

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



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California Organization
of Police & Sheriffs.

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

VOLUME 24

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204

NUMBER 1

On Duty Meal Deduction

by Duane Collins

This year I was given a copy of a lower court decision regarding the deductibility of: "ON DUTY MEALS" This was the case of U.S. vs. CHRISTEY, at that time the case was under appeal to the Supreme Court and I advised my friends not to do anything until the appeal was ruled on. Now according to the Deputy Sheriffs' Association of San Diego, the appeal has been rejected by the Supreme Court and the lower court decision was left standing.

The Case:

U.S. vs. CHRISTEY: "Minnesota State Police Troopers were permitted to claim business expense deductions for meals that they purchased while on duty. The officers were required by the state to eat their on duty meals in public restaurants that were adjacent to a highway to promote public safety through their presence in the restaurants and to facilitate communication with the public. Because the officers were on duty while they ate, their meals frequently were interrupted or had to be abandoned when they were called to service. The district court had correctly concluded that restrictions placed upon the officers regarding their meals, including prohibitions against bringing meals from home to eat in their cars and requirements that the officers eat at certain times and

places, transformed what would usually be nondeductible personal expenses into deductible business expenses."

In San Diego their police officers are allowed a thirty minute meal period under section 33 of their M.O.U. Paragraph E of section 33 states: "During this thirty minute break, officers will be available to respond to emergency calls". Sound familiar? During our 10-7M we are also required to remain in radio contact with dispatch and be available to respond to a call or and on view while eating.

Because of this requirement in the code 7 policy, the D.S.A. of San Diego contacted Martha F. Stanton C.P.A. of Escondido, California and asked whether on duty meals were deductible for San Diego Police Officers. Ms. Stanton advised that the meals did qualify as a deductible business expense and are subject to the 2% limitation of adjusted gross income, the same as union dues, uniform cleaning, tools, etc.

I would caution anyone, as Ms. Stanton does, this deduction is for meals purchased at work, not brought from home. Further, you will need to keep all receipts for the meals as well as a daily log including: date, time, place and amount expended. Even with all this, you should be prepared for a possible fight with the I.R.S. over the deduction.

Voters Reject Agnos

by Ray Benson, Chairperson
Legislative Committee

Mayor Art Agnos' stunning defeat December 10 at the hands of the voters, who chose former Chief of Police Frank Jordan over the incumbent, sent shock waves to all those Democratic Party leaders who supported Agnos. Or at least, it should have. Hopefully, they have learned from the mayor's demise that they cannot be assured of remaining in office just because they circle the wagons around each other when election time comes.

That the Police Officers' Association was opposed to Agnos was not a surprise to anyone. That he and his administration were doing us wrong had become public knowledge, in part because of the outstanding public service provided by the Independent in printing and distributing "The Agnos Years" by Warren Hinckle.

The Jordan victory was a surprise to most, however, as it seemed inconceivable that a political insider like Agnos could be knocked out of office in this liberal city by a chief of police who had never before run for office. This was particularly so since Agnos had been elected by a landslide only four years ago and had all the bigshot Democrats in his corner.

We were certainly going to oppose the mayor; we had no real choice in the matter. His administration shut us out consistently, despite several efforts on our part to make peace with him. His administration was so arrogant they boasted, right up to the end, that they would see to it that we got nothing.

However, we became pleasantly surprised when we learned that we had so much company when we finally took Agnos on. Ultimately, it was enough to defeat the incumbent mayor who had, on more than one occasion, indicated to us that he was politically invulnerable in this City. We thought he might be right. Evidently we sold the voters short. We sold Frank Jordan short too, for that matter. Fortunately, so did Agnos, his staff and his advisers.

The election result can't be explained as a conservative swing, as the same voters that dumped Agnos voted to tax themselves for the school system when they adopted Proposition A.

Our spin on the upset is that the Agnos people were just too arrogant, and

underestimated those they made enemies of as well as the voters. Agnos supporters have been easier on the mayor and his administration. They generally explain his loss on his having raised expectations too high, or on the recession. But that's not what the 600 or so campaign workers who went to work for Frank Jordan on election day said.

Approximately 100 police officers walked precincts on election day. We were joined by hundreds of firefighters, 250 according to most estimates. Why all the firefighters? The Agnos campaign staffers had been sure they could convince the voters that Art was a swell guy who should be re-elected for putting an end to overt racist incidents in the Fire Department, so they manufactured a racial crisis. The infamous occasion when a white firefighter urinated on a black firefighter is a good example. Such conduct would, of course, be disgusting under any circumstances. But, if motivated by racism, how despicable and...how wonderful for the mayor.

I expect that one of the mayor's political advisers said something like "What the hell, Art, say it was an act of bigotry. The polls show bigotry is unpopular in San Francisco. Say that without you, white firemen would still be pissing on black firemen and you'll get more votes than you will lose by stiffing the firefighters."

Hinckle chronicled this story in "The Agnos Years" thusly: "On the radio talk show circuit the mayor attacked the San Francisco Firefighters as racist. One story the mayor repeatedly told was that of a white fireman urinating on a black fireman which had occurred almost ten years before, in 1981. Further investigation into this

See REJECT, Page 24

POA Election

Annual Board of Directors Election

1/24/92 - 2/10/92

Co. A (vote for 2)

Frank Machi
Jim Deignan

Co. B

Mark McCauley

Co. C

John Hagget

Co. D (vote for 2)

Charles Ellis
Rich Pate

Co. E (vote for 2)

Jim Drago
Dave Herman

Co. F

Chris Cunnie

Co. G

Mike Murphy

Co. H

George Rosko

Co. I

Robert Knighton

Co. K

Ray Shine

MUNI

Cliff Java

TAC

Jerry Donovan

HDQTRS (vote for 2)

Glenn Sylvester
Forrest Fulton

Inspectors (vote for 2)

Gary Lemos
Roy Sullivan

PBTF

Steve Balma
Kevin Cashen
Alex Fagan

Retired

Gale Wright

Also to be voted on are changes to the POA Bylaws
(See pages 13-18)

The Notebook Needs You

We need your articles to make
this the best possible newspaper.

Articles should be sent to:

Tom Flippin, Editor

SFPOA Notebook

510 7th Street

San Francisco, CA 94103

Deadline for February issue:

Monday, January 27, 1992

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Widows and Orphans Aid Association

The regular monthly meeting of the Widows and Orphans Aid Association was called to order by Pres. Thomas Bruton at 2:05 p.m., Wednesday, December 18, 1991 in the Conference Room, Ingleside Station.

ROLL CALL OF OFFICERS: Trustee P. Maloney excused, all others present.

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

NEW MEMBER: Motion McKee/2nd Jeffrey that KEVIN M. CLEARY be accepted as a member. APPROVED.

COMMUNICATIONS: Following donations received and acknowledged by Sec'y.: JOHN KEKER and PIUS LEE — monthly contribution of Commissioners' salaries; Veteran Police Officers — in memory of Retired Sgt. Robert H. Wood; Mr. & Mrs. S. Schiessel — in memory of Retired Lt. Edgar Eimil.

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

OTTO ELVANDER — Born in San Francisco in 1907, Otto was working as

a watchman at the Opera House when he was appointed to the Department in 1935 at age 28. He was assigned to Headquarters Company, Communications, serving there for 7 years. Worked a short time at Co K, before leaving for Military Leave for 3 years. Upon his return in 1946, Otto started his tour of the various district stations, during which time he was appointed a Sergeant in 1948. Appointed an assistant inspector, which at that time was the same salary as a Sergeant, he was assigned to Juvenile Bureau, where he remained for 4 years. Then re-appointed as Sergeant, he was at Potrero for 4 years, Mission for 3 years and then finally Ingleside where he retired for service in 1968 at age 60. Otto was Past President of the Widows and Orphans, as well as being very active in outside organizations such as the Masonic Order and the Native Sons. He would have been 84 on the 31st of December.

JOSEPH GOYTON: Born in San Francisco in 1928, Joe was a salesman before becoming a San Francisco policeman in 1952 at age 24. From the Academy, Joe went to Taraval for 6 months and was then assigned to Solo Motorcycles where he

stayed for ten years until he was transferred to Bureau of Inspectors. Promoted to Assistant Inspector in 1965, and Inspector in 1968, Joe was in the Robbery Detail until his retirement for disability in 1982 at age 54. He received the following awards during his time in the Department — 1955, 2nd Grade for armed suspect in a funeral parlor holdup; 1955 C/C assisting in the rescue of occupants from a gas-filled building; 1958 — 2 Awards — 2nd Grade for arrest of suspect in drugstore holdup; C/C — arrest of 3 juveniles attempting to burglarize a grocery store; 1959 — C/C for arrest of suspect wanted for armed robbery; 1061 — 2nd Grade for arrest of armed suspect wanted for numerous armed robberies; 1962 — 2nd Grade for arrest of armed suspect and armed female companion both on wanted list; 1966 — 3rd Grade for arrest of 2 armed suspects fleeing the scene of a holdup. Joe passed away at the young age of 63.

THOMAS SHIBUSH — Another San Franciscan, born in 1922, Tom was a copersmith before he joined the Department in 1947 at age 24. After his Academy training, Tom went directly to the City Prison, where he remained until his retirement for service in 1972 at age 50. Tom was only 69 when the inevitable caught up with him.

ROBERT H. WOOD — One more San Franciscan, born in 1919, who entered the Department in 1942 at age 23, after driving a Muni bus. Bob was only a short time at Park Station, when he was granted military leave, serving in the Armed Forces from 1943 to 1946. Upon his return, Bob was assigned to Mission Station staying there for 9 years until appointed a Sergeant in 1955 and being transferred to Potrero. He was there for 4 years, to Southern for 3 years, then to Park and Ingleside before going to City Prison where he retired on service in 1973 at age 53. Bob received the following awards — 1948 — 1st Grade for arrest of 3 armed holdup men; 1957 — C/C for arrest of 2 juveniles with stolen property in their possession; 1958 — 2

awards, one C/C for arrest of 2 suspects for a drunk driving H&R; also 2nd Grade for arrest and disarming of a suspect who had just robbed a tavern; 1961 — 2nd Grade for arrest of an armed suspect who had held up a cab driver. Bob was 73 at the time of his death.

REPORT OF TRUSTEES: Mr. Bricker, V. Pres. Security Pacific Bank, reported an increase in the portfolio of \$35,000. Because the account has 15% in stock and 14% in cash, he suggested the purchase of \$250,000 5 year U.S. Treasury Note returning 6.25% and also purchase of two stocks to increase our holdings in equities. APPROVED by Trustees.

UNFINISHED BUSINESS: There being no nominations from the floor, and no contest for any office, the Secretary was advised to cast an unanimous ballot electing the following: PRESIDENT — KEVIN O'CONNOR (Park Station), VICE PRESIDENT — PETER MALONEY (Southern), TREASURER — WILLIAM PARENTI (Retired), TRUSTEES — WILLIAM HARDEMAN (Retired), ROBERT HUEGLE (Sex Detail) and JAMES STURKEN (Retired). Trustees and Treasurer are elected for two years, Pres. & V. Pres. for one year.

NEW BUSINESS: Motion presented by Tr. Jeffery, 2nd by Tr. Kurpinsky that the benefit be increased to \$500.00 to \$13,000, effective January 1, 1992. APPROVED. 2nd Reading at January meeting.

GOOD OF THE ASSOCIATION: Pres. T. Bruton set next regular meeting for 2 p.m., Wednesday, January 15, 1991 in the Conference Room, Ingleside Station.

Installation of Officers at this time. ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:55 p.m. in memory of the above department brothers.

Fraternally,
Bob McKee, Secretary



From left, Sgt. John Sterling, Dannielle Cato, Canned Food Store Manager Jon Atkinson and Captain John Gleeson.

Co. H Cops Play Santa

During the 1991 Thanksgiving and Christmas holidays, Ingleside Station police officers initiated a drive to collect clothes, food, toys, and cash to be distributed to those people most in need in their district.

It all started in October, when John Sterling, a sergeant assigned to Ingleside station during the last three years, responded to a domestic incident involving a family which obviously was in need of assistance. It made a deep impression on John. On his way back to the station, Sgt. Sterling made a decision that he would provide some relief to this family, even if it were only during the holidays. As soon as John reached the station, he relayed his predicament to some officers at the station. Without being asked, officers started to donate cash to John — thus, the food drive started. When the people and businesses from the

district heard about the station effort, canned food and toy donations piled up in the hallway in front of the lieutenant's office. Canned Food Store Outlet manager Jon Atkinson heard of the drive. Atkinson immediately phoned Captain Gleeson and volunteered his store as co-sponsor. As for possible recipients: churches, community centers and housing authority were asked by officers for recommendations.

Days before Thanksgiving Day and Christmas Day, Ingleside officers, in the midst of their busy work schedules, managed to deliver the donated food and toys to those in need in between runs and assignments.

Officer Brenda Rodgers summed it all up, "It surely brought holiday cheer to the recipients." Her partner, Officer Clodagh Coles added, "But the pleasure was ours!"

Editorial Policy

The Notebook is the official newspaper of the San Francisco Police Officers' Association and is published to express the policies, the ideals and the accomplishments of the Association. It is the Notebook's editorial policy to allow members to express their individual opinions and concerns within the necessary considerations of legality and space. Submissions that are racist, sexist, and/or unnecessarily inflammatory or offensive will not be published. Contributors must include their names with all submissions but may request that their names not be printed. Anonymously submitted material will not be published. The SFPOA and the Notebook are not responsible for unsolicited material. The editors reserve the right to edit submissions to conform to this policy.

The San Francisco Police Officers' Association NOTEBOOK

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

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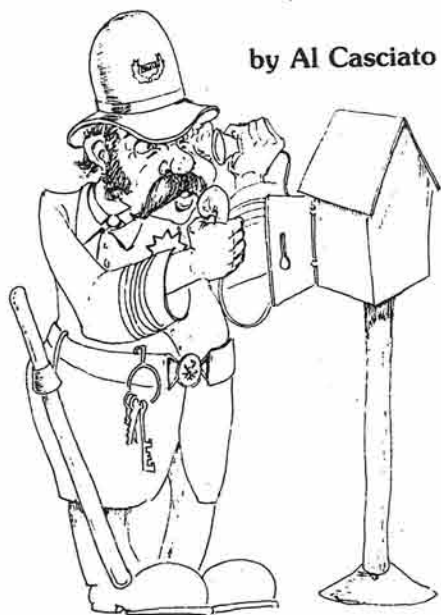
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AROUND THE DEPARTMENT

by Al Casciato



... at the request of the Editor, "Around The Department" will not appear in order that space can be allocated for the bylaws. Please read the changes carefully, your support is necessary and encouraged. See you next month . . .

Fund Established

by Robin Matthews, Co. H

Gene Tartaglia has established the J.D. Hicks/Mt. Zion Fund in memory of Officer J.D. Hicks, who passed away this past October. This fund will benefit the Mt. Zion Hospital fifth floor HIV unit. The use of the funds raised will be determined by the unit's nurses themselves. The unit is in great need of financial assistance due to an overwhelming number of patients. A letter from the nurses describing how the funds were used will be posted at a later date.

Checks should be payable to:
J.D. Hicks/Mt. Zion Fund
Account #0261306477
(must be on all checks)

Mail checks to:
J.D. Hicks/Mt. Zion Fund
Bank of America
Castro & Market Streets Branch #26
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Attention: George Higginson, MBO
For any questions, please call Gene Tartaglia at 291-2211 at work or at 864-6174 at home.

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Mickie Griffin and Bob Fife

For Those Who Served

by Bob Fife

Amidst the bands and the banners, ten San Francisco police officers participated as honored guests in the 1991 San Francisco Veterans' Day Parade. These officers were invited to be honored guests in the parade because each of them was recalled and served on active military duty during Operation Desert Storm.

Representing the Coast Guard, Marine

Corps, Army and Merchant Marines were Bob Fife, Mickie Griffin, Larry Henderson, Jim Pritting, Jessie Washington, Toney Chapin, Bill Brunicardi, Angel Lozano, Curt Dowling and Samuel Lacabanne.

We are grateful to Chief Casey for encouraging our participation in the parade. We were proud to represent both the San Francisco Police Department and our military service organizations. It was a



Angel Lozano and Curt Dowling

special event, since this was the first time in recent memory that police officers were asked to participate in the parade as veterans rather than in their usual role as parade monitors.

Although the ten represented Desert Storm Veterans, in our heart we represented all San Francisco Police Department Veterans from all wars. Let's hope this is the beginning of a Police Veterans contingent in future Veterans Day parades representing "All Those Who Served."



Christmas Hospital Visit 1991

by Steve Johnson

Dave Robinson, Dan Gallagher, Leroy Lindo, Gil Chang and Charlie Coates were the 5 most photographed San Francisco police officers on Wednesday, 12/04/91, as they toured every San Francisco hospital and numerous child care centers in Santa suits, patiently sitting with over 600 deserving children as their uniformed elves snapped Polaroid me-

mentos that were then left with the children who might otherwise never have the opportunity to speak directly to the resident of the North Pole.

I would like to personally thank all who participated for giving their time as well as the following organizations:

SFPOA Police Services Committee

SF Firefighters Toy Program

Elks Club of San Francisco

And, this event could never have taken

place without the patience, understanding and greatly appreciated assistance of Mrs. Joyce Farrow, Mrs. Yvonne Huey, Mrs. Laverne Petrucci, and Mrs. Louise Wright.

Also, special thanks to our Santa Elves, Jennifer Forrester, Barbra Elzer, Linda Delanini, and Barbara Parra.

If you really want to experience the spirit of Christmas, come with us next year.

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Legends In Their Own Time: John Fotinos & Gus Coreris

Someone once said that the world is a stage and we all have certain parts to play. Some were meant to play major roles while others will be cast in supporting roles. John and Gus were destined for leading roles which eventually brought prestige and notoriety to our department. It was also a blessing for our law abiding citizens to know that men of their caliber were walking the streets of our city, thus making it safer for our citizens to enjoy a restful and peaceful sleep.

Thumb nail sketch — John "Timothy" Fotinos:

The middle name not only arouses my curiosity but also it intrigues me. There is no question of John being proud of his Greek ancestry, but why Timothy? Let's say that it was bestowed upon him in respect to a distant relative that was admired and loved.

John was born in our city, November 1, 1925. Most of his youth was spent in the South of Market and Mission portions of our city. Academically he was quite an athlete, starring in track at Everett Jr. High, and at Mission High School he excelled in crew and football. His speciality in track was the 100 and 400 relay but his time will have to remain with me in order not to cause him any embarrassment.

John and Gus met for the first time in 1942 when Mission and Polytechnic engaged in a football game at the old, historic Kezar Stadium. In 1943 upon graduating from Mission High School, John enlisted in the U.S. Navy. He served with honor and distinction and saw action while he was an aerial gunner and observer on a PBY Patrol Plane in the Caribbean Sea and Mid-Atlantic on anti-submarine duty. He was honorably discharged as an Aviation Machinist Mate, 2nd class.

Returning to civilian life, John used his GI Bill of Rights to get a degree to become a physical education instructor at SF State University. He completed one year but had to put his further studies on the back burner due to an illness to a member of his family.

John then went to work for Foster and Kleisser's as a builder of outdoor signs and to further his income would work on Saturdays as a gardener. One Saturday he was informed that he would not longer work Saturdays, since the company had hired a permanent gardener. What then occurred was one in a million. The permanent gardener turned out to be none other than Gus Coreris. You could have knocked John over with a feather, but it was also the beginning of a long and wonderful friendship.

Our Legend in his own time doesn't seem to be able to hold down a steady job as he then went to work for a beer company, driving a truck. It was there that he met John Donovan. John eventually became a member of our department and whenever he saw John he would tell him what a breeze police work is and that he should take the police examination. Many of you retired members will remember John Donovan and the impression that he leaves with us is that he was a jovial type of person, a gentleman and easy going.

John took his advice and on May 1, 1949 he was sworn in as a member of our department. His early years were spent at Richmond and Northern Stations. At Northern he was most fortunate to work with one of the most beloved officers in our department; the late Jake Caulfield. The respect that John had for Jake was overwhelming and eventually lead him to being the god father of his beautiful and lovely daughter Theresa. John really came into his own at Northern Station. He along with

Jake Caulfield, received numerous meritorious awards and Captain's commendations. In one meritorious award he was involved in a shootout with a wanted felon who had killed one police officer and had wounded a 2nd officer.

With the assistance of Jake and George Engler they arrested a murderer who was considered armed and dangerous. Our citizens were quite relieved when he was taken into custody. A precarious position for John occurred when he was on a fire escape with a suspect who had previously shot a victim in the chest with a shotgun. Common sense, which is not common for many people, played a major part in John's safety. He knew that while the weapon was in an upward position that there was a great risk that the weapon could fire. The opportunity arose that the weapon was in a downward position at which time the suspect was disarmed and taken into custody. John was rewarded for his fine work by being promoted to the Bureau of Inspectors in 1958. It seems he has been blessed by working with fine men throughout his entire police career. Frank Gibeau was his first partner in the Bureau. John has a soft spot in his heart for Frank's patience in teaching him the intricacies of investigation conducted by the Bureau.

A little insight on Frank Gibeau. In his college days he was touted as one of the leading & outstanding track stars in the United States. I believe his speciality was the 100 yard event. It was in the General Work Detail that John and Gus became partners under the leadership of then Lieutenant Donald Scott. It occurred due to the detail being merged into the Homicide Detail. Their partnership lasted for sixteen years and it was a sad day for John when Gus informed him that on the 20th of September of 1976 that he was going to take that long awaited walk into the sunset and call it a career. It just wasn't the same without Gus, for in four years John also called it a career.

Romance came into John's life at an early stage. He met his wife, Barbara Stevens through a mutual friend. The courtship lasted for a short period of time, especially after John heard that she was a gourmet cook and a nurse at Children's Hospital. I have had the pleasure of meeting the lady of his dreams and she is most charming, gracious and there is that certain feeling when she walks that gives the impression that she is of royal blood. John looks back and considers himself such a very fortunate man to have had Barbara as his wife that he can't imagine what life would have been without her. The happy couple celebrated their forty four years of wedded bliss during the year. Their blessings consist of three daughters and one son, Tony, who is a sergeant with our department. They have four beautiful and loving grandchildren, Mat, Dan, Ben and a sweet, adorable, precious little girl by the name of Katherine who came from heaven and brought so much happiness and love to so many people. What is remarkable is that she accomplished all of this by herself at the tender age of one year.

As for his long lasting friend, Gus, the words of praise came from his heart and they were so sincere and beautiful they should be inscribed in cement as a monument to their deep rooted friendship and the fondness of love that can exist between two normal and beautiful human beings.

Thumb nail sketch — Gus Manual Coreris

Our man was born in San Francisco on Jan. 13, 1925 and comes from a large family, consisting of eight boys and one girl. As a young boy, most of his youth was spent in the Richmond district. He developed into quite an athlete at Polytechnic High School. During a football game with Mission in 1942; the important

item of the day was the first meeting between John and Gus. Secondary, Polytechnic went on to win the championship. Gus played a major role as his talents entitled him to be placed on the All City Football team. He also played basketball, but I won't elaborate on it due to his size.

Gus placed his last year at Poly on hold so that he could contribute to the war efforts against the Japanese Empire. He eventually became a member of the United States Airforce and received training and saw action as a radio technician control tower operator in the CBI theater in India for two years. He received several citations and was honorably discharged as a Sergeant in 1946.

He was a great admirer of former Deputy Chief James Quigley and as a young lad, he handed out circulars when Quigley was running for Sheriff. He was most instrumental in Gus joining our department.

I am not going to go into all of his brothers and relatives who made a career out of law enforcement. Briefly, there was Tony, Sheriff's department; Homer, with our department and George, the Housing Police. George was born to go into law enforcement work as he was one of the most dedicated police officers I had the pleasure of knowing. It was 1946 when George was on active duty and he was chasing a burglary suspect that in the process he received a massive and fatal heart attack. His sister Pearl in the fourties was the secretary to the Commissioner of the California Highway Patrol. His daughter, Lucille was also a secretary to many of our former Chiefs of police. Son Mike was the first police cadet in San Francisco. He eventually became a police officer but is making a career as an expert on computers with the American Express Company. His daughter, Lucille is also married to one of our finest, James Selby, and has given Gus and his lovely wife Katherine many hours of happiness being with their two grand daughters, Stephanie and Natalie.

Gus and his most gracious wife, Katherine met through a cousin and this year they celebrated forty-five years of happiness and Gus stated that of all the people in the world that the person he most admires is his devoted wife. Gus has a hobby of a sort: cooking Greek dishes, but stated that compared to his wife's cooking he appears a novice.

Gus is rather small in stature as I have mentioned, but one early morning in the Tenderloin I saw him in action as he engaged in an altercation with two individuals. I won't mention how it came out but from that evening on, our man was addressed as Officer Coreris or Mr. Coreris.

A story that Gus likes to mention is about our former and popular ex-chief Thomas Cahill. In civilian life, Thomas Cahill delivered ice to people's homes in his big Mack Truck. One of his customers was Gus's parents. When that occurred, Gus would sneak out of the house, jump on the back of the truck and break off chunks of ice. How tasty it was to suck and suck on it during a hot summer day. It was like when you went to the butcher with your mother and the butcher would cut off an extra piece and hand it to you and how delicious it tasted. How times have changed. The little things in life to many of us don't seem very important nowadays.

The combination of Gus and John was a perfect set up and credit must be given to then Lieutenant Donald Scott for being clairvoyant. It was a perfect match as they both spoke Greek fluently and on numerous occasions it proved to be an investigative tool in questioning Greek suspects involved in all type of criminal activities. However, what still remains a mystery for our Legends in their own time is an incident that remains with them to this day. Donald Scott, when he was in charge of the General Work Detail as Lieutenant, had assigned two Inspectors as the bomb experts. For some unknown reason or perhaps for using good common sense, the Inspectors declined the offer. Naturally two young and energetic Inspectors like Gus and John were made the bomb experts. They held the title but never received a moment of training. They are thankful to the Lord that they were never called on to defuse a bomb. The question that remains with Gus and John to this day is whether our ex-chief was trying to get rid of them.

Little is known publicly of Gus and the

work he performed when he was the first Vice President and Chief Investigator of our Association. Some of the benefits that we are enjoying to this day are Gus's work.

Captain Charles Ellis who was in charge of the Homicide Detail along with Gus and John were instrumental in initiating the California Homicide Association which is still going strong at the present time. Gus and John handled many cases in Homicide but the three that gave them the most satisfaction were the O'Brien, the Kerlin cases and the Goldman case.

The Zebra case received the most notoriety. It took two and one half years to solve. The court case lasted for over one year. Four subjects were arrested and convicted for murder in the first degree and received life term sentences in State Prison.

Gus, like John, has received his share of meritorious awards for their excellent and outstanding investigations such as the Zebra Case.

For the arrest of an adult and juvenile for throwing lye into a male victim's face, causing blindness on one eye.

For the rescuing of numerous people in an apartment fire at great risk to his own life. The things that I remember about these two gentlemen were that they weren't publicity seekers and always gave credit to the men in uniform whenever it was warranted.

On January 31, 1992, Gus is planning on retiring after fifteen years as the Chief Investigator of the Western Area of the Prudential Life Insurance Company.

He is planning on spending more time with his lovely wife Katherine and their loved ones.

Gus speaks fondly of John whose friendship has now gone on for approximately fifty years with compassion, respect and admiration.

He also remembers and remains grateful to the hundreds of co-workers who were involved in his career. There has never been a greater bunch of men and women upon this earth who gave their all to the law abiding citizens of our city.

I would now like to give you a little insight on these two men that have come to me from various sources. I heard that both of these retired inspectors were rather conservative when it came to putting out a buck. One incident that occurred was one afternoon, John and Gus were cruising by the Fairmont Hotel. John, asked Gus, if you owned the Fairmont Hotel would you retire? Gus said "no" which sort of caught John by surprise and when he asked him why not, Gus replied "I wouldn't want to give up the overtime."

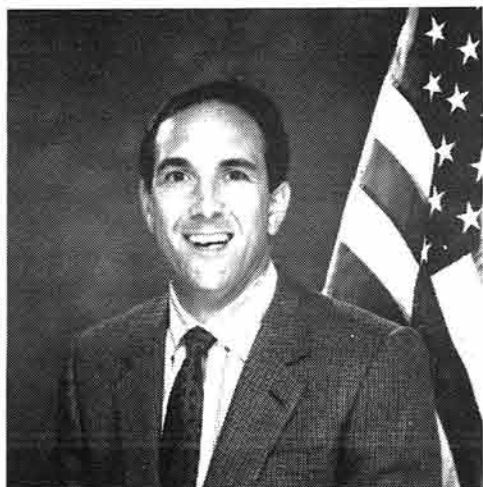
A similar incident regarding John and his reputation was that the only thing that he ever put out was his breath and that he drew right back in.

Of course we only tease the people we like as contrary to the to the above paragraph, I can recall an incident that I observed one afternoon when I was in the Homicide detail. An Inspector was soliciting funds for an Inspector who was in financial difficulties due to a long, lingering illness. Our two Legends in their own time, without hesitation, took out their wallets and gave a generous donation. It wasn't important to know the Inspector's name but what meant so much to them was that it was a brother who needed financial assistance.

Our featured retired Inspectors for the month are a class act, a credit and truly wonderful examples to all law enforcement officers and my thanks as well as those of our law abiding citizens goes out to them for a job well done and to wish them a happy retirement.

Some day there is no doubt my mind that police work will be listed as a profession such as doctors and lawyers. When that memorable day occurs we can look back to officers like you and say thanks. We can stand tall and straight with heads held high and say, yes, I am proud that I was a police officer. You have set the stage for all future police officers to follow. So many of them that knew you personally would agree unanimously that you were indeed Legends in your own time.

Thank you for letting me delve into your personal life and, most important, for being a friend. My last thought to the two of you as well as to all retired members and active members is start living the new year by learning to live each day to it's fullest as no one promised us a tomorrow.



FROM THE PRESIDENT

Your POA enters 1992 with new found hope and a renewed spirit of enthusiasm, the likes of which have not been experienced in quite some time. A New Year, a New Mayor and a first-ever contract determining our wages and overall benefits are what we will be looking forward to with great expectations.

The last four years were noticeably difficult and draining as we regularly faced the rancor of a mayor and his lackeys who preached a progressive labor agenda but, in truth, practiced divisiveness and a POA-gets-nothing attitude. Even threats were commonplace as was evidenced by a group of officers who recently heard the defeated Mr. Agnos warn them to prepare for the loss of the ten hour day. Police and Fire bashing occurred regularly in and out of the press with few politicians coming to our defense either out of fear of retaliation or a misplaced sense of loyalty to the former occupant of City Hall's Room 200.

You are to be congratulated for your persistence in being the primary catalyst in the eventual demise of this mean-spirited former mayor and his band of charlatan political appointees, who posed as deputy mayors and labor relations experts. You, the membership, saw this man and those he surrounded himself with for what they truly represented and let the electorate know how you felt about this terrible situation. Obviously and thankfully, the citizens listened to what was being said and understood who was responsible for the decline in their City services.

Before moving on to a new and more pleasant chapter, we should be mindful of the valuable lessons learned from the experience of the past four years. It was demonstrated quite clearly who this Association could count as its friends and allies. As we are painfully aware, politicians sway with the political winds, but labor has been and continues to be steadfast in its support of our needs. Should we ever again be faced with a similar political situation, it is my hope that our Association will be part of the labor movement where critical support and the necessary political leverage will be found. We must never forget that it was the local labor movement that solidly and without question supported our efforts during the campaign for Proposition D and that it was much of labor (the Firefighters and the Building Trades) who helped to successfully wage the mayoral campaign of

Frank Jordan. Make no mistake, there is real strength in numbers and in labor solidarity.

Soon we will be faced with a golden opportunity to decide on a number of critical By-Law revisions and additions, including the issue of labor affiliation which is long over-due.

Approximately a year and a half-ago, Mike Keys formed an affiliation committee to examine the pertinent issues, to interview perspective, interested unions and to make a recommendation.

After months of meetings with union officials from such notables as the Teamsters, American Federation of State, County and Municipal Employees, Marine Engineers Beneficial Association, International Union of Police Associations, Transport Workers and Service Employees International Union, the Committee recommended that our Association join forces with the D.A. Investigators and the Airport Police and affiliate with labor under the umbrella of SEIU (AFL/CIO), the Service Employees International Union. Besides being the largest union in California and one of the most politically active in San Francisco, it also represents 30,000 police officers across the Nation.

But what really drew the Committee to make its recommendation? Quite simply, there were three primary reasons. SEIU allows its affiliates to maintain their own charter with a unique autonomy and independence. In other words, the POA will continue to run its own show and to do the things that it has always done: such as, represent its members at all levels, hire its own attorneys and make its own political endorsements. There will not be any drastic changes and our history and traditions will be maintained.

Secondly, the question of autonomy is directly connected to the question of who controls the money. SEIU is a "low-tax" union with the lowest per capita tax of any major union in the AFL-CIO. Your dues will not be increased and will be retained and controlled entirely by your Association.

In fact, the per capita tax would be gradually phased in over a five year period, allowing for financial adjustments to be made without dues increases. For your information, in the first year, the per capita tax paid to the National organization, the S.F. Labor Council and the State Council would amount to \$1.07 per member. This amount would be gradually increased to the final step of \$5.64 per member in the fifth year. Besides, costs associated with affiliation will be substantially off-set by the increase in the POA membership, should the Airport police and D.A. investigators choose to become part of our Association.

Finally, SEIU would be able to provide us with a wide range of services, including but not limited to representation, collective bargaining, organizing, research, health and safety, communications and administrative training. Also available to us would be the services of a public relations firm.

This will be an appropriate time to make this move to labor and to build those bridges that will maintain a strong Association well into the 21st century. Make Local 911 a reality by voting for our Affiliation with Labor.

Treasurer's Report

by Phil Dito, Treasurer

1991 was an exciting year. The Persian Gulf war, the restructuring of the USSR and the exit of Art Agnos from San Francisco politics certainly kept one's attention. This year's news will be the state of our own economy, not to mention the status of our own contract negotiations with the City. The winds of change are upon us and that leads me to the current bylaw changes proposed by the Executive Board of the POA: namely the affiliation of our Association with the Service Employees International (SEIU) and the merging of the San Francisco POA, the San Francisco Airport POA (SFAPOA) and DA Investigators (DAIA) associations.

The time has come and the time is right. This new association, referred to as Local 911 will add political weight to our cause, enhance our coffers by some \$80,000 a year and add diversity to our membership.

The affiliation of this organization with SEIU will bring an added cost, but the merging of the three associations will offset that cost due to increased dues collections. A deal has been struck with SEIU to allow us to affiliate at a yearly rate of \$1.07 per member, per month. This fee is considerably lower than the \$5.64 fee per month we will be charged at the beginning of year five in the agreement. At year five the dues will level out.

You may ask where our dues go, and what do we get for the money. I'll break down the first year's dues and give a short explanation of what that money does for us. In year one of the affiliation contract, \$.50 goes to SEIU. SEIU is an international union with a membership of 950,000 and represents a cross section of

workers including nurses, health care workers, school employees, public sector workers and over 30,000 police officers nationally. Our dues to SEIU provide the association with training in collective bargaining, health and safety issues, grievances and leadership for members. SEIU also supports political action, legislative programs, media and public relations departments, printing and legal representation in Washington DC.

Once our association joins SEIU we then become part of the San Francisco Labor Council, State and Bay Area Labor Councils. The SF Labor Council is very active in city politics and makes labor recommendations for local and state elections. The SF Labor Council also monitors local legislation effecting our retirement and health and safety issues. These costs are \$.40, \$.12, and \$.05 per month respectfully and are locked in. The APOA and DAI may bring some additional liabilities with them but I don't see them making a significant difference.

I sat in on many affiliation meetings and, of all the unions wanting our membership, SEIU offered us the best benefit package for the money. I truly believe that aligning ourselves with the Airport Police Officers Association and the DA Investigators at this time is in our best interest. Unions are making a comeback in this country, and because of the economic downswing it is important for us to become better equipped to handle the problems presented to our membership.

I encourage all members to take a very close look at these bylaw changes and to ask questions. After having satisfied yourselves of the benefits of this merger and affiliation, I invite all members to vote with me for the bylaw changes.

Right Here In River City

by Bill Hemby,
COPS Legislative Advocate



1992 — Outlook Is Bleak

As the economy wallows in a wash of stagnation, and the grip of the recession hangs on, projections for next year's legislative session remains grim. With the economy down, taxes will remain flat, resulting in less money coming into state, city and county treasuries. This alone will cause dire consequences.

Add the reapportionment mess, term limitations, more budget cuts, less staff, a rift between the governor and Democrats, the governor and conservative Republicans, an election year, and you have a real donnybrook brewing.

The governor has already come out swinging by seeking "Budget and Welfare Reform". As I have said in the past, when you hear the word reform, look out! The governor's budget reform package would affect the way lawmakers deal with the budget.

For public employees, the key items in

the reform package are two dealing with fiscal emergencies. It allows the governor to declare a fiscal emergency if the budget is not passed and signed by July 1. The prior year's budget would continue to operate until the new budget is passed. The governor can propose reductions in programs not specifically protected by the constitution and reduce salaries and benefits of state workers not covered by a collective bargaining agreement by up to 5 percent.

The governor would have authority to declare a fiscal emergency if revenue drops and/or expenditures increase causing a budget imbalance of at least 3 percent. The governor may reduce spending that is not specifically protected by the constitution.

This is the same thing the governor tried to do last year when he wanted to stop local agencies from granting pay raises and set aside collective bargaining. The governor is attempting to put these provisions, along with welfare reform on the ballot next year. Tied together, they could have a great appeal to voters.

There is indeed a trickle down effect. When state revenues are reduced, funds are turned off to reimburse programs to cities and counties. For example; POST took a \$18 million hit on its budget, that in turn made POST cut off all academy reimbursement funds. Alcoholic Beverage Control (ABC) lost funding for half of its investigators, and local departments will be required to take up the slack.

With a 1992 shortfall of \$4 to \$7 billion, look for further and costlier cuts.

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SFPOA Board Of Directors Meeting Tuesday, December 17, 1991 1500 Hours

SFPOA General Membership Meeting Tuesday, December 17, 1991 1700 Hours

Call to Order

Pledge of Allegiance

Roll Call: Present: Deignan/Co A, Macaulay/Co B, Sylvester/Co D, Ellis/Co D, Paulsen/Co E, Goldberg/Co E, Tennenbaum/Co F, Murphy/Co G, Rosko/Co H, Knighton/Co I, Shine/Co K, Fulton/Hdqtrs, Lindo/Hdqtrs, Sullivan/Invest, Lemos/Invest., Donovan/Tac, Fagan/Narc., Java/MTPD, Leydon/TTF(Steward), Wright/Ret., Dito/Treas., Johnson/Secty., Delagnes/V-Pres., Trigueiro-Pres.

Excused: Machi/Co A, Keys/Co C, Pate/Co D, Shanahan/TTF.

President's Report

President Trigueiro reported on the following meet/confer items:

Seat Belts: There is a tentative agreement with the department for a mandatory seat belt policy which calls for proper training and guarantees that our motorized fleet will be appropriately equipped.

Police Reserves: D/C T. Murphy agreed to review the utilization of these individuals for purposes other than station duty (more expressly, for duties currently relegated to staff at the Hall of Justice).

4/10 Watch Off Plan: D/C T. Murphy stated that the administration has no intention of switching from the 4/10 plan as long as staffing needs are met (i.e. SP rate kept down). Please notify the POA Executive Board of any proposal to change working hours at the district station level.

Event Reporting Times: D/C T. Murphy will be issuing an amended order to provide for travel time when appropriate.

Arbitration: President Trigueiro reported that Mr. John Kagel has taken over as the arbitrator in our contract talks with the City and we will have a better idea of where we stand after meeting with the new mayor, Frank M. Jordan. (Our proposal remains as a 4-year contract package, the exact terms of which have been

provided to all POA Board members for distribution to their constituents as well as for discussion/information. Please feel free to contact any Executive Board member in regards to this proposal should you have any further questions.)

Vice-President's Report

Vice-President Delagnes reported that if the proposed constitutional amendments are ratified by our membership, we will have the opportunity of obtaining our own local (Local 911) as well as picking up both the D.A. Investigators and the SF Airport Police as members of the SFPOA. The amendments referred to have been provided to all POA representatives for distribution & discussion. They (amendments) will also be printed in the Jan/92 edition of the Notebook and there will be a special POA board meeting on Tuesday, 2/18/92, at 1400 hours at the POA building so that, if ratified, the amendments can be submitted to the full membership for a vote.

Secretary's Report

Secty Johnson submitted the minutes for the Nov/91 meeting discussion/ratification — A motion was entertained (Motion/Goldberg, 2nd/Tennenbaum) to accept the report as submitted.

Motion passed unanimously.

Treasurer's Report

Treas. Dito submitted the monthly financial statement for Nov/91 for review/ratification — A motion was entertained (Motion/Deignan, 2nd/Java) to accept the report as submitted — motion passed unanimously.

Committee Reports

Federal Litigation Committee: (Sullivan/Chair) — We are still awaiting a decision by the Federal Court judge to determine the status of the Sgt/Insp. examination.

Constitutional By-Law Committee: (Trigueiro/Wright) — Please see: Vice-Pres's Report.

Police Services Committee: (Ratti/Chair) — The SFPOA Police Services Committee honored Officer Kevin McNaughton/Park Station as well as Sergeant Martin Rohrs, and Officer Justin Madden, Officer Charles Anzore, Officer Michael Regalia and Officer David Kucia for their outstanding contribution of service and for their demonstrated professionalism.

Old Business

Editorial Policy: (Flippin/Publication Comm.) This matter was put over till Jan/92.

OCC Notification Policy: Secty Johnson is attempting to work with OCC in resolving certain notification problems (e.g. OCC interviews) we have experienced but this matter may have to be delayed until a new OCC Director is selected. POA will continue to work with OCC until the issue is resolved.

New Business

First Division Personnel Shortage Chief Casey will be meeting with the POA executive board on 1/03/92 in regards to concerns over the staffing problems the 1st Patrol Division experienced in relation to overtime distribution.

General Membership Meeting 1700 Hours

President Trigueiro suspended all further business of the Regular Board meeting so that the General Membership Meeting could be convened.

The President then turned the meeting over to Farrell Suslow, Chair/Election Committee so that nominations could be received for the SFPOA Board of Directors election (1/24/92 - 2/10/92):

Nominated:

Co A: Frank Machi, James Deignan; Co B: Mark Macaulay; Co C: John Haggett; Co D: Charles Ellis, Richard Pate; Co E: James Drago, David Herman; Co F: Chris Cunnie; Co G: Michael Murphy; Co H: George Rosko; Co I: Robert Knighton; Tactical: Jerry Donovan; Traffic: Ray Shine; Hdqtrs: Glenn Sylvester, Forrest Fulton; Insp. Bureau: Gary Lemos, Roy Sullivan; Narcotics: Steve Balma, Alex Fagan, Kevin Cashman; MTPD: Cliff Java, Retired Members: Gale Wright

A motion (M/Wright, 2nd/Lemos) was then made to close the nominations Motion passed unanimously.

There being no further business submitted before the General Membership Meeting, President Trigueiro adjourned and reconvened the Regular Board meeting.

Financial Requests

Request for Gym Equipment/Muni Transit Division:

Cliff Java, representative of the Muni Transit Division, submitted a request for \$1,000.00 for the purpose of purchasing gym equipment for the members of his unit. The SFPOA has provided the same financial stipend for all other district stations. Motion/Fagan, 2nd/Deignan: To subsidize the purchase of needed equipment for MTPD in the amount of \$1,000.00.

Roll Call Vote: **Yes:** Deignan-Co A, Paulsen-Co E, Tennenbaum-Co F, Rosko-Co H, Knighton-Co I, Shine-Co K, Fulton-Hdqtrs, Lemos-Bureau, Donovan-Tac., Fagan-Narc., Java-MTPD, Dito-Treas., Johnson-Secty, Delagnes-V-Pres. **No:** Macaulay-Co B, Sylvester-Co D, Ellis-Co D, Goldberg-Co E, Murphy-Co G, Lindo-Hdqtrs, Sullivan-Bureau, Wright-Ret., Trigueiro-Pres.

Motion passed: 14 Yes Votes — 9 No Votes

Honorarium for SFPOA Secretaries:

President Trigueiro requested Board approval to present our 3 secretaries (who have done an outstanding job over the past year) with an honorarium of \$150.00 each. Motion/Deignan, 2nd/Java: To endorse the President's request — Motion passed unanimously.

SF Independent Newspaper Ad:

President Trigueiro requested Board approval to expend \$5,000.00 for advertising purposes for the SFPOA with the SF Independent Newspaper. The purpose of this expenditure would be to promote the good name of the SFPOA before the citizens of our city. Motion/Deignan, 2nd/Tennenbaum: To honor the request of Pres. Trigueiro in purchasing the advertising space at a cost of \$5,000.00.

Roll Call Vote: **Yes:** Deignan-Co A, Macaulay-Co B, Ellis-Co D, Tennenbaum-Co F, Murphy-Co G, Knighton-Co I, Shine-Co K, Fulton-Hdqtrs, Lindo-Hdqtrs, Lemos-Bureau, Donovan-Tac, Java-MTPD, Wright/Ret., Dito-Treas., Johnson-Secty, Delagnes-V-Pres., Trigueiro-President. **No:** Sylvester-Co D, Paulsen-Co E, Goldberg-Co E, Rosko-Co H, Sullivan-Bureau, Fagan-Narc.

Motion passed: 17 Yes Votes — 6 No Votes.

There being no further business before the Board, President Trigueiro adjourned the meeting at 1930 hours.

Steve Johnson
Secretary

SFPOA Board Of Directors Meeting Tuesday, November 19, 1991

Call to Order

Pledge of Allegiance

Roll Call: Present: Deignan/Co A, Machi/Co A, Macaulay/Co B, Sylvester/Co D, Ellis/Co D, Pate/Co D (Steward), Paulsen/Co E, Goldberg/Co E, Tennenbaum/Co F, Rosko/Co H, Knighton/Co I, Shine/Co K, Fulton/Hdqtrs, Lindo/Hdqtrs, Sullivan/Invest., Lemos/Invest, Donovan/Tac, Fagan/Narco, Java/MTPD, Leydon/TTF (Steward), Wright/Ret., Dito/Treas, Johnson/Secty, Delagnes/V-Pres, Trigueiro/Pres.

Excused: Keys/Co C, Murphy/Co G, Shanahan/TTF (Steward)

President's Report:

President Trigueiro reported that there are several policies/procedures that are currently the subject of meet/confer with the department administration and any comments on those proposed drafts should be forwarded to respective representatives for review — Issues pending:

Reporting times for special events

CPOP General Order

Discipline Policies (delineating specific disciplinary measures that will be taken for violations of policies/procedures)

Seat Belt Policy

Pursuit Driving

In addition, the POA secretary was directed to send correspondence to Chief Willis Casey requesting the opportunity to meet/confer on the following issues:

Dual Rank (Q50/35) Appointments

P-I (Transfer Policy) Within Invest. Bureau

Holiday Staffing at Dist. Stations

Use of OCC Attorney at Chief's Discip. Hrgs

President Trigueiro then appointed a special Constitution Committee for the purpose of reviewing current by-laws and making recommendations for change to facilitate Board operations. Chairman: Michael Hebel; Committee members: Richard Pate, Frank Machi, Jim Deignan, Steve Johnson.

Vice-President's Report:

Vice-President Delagnes gave the Board a brief update on pending grievances with special emphasis on notifying the Grievance Committee whenever a member is denied FTO status for previous OCC complaints.

Secretary's Report:

Secretary Johnson presented the minutes for the Oct/91 POA Board of Directors meeting for review/comment at which time a motion (M/Wright, 2nd/Dito) was made to accept the minutes as submitted — Motion passed unanimously.

Treasurer's Report: Treasurer Phil Dito reported on the monthly financial statement at which time a motion (M/Lemos, 2nd/Donovan) was made to accept the document as submitted — Motion passed unanimously.

A further motion (M/Lindo, 2nd/Tennenbaum) was entertained for the purpose of approving the 1990-91 fiscal audit (entire document had been distributed last month for review) — Motion approved unanimously.

Treasurer Dito then reported that he will be representing the POA at the pending contract negotiations which will be re-opened on Tuesday, 12/03/91.

Committee Reports
Federal Litigation Committee (Chair/Sullivan): Report deferred.

Legislative Committee (Chair/Benson): Chairman Benson briefed the Board of Directors on current campaign strategies by the two remaining contenders, Frank M. Jordan and A. Agnos. After a brief discussion over the recommendation of the POA Legislative Committee a motion was made (M/Deignan, 2nd/Machi) to endorse Frank M. Jordan for the Mayoral run-off election on 12/10/91. Motion passed unanimously.

Two subsequent motions were made regarding financial commitments by the SFPOA:

M/Tennenbaum, 2nd/Donovan — The SFPOA donate the maximum allowed to the Frank M. Jordan campaign for Mayor (Cost: \$750.00) Motion passed unanimously.

M/Fulton, 2nd/Wright — The SFPOA designate up to \$10,000.00 for use in the 1991 Mayoral run-off campaign, the funds to be allocated by determination of the POA executive board members. This motion was put to a roll call vote:

Yes Votes: Machi/Co A, Sylvester/Co D, Ellis/Co D, Rosko/Co H, Knighton/Co I, Shine/Co K, Fulton/Hdqtrs, Lemos/Invest, Donovan/Tac, Wright/Ret., Dito/Treas., Johnson/Secty, Trigueiro/Pres. No Votes: Macaulay/Co B, Paulsen/Co E, Lindo/Hdqtrs, Fagan/Narco

Abstain: Delagnes/Vice-Pres.

Motion passed: 13 Yes, 4 No, 1 Abstention

Old Business

Editorial Policy: Discussion over the draft earlier submitted to Board members regarding editorial policies involving the SFPOA 'Notebook' publications was deferred.

Meet/Confer on General Order F-2/Pursuit Policy: This policy is still

See MINUTES, Page 7

Remembrance

by Ed McMills

On November 30, 1991 retired San Francisco Police Lieutenant Robert H. Wood passed away in Santa Rosa, California.

Bob began to show signs of a medical problem in late August 1991. After numerous tests and hospitalization, it was learned that Bob had leukemia. He died just three months later. He was 72 years old.

Bob was an avid golfer and proud of having made a hole in one a few years ago. He was the picture of health prior to his sudden illness and played golf as often as possible. Everyone who knew Bob admired him personally for his wonderful attitude towards life, his loyalty and devotion towards his family and fellow officers and his fastidiousness both on and off duty.

Bob joined the San Francisco Police Department around the start of World War II. He spent a few years in the Navy and returned to the police department. He became a Sergeant in about 1955 and remained at the Mission Station until transferred to the Southern Station in about 1961. He became a Lieutenant in 1973, transferred to the City Prison and retired shortly thereafter.

I had the distinct pleasure of working with Bob Wood over several years in the Mission and Southern Stations. In the mid 1950's we had just three one man radio cars. Bob, a section Sergeant, rode with me in a radio car as my presumed partner for a few years. He loved to do street police work, as I did. We worked well together.

We were both were transferred to the Southern station and worked another two or three years together. I was transferred to the Northern station and subsequently to the solos. Bob was transferred to the City Prison, where it was their gain, but a loss to station cops. He was the epitome of a station Sergeant and Lieutenant. A cop's cop!

I was a 26 year old, new and inexperienced cop when I met Bob Wood, back in the '50's. Working with him those years were probably the most invaluable times a young cop like me could have had. Bob taught me how to handle every kind of police problem from the smallest dispute to the most involved homicide. He often said that a "good cop" can handle anything and isn't always one who makes a lot of arrests and gets the publicity. We made some "good arrests" too.

I also learned how to handle all kinds of people in all types of situations. Bob was a master at settling, diffusing and minimizing volatile situations. He not only knew when to be serious, firm and business-like, but had a wonderful sense of humor. He was also one of the best gin-rummy players I ever lost to.

Bob Wood's police career spanned 33 years. He had nearly 18 great years of retirement before becoming ill and passing.

I personally owe a great deal to Bob Wood. He was a class act and will be remembered by many as such.

P.S.: Just a note to add:

I recently attended the funeral of retired San Francisco Police Lieutenant Bob Wood. As you can see, he and I were close friends and co-policemen a "few" years ago.

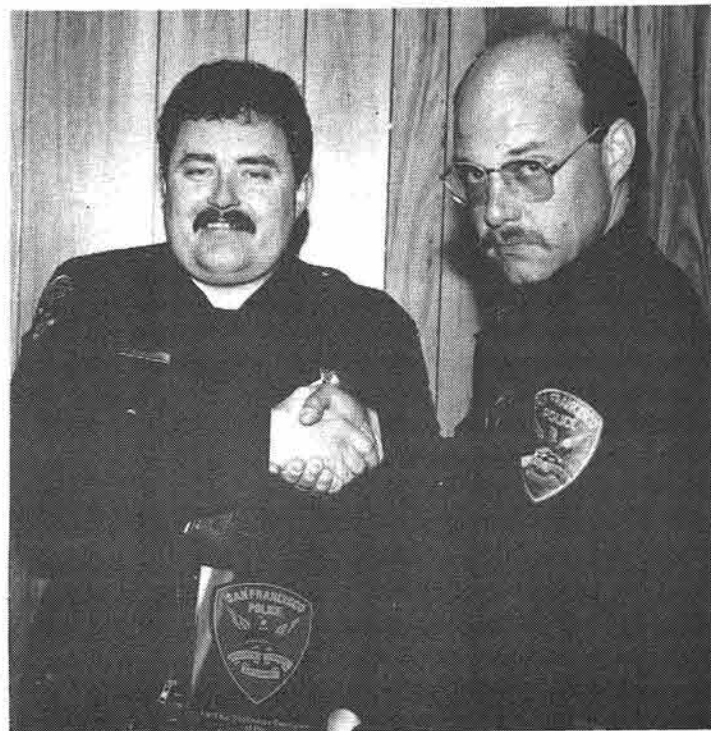
After the funeral, I felt compelled to write an open letter to the retired members of the department and also to the present members. Hopefully, there might blossom another Bob Wood from amongst them.

Incidentally, both Bob Wood and I are native San Franciscans from the Mission District.

AWARDS



Lt. Ed Geeter, Muni, receives Officer of the Month Plaque from Muni Rep Cliff Java. Lt. Geeter was the December, 1991 recipient.



November, 1991, Officer of the Month Kevin McNaughton, Park. Giving him the award is Carl Tennenbaum, Park Rep.



The 'Lost Squad': (L-R) Mike Murphy, Co. G Rep; Mike Regalia, Sgt. Marty Rohrs, Justin Madden, Dave Kucia, Charlie Anzore. They received the POA's Special Recognition Awards for outstanding performance in an impossible situation. Members of the 'Lost Squad' also were honored by the State Police with their highest award.

MINUTES

Continued From Page 6

pending further discussion over several points involving the documentation of such pursuits, etc..

New Business

—M/Goldberg, 2nd/Daignan, that the SFPOA hire, at a cost of \$3,000.00, an individual to conduct research necessary during our contract talks. The individual selected will also serve as an expert witness during negotiations.

—The Board then considered a motion (M/Tennenbaum, 2nd/Delagnes) to renew the contract of the law firm (Davis, Reno, Courtney) handling many of our administrative matters for a period of 1 year at which time it would be re-negotiated. The motion passed unanimously. (Please see your respective representative

for further details).

Financial Requests

— S.F. Labor Council Dinner: This is an annual event recognizing the labor movement in our city held at the Sheraton Palace Hotel.

Cost: \$750.00 for table of 10

Motion: Dito, 2nd: Machi — Motion approved unanimously

— Donation to the SF Retired Public Employee organization for their annual fundraising event.

Cost: 1 case of wine for raffle

Motion: Fagan, 2nd/Machi — Motion approved unanimously

There being no further business before the Board, President Trigueiro adjourned the meeting at 1930 hours.

Submitted by:
Steve Johnson
Secretary

ANDY TONOUKA
General Manager

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Fellowship of Christian Peace Officers

by Captain John Gleeson, Ingleside Police Station

This column is to inform all members of an upcoming Law Enforcement Conference.

This coming February, Mount Hermon Conference Center will sponsor their Sixteenth Annual Law Enforcement Conference.

My wife and I have attended these "weekends," Tuesday through Thursday,

many times; and we encourage all couples in need of stress relief, recreation, and spiritual growth to check it out.

The conference is even more special this year as our own police chaplain, Mike Ryan, has been chosen to be the spiritual leader. It would be great to see a lot of San Francisco Police Department couples there to support Mike. The accommodations are wonderful in a beautiful redwood setting in the Santa Cruz Mountains. The food is great, and it never stops coming.

There is plenty of quiet, private time for you and your spouse, in addition you will have the opportunity to meet officers like yourself from all over the state.

If interested, please contact me and I will send you a brochure.

Homelessness: The Changing Police Response

by Mitchell Grobeson, Co. D

(Note: Officer Grobeson was the Los Angeles Police officer responsible for policing and developing policy when 500 "homeless" people set up a camp on Venice Beach, California. When the City prohibited camping, it was also Grobeson's duty to disperse the camp. His actions resulted in formal commendations from the City Council and positive worldwide publicity for the LAPD. Without a single resultant lawsuit and no negative publicity, the resolution was the first successful movement of a "homeless" population in California. Grobeson has presented two research papers on "Police & Homelessness" to the University of Southern California, and is currently a San Francisco Police officer.)

Police agencies throughout the country have been called upon to intervene in the growing "homeless" populations of their communities. What used to be a concern for social service providers is now viewed as a duty of law enforcement.

In the 1970's, law enforcement officers were tasked with arresting the "homeless" for vagrancy laws. During the 1980's, political involvement lead to a shelter-referral approach for the homeless in many cities. In the 1990's, a fed-up citizenry is demanding more enforcement from their police.

Begging, vagrancy, and drinking in public are all status offenses associated with homelessness. These actions are considered victimless crimes. However, communities with a growing homeless population report increasing crimes of burglary, robbery, and assault. As such, it becomes the inherent responsibility of the police to take action.

Any law enforcement interaction with a homeless population universally results in media scrutiny and public criticism from certain civic groups. It therefore behooves patrol officers, supervisors and police managers to formulate a specific approach before engaging in active measures.

Los Angeles Profile

In 1987, approximately 70 "homeless" people homesteaded in Venice, California. The population set up tents and built temporary structures, closing down a section of Los Angeles' prime tourist attraction of Venice Beach. Within weeks, the population grew to almost 500 individuals. Included in the population were drug and alcohol abusers, homeless advocates, campers, transients, mentally disabled and the economically disadvantaged.

As happens with any homeless population, a large number of criminal opportunists grouped themselves within the population. As a result, crime rates in the area rose drastically.

Though the primary victims of these offenders were homeless individuals, neighboring residences, businesses, and vehicles were also victimized. (For example, I discovered two tents being used as a stolen bicycle "chop shop," with over 100 bicycle parts and 25 stolen bikes.)

When I was assigned as the officer-in-charge of the Beach Detail, I was confronted with a frustrated citizenry. Political mandates had forced a "hands-off" policy on the police department. The homeless population was viewed as socio-economic victims. The criminal element was completely ignored. The residents of the area were ignored by both their elected officials and the police department. They were forced to remain within their secured homes, avoiding beggars and street crime, and protecting their children from unsavory sights.

Solution

As the OIC, I recognized the factionalized composition of the population. As a law enforcement officer, I had to target my actions toward the criminal element. Simultaneously, I had to be cognizant of the needs of, and public sympathy to, those truly homeless.

The best way to achieve positive results is the one often ignored by law enforcement: to use the media as an educational tool.

First, I had to demonstrate the criminal involvement of those living under the guise of homelessness. I contacted individuals within the population during the daytime and nighttime hours. Names, birthdates, and states of origin were gathered without a single arrest taking place.

Alarmingly, criminal history and want/warrant checks revealed that 45 of those surveyed had significant criminal histories (excluding status offenses), including robbery, burglary, child molest, rape and murder. Numerous individuals had outstanding fugitive warrants.

The significance of this data strengthened the police administration's argument and convinced elected officials that immediate action was necessary.

To ensure proper regard for those in need of service referrals, I enlisted the aid of all available social service providers, both public and private. In this manner, the role of the police as a service provider was assured. As a result, the Department's outreach efforts were met by repeated kudos in the TV, radio, and newspaper accounts of our actions. Surprisingly, we were even praised by those homeless activists who had previously lobbied to prevent police intervention. They, too, recognized the need for professionals with the available resources to distinguish those involved in criminal activity from those in need of resource information.

Additionally, a supply of heavy duty plastic bags ensured that due regard was given for the personal belongings of individuals within the population; even if these "belongings" were no more than recyclable cans.

Conclusion

A distinction must be made between individuals within a homeless population. Law enforcement officers have the resources to make the distinction between those who are economically disadvantaged and those who are engaged in criminal activities.

It must be realized that those who are most victimized by opportunistic predators living in a homeless population are those who are truly homeless.

The integrity of the police mandates the fair and impartial protection of all people and property, regardless of their economic or residential status. At all times, due regard must be given for the personal property of those in a population.

Consideration must also be given to those whose political agendas cause them to confront police intervention, even when the intervention is justified.

All elements of the community, including homeless advocates, neighborhood groups, social service providers and related political entities, must be brought together to develop a sound policy that is supported by all.

The support of the public in any policy development or enforcement action directed at a "homeless" population is essential. The best way to ensure this support is to conduct a population sample that identifies those members of the population that have been involved in significant criminal activities.

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COURTESY OF A FRIEND

Police Officer Commute

by Mike Hebel, Welfare Officer

If a San Francisco police officer is injured on his/her way "to and from" work, has a job injury occurred? The answer may be yes.

Going And Coming Rule

Generally, an employee who is traveling to or from a single fixed place of employment where he/she works, without travel pay and without special conditions attached to the trip, will not be considered to be within the course of employment. This is the "going and coming" rule. The rationale is that ordinarily the employment relationship is suspended from the time the employee leaves his/her work to go home until he/she resumes the work.

Employees on their way to or from work are not considered to be performing any services for the employer nor considered to be under the control of the employer. The employment relationship itself is said not to commence during the course of the ordinary commute until the employee in fact reaches the premises of the employment.

Job Injury: Uniform Plus Duty Requirement

There have been several cases wherein courts have held that a police officer injured during a commute was entitled to workers' compensation benefits because the employer had in fact exercised control over the employee.

In *Garzoli vs. WCAB* (1970) a police officer was required to wear his uniform to and from work and to give assistance if necessary in emergency situations. In these circumstances, California Supreme Court held that the police officer's injury during the course of his commute was compensable since the employer in effect controlled the employee during the commute time.

Similarly, in *Guest vs. WCAB* (1970) a police officer, also in uniform, driving his private car to and from work, was found to be in the course of his employment during the commute because he was unable to change his uniform at work and was also subject to call during the course of the commute in case of emergencies.

In *Carrillo vs. WCAB* (1983) a job injury was found in that the officer wore his uniform to and from work and was required to take action on matters coming to his attention while off-duty.

In *Luna vs. WCAB* (1988) a police officer's vehicular injury on his way to work was found non-compensable when he was not wearing his badge, where his weapon was at work, and where he was only partially in uniform. There was an adequate place to change at work.

Since San Francisco police officers are not required to wear their uniforms to and from work and since uniform lockers are provided, these cases would not support compensability of a commute injury.

Job Injury: Strict Duty Requirement

SFPD General Order D-1 (A-2) states: "Officers shall, while off duty, take all reasonable steps to prevent crime, detect and arrest offenders, and protect life and property that are consistent with the officer's ability to take proper action at the time in question."

In the case of *Fisher vs. County of Butte* (1990) the Workers' Compensation

Appeals Board found that the going and coming rule did not preclude recovery for an injury a deputy sheriff sustained while enroute home after work. The finding was based primarily on a county rule requiring members of the sheriff's department, while within the county geographical limits, to take appropriate action "at all times to protect life and property, preserve order, prevent crime, seek out and arrest violators of law, and enforce all laws and ordinances within jurisdiction of the department."

The Butte County deputy sheriff, after completing his shift, left work in his own car. Within the county limits he dozed off causing his car to hit a pole. He was in uniform at the time of the accident. This injury was found compensable because of the stringent rule requiring deputies at all times to take appropriate law enforcement measures.

San Francisco has a comprehensive off-duty action requirement. In sweeping language it has adopted a de facto "state of duty readiness at all times." San Francisco must be prepared to accept the burdens and responsibilities that flow from its rule as well as accepting the benefits to itself which enure from it.

San Francisco police officers injured during commutes to and from work should seek the industrial disability benefit to which they are entitled.

It's A Dirty Business (But Someone's Got To Do It)

by Gary Delagnes

Politics and political endorsements are, without a doubt, the least enjoyable aspect for me in regards to my POA involvement. The recent mayoral election once again reminded me what a dirty business politics is. First of all let me say that I am elated with the results of the election. I will be forever proud that the POA had a part in ending the political career of one Art Agnos. Hopefully, Agnos, one of the most arrogant, vindictive, egotistical politicians ever to step foot in S.F., will crawl back into his hole in Sacramento or Massachusetts or wherever he comes from, never to be heard from again.

Our reasons for asking the membership to endorse Angela Alioto were sound. Number One, we felt that Alioto could beat Agnos in a run-off, while we did not believe Jordan could. Obviously, we were wrong. Number Two, Alioto promised to sign our contract, and I believe she would have. Jordan still has made no such promise. Number Three, we felt that Alioto's entry into the race would erode Agnos' support in the liberal community.

On this count we were right on the money, as many liberals jumped Agnos' ship for Alioto, and never returned to Agnos after witnessing his "dirty politics" against Angela first hand. Also do not underestimate the effect of Alioto staying neutral in the run-off, which was a result

of the loyalty she felt towards us. Frank Jordan is now mayor of San Francisco. Anyone who read Bill Kidd's article about Jordan in the last *Notebook* should be shocked back into reality. There are many people who do not feel Jordan was a very good chief, but now is the time to bury the hatchet and start anew. Jordan must be given a chance to prove he cares about the men and women of this department.

A contract sits in City Hall awaiting the signature of Mayor Frank Jordan. A contract that will allow the members of this department to finally reach parity with other departments on wages, benefits, and working conditions. A contract that is fair and equitable to us and to the financial constraints of the budget. Let us hope that a new era has arrived for the city of S.F. as well as the SFPD. What better way to begin the relationship than to agree to a contract that will benefit all San Franciscans.

This Chief Tells It Like It Is

One of the more outspoken police chiefs in this country is the chief of Charleston, S.C., Reuben Greenberg.

For those who don't know who Greenberg is, he is a black man with a Ph.D from Berkeley, and a convert to Judaism. He also says things that other chiefs of police only wish they could say.

A recent article in *Reader's Digest* highlighted some of Greenberg's thoughts and opinions.

The article explained that at one community meeting Greenberg was asking for the citizens to call the police when they see a crime occur, and allow them to do their job when they arrive.

At this point, one of the citizens yelled out, "Why should we? When they do come, they beat us."

Greenberg went back to the microphone and told the citizen to "shut up." He then recited from memory the citizen's rap sheet: Breaking and entering, shoplifting, car theft.

"Mister," Greenberg said, "the police aren't the problem in this community. You are!"

To crack down on muggers and purse snatchers, Greenberg started a "flying

squad" composed of young officers in their 20's who wore running shoes instead of uniform shoes.

Whenever a drug dealer opened for business at a particular location, Greenberg would have his officers set up a "driver's license checkpoint" at the same location.

Greenberg has a great program for dealing with arrested gang members. He uses them to pick up litter or cut the grass around the police station. They're dressed in orange jumpsuits with the words "County Jail" on the front and back. Greenberg told *Reader's Digest*, "A few years ago these guys were big shots. Now kids see them with a cop standing over them. And they are weeding."

Greenberg has been known to volunteer his services to other cities. Mobile, AL, borrowed him for six months to try to quell its growing crime problem. In just five months, crime in Mobile had fallen 18 percent. City fathers offered him \$100,000 a year to stay on. But he went back to Charleston.

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THE MEMBERS SPEAK

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The Prize Is Right

by John Sterling

The thorn that pricks the posterior of the San Francisco police is not the criminal, law, hazardous duty, off-hours, or even citizens' complaints — all of which are dulled by maturation — but the perverted promotional process presently employed; allegedly on an interim basis. Promotion is a normal expectation of all police officers, not an act of "noblesse oblige" within a clique. Promotions gain us the means to affect organizational change and improvement. They also raise the quality of life and the standard of living. For these reasons they are highly prized. Because of political imperatives and social adjustments, we are currently thrown in disquietude. Until they are sorted out, there is an acquiescence to allow for remedial considerations. But! There is also a tacit understanding that should additional promotions be found, their allocation be decided by merit and longevity. However, kinship and networking are alive and well.

The substitution went like this: Units which essentially functioned swimmingly without figureheads were now deemed in dire need of helmsmen. Without an obligatory "Duce" they have become unmanageable. How to solve the problem? A proclamation was made that in-house senior personnel (note the sly use of seniority) will head these units in order not to disrupt the fluidity that may be endangered by bringing in an outsider; be they more deserving of the title. Apparently, these units are so clerical (Oops! I mean critical) and complicated that they require yeoman's service and long apprenticeship to competently navigate them in the bureaucratic sea.

How these lucky "in-house" individuals found themselves so propitiously placed is open to conjecture. Could it be a shared "community of interests and sympathy of sentiments" with the autocrats? Maybe. Reciprocal generosity has its place. But hold it! How come that within months these especially chosen individuals are surreptitiously transferred to uncritical units such as patrol? These units being replete with

qualified personnel earlier excluded by virtue of their location. Now they find themselves lorded over by these erstwhile specialists. Sort of like being struck twice by lightning. The move would have negated the earlier rationale. This is stretching the credulity of even the dumb. It's what happens when we let the ball bounce faster than we can sing.

As if this is not enough, the same autocrats gave as the resume strategem. It's a clever maneuver. It's an expiation of the previous ploy. Submitting a resume would place you in a qualifying round. Just like golf tournaments. But it's also another way of submitting a lack of perspicacity to recognize talent around you. They relieve themselves of the responsibility of decision by directing the suppliants to exhibit themselves through self-promoting resume. Leadership seminars are fond of self-promotional stunts, because the same guys who put the seminars together can help you in these endeavors for a fee. Some, with "sang-froid", accepting gracefully the inevitable, sat out the invitation. Others, placing their trust on honesty, equitability, and sterling characters of the autocrats, and driven by family considerations, took the challenge. Of course, it was an exercise in futility. The results were predictable. Networking was alive and well. One pays the price of having one's intelligence insulted.

If this intellectually dishonest process was foisted on us with a wink or with the finger, we could have just shrugged our shoulders and sung "Que sera sera." Who knows when luck or skill determines our fate. Police life inures us to hardy climate; but it doesn't protect us from the hurt of disingenuousness, especially from brethren. Soon new autocrats will emerge. I hope they have the confidence to be honest and let their hearts and lips speak the same words. For those who are leaving, let them be reminded that there are two kinds of people who retire from police life. Those who are still welcomed and spoken of as if they had never left; the others are rascals who can't even talk themselves out of a traffic ticket. Bon Voyage!!!!!!

Let's Be Cautious

by Mike Keys

I hate to throw cold water on the victory celebration. While various members of our department go about sucking up to Frank Jordan to land their juice jobs, I would like to point out why I think, as an organization, we should take a wait-and-see approach before jumping on the Frank Jordan bandwagon. The excellent article written by Bill Kidd in last month's Notebook pointed out reasons why and I would like to add to that why, as an organization, we should use a cautious approach to Frank Jordan.

Frank Jordan is now a politician and will be getting pulled from all sides. Although one could only think things should be better between the mayor's office and the POA (how could it be worse?), you have to look at some of the things Jordan's done and hasn't done and whether that will add up to the betterment of working police officers.

Bill pointed out one reason to be leery of Jordan. He and his fellow inspectors know what it is like to have someone throw you to the wolves because of politics and not logic. Fortunately, and justly so, the disciplinary case against the inspectors was dismissed. However it never should have been started to begin with. Frank Jordan's decision to throw the inspectors to the wolves was costly in terms of representation provided these inspectors by the POA.

What about the promotionals while Jorday was chief? I continually hear grumbling over the tests administered while he was chief. Although Jordan did not control the testing process, many feel he should have been more visible and outspoken, demanding quality, not quantity instead of silently allowing the department morale to deteriorate and dissension to grow among the officers.

What about the working police officer's life line — the communications system? All the years of the Jordan administration the communications system needed to be upgraded or a newer system installed. Yet every year all you heard was he asked for a new one but there's no money and that's that. A wimper at a budget meeting doesn't get things done. Officers today are still put in jeopardy because of a poor communications system.

What about doing away with the popular 4-10? For some unknown

reason Jordan, just prior to retiring, decided that the 4-10 plan was the cause of the inefficiency of the department. He concluded that an officer working 40 hours in 5 days was better than 4 days. That still has people scratching their heads since most know that's a smoke screen for the real reasons this department does not function properly. In an attempt to do away with the 4-10 plan, the Chief issued a press release informing the public that he was doing away with the plan and never told his then-Assistant Chief Casey or the POA. This is not only poor management practice, but it also violates state law of meet and confer. Instead of using all his energy and wisdom in trying to dismantle the only good thing patrol's got, the 4-10 plan, I wish he would have put that energy towards getting us more staffing.

A last point I'll make is not supporting us in our ballot measure on working police officers in S.F. obtaining collective bargaining rights which almost all agencies in the state enjoy. First he told the POA he could not support it because it took away some of the chief's discretion, but he did support other parts of the measure. He said he would not campaign against it. Shortly thereafter he attended a press conference with Red Art and other political hacks in blasting our ballot measure. He also appeared in a campaign mailer with the Puppet Casper in opposition to the measure. Thanks, Frank. It's nice to know you're a man of your word.

I think these are reasons why we should take a wait and see approach on how we deal with Frank Jordan. I know some cops panicked when we backed Angela Alioto over Frank the first time around and he came out the frontrunner, but Frank knows exactly why we didn't endorse him. Actually he should thank us because with Angela entering the race and having our endorsement it enabled her to gather over 20,000 votes. Without Angela in the race, Frank Jordan may not have been in a run-off because Agnos might have won outright. We did endorse him in the end, and I think he should make the move to remove any ill feelings that still may exist between him and the POA. This will help us all get a fresh start and establish useful lines of communication between the Mayor's office and the POA.

Chignell Responds

by Paul Chignell

In a recent issue of the *NOTEBOOK*, columnist Croce Casciato took an unwarranted shot at me concerning police benefits.

He intimated that since I was detailed to the Mayor's Office from early 1988 until late 1991 that I was somehow responsible for the benefit structure of police officers during those years.

I have heard these allegations from various quarters for a long time but I guess certain people need scapegoats

to blame for problems, real or imagined.

People who know my record know that subversion of the needs of police officers is the farthest thing from my mind.

My detail in the Mayor's Office related to a number of duties including monitoring personal services contracts, liaison to the Civil Service Commission, etc. I specifically was not involved nor asked to be involved in any police contract matters at any time.

We all still have our rights to support or oppose any candidate we wish. But don't blame those without facts on your side.

The Post-Mortem

by Kelly Carroll

And now, predictably, it begins. The "doctors" of "spin" expound pompously on the unmistakable, readily identifiable symptoms which spelled the beginning of the end for the political career of Art Agnos. The newscasters sit hunched over their VDT's diligently preparing what are known in the news trades as "thumbsuckers", in-depth analysis fairly brimming with perspicuous detail and interpretation.

The banner headline on the lesser of the two dailies on the day after, promised arrogantly to explain "WHY JORDAN WON". Countless individuals who make their living by standing on the sidelines and interpreting the circumstances and events of our age for those who lack the intellect or attention span to do so themselves, will talk of what this election "portends" for San Francisco, its future, the cause of liberalism, and other such weighty issues.

I am a political layman, my concerns are decidedly parochial, my insights hopelessly simple. I can speak only of my own feelings and motivations as

regards this last Mayoral election. Art Agnos earned the eternal enmity of the members of this Association with the contemptible way in which he treated us and our elected representatives. Not a one of us forgets that this association endorsed this man but four years ago. The visceral dislike many members had for this man was translated into the most overwhelming volunteer response in the association's recent history.

POA members volunteered countless labor hours working phone banks, walking precincts, and on the morning of the election, in excess of one hundred members volunteered their time to walk precincts and place doorhangers in support of Frank Jordan and the effort to remove Art Agnos. The POA membership was heard from and had a decided impact on the outcome of this race.

Oh, to answer the question of why Art Agnos was defeated? Is it a conservative shift? Is liberalism dead? I would concur with a Mr. George Broder, a Jordan celebrant who was quoted in the Examiner the day after the election. He said, "This is a repudiation of one man, who was an arrogant son-of-a-bitch."...ditto, Mr. Broder.

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

WHAT? NO PHOTO CAPTION CONTEST?!

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 Street
San Francisco, CA 94103

SFPOA Meet/Confer Updates

4/10 Watch-Off Schedule:

Chief Willis Casey informed the POA Executive Board that he has left the determination of starting times to the discretion of each commanding officer at their respective stations. Members of the POA Board of Directors representing district stations have been advised to contact the POA Executive Board with any anticipated change(s) so that appropriate meet/confer obligations can be met.

Seniority Watch Sign-Up:

A recent order issued by Field Operations Bureau stating that members of CPOP are exempt from seniority watch sign-up requirements is in conflict with existing orders (General Order D-1, A-27) and we have been assured by Administration officials that this issue will be the sub-

ject of meet/confer requirements prior to the official sign-up period.

Temporary Sergeants Transfers:

Department officials are considering the transfer of temporary sergeants serving at district stations — Chief Casey has requested open discussions with members of the POA Executive Board on this matter and these meetings will be scheduled with timely information provided.

FTO Compensation:

The Department Administration is experiencing difficulty obtaining funding from POST to compensate field training for the 169th Recruit Class. There will be a meeting to discuss the Department's proposal for alternative compensation held on Friday, 1/3/92, at Ingleside Station's Community Room at 1100 hours.

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DEFERRED COMPENSATION

by Mike Hebel, Financial Advisor



As of December 31, 1991 the City's deferred compensation plan had 7,060 active City employee accounts — just over 28% of the entire work force. Thirty percent of the police department now participates (715 individuals); 55% of the fire department participates (732 individuals). There are now over 600 retirees receiving deferred compensation payments.

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

The top City employee account now has a balance of \$247,000. This top account was achieved by a constant maximum contribution fully invested in the stock fund.

Hartford now has over \$207 million City employee dollars under its management. These monies are placed in a tax sheltered account where earnings accumulate tax free, deferred that is, until paid out. The Internal Revenue Service agrees to postpone taxing that portion of the pay which the employee agrees to postpone receiving.

The Hartford Insurance Company now offers 11 funds for City employees who wish to take advantage of the deferred compensation scheme. The Hartford recently published its performance record for their 11 funds for the 12 months ending December 31, 1991.

THE PLAN

The deferred compensation plan appeals to all variants on the risk/reward continuum. For the conservative (low risk/reward), there are: (1) general fund, (2) bond/debt security, (3) money market, and (4) U.S. Government money market fund. For the moderates, there are: (1) GNMA mortgage fund, (2) advisor's fund, and (3) socially responsive fund.

For those more adventurous (looking for a higher return and willing to accept downward movement — losses), there are: (1) stock fund, (2) index fund, (3) aggressive growth fund, and (4) international opportunities fund.

The plan's general fund, its most popular, now pays a fixed return of 7.85% as of December 1, 1991. All deposits received prior to December 1, 1991 will earn 8%. The general fund has, in the past, paid as high a fixed return as 12.5% and as low a return as 7.5%. Each quarter the interest rate is reviewed and it does fluctuate. Fortunately, Hartford has determined to set its general fund rate at an annual yield of 7.85% in a financial environment wherein most other interest payments are falling precipitously.

The general account now has 62% of City participants monies. The investment objective of the general account is to maximize yield-to-maturity over an intermediate-term horizon (typically 5 to 10 years) without assuming unusual credit risks. The account invests exclusively in investment grade fixed income securities. No "junk" or "high yield" bonds are considered. Presently nearly 90% of the account consists of direct obligations of the United States Government and its agencies. The balance is comprised of a diversified portfolio of corporate securities and short-term investments.

1991 PERFORMANCE

1991 proved to be a boom year for stocks and bonds. The Federal Reserve Board did its share in continually forcing interest rates lower thereby providing little opportunity, except in the equity and bond markets, for investors to receive a fair return on their monies.

Market Indicators	1991
Dow Jones Industrial	20.3%
S&P 500 Index	26.3%
NYSE Composite	27.1%
Nasdaq Composite	56.8%
AMEX	28.2%
Value Line	27.2%
Consumer Price Index	2.9%

Hartford's Results

	1991
Stock Fund	23.01%
Advisors Fund	18.88%
Aggressive Growth Fund	52.16%
Index Fund (S&P 500)	27.93%
Socially Responsive Fund	14.96%
International Fund	11.60%

THE CASE FOR STOCKS

The "new economic realities" for growth (2 - 3% GNP per year) low inflation and lower interest rates. This is an environment for bond and stock investing. Financial assets (stocks and bonds) will be in the 8 to 10% range — near the historical average. Money market funds are in the 2% yield range. Be alert — the 1990's will have more probably two, corrections of 12% or more.

This will be the decade to double your money. A visionary notion, but an achievable objective if required? Merely that stock prices, as measured by the Industrial average, advance at an 8% annual rate by the year 2000. That would put the Dow Jones Industrial better than that during the past decade, and back as World War II. The stock market has paid dividends, which yield 3 to 6% per year. If you invest in equities, in the deferred compensation plan, you can earn an 8% annual rate and yield 3% a year in dividends by the year 2000 for every dollar invested.

There is little doubt in my mind that the best way to build their wealth (financial security) over the next decade should be investing in stocks.

The "Hebel Forecast" for the Dow Jones Industrial the 1990's is:

1992 — 3400
1995 — 4700
1999 — 6700

Indeed the long-term prospects are bright. Purchase good stocks (Hartford's five funds) and hold them.

Admittedly there is risk in stocks, but over time, owning stocks (U.S. and abroad) pays more than bonds and money market funds while allowing you to participate in growth that is certain in this decade.

It's usually profitable to buy stocks at the start of a recovery. And it has usually been a good time to buy at the start of a presidential election. We had five such opportunities by the Federal Reserve Board, in 1991. In the years later — except after 1930.

But whether one is bullish or bearish,

THE LONG VIEW — YOUR MONEY MATTERS

HARTFORD DEFERRED COMPENSATION NET INVESTMENT PERFORMANCE

	1991	1990	1989	1988	1987	1986	1985	1984	1983	1982	Net Annualized Return Since Inception Thru 6/30/91
Stock	23.01%	-5.07%	24.49%	17.51%	4.09%	10.93%	29.85%	-0.70%	12.50%	27.95%	14.48% 6/29/82
Bond/Debt	15.02%	7.06%	10.73%	6.25%	-1.26%	10.78%	19.11%	11.78%	1.48%	15.23%	9.66% 8/03/82
Advisors	18.88%	0.01%	20.24%	12.71%	4.66%	11.27%	25.26%	6.05%	1.26%	-	11.02% 5/02/83
Agg. Growth	52.16%	-12.02%	22.60%	24.67%	-5.59%	7.63%	34.37%	9.16%	-	-	14.57% 5/01/84
GNMA	13.31%	8.36%	11.75%	7.03%	1.37%	9.75%	18.06%	-	-	-	9.78% 1/15/85
Money Mkt.	4.72%	6.76%	7.77%	6.06%	5.17%	5.45%	7.19%	9.35%	8.01%	5.51%	7.04% 6/29/82
US Govt. MM	4.32%	6.21%	7.11%	5.59%	4.43%	4.97%	7.00%	8.39%	4.54%	-	6.11% 5/02/83
Index	27.93%	-5.24%	28.73%	14.75%	-15.02%	-	-	-	-	-	8.47% 6/02/87
Social Resp	14.96%	2.90%	19.22%	-	-	-	-	-	-	-	10.96% 1/10/89
Int'l Opp	11.60%	-12.32%	-	-	-	-	-	-	-	-	-3.58% 7/02/90
General*	7.85%										8.57% 1/01/79

*Current annual rate on all new deposits 7.85%, effective since 12/1/91

STOCKS, BONDS, BILLS AND INFLATION

ANNUALIZED RETURNS

	5 Years 1986-1990	10 Years 1981-1990	1926-1990	Inflation Adjusted 1926-1990
Common Stocks	13.1%	14.0%	10.1%	6.7%
Small Company Stocks	0.5%	9.3%	11.6%	8.2%
Long-term Corporate Bonds	10.4%	14.0%	5.2%	2.0%
Intermediate-term Gov't bonds	9.4%	12.5%	5.0%	1.8%
U.S. Treasury bills	6.8%	8.6%	3.7%	0.5%
Inflation Rates	4.2%	4.5%	3.1%	

Source: Ibbotson & Associates, 1991

STOCKS: The inflation and

Active Participants
General Account
Advisors Fund
Stock Fund
Aggressive Growth
Bond/Debt Security
Money Market

INFLATION: 1991 RESULTS

Financial Commentator

the 1990's will bring slow
on (averaging about 4%), and
ment quite favorable to stock
ocks and bonds) annual gains
r or just below the 50 year
ls will hover in the 5 to 5-1/
ill also bring at least one, and
to 18%.

your money. That is not a
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measured by the Dow Jones
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and nearly as well for as far
t measure does not consider
for stocks as a group. If your
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City employees who want to
r the long term (10 plus years)

Jones Industrial average in

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o. 5000
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in a recession or early in a
idea to buy stocks in the year
uccessive discount rate cuts,
Every other time that has
n you are looking back two

, there is no denying that the

bulls are running the stock market right now. They overpowered the
pessimists on December 20, 1991 when the Federal Reserve,
worried that the economy was slumping badly, slashed the discount
rate (the rate it charges banks and other financial institutions for
short-term loans) by a full percentage point to 3.5%. To put that
move in perspective, the last time the Fed felt compelled to cut the
discount rate from 4.5% to 3.5% was in 1930, when it was struggling
to pull the nation out of a depression.

Underlying my equity recommendation is confidence that the
economy will perk up later this year, that inflation will remain
moderate, and that interest rates will stay low. You can bet your last
dollar that President George Bush will do everything within his power
to insure a healthy stock market by November. If the 1992 stock
market follows the historical pattern for presidential election years,
blue chips could end the year up 7% or more, for a total return
(including dividends) of 10 to 12%. And smaller growth stocks could
gain more, as much as 15%.

WHAT TO DO NOW

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

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

The general fund pays a very attractive and competitive return of
7.85% (which I forecast will continue to fall). It contains no "junk
bonds" (below investment grade); it is invested in direct obligations
of the U.S. government and its agencies along with investment grade
corporate securities and short-term money instruments.

I suggest and urge those not adverse to some risk and market
volatility, diversification of assets in the Hartford program which
would include the stock fund, index fund and advisors fund (stock,
bonds and money market instruments). I use the Hartford plan as a
supplemental retirement plan and therefore avoid the aggressive
growth fund which fluctuates (up and down) the most of all of
Hartford's offerings. The aggressive growth fund did exceptionally
well in 1991 and should continue to do well, although less dramati-
cally, in future years. The aggressive growth fund can be considered
by the "high flyers"

INFLATION AND ASSET RETURNS

Average Annual Total Return

Long-Term

Stocks Gov't Bonds T-Bills Inflation

Deflation				
1926-1932	(3.34)%	5.00%	2.73%	(4.4)%
1938-1940	5.61	5.85	0.01	(0.8)
Average	1.14	5.43	1.37	(2.6)

Price stability				
1933-1940	10.96	4.98	0.14	0.9
1948-1949	11.95	4.91	0.96	0.4
1952-1955	23.86	2.62	1.48	0.3
Average	15.59	4.17	0.86	0.5

Moderate inflation				
1943-1945	27.18	5.14	0.34	2.5
1955-1967	11.65	0.88	2.98	1.8
1982-1989	18.92	16.31	7.89	3.7
Average	19.25	7.44	3.74	2.8

Rapid inflation				
1940-1947	8.49	2.82	0.27	6.7
1968-1970	1.86	2.00	6.10	5.4
1973-1981	5.16	2.49	8.23	9.2
Average	5.17	2.44	4.87	7.1

place to be with some of your deferred compensation monies. The 1990's should be a period of moderate
low interest rates. Historical data demonstrates that stocks thrive in moderate inflation environments.

START NOW!

LET THE MAGIC OF COMPOUND INTEREST WORK FOR YOU

Take a look at what compound interest can do for you. The
following example assumes an 8% growth rate. Investor A, age
25, saves \$1,500 each year for nine years and then stopped
saving. Investor B, the same age, waits until age 34 and then
starts saving \$1,500 every year until age 65. With the help of
compound interest, Investor A has more money at age 65 than
Investor B!

The important point is that Investor A had nine early years
of tax-deferred compounding that Investor B did not have, and
those nine early years were worth more than all of the 23 years
of additional contributions made by Investor B. By the way, If
Investor A continued to contribute instead of stopping at age
34, the amount would total \$454,865 by age 65.

What If you're starting a little late? Does that mean that tax
deferred compounding won't work for you? No, It doesn't. It's
never too late to improve your financial situation. But the earlier
you start, the better your results will be.

Age	INVESTOR A		INVESTOR B	
	Contribution Amount	Year-end Value	Contribution Amount	Year-End Value
25	\$1,500	\$1,620	-0-	-0-
26	1,500	3,370	-0-	-0-
27	1,500	5,259	-0-	-0-
28	1,500	7,300	-0-	-0-
29	1,500	9,504	-0-	-0-
30	1,500	11,884	-0-	-0-
31	1,500	14,455	-0-	-0-
32	1,500	17,231	-0-	-0-
33	1,500	20,230	-0-	-0-
34	-0-	21,848	\$1,500	\$1,620
35	-0-	23,596	1,500	3,370
36	-0-	25,484	1,500	5,259
37	-0-	27,522	1,500	7,300
38	-0-	29,724	1,500	9,504
39	-0-	32,102	1,500	11,884
40	-0-	34,670	1,500	14,455
41	-0-	37,444	1,500	17,231
42	-0-	40,440	1,500	20,230
43	-0-	43,675	1,500	23,468
44	-0-	47,169	1,500	26,966
45	-0-	50,942	1,500	30,743
46	-0-	55,018	1,500	34,822
47	-0-	59,419	1,500	39,228
48	-0-	64,172	1,500	43,986
49	-0-	69,306	1,500	49,125
50	-0-	74,851	1,500	54,675
51	-0-	80,839	1,500	60,669
52	-0-	87,306	1,500	67,143
53	-0-	94,290	1,500	74,134
54	-0-	101,834	1,500	81,685
55	-0-	109,980	1,500	89,840
56	-0-	118,779	1,500	98,647
57	-0-	128,281	1,500	108,159
58	-0-	138,544	1,500	118,432
59	-0-	149,627	1,500	129,526
60	-0-	161,597	1,500	141,508
61	-0-	174,525	1,500	154,449
62	-0-	188,487	1,500	168,425
63	-0-	203,566	1,500	183,519
64	-0-	219,851	1,500	199,820
65	-0-	\$237,439	1,500	\$217,426

CITY AND COUNTY OF SAN FRANCISCO EMPLOYEE DEFERRED COMPENSATION PLAN

Where Participants Put Their Money
Assets as of June 30, 1991

Participants	\$Millions	Percentage	Active Participants	\$Millions	Percentage
unt	\$100.66	62%	GNMA/Mortgage Securities Fund	1.97	1.2%
	23.10	14%	Index Fund	1.36	0.8%
	18.85	11%	International Opportunities Fund	1.29	0.7%
rowth Fund	6.50	4%	U.S. Government MM Fund	1.06	0.6%
curities Fund	4.18	2.5%	Socially Responsive Fund	.90	0.5%
t Fund	2.39	1.5%		\$162.26	100%

Account Size Valuation as of September 30, 1991

	Number of Participants
Under \$10,000	3,145
\$10,000 to \$24,999	1,534
\$25,000 to \$49,999	1,162
\$50,000 to \$99,999	744
\$100,000 to \$149,000	243
\$150,000 to \$199,999	74
Over \$200,000	5
Totals	6,907

A Special Board Meeting will be held on 1/21/92, 1400 hrs., to vote on preliminary ratification of these Bylaw changes. Subsequently, these changes will be voted on by the General Membership in the Annual Election.

Bold Italic = changes

Strikeout = deletions

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION CONSTITUTION AND BYLAWS

ARTICLE I NAME. JURISDICTION

Section 1 This Association shall be known as the San Francisco Police Officers' Association, **Local 911, Service Employees International Union, California Organization of Police and Sheriffs.** The principal place of business of this Association is San Francisco, California.

Section 2 The jurisdiction of the San Francisco Police Officers' Association, **Local 911 shall cover all peace officers with full peace officer status as defined by the California Penal Code, employed in the San Francisco Bay Area that are not embraced within the jurisdiction of a presently existing and operating local union that has been chartered by an AFL-CIO union.**

ARTICLE II AFFILIATION

Section 1 The Association is a Charter member of the Service Employees International Union (SEIU, AFL-CIO) with all the rights, privileges, and obligations of membership. This affiliation shall be governed by the provisions set forth in the Affiliation Agreement between the Service Employees International Union and the Association.

Section 2 The Association shall also be affiliated with the California Organization of Police and Sheriffs, (COPS).

ARTICLE III OBJECTIVES AND PURPOSES

Section 1 The objectives and purposes of the Association shall be to benefit its members and improve their conditions by every means, including but not limited to:

- Securing fair compensation for the performance of their professional duties, including improving their wages, hours and working conditions, through organization, collective bargaining, legislative and political action and the utilization of other lawful means;
- Promoting justice, peace, security and a social consciousness that reflects the diverse cultures of the Bay Area;
- Improving the training and educational opportunities available to members, in order to assure the highest quality of service and protection for the public;
- Involving members in civic, social, political, cultural, economic, educational, charitable and other activities, whether on a local, state or national level, as will advance this Association's standing in the community and in the labor movement and further the interests of this organization and its membership;
- Maintaining and improving a positive relationship with people in all the neighborhoods served by our membership;
- Attempting to develop and maintain a positive working relationship with management based upon mutual respect;
- Promoting athletic and social activities for the health and welfare of members and maintaining and improving the Association's physical plant;
- Representing members involved in grievances and negotiating procedures designed to assure that any such grievances are fairly determined;
- Cooperating with other Police Officers' Associations and Unions, and with other organizations having objectives similar or related to those of the Association;
- Opposing any organization or group which expounds or promotes any doctrine or philosophy inimical or subversive to the fundamental principles and institutions of the United States, the State of California, the City and County of San Francisco, or this Association.

Section 2 This Association is a non-profit corporation as chartered by the State of California. Upon the dissolution of this corporation, the Community Services Committee, on recommendation of the Board of Directors, shall transfer all assets to a charity or charities recognized by the laws of the State of California and the United States Internal Revenue laws.

- To develop a spirit of cooperation among those who have dedicated themselves to law enforcement.
- To furnish representation to all its members in grievances, working conditions, salaries and improvement of relations with administrative officers and all other matters relating to the general welfare of its members.
- To oppose any organization or group which expounds or promotes any doctrine or philosophy inimical or subversive to the fundamental principles and institutions of the United States, the State of California, the City and County of San Francisco, or this Association.
- To establish and maintain an understanding between law enforcement personnel and the public.
- Powers and duties of this Association not specifically delegated by this Constitution and Bylaws shall be reserved to the membership.
- The Board of Directors of this Association may endorse or oppose any candidate seeking election to a public office in the federal, state or municipal government. The Board of Directors may also sponsor or endorse federal, state or municipal propositions which affect the welfare of this Association; it may also oppose federal, state or municipal propositions which are harmful to the best interests of this Association. Any of the above mentioned actions shall require a minimum of eleven (11) votes of the Board. Individual members may make endorsements but are prohibited from using the Association's materials and/or identification. [Amended February, 1981]

ARTICLE IV MEMBERSHIP

Section 1 Membership in this Association shall be limited to sworn peace officers with full peace officer status as defined by the California Penal Code, who are members of the San Francisco Police Department, the San Francisco International Airport Police Bureau or who are District Attorney Investigators employed by the San Francisco District Attorney, except that membership may be extended to sworn peace officers with full peace officer status in accord with Section 1.1 below.

1. Membership in this Association shall be limited to sworn members of the San Francisco Police Department having full peace officer status as defined in §830.1 of the Penal Code and covered in Retirement §§8.544, 8.559 and 8.586 of the Charter of the City and County of San Francisco. These members shall be deemed active members. [Amended November, 1978]

Section 1.1 Membership may be provided sworn peace officers with full peace officer status, as that term is defined by the California Penal Code, who are within the jurisdiction of this Association and who petition for membership, provided said petition is approved by a seventy-five percent (75%) vote of the Board of Directors and is subsequently ratified by a seventy-five percent (75%) vote of the members present at a membership meeting.

1.1. Notwithstanding any other provision in the Constitution and Bylaws, associate membership in this Association shall be limited to members of the San Francisco Police Department having peace officer status as defined in §830.4 of the Penal Code and having a civil service classification of 8222 (Housing Police Officer). Associate members are not eligible to hold office in this Association, nor shall they be entitled to vote. Associate members shall be entitled to representation for disciplinary matters arising out of the course and scope of their employment. Such representation shall be limited to hearings, interviews and proceedings before the Chief of Police, the Police Commission, the office of Citizen Complaints, the Police Department's Management Control Division, and any other internal Police Department investigation. Associate members shall be entitled only to those rights, privileges and benefits as set forth in this Section. [Amended February, 1990]

Section 2 Members of the San Francisco Police Department **Members of this Association who retire as sworn peace officers** who are retired may elect to become retired members of this Association and in such status are entitled to all rights, privileges and benefits of membership, but cannot hold office except as otherwise provided in this Constitution and these Bylaws. Further, retired members may vote only for their representative on the Board of Directors and for those Association ballot measures which specifically and directly affect them, excluding a vote for the Executive officers of this Association.

Provided further, retired members may vote for any and all Association ballot measures, propositions, proposals or Charter Amendments concerning or pertaining to, directly or indirectly, specifically or remotely, any vested retirement/pension provisions and/or benefits which may affect them; provided further that retired members may also vote in on any Association ballot measure proposing to alter or amend the provisions of this Subsection. [Amended April 1982]

2.1. Notwithstanding any other provision of this Constitution and Bylaws, any active members of this Association as defined in Article III, §1, may elect to retain their active membership upon retirement by continuing to pay dues at the active member rate. [Amended June, 1975]

Section 3 Any member of this Association who has not paid his/her dues or assessments as required in this Constitution and these Bylaws for a period of thirty (30) days shall stand automatically suspended from membership. A member so suspended shall not enjoy the rights, privileges and benefits of a member membership. A delinquent member shall have thirty (30) days' grace period to reinstate him/herself. A delinquent member at the beginning of his/her grace period shall be notified by the Secretary of this Association, at the beginning of his/her grace period, by certified mail with a return receipt, of his/her financial delinquency.

Section 4 Membership in this Association shall terminate if dues or assessments are not paid within sixty (60) days following the date upon which dues or assessments become payable payable, including the grace period; or, upon his/her removal or resignation from the San Francisco Police Department; or, upon his/her resignation from this Association; or, upon his/her expulsion from this Association as provided for in this Constitution and these Bylaws.

Section 5 Any person whose membership has been terminated by resignation from this Association for non-payment of dues or assessments may be reinstated on his/her written application together with all dues and assessments levied since delinquency, resignation or termination. A retired membership shall allow his/her dues to remain unpaid beyond the grace period shall not be eligible for reinstatement.

Section 6
a. The rights, privileges and benefits of membership in the Association are to be provided only to members who have belonged to the Association since their entry into their department, or to members who have belonged to the Association for one (1) year. For purposes of this Section, a member will be deemed to have entered into his/her department if the member joined the Association during the first six (6) months of his/her employment with his/her department.

b. The Association shall not be required to provide representation to members on probation in entry level positions who are subjected to disciplinary action.

c. Members on military leave of absence without pay as provided herein shall be placed on an inactive status while on such leave. Said members shall reinstate themselves into membership of this Association within thirty (30) days after returning to work.

d. Members who join the Association for the first time, only after they have been eligible to join the Association for over six (6) months, must pay all back dues and assessments that were levied on the general membership by the Association, retroactive to the last date of the aforesaid six (6) month period. Payments due under this provision may be waived only if one becomes a member by submitting an application between December 1st and December 31st of any year. However, a member may exercise this special waiver opportunity only once during his/her lifetime.

e. Regardless of any other provisions of these By-Laws, retired former members of the Association may become retired members of this Association upon payment of back dues.

6. No member shall be allowed to receive any rights, privileges or benefits of this Association until he/she has been a member for one (1) year or he/she has been a member of this Association since his/her entry into the Police Department. Entry into the Police Department shall be defined as the first six (6) months of employment. Except that no member shall receive representation from or by this Association in matters relating to action brought by the Police Academy during the basic recruit course or the Field Training and Evaluation Program regarding rated or established performance standards. Provided further that the person who, for the first time, becomes a member after his/her first six (6) months of employment must also pay all dues and assessments levied since his/her entry into the Police Department. Members on Military Leave of Absence without pay as provided in Article III, §10 of this Constitution shall be placed on an inactive status while on such leave. Said member shall reinstate him/herself into membership of this Association within thirty (30) days after returning to the Police Department. [Amended February, 1990]

7. During the first six (6) months this Constitution and Bylaws are in effect (July 1, 1975), §§5 and 6 shall be inapplicable to members of the San Francisco Police Department who for whatever reason are not presently members of this Association. Past dues and assessments levied shall be forgiven during this six (6) month period; however, any member joining this Association during this period and under these conditions shall not be entitled to full rights and privileges of this Association membership until that person(s) has been a member in good standing for one (1) year after joining the Association under this Section. [Amended June, 1975]

Section 8 Should a member become unable to perform his/her police peace officer duties by reason of illness, injury or involuntary leave for which compensation is withheld following the exhaustion of all compensatory pay, his/her dues and assessments shall become delinquent. However, such delinquency shall not affect his/her status as a member. Following his/her return to duty from such uncompensated absence, the member shall be allowed a period of six (6) months to repay the amount which has become delinquent. During such six (6) month period, his/her rights, privileges and benefits of membership shall remain in full force and effect. A member on voluntary leave shall be entitled to all rights, privileges and benefits of membership, provided that all dues and assessments are paid when due.

Section 9 Should a member be terminated by any of the methods herein provided, such member or anyone claiming under him/her shall have no right to any fees, dues, assessments or contributions which such member may have paid to this Association at any time prior to such termination.

Section 10 A member of this Association whose dues and assessments are current and who is called on Military Leave without pay shall be placed in an inactive status and shall be exempt from dues or assessments levied during the period of such military leave. Members on such leave shall be entitled to all rights, privileges and benefits that membership in this Association provides.

ARTICLE V OFFICERS, AND BOARD OF DIRECTORS, AND EXECUTIVE BOARD

Section 1 The Officers of this Association shall be:

- President;
- Vice President;
- Secretary; and,
- Treasurer.

Section 2 The President shall:

- When able, preside at all meetings of this Association.
- Appoint members to all permanent committees, except as otherwise provided, and shall announce, on assuming office and annually, the membership of said committees. on assuming office:
- Appoint a parliamentarian with the approval of the majority of the Board of Directors.
- Appoint a parliamentarian for Membership meetings with the approval of a majority of the members present, and for Board of Director meetings with the approval of a majority of the Board members present at the meeting.
- Be an ex officio member of all committees.
- Appoint members to offices, positions and committees when vacancies occur in such positions. Such appointments to offices and to positions on the Board of Directors shall remain in force until the next regular Association election, unless the member is removed from said office or position pursuant to the provisions of these Bylaws.
- Have power to appoint special committees to advise him/her in matters affecting and pertaining to this Association.

g. Be the chief executive officer of this Association with full charge over the Association office. All Association work shall be done at the President's direction and under his/her supervision. The President may authorize and make reasonable expenditures in carrying out the business of the Association and shall report said expenditures to the Board of Directors at its next regular meeting. All receipts must be submitted to the Treasurer by the first day of each month.

h. Have the authority to appoint delegates to all organizations that this

Association is affiliated with and appoint representatives to any meeting or conference that this Association participates in. The power to make appointments under this Section is subject to the approval of the Board of Directors.

Section 3 The Vice President shall:

- Assist the President in Association business.
- Perform the duties of the President in the absence of the President.
- In the case of the resignation or death of the President, the Vice President shall become President for the unexpired term.

Section 4 The Secretary shall:

- Keep accurate minutes of the proceedings of this Association.
- Notify delinquent members of such delinquency as provided in Article III-IV, §3 of this constitution **these Bylaws.**
- Issue all notices and communications not otherwise provided for.

d. The Secretary of the Association shall keep a true and accurate account of all meetings of the Board and their actions. He/**she** shall cause to be posted five (5) days prior to each meeting of the Board, the agenda of that meeting. Included on the agenda will be a detailed list of all political solicitations of any sort whatsoever made by this Association since the previous meeting of the Board. He/**she** shall also do the same for each Quarterly General Membership meeting. He/**she** shall distribute same to all members of the Board of Directors who shall also post the agenda five (5) days prior to each regular and quarterly meeting. [Amended February, 1982]

Section 5 The Treasurer shall:

- Collect all dues, funds and assessments of this Association. A receipt shall be issued when applicable.
- Pay no bills drawn against the General Fund except by bank check. [Amended February, 1990]
- Deposit in banks such as may be designated by the Board of Directors in the name of the "San Francisco Police Officers' Association" all monies received. [Amended February, 1990]
- Render a monthly statement of the revenues and expenses of this Association's General Fund. Such statement shall reflect the funds received and expended during the preceding month and the total amount of dues received from active and retired members during the preceding month. [Amended February, 1990]
- Render a monthly statement of the membership of this Association and cause such figures of the total numerical membership to be published in the official publication of this Association.
- Maintain the financial records of this Association in a manner prescribed by the Board of Directors. Said records may, upon request, be examined by any member of this Association during normal business hours.

g. Whenever called upon, shall submit the books for review to the Board of Directors. [Amended February, 1990]

h. Be bonded in an amount which the Board of Directors deems appropriate. The premium for such bond shall be paid by the Association.

i. At the close of each fiscal year (February 1 to January 31 of the following year), cause an audit to be made of all the business and transactions of the Association for the year by a Certified Public Accountant, who shall have access to all the books, papers, documents, accounts, records, funds and deposits of this Association for that purpose. The necessary cost of such audit shall be paid out of the funds of this Association and the complete report and results of such audit shall be submitted to the regular meeting in the month of June or to a Special meeting of this Association. A copy of this report shall be given to each member of the Board of Directors. An audit shall also be made when a new individual assumes the office of Treasurer. [Amended February, 1990]

Section 6 Board of Directors:

a. The Board of Directors shall consist of the elected Officers and **representatives elected as follows:**

a. Two (2) each from: Central Station; Mission Station; Northern Station; the San Francisco Airport Police Bureau; the Administration Bureau; and the Investigations Bureau.

b. One (1) each from: Ingleside Station; Park Station; Potrero Station; Richmond Station; Southern Station; Taraval Station; the MUNI Transit Division; the Supervisory Unit (Lieutenants and above); the Traffic Division; Retired members; the District Attorney Investigators; the Tactical Division and the Tenderloin Task Force.

a. The Board of Directors shall consist of the elected Officers, one (1) member from the Retired members; one (1) two (2) members from the Traffic Division; two (2) members from the Investigations Bureau; two (2) members from the Administration Bureau; one (1) member of the Tactical Division; one (1) member from the Muni Transit Division; one (1) member from the Special Operations Bureau Task Force; two (2) members each from Central Station, Northern Station and Mission Station; and one (1) member each from the other six (6) different Stations. Members of each group listed above shall vote only for the representative of their group unless the individual falls under the auspices of Article V, §5. However, only active members shall be allowed to vote for the Executive Officers of this Association. [Amended February, 1990]

b. It shall be the duty of the Board of Directors to conduct, manage, govern and administer all of the affairs of the Association not specifically provided for in the Constitution and **these** Bylaws of the Association, or by action of the Association at the Quarterly Meeting; to cause to be kept a complete record of all meetings and acts; to supervise all Officers and employees of the Association and to insist that their duties are properly performed; to pass upon all applications for membership; and to cause membership certificates and other certificates to be issued on all applications which have been approved and accepted and **generally** to act upon matters pertaining to the affairs of this Association.

c. Regular meetings of the Board of Directors shall be held on the third (3rd) Tuesday of each month. Irrespective of this provision, if and when the President deems it in the best interest of the Association, a meeting may be set at a date other than the one specified. The President or ~~seven (7)~~ **nine (9)** other members of the Board of Directors may call other meetings from time to time as may be necessary. For the purpose of holding meetings, ~~thirteen (13)~~ **fifteen (15)** members shall constitute a quorum for the transaction of any business which may be brought before it. The regular meetings of the Board of Directors shall be open to the membership who shall be able to speak on any matter that is before the Board, but shall have no vote.

The agenda for the meeting shall be posted at least five (5) days prior to the scheduled meeting on Association bulletin boards and other appropriate conspicuous places. The agenda shall designate a specific time span during which each particular issue is expected to be discussed. Any member may submit issues for the agenda, subject to the approval of the Executive Board. All issues must be submitted at least three (3) days prior to the scheduled meeting. All issues not listed on the agenda will not be discussed except by a two-thirds consent of the Board of Directors present at the meeting.

d. No question, proposal or proposition which may be wholly within the powers and jurisdiction of the Board to decide shall be decided except on a majority vote of the members of the Board present at the meeting at which such matter is presented, provided that such majority shall in no event be less than nine (9) ~~eleven (11)~~ in number even though a bare quorum is present. **Endorsements of candidates and propositions shall require both a sixty percent (60%) vote of the Board of Directors and a minimum of fifteen (15) votes, nor less than eleven (11) for candidates or propositions as provided in Article II, §6, and further provided that such question, proposal or proposition concerning political solicitations is in compliance with Article IV, §4.c. of this Constitution.** Attendance and voting records of all members of the Board shall be printed in the official publication of this Association. [Amended February, 1990]

e. By **At** the direction of the President with the consent of the Board of Directors, the Association may from time to time as required employ the services of qualified persons. Compensation for such services shall be such amount as may be set by the Board.

f. Compensation or expenses for services rendered on behalf of the Association by any member or officer shall be set by the Board of Directors.

Section 7 The Board of Directors shall:

g. The Board of Directors shall have the authority to approve or reject appointments made by the President.

a. Ratify appointment of the Welfare Officer and the Parliamentarian.

b. Ratify appointment of the Community Services Committee and the Legislative Committee. [Amended February, 1990]

c. Appoint the Insurance Board of Trustees.

d. Appoint a Publications Committee of not less than three (3) members, one of whom shall be the Editor of the official publication of the Association. The Editor of the official publication shall serve at the pleasure of the Board of Directors and may be removed by a majority vote of said Board.

e. **h.** Shall in the month of February of each year, submit to the membership in the official publication of the Association, for its collective approval, a proposed budget of the anticipated expenses for the forthcoming fiscal year; that said fiscal year is defined to mean that period from the first (1st) day of February to the thirty-first (31st) day of January following. [Amended February, 1990]

g. An attorney(s) at law shall be selected by the Board of Directors:

h. **i** Each Director, other than the Association Officers, may appoint shift or watch stewards who shall assist in resolving grievances and in facilitating the flow of Association information.

i. **j.** The Board of Directors of this Association may endorse or oppose any candidate seeking election to a public office. The Board of Directors may also sponsor, endorse or oppose federal, state or local propositions. Any of the above-mentioned actions shall require **a 60% majority vote and a mini-**

um of fifteen (15) eleven (11) votes of the Board of Directors.

k. One third (1/3) of the members of the Board of Directors present at any Board meeting may, by resolution, require a poll of the membership regarding any endorsements. Any such poll shall be conducted in accordance with Article VII §7 of these Bylaws.

l. Individual members may make endorsements but are prohibited from using the Association's materials and/or identification. [Amended February, 1981]

m. Endorsements voted by the Board of Directors may be overturned only by referendum vote according to the provisions set forth in Article VIII §8 of these Bylaws.

Section 8 The Executive Board shall consist of the President, Vice-President, Secretary and Treasurer of the Association:

a. The Executive Board shall meet on the call of the President, at time and places which, in his or her judgment, best serve the needs of the Association.

b. The Executive Board shall have power to administer and oversee all business of the Association between meetings of the Board of Directors. Actions of the Executive Board shall require a vote of at least three (3) Executive Board members. All actions taken shall be reported to the Board of Directors at its next regular meeting.

c. The Executive Board has the authority and responsibility to make recommendations to the Board of Directors and the membership concerning the objectives and purposes of the Association.

d. The Executive Board shall serve as the Association's Screening Committee, and in that capacity:

Section 9 The Screening Committee shall consist of the Executive Officers:

1. Shall, from time to time, confer with the Association's legal counsel on matters pertaining to the welfare of individual members or the membership at large.

a. This Committee shall, from time to time, confer with the Association's legal counsel on matters pertaining to the welfare of individual members or the membership at large.

2. Shall institute a procedure whereby members may be put into contact with the Association's legal counsel when the member requests advice of a criminal or civil nature arising out of the scope of his/her employment as a San Francisco Police Officer and/or matters that arise outside of the course and scope of employment as a police officer that result in administrative action against an officer, not to include issues arising from use or alleged use of narcotics, gambling, moral charges or issues that would violate the public trust. Provided, however, that any legal representation for a matter arising outside the course and scope of employment shall only include representation at a Chief's disciplinary hearing and/or representation at a Police Commission disciplinary hearing. [Amended February, 1990]

3. Shall advise the Board of Directors of this Association of its activities when called upon to do so by said Board. Additionally, the Board of Directors and the Screening Committee shall, in all instances, vigorously oppose any and all administrative processes by the Police Department arising from off-duty incidents, that do not directly reflect on the officer's ability to perform as a police officer, on the principle that any such action constitutes double jeopardy and substantially trammels the rights of the officer. [Amended February, 1990]

b. The Screening Committee shall institute a procedure whereby members may be put into contact with the Association's legal counsel when the member requests advice of a criminal or civil nature arising out of the scope of his/her employment as a San Francisco Police Officer and/or matters that arise outside of the course and scope of employment as a police officer that result in administrative action against an officer; not to include issues arising from use or alleged use of narcotics, gambling, moral charges or issues that would violate the public trust. Provided, however, that any legal representation for a matter arising outside the course and scope of employment shall only include representation at a Chief's disciplinary hearing and/or representation at a Police Commission disciplinary hearing. [Amended February, 1990]

c. The Screening Committee shall advise the Board of Directors of this Association of its activities when called upon to do so by said Board.

d. The Screening Committee shall institute a procedure whereby members may be put into contact with the Association's legal counsel when the member requests advice of a criminal or civil nature arising out of the scope of his/her employment as a San Francisco Police Officer and/or matters that arise outside of the course and scope of employment as a police officer that result in administrative action against an officer; not to include issues arising from use or alleged use of narcotics, gambling, moral charges or issues that would violate the public trust. Provided, however, that any legal representation for a matter arising outside the course and scope of employment shall only include representation at a Chief's disciplinary hearing and/or representation at a Police Commission disciplinary hearing. [Amended February, 1990]

d. **1.** Additionally, the Board of Directors and the Screening Committee shall, in all instances, vigorously oppose any and all administrative processes by the Police Department arising from off-duty incidents, that do not directly reflect on the officer's ability to perform as a police officer, on the principle that any such action constitutes double jeopardy and substantially trammels the rights of the officer. [Amended February, 1990]

4. Any member requesting the Association's legal counsel shall contact the Screening Committee through the Association answering service. The Committee shall then immediately contact the legal counsel concerning the member's request, and when necessary, see to it that the member is put into direct contact with the Association's legal counsel.

5. If the Committee, after consultation with the Association's legal counsel, decides to represent a member, then whatever reasonable cost(s) are necessary, these shall be borne by the Association, provided that the member from the outset accepts representation by the Association's legal counsel. [Amended February, 1990]

6. Provisions of this Section shall be strictly construed. Any financial assistance for legal representation must and shall be in accordance with the provisions of this Section.

e. Any member requesting the Association's legal counsel shall contact the Screening Committee through the Association answering service. The Committee shall then immediately contact the legal counsel concerning the member's request, and when necessary, see to it that the member is put into direct contact with the Association's legal counsel.

f. If the Committee, after consultation with the Association's legal counsel, decides to represent a member, then whatever reasonable cost(s) are necessary, these shall be borne by the Association, provided that the member from the outset accepts representation by the Association's legal counsel. [Amended February, 1990]

g. Provisions of this Section shall be strictly construed. Any financial assistance for legal representation must and shall be in accordance with the provisions of this Section.

ARTICLE VI COLLECTIVE BARGAINING

Section 1 Negotiating committees are to be appointed as needed by the President, subject to the approval of the Executive Board. Appointments to any such committees are to be made from amongst the members of the bargaining unit being represented, except that the President may serve on any negotiating committee, or appoint thereto any member of the Board of Directors. Joint negotiations by more than one Association negotiating committee is not precluded by this Section.

Section 2 Collective Bargaining Decisions. Each bargaining unit is to have authority to have its own negotiating committee, subject to Section 1 above and, through its own processes, to decide what proposals to make, how to pursue those proposals and on what terms to settle. The Association's role shall be to provide service and support to each unit and its negotiating team, and to approve or reject any tentative settlements.

Section 3 The Board of Directors has the authority to approve or reject any collective bargaining agreement negotiated by an Association negotiating committee. However, rejection of any agreement that an Association negotiating committee has reached tentative settlement on requires a seventy-five percent (75%) vote of the Board of Directors and must be based upon a showing that the terms of said agreement are inimical to the interests of the Association and its members.

Section 4 Ratification. Collective Bargaining Agreements negotiated by Association committees and approved by the Board of Directors must be ratified by a majority of the members of the bargaining unit covered by the agreement.

Ratification votes shall take place at a meeting called for that purpose or pursuant to a ratification procedure approved by the Board of Directors.

Section 5 All Association Negotiating Committees shall report to the Board of Directors of this Association and give a full account of their activities when called upon to do so.

ARTICLE VII NOMINATIONS, ELECTION AND INSTALLATIONS

Section 1 Any active member of this Association who has been a member for at least one (1) year shall be eligible for election to office in this Association.

Section 2 All officers of this Association shall be selected for a two (2) year term of office. All other members of the Board of Directors shall serve ~~one (1)~~ **two (2)** year terms. No member of this Association shall be eligible for election to any office of this Association who has retired, provided, however, that the office of the Retired Representative to the Board of Directors shall be a retired member, and provided further, that any member who is a member of the Board of Directors of this Association shall not be disqualified to continue in such office by reason of his/**her** being promoted, transferred or retired during his/**her** term of office. [Amended February, 1990]

Section 3 The Nominating Committee shall consist of three (3) active members appointed by the President during the first (1st) week of November. It shall be their duty to receive nominations and report on the eligibility of the nominees at the December Quarterly Membership Meeting. Nothing herein contained shall preclude the right of a member to be nominated from the floor at the December meeting.

Section 4 At each December membership meeting, a General Election Committee shall be appointed by the Board of Directors. This Committee shall consist of not less than five (5) members, nor more than ten (10), whose duty it shall be to receive nominations, to review the eligibility of the nominees, draw an election ballot, arrange for the printing and distribution by mail to all members, and make the results known to the membership. Members of this Committee shall not be members of the Board of Directors, nor candidates for office. Nothing herein contained shall preclude the right of a member to be nominated from the floor at the December meeting. The same procedure shall be followed for Special Elections. The annual election shall be held each year commencing at 8:00 a.m. on the fourth (4th) Monday of January and continuing until midnight (12:00 a.m.) of the second (2nd) Friday in February. If at the annual nomination of all offices there are no opposed offices, the Election Committee need not mail ballots to the membership.

Section 4.1 The General Election Committee shall ~~arrange with either the Registrar of Voters or the American Arbitration Association for an independent arbiter to oversee the entire election process.~~ At the December membership meeting, a designee of the General Election Committee shall present a written report to the Board of Directors ~~as to the agency providing the arbiter regarding the entire election process.~~ The independent arbiter **General Election Committee** shall notify the Board of Directors in a written report **writing** of any election inconsistencies or improprieties, along with a recommendation for resolution of the dispute. [Added February, 1990]

Section 5 Election Procedure:

a. Members shall mark an "X" in the place designated by the ballot instructions, and shall indicate their appropriate Station, detail or assignment on the return envelope in the space provided. Members who have been carried "extended loan" continuously for one (1) year in any unit shall be allowed to vote for the candidate(s) seeking to represent them at their respective extended loan assignment. No other mark of any kind shall be placed on such ballot. The member shall place the marked ballot in the ballot envelope provided by the Election Committee, without any identifying mark upon such envelope; the member shall seal the ballot envelope and place it in an envelope addressed to the mailing address of this Association or other designated place and the member shall print his/**her** name on the place provided on the outside of this addressed envelope. Members shall mail the ballot by United States Mail. The Election Committee members shall collect the ballots and check the name on the identifying envelopes with the membership roll. Only the ballots of members in good standing shall be counted. [Amended February, 1990]

b. After it has been determined by the Election Committee and the independent arbiter that the ballots remaining have been cast by the active and retired members, the outside identifying envelopes shall be removed and all ballots, still closed in the ballot envelopes, shall be tallied. The Committee in the presence of the independent arbiter shall open and proceed to count the ballots. All ballots marked contrary to ballot instructions shall be voided and not counted. Candidates receiving a simple majority of the total numbers of votes cast for offices shall be declared to be elected and the results of the election shall be verified by the independent arbiter. The verified results shall also be reported to the Secretary, who shall notify the candidates. The ballots and the identifying envelopes shall be retained by the Election Committee for two (2) weeks during which time they may be inspected by any member. Thereafter, such ballots and identifying envelopes shall be kept by the Association for one (1) year before being destroyed. [Amended February, 1990]

c. In the event of a tie or lack of a simple majority of the total number of votes cast for any Executive Office or seat on the Board of Directors, the General Election Committee shall within fifteen (15) days hold a runoff election of the tied candidate or the two (2) front runners for an office, in accordance with Article VII, §§5.a. and 5.b. of **these Bylaws** this Constitution. [Amended February, 1990]

Section 6 All members of the Board of Directors of this Association shall serve in their respective offices until their successors have been installed. Such installation is to be made at the first regular meeting of the Board of Directors following the date of the Annual Election.

Section 7 All polls of the membership shall be conducted by mail to all members. Members may vote by placing the marked ballot in the envelope provided and submitting the ballot to the Association according the instructions provided with the ballot.

ARTICLE VIII REMOVAL, EXPULSION, RECALL AND REFERENDUM

Section 1 Any member who commits one or more of the following acts after being charged, tried and found guilty may be fined, suspended and or expelled only by majority vote of the members of the Association present at a Board of Directors, regular, or special meeting.

- (a) **Violation of any provision of the Constitution or By-laws;**
- (b) **Activities which tend to bring the Association into disrepute, public condemnation, or scorn;**
- (c) **Gross disloyalty, or conduct unbecoming a member;**
- (d) **Conviction of a felony;**
- (e) **If an officer, gross inefficiency which might hinder and impair the interest of the Association;**
- (f) **Financial malpractice;**
- (g) **Willful libel or slander of any member;**
- (h) **Acts or conduct which are inconsistent with the duties and obligations of sworn peace officers.**

1. Any member who does an act which brings upon this Association and its members public condemnation and scorn or is found guilty of a felony may upon conviction be expelled from this Association.

Section 2 Any member of the Board of Directors may be recalled or removed for willful neglect in the performance of their duties in relation to this Association or for commission of **one or more of the offenses specified in Article VII §1** any act inimical to the welfare of this Association. [Amended February, 1990]

Section 3 Provided, however, that whenever such member of the Board of Directors or member is to be removed or expelled, they shall be served with a copy of the Charges, enumerating the alleged violations of §§1 or 2 of Article VIII of this Constitution **these Bylaws**, forming the basis of their contemplated removal or expulsion. Such charges **must shall** be set forth in clear and concise language and signed by the President upon the direction of the majority of the Board of Directors. Provided further, that if the Officer against whom the charges are pending is the President, then such charges may be signed by the Secretary or any other Officer directed to do so by the Board of Directors. [Amended February, 1990]

Section 4 The Board of Directors of this Association shall constitute the hearing board in cases involving the removal or expulsion of member(s) of the Board of Directors, and said Board shall also be the hearing board on charges against an individual member(s) and shall order the removal or expulsion of a member of the Board of Directors or member convicted of violations as enumerated in §§1 or 2, of Article VIII of this Constitution **these Bylaws**.

Section 4.1 A member of the Board of Directors or member may within ten (10) days following the service of charges, enter any argument or affidavit in their behalf. The Board of Directors shall conduct a fair and impartial hearing which shall be open to all members of this Association, but only in the capacity of observers. The accused member shall be allowed to make an explanation and introduce witnesses before the hearing board. The hearing board and the accused shall have the right to have their legal counsel present before the hearing board. In order that a verdict shall be conclusive, three-quarters (3/4) of the full Board shall be in attendance and a three-quarters (3/4) vote by secret ballot of those in attendance shall be necessary to legally remove or expel a member of the Board of Directors or member found guilty of an offense **or offenses** set forth in §§1 and 2 in Article VIII of this Constitution. [Amended February, 1990] **these Bylaws**.

Section 5 A member of the Board of Directors of this Association may be recalled by submitting in any case where a recall election of a member of the Board of Directors of this Association is demanded by a petition signed by twenty-five percent (25%) of the total members that he/**she** represents as a Director, or in the case of an Officer of this Association by three hundred (300) members, and submitted to the Secretary or President. **The petition shall state the reason for recall.** The Board of Directors shall immediately thereafter designate the date for **such** recall election. That date shall not exceed sixty (60) days after the petition has been submitted to the Secretary or President. The Board shall submit the charges contained therein to the membership for a vote in accordance with Article VII, §5 of **these Bylaws** this Constitution. If a simple majority of the membership voting thereon shall vote for such removal, the Board of Directors shall declare that office vacant. [Amended February, 1990]

Section 6 In any case where a recall election is submitted to the membership for vote, the accused member of the Board of Directors of this Association shall have the right to submit to the membership his/**her** written answer to the recall petition in the official publication of this Association, prior to the recall election. The answer may not contain more than five hundred (500) words.

Section 7 If a member of the Board of Directors should absent him/**herself** from three (3) successive meetings without acceptable excuse, their office shall be declared vacant and the President shall appoint a member to such vacancy as herein provided. [Amended February, 1990]

Section 8 Referendum: Whenever a petition, signed by ~~one hundred and fifty (150) members~~ **ten percent (10%) of the active members**, calling for a referendum, is submitted in writing to the Secretary, such proposition shall immediately be submitted to a vote of the entire membership by mailed ballot in accordance with Article VII, §5 of **this constitution these Bylaws**. Prior to the mailing of said ballots, such referendum petition shall be published in the official publication of this Association. A referendum is defined as the procedure of submitting measures already considered by the Board of Directors to a vote of the entire membership for approval or rejection. A majority vote of those voting shall cause the referendum to pass.

Section 9 Rescission: Whenever a petition, signed by two hundred and fifty (250) members, calling for a rescission, is submitted in writing to the Secretary or President, such proposition shall immediately be submitted to a vote of the entire membership by mailed ballot in accordance with Article VII, §5 of **this constitution these Bylaws**. Prior to the mailing of said ballots, such petition for rescission shall be published in the official publication of this Association. Such rescission petition must be presented within thirty (30) days of the act which is the basis for such a petition. Rescission is defined as the procedure of **for** submitting measures considered at a quarterly or special membership meeting to a vote of the entire membership. A majority vote of those voting shall cause the prior act(s) to be approved or rescinded.

ARTICLE VII IX MEETINGS

Section 1 This Association shall meet quarterly at 5:00 p.m. on the third (3rd) Tuesday of March, June, September and December, except when this date falls on a holiday, then the meeting shall be held on the following Tuesday. [Amended February, 1990]

Section 2 Irrespective of the provisions of §1 of this Article, if and when the Board of Directors deems it in the best interest of this Association, and its members best served, the meeting may be set at a date or time other than that set in §1. Notice of said meeting change shall be announced to the membership three (3) days prior to said meeting date.

Section 3 Meetings shall be held at a suitable place designated by the Board of Directors, within the City and County of San Francisco.

Section 3.1 The agenda for a regular meeting shall be posted at least five (5) days prior to the scheduled meeting on Association bulletin boards and other appropriate conspicuous places. The agenda shall designate a specific time span during which each particular issue is expected to be discussed. Any member may submit issues for the agenda, subject to the approval of the Executive Board. All issues must be submitted at least three (3) days prior to the scheduled meeting. All issues not listed on the agenda will not be discussed except by a two-thirds consent of the Board of Directors present at the meeting.

Section 4 Thirty (30) members shall constitute a quorum for the transaction of all business coming to the attention of the membership at a quarterly meeting or a special membership meeting. **Any action on matters, other than endorsements of the Board of Directors, may be overturned by a motion for reconsideration by the Board itself in accord with Roberts Rules of Order, or by a referendum vote of the membership as provided under Article VIII §8 of these Bylaws.** [Amended February, 1990]

Section 5 Special meetings may be called by the President or, in his/**her** absence, failure, or inability to act, by the Secretary, or by seven (7) members of the Board of Directors, or by a majority of members present at any quarterly meeting, or when such meeting is requested in writing by a petition signed by one hundred and fifty (150) members. The President shall, or in his/**her** absence, failure or inability to act, any other Officer of this Association, shall call such a meeting not less than three (3) nor more than fifteen (15) days after the filing of such petition with the Secretary. Petitions requesting such meetings shall state fully in clear and concise language the matter or purpose for which such meeting is requested. [Amended February, 1990]

Section 6 Notice of such meetings shall be given by posting on Association bulletin boards and other appropriate conspicuous places. Such notices shall state the purpose for which the meeting is being called.

Section 7 The Board of Directors is vested with discretion to reject repetitive petitions.

Section 8 Only one (1) regular meeting can be held in any one (1) quarter, but this does not prohibit the President from recessing a meeting to continue such meeting to another date if it is not possible to complete the normal business in one (1) meeting. If the meeting is recessed and continued to another date, the actions acted upon at the first part of the meeting shall be considered completed and may not be brought up at the continuation of the meeting.

Section 9 Elected Officers and members of the Board of Directors shall act in a manner as prescribed by a majority of members present at a quarterly or special membership meeting and not contrary to the Constitution and Bylaws of this Association.

ARTICLE VIII X AMENDMENTS

Section 1 To amend these Bylaws, it shall be required that:

a. **The proposed amendment be submitted to the President, in writing, signed by one hundred fifty (150) members, or that the amendment be proposed by resolution of the Board of Directors; and,**

b. **If a Bylaw amendment is proposed in accord with a. above, notice of the amendment, as proposed, shall be published in the next regular edition of the Association's official publication; and,**

c. **After Bylaw amendments are proposed in accord with b. above, they shall be read at the next quarterly membership meeting, or at a special meeting called for that purpose. The proposed Bylaw amendment shall be voted on at this membership meeting and, if approved by a majority of the members present, the proposed amendment shall be submitted to the general membership for approval or rejection by mailed ballot, in accord with the procedures set forth in Article VII, §5.**

Section 1.1 All proposed amendments to the Constitution and Bylaws of this Association must be in writing and signed by one hundred (100) members, or may be made by a resolution of the Board of Directors. Notice of said amendment shall be made in the official publication of this Association and then read at the next quarterly meeting, or a special meeting called for that purpose. A majority vote of the members present at that meeting shall cause the same to be submitted to a vote of the entire membership in accordance with Article VII, §5 of this constitution. If any proposed amendment to the Constitution and Bylaws of this Association is ratified by a majority of the votes cast, it shall be immediately adopted and become part of the Constitution and these Bylaws of this Association.

Section 2 this constitution and **These** Bylaws are amended and ratified at a regular meeting held on October 20, 1970, and voted on at an election on December 15, 1970; and shall become effective on January 1, 1971.

Section 3 this constitution and **These** Bylaws shall supersede all and any previous Constitutions and Bylaws of this Association.

Section 4 If any Section of this constitution **these Bylaws** and Bylaws shall be held invalid, the provisions of the other parts shall not be affected thereby.

BYLAWS OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

ARTICLE XI FINANCES

Section 1 The annual dues of this Association shall be as follows:

a. Active members: One and one-eighth percent (1-1/8%) of the fourth (4th) year police officer's monthly salary, per month, commencing July 1, 1990. [Amended February, 1990]

b. Retired members: Fifteen Dollars (\$15.00) per year, payable in advance. [Amended February, 1990]

c. Retired members who elect to retain their active membership upon retirement. One percent (1%) of fourth (4th) year police officer's monthly salary, per month, payable quarterly in advance. [Amended February, 1990]

d. Associate members. Fifty percent (50%) of the dues paid by active members. [Added February, 1990]

Section 2 The Treasurer of this Association shall cause to be created in the name of the San Francisco Police Officers' Association a General Account. [Amended February, 1990]

Section 3 Assessments:

a. No assessment of more than Ten Dollars (\$10.00) in any fiscal year shall be levied for any cause unless notification is sent to the membership in the official publication of this Association. The proposed assessment shall be taken up at the next quarterly meeting or special meeting called for that purpose following the notification as a special order of business, and upon a vote of two-thirds (2/3) of the members voting it shall pass. The final action of the proposed assessment shall be taken by a vote of the general membership in accordance with Article VII, §5 of the Constitution *these Bylaws*, for which a majority of those voting must be obtained if this assessment is to be levied. [Amended February, 1990]

b. An assessment of Ten Dollars (\$10.00) or less in any fiscal year may be recommended by the Board of Directors, and such recommendation shall be referred to the next quarterly meeting or special meeting for that purpose as a special order of business; notice of said proposed assessment shall be submitted to all members by notice in the official publication of this Association before that quarterly or special meeting. A vote of two-thirds (2/3) of the members present at that meeting shall be required to levy such assessment. [Amended February, 1990]

Section 4 Token of Esteem:

a. A token of esteem, valued not to exceed the sum of One Hundred Dollars (\$100.00), shall be presented to each member retiring as President of this Association:

b. A token of esteem, valued not to exceed the sum of One Hundred Dollars (\$100.00), may be presented to any person who has done an outstanding service(s) for this Association. [Amended February, 1990]

Section 5 4 Signing of Association Checks:

No bank check shall be drawn against the funds of this Association unless signed by the Treasurer and countersigned by the President. In the absence, failure or inability of the President or Treasurer to act, the Board of Directors of this Association shall provide for additional Directors to sign checks.

Section 6 Petty Cash Fund:

From the General Fund, the Treasurer shall cause to be created a petty cash fund, the amount of this fund shall be determined by the Board of Directors, but in any case, shall not amount to more than Six Hundred Dollars (\$600.00) for any one (1) fiscal year. Monies expended from this fund shall be reviewed by the Board of Directors at its regular meeting:

Section 7 5 Subscription Rate:

An annual subscription rate of Ten Dollars (\$10.00) for active members; retired members at active members' dues rate; and Two Dollars and Fifty Cents (\$2.50) for retired members, shall be charged for the official publication of this Association; this subscription rate shall be taken from the annual dues and deposited in the General Fund. [Amended February, 1990]

**ARTICLE XII
PERMANENT COMMITTEES**

Section 1 The Permanent Committees of this Association shall be:

- a. Blood Bank;
- b. Community Services;
- c. Grievance;
- d. Insurance;
- f. Labor Relations;
- g. California Organization of Police and Sheriffs (COPS) [Amended June, 1975];
- h.e. Retirement;
- i. Screening; and;
- j. Building Maintenance [Added February, 1981]; and,
- g. **Editorial Committee [Amended February, 1981].**

Section 2 Blood Bank Committee:

a. The Blood Bank Committee shall consist of three (3) members appointed annually by the President. These members shall make their names and units known to the membership in order to facilitate disbursement and collection of blood.

b. The members of this Committee shall contact the Irwin Memorial Blood Bank and arrange with the staff as to who shall be authorized to release blood; no other member shall be so authorized.

c. This Committee shall make arrangements for, and conduct, drives and benefits, and attempt to obtain publicity for the Association in the conduct of these drives and benefits.

d. Blood releases shall be made to Association members and their families only; however, extenuating circumstances may dictate that this provision be sometimes circumvented and it shall be in the power of the Committee to do so.

e. The Committee shall maintain a system whereby donors and recipients shall be accounted for. The level of units on hand shall be known at all times.

Section 3 Community Services Committee:

a. The Community Services Committee shall be known as the Board of Directors of the Community Service Fund and shall consist of ten (10) active members of this Association, serving without compensation, who shall be appointed by the President of this Association annually with **subject to** the approval of the Board of Directors of this Association for their respective ranks: **Members of this Committee serve at the pleasure of the Board of Directors. Appointments shall be made to members in the ranks below as follows:**

- 1 Captain;
- 1 Lieutenant;
- 1 Inspector;
- 2 Sergeants; and,
- 5 Patrolmen/women.

b. The Board of Directors of this Fund shall immediately elect a Chairperson, Secretary and a Treasurer for a term of one (1) year. [Amended February, 1990]

c. A quorum for the transaction of any business shall consist of six (6) Directors.

d. **One Dollar (\$1) per active member per month shall be provided this Committee.** The Chairperson of the Community Service Fund shall deposit in banks such as may be designated by the Board of Directors of this Association in the name of the Community Service Fund, all monies received. The Chairperson shall pay no bills or draw no checks for contributions or donations unless approved by a two-thirds (2/3) vote of the Committee. The Chairperson shall be bonded in an amount deemed appropriate by the Board of Directors of this Association. The premiums on said bonds shall be paid from the Community Service Fund. All checks shall be countersigned by either the President, Vice President or Treasurer of the Association. [Amended February, 1990]

e. Donations shall be made to non-profit charities. The Directors may, by a two-thirds (2/3) vote, allow for the donation, pay the same, or any part thereof This Section shall not preclude the Directors of this Fund from granting by a two-thirds (2/3) vote not more than Two Thousand Dollars (\$2,000.00) to any person or organization when the best interests of this Association would be served. [Amended February, 1990]

f. **The Fund shall be established in accordance with the guidelines set forth in Internal Revenue Code §501(c)(3).**

Section 4 Grievance Committee:

a. The Grievance Committee shall consist of five (5) members appointed annually by the President --, **subject to the approval of the Board of Directors, and shall serve at the pleasure of the Board of Directors.**

b. The Grievance Committee shall select a Chairperson from amongst its members.

c. The Grievance Committee shall advise and assist members, in conjunction with the Director of that station or unit, in resolving their grievances.

d. The Grievance Committee shall report to the Board of Directors of this Association when called upon to do so, and give a full account of its activities.

e. The Grievance Committee shall prepare a grievance form and shall see that said form is available to all members through their representatives and stewards.

f. **The steward or representative, under whose jurisdiction a grievance is filed, shall assist the Grievance Committee in resolving the grievance.**

Section 5 Insurance Committee:

a. There shall be established a five (5) person Insurance Committee, **which shall be appointed by the president subject to the approval of the Board of directors. Members of this Committee shall serve at the pleasure of the Board of Directors.** One (1) member shall be a retired member; the others shall be active members. The Committee shall be appointed by the Board of Directors of this Association at their March meeting. The term of office for members of the Insurance Committee shall be two (2) years. The Chairperson of the Insurance Committee shall be appointed annually in March by the President of this Board; the President shall also appoint a Secretary, Treasurer, and Administrator annually in March. [Amended February, 1990]

b. **The Chairperson and other officers of this Committee shall be appointed by**

the President, subject to the approval of the Board of Directors.

b.c. The Insurance Committee shall meet from time to time as necessary, the date and time to be determined by the Chairperson. The Chairperson of the Insurance Committee shall attend the meetings of the Board of Directors of this Association when requested to do so. [Amended February, 1990]

c.d. The Chairperson of the Insurance Committee shall receive all monies from insurance plan members and shall make all premium payments to the insurance broker or company of record. [Amended February, 1990]

d. e. The Chairperson of the Insurance Committee shall deposit all monies received in banks such as may be designated by the Insurance Committee in the name of the San Francisco Police Officers' Insurance Trust Fund. The Chairperson shall draw no checks for premiums unless countersigned either by the President, Vice President or Treasurer of the Association. [Amended February, 1990]

e. f. The Insurance Committee shall have the authority to negotiate contracts with insurance companies or brokers in the name of the San Francisco Police Officers' Association, and will be responsible for maintaining insurance coverage of insurance plan members eligible for such coverage. Final approval of an insurance contract shall be made by the Board of Directors of this Association. [Amended February, 1990]

f. g. The Secretary of this Association shall notify the Insurance Committee in writing of any new members of the Association and of any members whose membership has been terminated for any reason. [Amended February, 1990]

g. h. The Chairperson of the Insurance Committee shall be bonded in an amount determined by said Committee. Such bond shall be paid from the Insurance Trust Fund. [Amended February, 1990]

h. i. The Insurance Committee may from time to time utilize the Association's clerical staff, and will be charged for the Association's direct costs. [Amended February, 1990]

Section 6 Legislative Committee:

a. The Legislative Committee shall consist of not less than five (5) members appointed by the President, subject to approval of the Board of Directors.

b. The Legislative Committee shall inform the Board of Directors of this Association of all pending legislation (federal, state and local) which will affect the members of this Association.

c. From time to time, the Board of Directors of this Association shall direct members of this Committee to represent this Association before federal, state and local legislative bodies.

d. The Chairperson of the Legislative Committee, to be chosen by members of this Committee, shall attend meetings of the Board of Directors of this Association when directed.

Section 7 Labor Relations Committee: (See Article VI)

a. The Labor Relations Committee shall consist of Committee members appointed annually by the President. [Amended February, 1990]

b. The Labor Relations Committee shall select a Chairperson from amongst its members:

c. In the event that this Association is recognized by the City and County of San Francisco as the bargaining agent for Department members, this Committee shall serve as this Association's bargaining agent. This Committee shall be charged with negotiating under California Government Code, Title I, Division 4, Chapter 10, and other appropriate federal, state or local legislation governing employer-employee relationships:

d. The Labor Relations Committee shall report to the Board of Directors of this Association when called upon to do so, and give a full account of its activities. The Committee may sign a Memorandum of Understanding or other employee contract, provided that said Memorandum or contract shall not become effective until it is first approved by said Board and ratified by the membership in accordance with Article VII, §5 of this constitution:

Section 8 California Organization of Police and Sheriffs (COPS) Committee:

a. The COPS Committee shall consist of at least four (4) members appointed annually by the President:

b. The COPS Committee shall represent this Association at all COPS meetings:

c. The COPS Committee shall report to the Board of Directors of this Association when called upon to do so, concerning the programs being pursued by COPS. [Amended June, 1975]

Section 9 7 Retirement Committee:

a. The Retirement Committee shall be composed of a Retirement Representative who shall be known as the Welfare Officer, and such assistants as the Welfare Officer shall, from time to time, require to fulfill his/her duties.

b. The Welfare Officer shall serve at the pleasure of the Board of Directors of this Association. He/she shall be appointed annually by the President, and his/her appointment shall be ratified by a majority vote of the Board of Directors.

c. The Welfare Officer shall represent, counsel and advise members and their families regarding their rights, privileges and benefits under applicable Police Department retirement Sections of the Charter of the City and County of San Francisco.

d. From time to time, the Welfare Officer shall be permitted to select a member as an administrative assistant to aid him/her in investigating and preparing cases for presentation on behalf of a member or his/her family before the Retirement Board of the City and County of San Francisco.

e. The Welfare Officer shall be compensated for his/her duties in carrying out the duties and services of his/her office. Said compensation shall be set by the Board of Directors of this Association.

Section 10 Screening Committee:

a. The Screening Committee shall consist of the Executive Officers. [Amended February, 1981]

b. This Committee shall, from time to time, confer with the Association's legal counsel on matters pertaining to the welfare of individual members or the membership at large:

c. The Screening Committee shall advise the Board of Directors of this Association of its activities when called upon to do so by said Board:

d. The Screening Committee shall institute a procedure whereby members may be put into contact with the Association's legal counsel when the member requests advice of a criminal or civil nature arising out of the scope of his/her employment as a San Francisco Police Officer and/or matters that arise outside of the course and scope of employment as a police officer that result in administrative action against an officer; not to include issues arising from use or alleged use of narcotics, gambling, moral charges or issues that would violate the public trust. Provided, however, that any legal representation for a matter arising outside the course and scope of employment shall only include representation at a Chief's disciplinary hearing and/or representation at a Police Commission disciplinary hearing. [Amended February, 1990]

d.1. Additionally, the Board of Directors and the Screening Committee shall, in all instances, vigorously oppose any and all administrative processes by the Police Department arising from off-duty incidents, that do not directly reflect on the officer's ability to perform as a police officer, on the principle that any such action constitutes double jeopardy and substantially trammels the rights of the officer. [Amended February, 1990]

e. Any member requesting the Association's legal counsel shall contact the Screening Committee through the Association answering service. The Committee shall then immediately contact the legal counsel concerning the member's request, and when necessary, see to it that the member is put into direct contact with the Association's legal counsel:

f. If the Committee, after consultation with the Association's legal counsel, decides to represent a member, then whatever reasonable cost(s) are necessary, these shall be borne by the Association, provided that the member from the outset accepts representation by the Association's legal counsel. [Amended February, 1990]

g. Provisions of this Section shall be strictly construed. Any financial assistance for legal representation must and shall be in accordance with the provisions of this Section:

Section 11 8 Special Law Enforcement Services (SLES) Committee:

a. The President shall appoint members of the SLES Committee, **subject to the approval of the Board of Directors**, for the purpose of monitoring overtime opportunities allocated by the Department's administration under the auspices of 10B of the City Administrative Code. [Added February, 1990]

Section 12 9 Police Services Committee:

a. The President shall appoint members of the Police Services Committee, **subject to the approval of the Board of Directors**, for the purpose of recognizing and rewarding outstanding individual accomplishments of officers, promoting the image of the San Francisco Police Officers' Association within the community and staging fraternal events for the enjoyment and benefit of the membership/their families. [Added February, 1990]

Section 10 Editorial Committee:

a. **The President shall appoint an Editorial Committee of five (5) members, the majority of whom shall be members of the Board of Directors, and one (1) of whom shall be appointed to serve as Chairperson of the Committee. The Chairperson of the Committee shall be the Editor of the Association's official publication. These appointments are subject to the approval of the Board of Directors, and members of the Committee shall serve at the pleasure of the Board of Directors.**

b. **The Editorial Committee shall be responsible for producing the Association's official publication on a monthly basis. However, the Board of Directors and the Executive Board shall have the authority to direct that a particular publication be cancelled or delayed, or that a special edition be produced.**

c. **The Editorial Committee shall meet from time to time, as necessary, at the call of the Chairperson or the President. The Chairperson shall attend meetings of the Board of Directors at the request of the President.**

d. **The Editorial Committee shall be bound by rules, procedures and policies established by the Board of Directors, to the extent they are consistent with these Bylaws.**

e. **If a dispute arises regarding whether a matter is to be published, the President**

and/or the Executive Board have the authority to make the determination initially. Exercise of this authority by the President or the Executive Board shall be reported to the Board of Directors at its next meeting, at which the board may approve or overrule the action taken.

Section 11 Each one of the Permanent Committees as outlined in this Article, and any other Committees as outlined in Article IV, §2.f, shall be required to submit monthly reports to the Board of Directors of this Association. Said monthly reports shall be distributed to all Board members every month at least four (4) days in advance of the regularly scheduled Board meeting, which is the third (3rd) Tuesday of every month. [Added June, 1975]

Looking Out For Your Own

by Richard J. Perry

Do yourself a favor. Read the label on the collar of your shirt or blouse when you get dressed tomorrow morning. And take a look inside your shoes before you slip them on.

If you don't find words reading "Made in the USA," I don't care what kind of bargain you thought you were getting when you bought those things. The fact is, in your own small way, you helped put another American out of a job. You probably even helped put your own job in danger.

This isn't meant to criticize: we're all too busy to devote major portions of our waking hours to anguishing over every purchase we make. But the reality is that working people can help each other out, and help the nation's economy, by becoming responsible consumers.

When you buy goods with the "Made in the USA" designation, and even more so with the union label, you're helping to keep jobs here in the U.S.

"Hey, I'm a public employee, my job's not

at risk because of imports." Yea? Tell it to the tens of thousands of public workers laid off when major manufacturers in their communities shut down because of foreign competition, and the tax revenues stopped flowing.

"Hey, I'm a construction worker, my job's not at risk because of import." Yeah? Tell it to the tens of thousands of building tradesmen who have lost out on public projects because tax revenues declined. Or who would be building a new auto plant somewhere in the U.S., if only Americans weren't buying so many imports.

Go down the list of occupations in this country. You'll find very, very few that are not at risk.

Think about the impact on our economy if 15 or 20 million union members insisted on buying only Made in the USA goods. Brothers and sisters, we've got the power. We've got to use it.

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ARTICLE XIII COMPLAINTS AND GRIEVANCES (INTERNAL)

Section 1 Complaints or grievances of any nature whatsoever shall be filed in accordance with procedures promulgated by the Grievance Committee and detailed in the appropriate Memorandum of Understanding.

ARTICLE XIV RULES OF ORDER

Section 1 The rules contained in Robert's Rules of Order shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with the Constitution and Bylaws of this Association and/or procedural Rules duly adopted by the Board of Directors.

Section 2 The Parliamentarian shall advise the President, when requested to do so, as to the rules of order that govern this Association.

Retirement Board Election

The POA recommends voting for

Sam Walker

Sam is the incumbent and an elected official of the Transport Workers Union.

CHANGED YOUR ADDRESS LATELY



NAME _____

OLD ADDRESS _____

CITY, STATE, ZIP _____

NEW ADDRESS _____

CITY, STATE, ZIP _____

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Letters
Congrats

Telegram to
Mayor Elect Frank Jordan
Frank:
Congratulations on your victory . . .
The POA is eager to work with you in
the transitional months ahead.
Will talk to you soon.
Al Trigueiro, President
SFPOA

Attack
SFPOA
510 - 7th St.
S.F. CA 94103
The Editor:
Herb Caen's obvious enthusiasm in
quoting writer Conroy's diatribe against
Irish Catholics (Chronicle, Nov. 25th)
appears to be nothing less than a thinly
veiled attack on Irish Catholics in
general and on Christian education in
particular.
It is sad to see Herb and the
Chronicle adopting the "He said it, we
just reported it" cop-out style of journal-
ism. Why has it suddenly become
journalistic chic to report the mouthings
of some person who obviously harbors
a hatred for the Irish race and of
Christian education? If similar calumnies
were reported denigrating any other
religion or race, cries of "racism" and
"bigot" would persist for days and Class
Action lawsuits would follow. Is this still
the great "tolerant" City by the Golden
Gate?
Raymond White

Honor Them
Chief of Police Willis Casey
850 Bryant St.
Sir:
I read your retort to Mr. Gale
Wright's letter to you in the Police
Officers' Association Newspaper asking
why the response to aid police in
trouble was so poor. Like a good
politician you ignored the main issue
and sidestep Mr. Wright's question.
I find your actions and those of your
command staff unforgiveable. You are a
truly pitiful lot devoid of honor — much
like your boss Mayor Agnos.
I was shocked that help was refused
by the leadership of the police depart-
ment. But the greater insult endured by
these men was the down-playing of
their admirable stand, then the attempt
to tarnish their shining example of pride
and determination to carry out their
duty by saying they were in no real
danger.
I was told, to add insult to these men,
you refuse to publicly commend them
for their valor. Instead you accuse them
of not following policy which is more
important than doing their duty and
does not qualify them for award and
praise.

What this "policy violation" is, is a
smoke screen for the real reason of not
commending the officers — it's punish-
ment for exposing a dangerously flawed
riot control policy that they hope will be
changed so that, with hope, no other
policeman will face a situation like theirs
and pointing the inadequacies of your
commanding officers to take charge of
a riot condition.
Sir, if you have any honor left,
please, bestow the rightful recognition
and honors on those men that they truly
deserve or resign your commission now.
Each day that passes that you fail to do
what is just — a cloud of shame hangs
over the San Francisco Police Depart-
ment created by your vengeance.
Martin J. McCarthy

Editor's Note: Although the
SFPD's only notice of these men is to
notify them that they violated Depart-
ment Policy, they have been honored
by the SFPOA and the State Police
(See Page 7)

Thanks
SFPOA
510 - 7th St.
S.F. CA 94103
Dear Fellow Officers:
On Thursday, September 26, 1991,
at approximately 4:00 a.m. Officers
Bob Brainard, Mike Chamberlain, Jay
Frame and Perry Phipps responded to
an attempted suicide in the city of
Visalia. During the rescue attempt, a
residential gas explosion occurred
resulting in the death of the victim and
serious injuries to all four police officers.
Although the community support
that followed was of considerable
magnitude, I feel it appropriate to
specifically acknowledge the consider-
ation demonstrated by your association
to assist the officers and their families. I
believe it goes without saying that your
contributions will go a long way in
helping to meet the incidental and
personal needs of each household.
All four officers are on the road to
recovery. On behalf of the Visalia Police
Department, please accept our sincere
thanks.
Sincerely,
Raymond W. Forsyth
Chief of Police

Al Trigueiro, President
SFPOA
Dear Mr. Trigueiro,
Thank you very much for sending
tickets to the basketball game on
January 5. You are very kind to think of
us.
Your Association is to be congratu-
lated for sponsoring such an event. I
hope that your efforts are very success-
ful.
I am looking forward to an enjoyable
evening.
God bless you!
Sincerely,
Sister Alice Montgomery
Coordinator, Mercy Line
St. Mary's Hospital

Al Trigueiro, President
SFPOA
Dear Mr. Trigueiro,
Thank you for thinking of us when
you distributed your tickets for "Five on
Five". I will be sure that members of the
various groups which work with the
DPC are aware of their availability and
let you know who will be coming as
soon as possible.
Again, thanks for your thoughtfulness.
Sincerely,
Kristen Bachler
Executive Director
S.F. Delinquency
Prevention Commission

SFPOA
510 - 7th St.
S.F. CA 94103
Dear Members:
Once again, we want to thank you
for the great Christmas party! The
photo session was a real hit, and your
gifts are always so generous and
thoughtful.
Your parties (and kindness) are
always appreciated, and mean a great
deal to our 'kids'.
Thank you and Merry Christmas!
The gang at Family House

SFPOA
510 - 7th St.
S.F. CA 94103
Dear Members:
On behalf of our family I would like
to express our deepest gratitude for
your remembrance of our Dad, James
H. Kerr.
Your contribution to the American
Heart Association was very thoughtful.
Dad took great pride in the "Force",
as he called it. Like his own father, Dad
was very proud to have been a San
Francisco Policeman, and he would tell
us that he was one of your first mem-
bers.
Again, our sincere thanks for the gift
in memory of our Dad.
Jim Kerr

Al Trigueiro, President
SFPOA
Dear Sir:
On behalf of the Retired Employees
of the City and County of San Fran-
cisco, I am expressing our thanks for
your donation of a case of liquor for our
Christmas Party, December 4th.
Your donation contributed to a very
successful party.
Happy Holidays to you and yours.
Very truly yours,
Robert Mast
President

SFPOA
510 - 7th St.
S.F. CA 94103
To Al and "my boys and girls in blue,"
Thanks so much for the beautiful
flowers — you made my day! They are
absolutely beautiful!
Here's to years of us working
together for the city we all love! You
and your membership have been so
wonderful to me — thank you again
and again!
Angela Alioto

SFPOA
510 - 7th St.
S.F. CA 94103
Dear Editor,
This is a letter of thanks long over-
due to a retired member of the SFPD,
Ray Krutt. Again the members of
Taraval, and their wives, had the
pleasure of watching Ray do his Stand-
Up comedy at our Christmas party
December 16. For the past twenty
years Ray Krutt was always available to
add his magic touch to all promotional
and retirement dinners, whenever called
upon. I attended a PAL golf dinner
where Ray Krutt was again asked to
entertain and he did a great job. I
understand Ray now does Stand-Up
professionally. Maybe the Association
could ask Ray to put a show on so all
members in the PD could see what a
talent he has. This letter will not be
signed by the sender, because there are
so many names that should be included.
Ray, thanks again for the laughs.

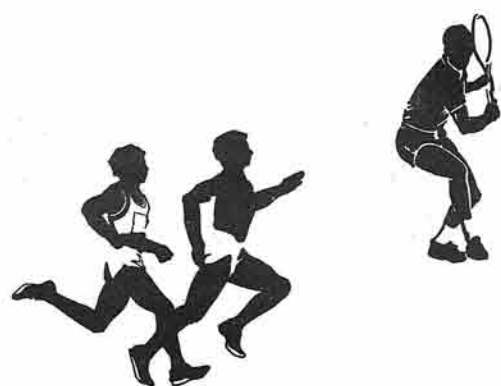
Grateful Fellow Officers

Al Trigueiro, President
SFPOA
Dear Mr. Trigueiro:
I just got back from my first vacation
in who knows how long and sitting on
top of this big pile of mail was your
letter containing a very generous
donation from the Community Service
Fund.
Thank you so much! Your timing
could not be better. Every year about
this time, our lines ring off the hook so
much that we have no time to pay
attention to where the money is going
to come from. So when we get a
surprise gift like this, it makes us feel
nice and safe, and it also lets us know
that someone out there appreciates
what we are doing — and that is the
best gift of all.
Your receipt is enclosed. Warmest
wishes for the holidays to you and all
the members of the Police Officers's
Association, now that you have bright-
ened ours!
Sincerely yours,
Eve R. Meyer
S.F. Suicide Prevention

Truth
Mr. Al Trigueiro, President
SFPOA
Dear Al,
I have just finished reading Off.
Leanna Dawydiak's 'attack papers' on
former Chief Frank Jordan and feel a
need to respond, specifically to her
remarks in Item #2, "linkages between
Chief Jordan and the anti-abortion
Operation Rescue campaign."
As I reviewed the material which she
enclosed, I found that this item referred
to an article written by Seth Rosenfeld,
S.F. Examiner, in which S.F.P.D.
Chaplain Mike Ryan was being attacked
by the National Organization for
Women, because he had attended an
Operation Rescue prayer rally and
introduced himself as a San Francisco
Police Department chaplain.
The only referral made to former
Chief Jordan, in this article, was a
question Commissioner Giraudo had
asked the chief regarding how police
chaplains were appointed. THAT WAS
IT! Furthermore, NOW was asking for
Ryan's removal as police chaplain
because "he had allegedly implied that
the department endorses his Operation
Rescue" activities.
I would like to remind Ms. Dawydiak
that, as an attorney she should be
aware that there is a first amendment in
this country, and that perhaps she
should refresh her analytical mind on its
meaning. Furthermore, in her at-
tempted political trashing of former
Chief Jordan, SHE IDENTIFIED
HERSELF AS A SAN FRANCISCO
POLICE OFFICER. Does this imply
then that the department endorsed her
expressed dislike of our former chief? I
don't think so. However, she is allowed
to exercise her First Amendment
Rights, even if she does so without
proper documentation and misleading
statements. Personally, I feel it would
have been more honest had she identi-
fied herself as the wife of Mayor Agnos'
driver.
Leanna, your motives are abundantly
clear, and, in your own words "THAT
IS THE TRUTH."
Officer Sandi Bargioni
Special Investigations

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SPORTS



by Ed Garcia, Co. E

The Loon's Nest Report

THREE WAY BATTLE FOR CLUB CHAMPIONSHIP

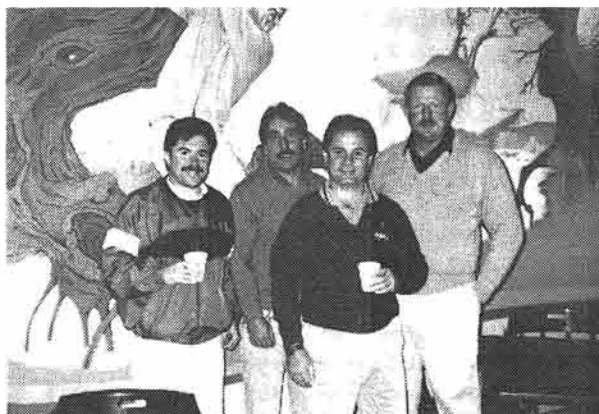
On December 12th, the Loon's Nest Golf Club held its fourth Club Championship at the Skywest Golf Club in Hayward. It was a clear and beautiful winter day as forty-three Loons teed off in the coolness of the early morning. As the day warmed, so did the competition, as a fierce three-way battle developed between some tough and determined players. Bruce Lorin, Mike Yee and Steve Landi finished within 2 shots of each other in a see-saw battle that saw late round birdies determine the winner. Steve Landi showed his usual ball-compressing strength, as he was hitting it long off the tee and showed some fine pressure putting. Unfortunately for Steve, he found the Out of Bounds on the 17th hole, but still managed a fine bogey on this par 5 hole. Steve still managed a gross score of 78, leaving him one stroke off the pace. Bruce Lorin of Northern station was in the hunt; Bruce is known as one of the club's true tournament competitors. Bruce fired a fine round of 79, leaving him two strokes off the lead. Lorin showed the gallery some fine scrambling and shot-making, as he showed why he is known as the "Predator of Golf". Mike Yee from Fry's Golf Shop in South San Francisco, went out and played one his fine consistent games, hitting the fairways and making the putts, Yee avoided problems in a way that reminded many of Gene "The Machine" Littler. Mike capitalized on two late round birdies en route to a fine round of 76. Yee took the 1st Low Gross trophy,

In first flight competition, Oscar Ochoa, who posts a current 16 handicap, fired an 85, giving him a net 69 and first place. Bruce Lorin's net score of 70 gave him 2nd place in the first flight, followed Steve Landi's net 73, giving Steve third place in the flight.

In second flight competition, first place went to Bruce Omholt of Trinity Construction Comapny. Bruce had a hot net score of 67 to finish one stroke ahead of second place finisher John Clary. Clary, who represents the East Contra Costa Fire District had a net 68, putting himself three strokes ahead of third place finisher Earl "The Pearl" Wismer of Fraud Detail. Co. M had one of their own finish in the money, as Rob Daniele had a net 72 to take fourth place. This was the first prize to be taken by a player of Co. M. The Danieles say it won't be the last. In the "Closest to the Hole" contest, the winners were Ben Vigil of Co. E who had a shot of 5 feet, one inch on hole number two. Charlie Coates of the Police Range put the ball 7 feet from the pin on the 13th hole. Vigil and Coates both were awarded a dozen new balls for their efforts.

Low Gross Leaders

Yee	76
Landi	78
Lorin	79
Hettrich	81
Renteria	82
Garcia	84
Ochoa	85
Parenti	88
Anzore, E.	89
Mar	89
McMillian	89
Fracchia	89



Panina, Daniele, Stellini & Coats



Renteria & Ochoa

1st Flight Net Scores

Ochoa	69
Lorin	70
Landi	73
Garcia	73
Parenti	74
McMillian	75
Kilgariff	75
Anzore, E.	77
Fracchia	77
Hettrich	78
Renteria	78
Pearson	80
Anzore, C.	81
O'Malley, K.	81
Omholt, W.	81
Mar	82
Paulsen, M.	87

2nd Flight Net Scores

Omholt, B.	67
Clary	68
Wismer	71
Daniele, Rob	72
Dudoroff	73
Sandor	74
Pace	74
Mahoney, D.	75
Allegro	76
Coates	76
Dudley	78
McDonough	78
O'Malley, F.	78
Vigil	78
Roualdes	79
Simpson	81
Panina	81
Ciardella	82
Everson	82
Stellini	82
Williams	82
Daniele, Rich	83
Favetti	84
Ballard	88
Paulsen, S.	91
Kowal	92



Fracchia, O'Malley brothers & Vigil



"Slim" Ballard, Ciardella & Anzore



Everson & McDonough



Landi on first tee

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SPORTS



Roundball Report

by Steve Ortiz

Happy New Year!

Get well soon to Sgt. Bob Puts and Jerry Donovan who have been on disability.

Week nine highlight was Narcotics' big victory over undefeated Ingleside. Ingleside now 8-1. Narcotics has put together 6 straight victories with their 72 to 67 win.

Southern, also on a roll, stopped Narcotics' winning streak at 6 with their own five game winning streak. Southern posted a narrow 54 to 53 win over Dempsey and Company.

In the Narcotics win over Ingleside, Co. H's strong five players all hit double figures. Ingleside is the only team doing so consistently.

Charlie Mahoney making great passes at guard has helped. Ingleside had a 37 to 33 half time lead. In the second half Suhr scored 10 points keeping Ingleside's defense off balance. Darcy scored 18 points over the bigger Delcarlo. Dempsey scored 16 along with Hanley's super defense gave the Narcotics a 72 to 67 win.

The second big game was Southern's OT win over now 5th place FBI. ABSENT FOR THE FBI were Gurinski and Lewis. Southern's strong defense kept them close all the way through the game.

Lankford dropped in 26 points and

Honniball's 22 gave Southern what they needed to beat FBI 60 to 57. Hogue played well, making clutch rebounds down the stretch. Trigueiro steered Southern from the guard position giving the ball to the right people.

Al's only shot was an easy lay up. But of course the officials must have blinked, as Al was pushed as he went up. No foul was called. The officials did not miss Kurosad's 5th foul in the overtime. FBI's leading scorer with 21 points had to leave the game. Kurosad, who only scored 6 second half points, had to sit and watch the rest of the game.

As Kurosad sat on the bench he looked over at me, on the scorers bench "I know what you're doing." Kurosad accused the Commissioner of giving him an extra foul.

San Mateo lost to Park Station 53 to 48. San Mateo, playing without Shawn Chase, gave Kallas the lead role.

Kallas scored 16 points along with Mike Newell's 12 and Spain's 15 points. This was not enough because Barker scored 31 big points and Petruzzella's 11 points kept Park ahead for the win.

Airport gets its second win by beating Potrero 48 to 38. Mike Keane's 16 points along with Fracchia's season high 18 gave Airport a clutch inner conference win.

Week 10 had the FBI team back in the win column with a close 60 to 52 victory

over Northern 2. Northern 2 failed to make clutch buckets down the stretch causing Vigil and Company their 3rd loss.

TAC/HQ wins its first and second games with a 52 to 44 victory over last place Daly City and a crushing 71 to 53 victory over Airport. Chow scored 44 points against Airport. DelTorre is back and Chow has played in 3 games so far this year. Puts and Donovan are out and TAC/HQ has been fighting for victories after a 0 & 7 start.

Southern's victory over the streaking Narcotics team was a tough fought game. Southern's defense held Dempsey to only 8 points and Hanley to only 11 were key to the win.

Honniball, West's leading scorer with 200, sank 25 points. Lankford scored 20 big points taking the ball inside the paint. This scoring combination has resulted in 5 straight wins. Southern's 54 to 53 close win over the Narcotics team gave Southern the third spot in the Western Conference.

Ingleside took the big game with the FBI. Ingleside is now 8-1. Gurinski could not handle big Delcarlo who scored 23 points. Seibert also was left alone too many times and sank 18 points to assist in the victory. Ingleside made 11 of 13 free throws in the first half. Co. H posting a 38 to 32 half time score. Black for the FBI

had 23 and kept the game respectable. Final 63 to 59.

Northern 2 staying ahead of the Gnats had an easy win over the leading Eastern Conference Customs team. Customs played flat as a team and Foucart was absent from the contest. This put too much on Wallrapp, who got into early foul trouble and had to sit out too much of the game. The taller and bigger Northern 2 team had the game early. Steve Collins' 14 points, Calonico's 11, Knight's 12 and Ben Vigil's 17 points closed the door half way through the second half. Final Northern 2, 64, Customs 48.

Southern in week 11 had an overtime victory over Northern 2. CHP a 42-40 victory with two seconds to go in overtime, Steve Murphy threw the ball down court into the paint. The ball hit Lankford's out stretched hands. Lankford then turned and bounced the winning points off the glass. Big Tommy Tyler misplayed the ball taking two steps forward as the ball sailed over his head. CHP defense played Man and Southern kept everyone in the back court allowing Lankford and Tommy alone by the bucket.

Again Southern's strong defensive play was key to the win. Craig Suhr from CHP held to a low 9 points. CHP is now only a half game ahead of Southern.

WESTERN CONFERENCE

	Wins	Losses	Conference	PCT
Ingleside	8	1	4-0	.888
CHP Redwood City	7	2	1-2	.777
Southern	7	3	2-2	.700
Central	6	3	2-2	.666
FBI	5	3	3-3	.625
Northern 2	5	4	2-3	.555
Northern Gnats	4	5	2-3	.444
TAC/HQ	2	7	0-3	.222

EASTERN CONFERENCE

	Wins	Losses	Conference	PCT
US Customs	6	2	3-0	.750
Mission	6	3	4-1	.666
Narcotics	7	4	4-0	.636
Park	5	5	3-3	.500
Inspectors	3	6	3-2	.333
San Mateo Task Force	3	7	3-3	.300
Airport	2	8	1-5	.250
Potrero	1	8	1-5	.111
Daly City	0	8	0-3	.000

Six teams from each conference go to playoffs

San Francisco Police Officers Basketball League Leading Scorers

WESTERN CONFERENCE

Honniball	Southern	200	20	Pts. Avg.
Bruneman	Northern Gnats	147	25	Pts. Avg.
Lankford	Southern	139	15	Pts. Avg.
Suhl	CHP	135	17	Pts. Avg.
Delcarlo	Ingleside	129	16	Pts. Avg.
Calgero	Central	121	17	Pts. Avg.
Roche	Northern Gnats	107	13	Pts. Avg.
Siebert	Ingleside	105	13	Pts. Avg.
Rodriguez	Central	103	13	Pts. Avg.
Collins	Northern 2	103	13	Pts. Avg.
Chow	TAC/HQ	102	34	Pts. Avg.
Vigil	Northern 2	97	14	Pts. Avg.
Calonico	Northern 2	91	13	Pts. Avg.
Soulette	Ingleside	90	11	Pts. Avg.

EASTERN CONFERENCE

Barker	Park	162	20	Pts. Avg.
Dempsey	Narcotics	155	16	Pts. Avg.
Chase	San Mateo	149	19	Pts. Avg.
Hanley	Narcotics	145	16	Pts. Avg.
Gallegos	Mission	133	15	Pts. Avg.
Wallrapp	US Customs	123	15	Pts. Avg.
Spain	San Mateo	120	15	Pts. Avg.
Darcy	Narcotics	116	15	Pts. Avg.
Keane	Airport	105	12	Pts. Avg.
Kaprosch	Mission	98	11	Pts. Avg.
Foucart	US Customs	92	13	Pts. Avg.
Murphy	Narcotics	91	9	Pts. Avg.
Jamison	Potrero	91	11	Pts. Avg.
Petruzzella	Park	90	9	Pts. Avg.

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SPORTS



by Dennis Bianchi

Another year slipped by like a magical disappearing act. I wish I could run as fast as these years are flying by. Here are a few thoughts about the year and running in the SFPD. It seems that our runners managed to fill the year with enough excitement and success to create some seriously great expectations for next year.

First, recognition and felicitous salutations to the newer runners in the Department. For several years the unofficial Department running team was getting older and a bit slower. That appears to have changed. Hallelujah! Not only are there new, younger runners showing up for races, but these runners are fast and getting faster! The Department now has a woman marathon runner who lines up with the intention of not just finishing but racing the entire 26 miles. Pam Hofsass is leading the way for other female distance runners and Joanne Welsh has already picked up a medal from the Police Summer Games. Our women's track team led by Willa Brown and Ava Garrick continue their winning ways. We are expecting them to keep it up in San Diego this summer.

The men's track team, with Jerrol Bell and Lou Bronfield, Dave Maron, Howard Weathersby and Charles McCullar are still giving it their best, but there's room for more young, speedy types. So if you fit that description and have always wanted a good excuse to visit San Diego, start training right now and get ready for the 1992 California Police Summer Games.

Speaking of young speedy runners, the Department's distance runners are starring the likes of newcomers Rene Guerrero, Mike Moran and the two reliable burners, Steve Mulkeen and Lou Perez. I never thought Lou would be caught in a race around Lake Merced but as he pointed out in his article this month, Mad Dog Mulkeen did it! Trust me on this one folks, when these two are in the next race out at the Lake it would be worth your time to be there. These two runners will be looking over their collective shoulders as Mike Moran and Rene Guerrero just seem to im-

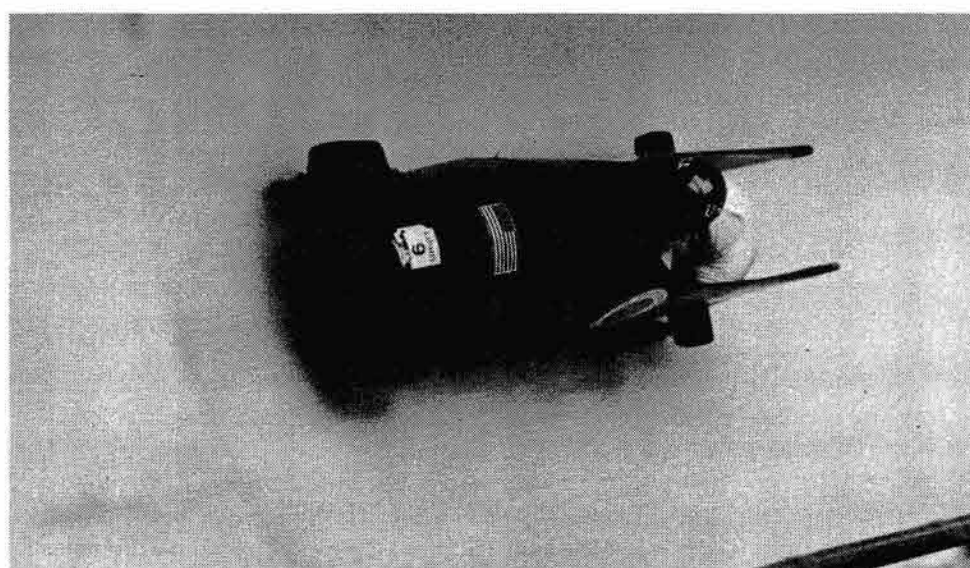
prove every time out.

Giving credit to as many other hard-working competitors as I should will be an effort that comes up short, as I know I will forget a few, and there were those of you who were competing and winning that I never heard about, so to you I apologize in advance. I would like to give a Happy New Year's pat on the back, however, to the following Department aerobic athletes and wish you good fortune and good health in the coming year; Triathletes John Newlin, Bill Cooke, Assistant D.A.'s David Moon and Nancy Stretch; Runners Stan Buscovich (actually, all-around athlete fits Stan more accurately), Dennis Gustafson, Mike Mahoney (yeah I know you two guys are out there somewhere, and still competitive), Morgan Peterson, Marty Walsh (who consistently comes up with good performances and just the right comment to inspire me when I need it!), Steve Balma (get back here soon, Steve); Cyclists Rolando Canales, Bob Rogers, Eric Neff and Terry Hart; and lastly to my teammates at this past year's Summer Games; Mike "Natural Man" Dower who enters the water with total confidence, the absolute barest of necessities and finishes so far ahead of his competitors you understand his confidence, and Jeff Brosch, one of this Department's most durable, tough and inspiring athletes. Jeff had a great season this year, winning more Summer Games Medals than any other Department member. Thanks to all of you for providing such great entertainment and inspiration.

Thanks to all of you who submitted articles to the Sports pages. I know it is frequently difficult to find the time to put your words down on paper. I know it is also sometimes difficult to have your written thoughts scrutinized by others, so thank you for writing. Not to reduce the importance of any others that have written, but without Nick Shihadeh and Ed Garcia I would have had a much smaller and less interesting Sports section on numerous occasions. Thank you Nick and Ed, and keep those columns coming!

A very special thanks to Tom Flippin. Tom works hard all year long and never gets the credit he has earned. He puts up with some pretty lame excuses and still does a great job of editing and putting together the paper. Thanks, Tom.

Lastly, thank you readers. I know some of you read this because occasionally I get a comment (I'm not going to tell you what the ratio of good comments to bad ones are). I sincerely hope that something you read here this past year prompted you to exercise a little more, even if it was only one day more than you otherwise would have. For 1992 let's all Go Do It!



USA driver Bob Del Torre and brakeman Steve Patton are establishing themselves as one of the top 2-man teams on the Canadian racing circuit.

A Rocket On Ice

Bob Del Torre (Headquarters Co.) started off his '91-92 bobsled season in an impressive way. Bob, who is now a member of the USA Bobsled Team, recently competed in 2 major races at Canada's Olympic park (site of the '88 Winter Olympics).

On 11/17, Bob traveled to Canada for a 3 week adventure training and competing with some of the sports top athletes. He was able to equip himself with a top-notch 1990 Swiss-made 2-man bobsled. Coached by the Canadian National and Olympic team coaches, he steadily improved his skills as a driver.

In this sport, an explosive start is essential to victory. But equally important is the driver's precise control over the steering ropes attached to a sled's runners as it hurtles down the mile-long icy course, reaching speeds of 80 mph. At that velocity, the track's looping turns create pressures many times the force of gravity, so powerful a brakeman cannot lift his head from his customary tuck. Bob's brakeman, a powerful 19-year-old Canadian named Steve Patton, relies on his driver for more than a simple victory. At racing speeds, even a split-second loss of control can lead to a spectacular crash.

Driving is no easy task. On his 4th day of training, clocked at 72 mph at the 1/2 mile mark, a slight driving error caused Bob's 500 lb. sled to flip upside down pinning both athletes underneath. Careening down the course at 70 mph, the sled continued for 1/2 mile of 45 seconds of sheer terror. Although badly bruised and shaken, the team continued and trained hard for the two upcoming races.

Alberta Provincial 2-Man Race

Nov. 14, 1991

This was the first major race of the season consisting of 23 teams. Bob qualified for the race as he successfully completed 4 tough days of qualification rounds. During his training, Bob beat his personal best time of last year on 8 separate occasions!

The race results were impressive, a 12th place finish for the team. Not a bad start, considering the 11 teams finishing ahead were all current or former Olympic/National Team Members.

International 2-Man Race

Nov. 24, 1991

Bob qualified for this race by being one of 8 U.S.A. Teams chosen to represent the U.S.

27 teams competed in the race for 8 different nations: U.S.A., Canada, Jamaica, Romania, Puerto Rico, Samoa, Great Britain and Australia.

During the 1st day of the trials, Bob's team finished 10th place overall and placed 1st among the 8 U.S.A. Teams. Several of Bob's runs finished ahead of U.S.A.'s #1 driver (National team).

After 2 days of intense competition in the bitter cold climate (5° - 10°), Bob and team mate Steve Patton, finished 15th of 27 teams. They were 1.09 seconds behind U.S.A.'s #1 driver who finished 6th overall.

Bob ranked 5th of the U.S.A. teams. Bob now qualifies for the following races:

Alberta Cup Race — December '91
Labatt's Cup Race — January '92
Canadian Championships — January '92
Alberta Provincial Championships — February '92

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SPORTS



Code 3 Runners Gift Wrap A Win at the Christmas Relays

by L.A. Perez

He just keeps getting faster and stronger. Steve "MAD DOG" Mulkeen smoked the 4.6 mile Lake Merced course, to lead his team to victory at the Christmas Relays.

The SFPD Code 3 Runners were back after a two year absence from the victory podium and they all had that hungry look in their eyes. Their rivals for the Public Safety title included teams from the San Jose PD (who sent two teams), U.S. Naval Intelligence, Twin Cities PD and the Santa Cruz Fire Department.

The Code 3 Runners looked resplendent and sharp as they modeled their new POA sponsored running singlets. In this race however, style points don't count. You need the horses to win, and this team had a stable full of "Secretariats" chomping at the bit.

Steve Mulkeen, Michael "BUGSY" Moran, Rene "ROADRUNNER" Guerrero and Lou Perez formed a Mission Station A-Team (a first) that was ready to turn on the turbo jets.

Steve Mulkeen jumpstarted the team's hopes with a blistering, personal record 25:10 split. Mulkeen outsplit his fellow teammates on his regular training grounds. Mulkeen provided a huge lead that would not be relinquished.

Mulkeen tagged off to Michael Moran, and "BUGSY" set off on a torrid pace that landed him a 28:49 personal record time. Moran's consistent training since August's Hook & Ladder race had paid off in ducats. It is hard to imagine that only two years ago, Moran was an overweight 220 pounder and chain smoker. The new slim, ultra-fast version is a sight to behold.

"BUGSY" slapped the "ROADRUNNER" 's hand, and Guerrero was going, going, gonzo. Even though he was recovering from the flu, Guerrero still managed to post a personal record 29:00 third leg. Guerrero, a triathlete extraordinaire, promises to be a future medal threat at the 1992 San Diego Summer Games.



The Roadrunner gets ready to roll

Lou Perez completed the anchor leg (25:33) by fending off all comers and sealing the win.

The Code 3 Runners finished with a combined time of 1:48:34. They fell just five minutes short of the still standing 1987 Public Safety record. That record was also set by an SFPD Team (Gustafson, Buscovich, Mahoney, Perez). U.S. Naval Intelligence finished second with a 1:56:00 time.

Rolando Canales and Diane McKeivitt of Co. D, contributed to the team's victory. Canales pedaled his \$2,500 DeRosa racing bike to the race and rode alongside the runners. His vivid, neon yellow cycling jacket made it easy to spot the incoming runner as he finished his lap. His constant verbal encouragement pushed everyone to their anaerobic limits.

Diane McKeivitt assisted the team by guarding their gear and expediently gave the spent runners their sweatsuits after they were done. This action prevented cramps and sickness during the cold, blustery weather conditions. McKeivitt also took photos, cheered the team on, and helped to signal incoming runners.

This was a true team victory and thoughts of the forthcoming 1992 racing season were swirling through the sweaty heads of the Code 3 Runners. Michael Moran summed it up best when he said, "Hey, when's the next race?"



"BACK ON TOP" (L to R — Moran, Canales, Guerrero, McKeivitt).

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

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ON THE STREET/Tom Flippin



Funny ...But True

by Tom Flippin, Editor



WHAT'S GREEN AND GOES IN THE BANK? A man is facing a marijuana rap because he flubbed that question. **James R. Bridgewater**, 32, had two identical bags in his car when he pulled into a bank's drive-through lane in Kankakee, Ill. One bag contained money, the other marijuana cigarettes. Bridgewater placed the wrong bag in the pneumatic tube and the teller called the police. He was still waiting for his deposit receipt when the law pulled up.

Thanks to Tom Feledy for submitting this Funny But True item.

DUMB CROOK OF THE MONTH — SECOND PLACE: Police in Hartford, Connecticut were able to quickly solve a recent bank robbery. The crook, obviously not a candidate to be a brain surgeon or rocket scientist, wrote his hold-up note on the back of his personalized deposit slip... and he left it behind for investigators to peruse.

DUMB CROOK(S) OF THE MONTH — FIRST PLACE: Two robbers in our own fair city take this month's honors as dumbest crooks. The pair pulled off a daring daytime hold-up in downtown S.F., hitting a jewelry store on Post Street in the high-rent district.

One of the pair cased the store before the robbery, then the two came in brandishing guns and made the employees and customers lie on the floors. What the two idiots had failed to realize was that, unlike its high-priced neighbors, the store sells costume jewelry... not the real thing.

"The robber told me to fill up the bag

with jewelry, and I asked him 'Why?'" said a store clerk. "I told him it wasn't real. He seemed very surprised."

The robbers, after learning the jewelry was fake, robbed a couple of customers and fled the scene...without the big score they had dreamed of.

YOU'RE A POET AND DON'T KNOW IT: An Orange County man named Dave killed his wife and left a rhyming note next to her body: "I made my list, I'm checking it twice. I'm going to find out who's naughty, not nice. All on the list will go to their grave, all with the help of friendly old Dave." Santa Ana Judge Robert Fitzgerald read the following sentence from the bench. "You won't kill in the night, nor kill in the day. All on your list can go their merry way. You killed your sweet wife who loved you so dear. For that you're being punished, let me make that fact clear. The sentence I've chosen to you may seem cold. You'll pay and you'll pay, all the while you'll grow old. One day you will die, a funeral your warden will hold. For you will serve your entire life without possibility of parole."

JUST THE FAX, MA'AM: A convicted forger, who obviously has picked up on the most modern means of communication, escaped from the Prima County jail when he had an accomplice fax a forged release order to his jailers. Arizona officials discovered the escape when the forger, Jean Barrett, failed to appear at a court hearing.

The signature of the judge who was to preside at his hearing was forged on the release order. A sheriff's spokesman said procedures are being changed so that the "error" will not occur again.

IT'S ONLY A GAME, YOU GUYS: Two high schools in Massachusetts have the longest-running high school football rivalry in the country. The Needham Rockets and the Wellesley Red Raiders have been fierce competitors since 1882.

At least one person took that rivalry to new heights... or depths... when he made and buried two explosive devices on the Wellesley High School football field. The bombs were located precisely on the 50-yard line. The traditional game was delayed for a day while police searched for more bombs. School authorities said a police guard would be posted on the field overnight.

A Joint Statement From The OFJ, LPOA And SFPOA

by Con Johnson, President, Officers for Justice, Gregory Corrales, President, Latino Peace Officers' Association, and Al Trigueiro, President, SFPOA

1992 represents a new beginning. Our City is changing, our department is changing, and we are changing.

1992 will bring the long-awaited collective bargaining process under Proposition D to a successful conclusion. All of us support achieving a fair, negotiated contract, one equitable to both our officers and our City. This can and will finally be achieved. We, and the City, deserve no less.

1992 also presents us with challenges. The City must be supported in its attempts to bring the Department up to full strength. An active, positive recruitment process to bring new, qualified officers that represent the diversity of San Francisco will be our shared goal. Officers working the streets

must be brought into the process of finding and developing potential candidates from throughout the neighborhoods of San Francisco.

Along with bringing the Department up to full strength, 1992 must bring a close examination of the promotional process. We will work toward adopting a timely process, such as exists in Oakland and San Jose. We can no longer afford to lose highly trained officers to other jurisdictions because they see no future in San Francisco.

1992 represents a new era of cooperation, a united team working for all of our officers that will bring about new achievements and new possibilities. We all can gain. We all can win.

We hope the new year brings you the opportunity to achieve your dreams and hopes. We will do our part to help you achieve them.

Hepatitis B Update

by Tom Flippin, Editor

The federal government recently announced mandatory regulations to protect workers in health care and other occupations in which workers might be exposed to blood and other bodily substances that can carry dangerous organisms, such as the viruses that cause AIDS and hepatitis B. These occupations include law enforcement. The new rules, in part, require employers, **at their expense**, to provide voluntary vaccinations for employees to prevent hepatitis B, which is considered the greatest health risk to exposed workers. There are an estimated 6,000 to 7,500 cases of occupational hepatitis infection annually. Hepatitis B can often be fatal.

The federal regulation states in part: (2) HBV Vaccination.

(i) HBV vaccination shall be offered to all employees occupationally exposed on an average of one or more times per month to blood or other potentially infec-

tious materials, unless the employee has a previous HBV vaccination or unless antibody testing has revealed that the employee is immune. If the employee initially declines HBV vaccination but at a later date while still covered under the standard decides to accept the HBV vaccine, the employer shall provide the vaccine at that time. Should a booster dose (s) shall be provided according to standard recommendations for medical practices.

(ii) HBV antibody testing shall be made available to an employee who desires such testing prior to deciding whether or not to receive HBV vaccination. If the employee is found to be immune to HBV by virtue of adequate antibody titer, then the employer is not required to offer the HBV vaccine to that employee.

More information on how our department is implementing the OSHA rules will be published in future issues.

REJECT

Continued From Page 1

dated incident revealed that the misbehaving fireman was intoxicated and had urinated on several firefighters, most of whom were white, and only one of them black. The white and the black firemen in question were friends who had joined the Fire Department at the same time and stayed friends, regularly playing basketball

together after the 1981 urination incident that became Agnos' favorite illustration of an SFFD out of control."

The firefighters we spoke to had good things to say about Frank Jordan, but there can be no doubt from their comments that they had gotten up early that morning to do what they could to get rid of the Agnos administration.

There were a lot of construction workers walking precincts for Jordan too. They also said nice things about Frank Jordan. But

they, too, got more excited about having what we all knew by then to be a real chance to unseat the mayor. They told us how Agnos had contracted out more construction work to non-union contractors than all of the City's previous mayors combined, and then had one of the most notorious anti-union contractors perform substantial work on his home.

Well, I guess we have solid reasons to conclude that the voters in this City aren't the flakes that some would have us believe.

This is the second time that the Police Officers' Association has publicly campaigned against Art Agnos. Last November we sponsored Proposition D, our collective bargaining and interest arbitration measure, over the mayor's opposition, and this time we were one of the organizations that took him on directly. Both times, we felt strongly that we were on the right side and both times, the liberal electorate went with us. Maybe there is a lesson for us as well as the local politicians.