent edition of the POA's publication, The Notebook.

Since that Board meeting, I have individually met with several of these members who, along with others, will be developing an agenda to address all concerns.

This POA administration has and will continue in its efforts to represent all members fairly and justly.

New Arbitrator To Be Chosen

Hearing Delayed

The arbitration proceedings over the wages, hours and working conditions of San Francisco police officers are being reset and another arbitrator is being chosen.

On August 28, 1991 Arbitrator Norman Brand, who had been selected by the City and the Association to hear and decide our case, notified the POA that he had just been informed that an application he had submitted to the Civil Service Commission some time ago to serve as a hearing officer in disciplinary cases had been approved. Arbitrator Brand had applied to be on a City panel of hearing officers last year.

The effect of his appointment to the panel is that he will be hired by various City department heads to hear disciplinary cases. Brand felt it appropriate that he disclose his new relationship with the City and offer to withdraw. Because this case is the first to be heard under Proposition D and will undoubtedly come under close scrutiny,

the POA has decided to allow Arbitrator Brand to withdraw and select another arbitrator.

This decision was reached with some regret, as Brand has an excellent reputation and the change will necessitate some delay.

We have written the California State Conciliation Service for another list of arbitrators and expect to make our selection from that list within the next few days. Although the parties may select an arbitrator without utilizing a list from the State, that's not likely to occur. Prior to selecting Brand off of a list, the POA proposed three highly esteemed arbitrators, Joseph Grodin, Sam Kagel and John Kagel, and all three were rejected by the Mayor.

A POA bulletin will be circulated before the next Notebook with information regarding the new arbitrator and the arbitration dates as soon as these decisions are made.

"Whisper"

by Elliott R. Blackstone

Remember that old game where a circle of players start a message around the circle by whispering the message from player to player around the circle? I remember one game where the original statement was "The general wants ten trucks, he's going to advance." It ended up "The general wants ten bucks, he's going to a dance."

Something like that happened in an otherwise marvelous article about the history of the credit union.

The names of a number of credit union pioneers, either staff or volunteers, were left out.

Why? Because the article printed was basically one from Joe Reilly written for the Grand Opening of the Irving Street office of the credit union. That article was based on an article I wrote on credit union history for the grand opening in 1978 of our enlarged and remodeled building at 1250 Noriega St. In my article I talked about the folks who had formerly been involved with the credit union, thus eliminating the names of those currently working. In addition, in Joe's article, a few old timers no longer with the credit union were left out. Then some left the credit union board or committees after Joe's article and weren't mentioned.

So, for other credit union oldtimers (excuse me, ladies) here are some important names:

Staff: Dave Roche, Jim Diggins, Elliott Blackstone (Jan. 1955), Janet Taylor (Sept. 1965), Margaret Mahony (June 1968), Adoree Troche (Oct. 1975).

Education Committee: Kevin Conroy, Elliott Blackstone (Nov. 1955)

Supervisory Committee: Sydney Olson,

Renzo Panelli

Board of Directors: Bill Murphy, George Smith

Many others have also provided service to you through the credit union in more recent years, but the above were the pioneers, in addition to those previously mentioned.

Unit Order 91-01 (Investigations)

Welfare and Institutions (W&I) Code Sections 10850.3 and 17006.5 make it mandatory that a request for information about a person with an outstanding felony warrant be sent in writing from the Chief or his designee.

Deputy Chief Frank Reed has been selected by the Chief as his designee. Members of the Inspectors' Bureau who believe a person with a felony warrant may be receiving benefits from the Department of Social Services (DSS) must follow the following procedures:

- Contact Room 400 in writing with a letter for Deputy Chief Reed's signature requesting information from DSS. The person named must have an outstanding felony warrant. Deputy Chief Reed shall make a determination, and, if warranted, shall send a written request to DSS.

- Before making an arrest on the DSS' premises, the inspector must contact the senior person on site and coordinate the arrest procedure.

Officers should know that under no circumstances should they directly contact DSS. Information regarding clients of DSS is confidential and employees of DSS may not release the information with the exception of a felony warrant suspect under Sections 10850.3 and 17006.5 W&I Code.