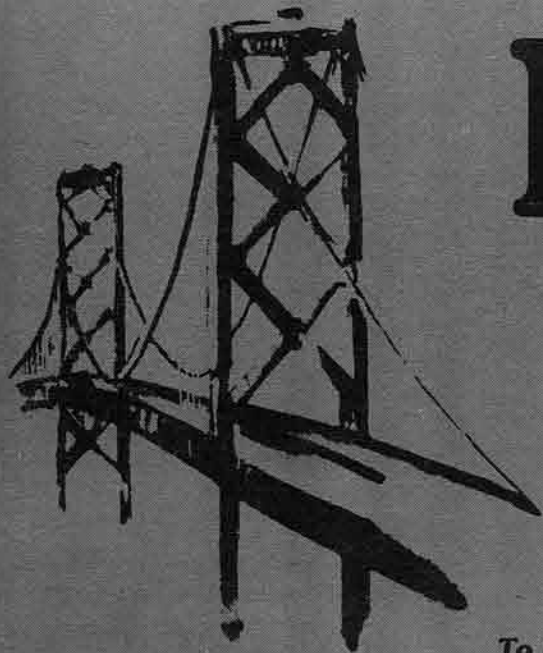


THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 24

SAN FRANCISCO, MARCH 1992

204

NUMBER 3

What Has The POA Done For You Lately?

by Tom Flippin, Editor

At 7:45 PM on February 27, 1992 the San Francisco Police Officers' Association and the city of San Francisco reached tentative agreement on the first Memorandum of Understanding since the passage of Proposition D (which guaranteed us the right to bargain with binding arbitration). The agreement came after more than a year of negotiations between City representatives and the POA's negotiating committee.

This multi-year contract doesn't correct all the inequities under which we labor, but it is a big step in the right direction. The POA, under the leadership of its executive board and with the help of many dedicated and persistent members, is raising the City's police officers back up to a level of pay and benefits commensurate with their performance and dedication.

The MOU is summarized below. Refer to your copy for exact information. There are no changes in pay or benefits for fiscal year 1991-1992. The Charter-mandated survey of California cities (which was the sole determinant of pay raises before the passage of Prop. D) would have given us only about a 2.4% raise. By agreeing to forgo that minuscule increase, the POA's negotiators won us this \$86 million package. When all the raises, augmented benefits and City pick-ups are added up the package amounts to an overall increase in members' paychecks of nearly 25% (for a single member without a POST Certificate) up to 34% (for a member with a



family who has an Advanced POST Certificate).

Fiscal Year 1992-1993

Salary: 5% increase (from \$3650 monthly to \$3833)

Health Coverage: City pays \$75 toward dependent coverage

Dental Insurance: We will receive what all other City workers get (Delta Dental best in state)

Retirement: Tier 1- City picks-up 1% of member contribution

Tier 2- City picks-up 1.5% of member contribution

(Tier 1 members presently contribute 7% of salary to the Retirement System. Tier 2 members contribute 7.5%.)

POST Incentives: Intermediate Certificate — \$30 biweekly

Advanced Certificate — \$60 biweekly

Fiscal Year 1993-1994

Salary: 5% increase (from \$3833 monthly to \$4025)

Health Coverage: \$16.20 additional for employee

\$75.00 additional for dependents

\$91.20 total for employee and family

Retirement: Tier 1 and Tier 2- City picks-up 2% of member contribution

POST: Negotiations regarding POST incentive pay and related matters will be reopened (subject to binding arbitration).

Fiscal Year 1994-1995

Salary: 5% increase (from \$4025 monthly to \$4226)

Health Coverage: \$18.80 additional for employee

\$75.00 additional for dependents

\$93.80 total for employee and family



Retirement: On 7/1/94 the City picks-up 2% of Tier 1 and Tier 2 employee contribution. On 6/30/95 the City picks-up the final 2% of Tier 1 and Tier 2 employee contributions.

Special Premiums

FTO Incentive: \$100 biweekly (whether training or not)

Bomb Squad: \$100 biweekly

Dog Unit: \$50 biweekly

Bi-lingual Incentive: Spanish or Chinese proficiency- \$35 biweekly

Items Not Covered In This MOU

Tier 2 Changes: POA is going to court to force City to negotiate on this item

Discipline: Unchanged for now

POA, City Reach Tentative Agreement

by Al Trigueiro, SFPOA President

Thursday, February 27, 1992 will be long remembered in the annals of POA history. At approximately 1445 hours in the law offices of our attorney firm, Davis, Reno & Courtney, the POA and the City reached tentative agreement on a first-ever contract which will carry through to June 30, 1995 and dramatically reverse our members' downward economic spiral begun in 1975 following the infamous police "strike".

As a result of that strike, politicians clearly set in motion an agenda to deny our members economic benefits provided other law enforcement personnel throughout our state. A 1989 department survey placed our members ninety-second (92) in California in overall wages and benefits and no improvements were in the immediate forecast. In fact, since that survey we continued to slip even further behind, as we were the focus of the animosity of

Agnos and his cronies who made it widely known that police officers would not be treated fairly.

After President Mike Keys took office in 1989, a disgruntled ex-POA officer announced to an aide to Assembly Speaker Willie Brown that the POA would get nothing while Art Agnos remained in office. It was decided, after that remark was made and passed along to Mike, that your Association would need to aggressively pursue collective bargaining with true binding arbitration in order to correct the calamitous economic slide brought about by vicious politicians such as Agnos.

When our Proposition D passed in November, I believed it was only a matter of time before the members would benefit and begin to receive a fair and just compensation, but patience would be required.

On February 15, 1991, one year and twelve (12) days prior to reaching our first-ever agreement, collective bargaining began in earnest.

The Committee entrusted to bargain on behalf of the POA realized from the start that the process of negotiating a first contract would prove lengthy. Little did we know then that the Agnos administration would hire a pricey L.A. law firm (\$50,000 per month) specifically to stall

(See AGREEMENT, Page 9)

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 April issue:

Monday, March 30, 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. Kevin O'Connor at 2:05 p.m., Wednesday, February 19, 1992 in Conference Room-Ingleside.

ROLL CALL OF OFFICERS: All present. In addition Past Presidents M. Duffy and T. Bruton, also Ray Crosat.

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

NEW MEMBER: Motion McKee/2nd Hardeman, RICHARD LANNOM be accepted. APPROVED.

REINSTATEMENT: Motion McKee/2nd Jeffery, SAM WONG be reinstated. APPROVED.

COMMUNICATIONS: Following donations received and acknowledged by Secretary — COMMISSIONERS PIUS LEE & JOHN KEKER — Monthly donation of Commissioners Salary; MICHAEL DEMPSEY — In memory of Robert Dempsey.

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

Treas. Parenti reported the following deaths — CHARLES CONRAN — born in Alameda in 1927, worked as a salesman before joining the Department in 1949, age 22. From the Academy to Park for just a short spell, then to Co K, Fixed Post for a year and then the Accident Bureau for 6 years. Charlie then was assigned to the Mounted Detail out of Richmond Station where he remained for 5 years, then to Ingleside until his retirement in 1962 on disability. He was awarded a Capt's. Comm. in 1956 for the arrest of three suspects perpetrating a burglary. He was a young 64 at the time of his death.

AUGUST PALMERI: Born in San Francisco in 1908, Gus worked as a tile setter before becoming a member of the Depart-

ment in 1937 at age 29. Assigned to Taraval, Gus remained there for a year, then to Southern for 5 years, the Range for 6 years. Appointed a Sergeant in 1950, he was sent to Taraval for a year, then Ingleside for two years, back to the Range for two years, to Potrero two years, Central four years, Northern four years, then to Ingleside until his retirement for service in 1963 at age 55. In 1956, Gus was awarded a 2nd Grade for the disarming and arrest of a man who held up a restaurant. He was 83 at time of death.

REPORT OF TRUSTEES: Loral Good-Swan and David Bricker, from Security Pacific, Mr. Bricker reporting on the portfolio and recommending the sale of U.S. Treasury Bonds, using the proceeds to purchase Corporate Bonds and Stocks. APPROVED by Trustees.

Ms. Good-Swan advised that yearly letter had been mailed. The Bank will also present their agreement in March for the study of the Trustees, as the present agreement expires at that time.

NEW BUSINESS: Treas. Parenti requested permission to buy desk and chairs for the new office so that our records can be moved from present location. APPROVED.

GOOD OF THE ASSOCIATION: Pres. O'Connor set the next regular meeting for 2:00 p.m., Wednesday, March 20, in the Conference Room at Ingleside Station.

ADJOURNMENT: There being no further business to come before the Association, the meeting was adjourned at 3:00 p.m. in memory of the above departed Brothers.

Fraternally,
Bob McKee, Secretary

NOTE: AT THE PRESENT DATE 2/22/92, 75 of the yearly letters have been returned because of incorrect addresses. THIS IS WHY WE ASK YOU KEEP US INFORMED OF NEW ADDRESSES.

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POLICE POST #456 NEWS

by Greg Corrales

*"Who sees with equal eye, as God of all,
A hero perish, or a sparrow fall,
Atoms or systems into ruin hurl'd,
And now a bubble burst, and now a world."*

— Alexander Pope

Staff Sergeant Roy A. Fryman was a hero in a unit of heroes. He was bigger than life. While serving with First Force Reconnaissance Company in Vietnam, 1968-1969, Staff Sergeant Fryman won the Navy Cross, the Silver Star, two Bronze Stars, and three Purple Hearts. He had graduated from scuba school, airborne school, mountain school, ski school, amphibious reconnaissance school, and escape and evasion school. He saved my life on at least two occasions. I had heard through the grapevine that Staff Sergeant Fryman had survived his tour of duty with First Force.

Approximately a month ago I discovered and purchased a book titled INSIDE FORCE RECON — Recon Marines in Vietnam. On 14 February, Valentine's Day, just prior to leaving for work, I glanced through the book and noticed a chapter titled "Notable Patrols-Extraordinary Men". I knew that Staff Sergeant Fryman had to be mentioned in any chapter so titled. Sure enough, there was a great write-up on him. At the end of the write-up there was an asterisk which I almost ignored. Almost as an afterthought, I read the footnote which stated, "Fryman

returned to Vietnam for a second tour in 1969 and was killed as the result of hostile action in the Que Son Valley on 23 August."

I have to admit, after surviving coming home (surviving coming home is exactly what I mean) for twenty three years, I was still stunned and shaken to read of Staff Sergeant Fryman's death. Describing Roy A. Fryman as a hero just doesn't do him justice!

Speaking of the Nam, how many of you saw Rob Morse's column in the Examiner a couple of weeks ago? Despite his super liberal views, we must give the devil his due. Morse served honorably in the Marine Corps in Vietnam. I do not begrudge anyone their views or conclusions regarding the Vietnam War. Rob Morse, however, solicited stories on "How I Beat the Draft"; stating, "The guy with the best story will win chow for two at a restaurant near the old Oakland Army Base." This "contest" of his is an insult and a slap in the face to those who didn't try to beat the draft...those who did their duty. He owes those who did their duty an apology (fat chance of that).

Last month was Black History Month, and in last month's column I wrote of Sgt. Henry Johnson, a Black World War I hero. I would like to follow up on that, briefly, by passing on some figures regarding the participation of Black Americans in our country's wars: Revolutionary War — Approximately 5,000 Blacks fought. War of 1812 — Though Blacks were barred from service for the war's first two years, at the war's latter stages they comprised 10% of naval crews. Mexican War — Our country's only war in which no Blacks fought. Civil War — Blacks made up 12% (178,895 men) of the Union Army and 25% (30,000 men) of the

(See POST, Page 17)

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

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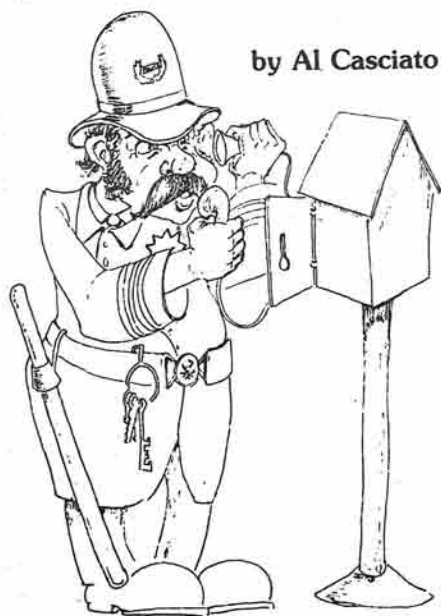
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AROUND THE DEPARTMENT

by Al Casciato



Historic Contract: The first ever negotiated contract between the City and the POA is currently being voted upon. The contract is a culmination of a tremendous amount of work by the Executive Board and Negotiating Committee over the last 14 months.

You are urged to support the current contract and to spend some time with a member of the Executive Board or Negotiating Committee learning about what are the future plans for Tier II, P.O.S.T., and final year compensation, etc. Remember that on the day this contract is ratified and adopted the negotiations for the next contract begin — **collective bargaining is a living, changing entity which needs to be addressed every day.**

... Health and Dental Benefits: Health and dental benefits are being debated from the national to local level in both the private and public sectors. For us to have good H & D benefits is very important for each and every city employee to be organized and stand together in order to receive the best ...

Sick Call: Sgt. Dirk Beijen, Co. E, is resting comfortably after delicate back surgery to correct a job incurred injury. Convalescence is expected to take 3 months. Visitors and callers welcomed...

Births, births, births: Keenan McNeil Lynch, 6 lbs. 11 oz., 20 inches, on February 6, 1992 at 0935 hours to Karen, Hit

& Run and Greg, Co. C. Karen's fellow inspectors have nicknamed Keenan "Baby Hit and Run" resulting in two unofficial godmothers and 12 unofficial godfathers.

Mickey and Marie Shea, Stress Unit, welcomed their second arrival Kelly Eileen, 8 lbs. 5 oz., 21 inches, on February 6, 1992 at 0118. Big sister Jennifer, 6 years, is helping mom out thus letting dad go to work so he can rest.

On February 22, 1992 at 1030 hours Jeffrey Dieter Mahoney, 8 lbs. 8 oz., 20-1/2 inches was born to Co. E's Dan and Lorraine. Sister Rachel, 1-1/2 years joined Uncle Mike, Hit and Run and Grandpa Jerry, Retired, in leading the celebration of the Mahoney clan.

Celebrating their first arrival were the Knights, Laura (Co. A) and Chris (Co. E) on February 28th at 0614 hours. Garrett Lynne, 8 lbs. 2 oz., 21 inches, labored valiantly to not arrive on the 29th thus assuring himself of many birthday parties not that every four year stuff.

Congrats to all and best wishes for the future.

... Top Cops: Bruno Pezzulich, Mounted Unit, was featured on "Top Cops" March 5th. Bruno and friends gathered at the Kezar Club on Stanyan Street to enjoy the show and support Bruno while reliving some harrowing moments ...

... Juvenile Bureau 9 hour Day: Recently the Juvenile Bureau started a new work schedule in which Inspectors work 9 hours per day for 5 days on week one and three 9 hour days and one 8 hour day in week two, then repeating. The schedule has been highly successful in Southern California and by all indications could become the standard of Investigative Units ...

Retirees: Over 200 retirees gathered March 10 at the ICA on Folsom St. to enjoy a St. Patrick's day lunch and listen to POA President Al Trigueiro explain the proposed contract. Al received a very warm reception.

It's important that the retirees be included and kept abreast of all POA work. Remember all of us will someday be retired and the better we make conditions for our retirees the better our own conditions will be...



Join The SFPD

Chinese New Year

by Brenda Walker

On February 15-16, 1992, the Chinese New Year's festivities started out with their first annual street fair. The San Francisco Police Recruitment Unit was also present and got a wonderful response from everyone. Assisting me was Officer Tom Wong from Mission Station who worked both days through wind and rain. Officer Wong speaks Chinese and was a big plus to have at the booth, along with being a great example of our department.

Officer Eddie Dare from the Solos was able to help out on Sunday, and his motorcycle and he became the center of attraction for hundreds of people who

wanted to sit on his motorcycle and have their picture taken. The reception from all the local people was welcoming and friendly.

Officer Julie Yee from Taraval was an excellent role model for all the Asian women who stopped and asked that ever so famous question "How do you do it?" Julie assisted Eddie in the picture-taking and answered many questions about police work. We also had Cadet Aaron Litwin who volunteered his time on Saturday to help out with the booth.

I want to personally thank everyone involved, and for having a successful weekend.

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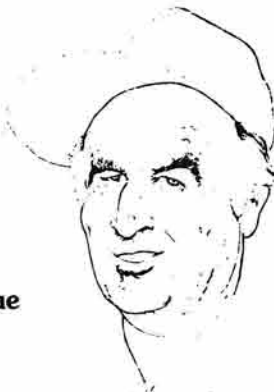
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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Raymond Clarence Minkel Jr. A Man Of Many Facets

First Facet — "The Man"

Ray is a native San Franciscan, the second son born to Raymond and Isabell Minkel Sr., on 12/11/28. He is proud of his heritage, a fourth generation San Franciscan. The California Historical Society revealed that his great grandfather, Christian Minkel, appeared in the first San Francisco City Directory, published in the 1850's.

He holds his sister, Patricia, in the highest esteem. A brother, Jack, retired from our Fire Department, and his father held the position of Battalion Chief on his retirement. Ray spent most of his youth in the Crocker Amazon and Excelsior sections of the city. Ray was a sports enthusiast and quite an athlete at Balboa High School. His preferences were swimming, basketball and football. I know that many of you will be amazed and even astonished to know that, for his football prowess, he was given a scholarship at the University of San Francisco. To impress the coach, Ed McKeever, on their first meeting, Ray wore two sweaters and a full length woolen overcoat. The scholarship lasted for two years. Then he awakened from his dream to face the real world. One thing he did learn in college was that a 165-pound guard has no business attempting to break up an end sweep, especially with three 250-pound blockers running interference.

Ray became somewhat depressed for a brief period of time. One day the sky was blue, the sun was shining, his heart was fluttering...romance had come into his life. He couldn't eat, sleep was a problem, and his heart kept fluttering just thinking

of her constantly. The charming and beautiful lady was Rosemary Courtney, whose uncle was the former Chief of Police of our department, Charles Dullea. With so much love and happiness in his heart, there was also sorrow, as their marriage plans had to be put aside when Ray was inducted into the United States Army on January 2, 1951.

After Ray was discharged, with wide press and television coverage due to the gallantry and bravery he displayed in the Korean war, he and Rosemary were married in July of 1952. Fate sometimes plays strange tricks upon us...Ray and Rosemary loved children so much that they were denied the blessing of having their own.

They adopted three children, all of them at two weeks of age, William Minkel in 1956, Sally in 1958 and Susan Marie in 1962. William and Sally are following in their father's footsteps; they are members of our police department. Sally is assigned to one of the District Stations and William is assigned to the Legal Department. Susan Marie is presently employed by the Holiday Hotel chain.

In 1975, Ray's world tumbled with the passing of his beloved wife. God's calling came at such an early age. He felt useless without her, but we know that he is a man of character and had to remain strong for the children's sake. Even in death, Ray knew how she must be hurting on having to leave the children at an age when a mother's love and advice is so important in their teen years.

They all shared the sorrow but were determined to remain a loving family. So life goes on and knowing that when they receive God's call they will be reunited once again in the Kingdom of Heaven, since the foundation of their family was formed from love.

Second Facet — The Cop

After leaving the University of San Francisco, Ray worked for the Pacific Telephone and Telegraph Company. One evening, returning home, he observed a sign in a street car stating that police officers were needed in the City. He decided that was what he wanted and had to rush everything as it was the last day for filing. On July 5th, 1950 he was sworn in as a San Francisco policeman. His recruit class was the largest in the history of the department with 75 potential policemen. They must have all been brilliant...after nine days of training at the old Police Academy at 37th and Fulton, they were turned loose on the poor, unfortunate

public.

His first assignment at Potrero Station turned out to be a nightmare. Many of you will recall the old-style bird cage traffic signs that were worked manually during the peak traffic hours. Without receiving any instructions, Ray attempted to meet the challenge with drastic results. At times, all red lights appeared, other times they were all green or (as difficult as it was) both red and green lights were blinking at the same time.

Ray had had it, threw up his arms and yelled for help and assistance. It was a blessing for the insurance companies, since, if Ray had continued directing traffic, some of them would have had to file for bankruptcy.

The problem resolved itself when Ray received notice of his induction into the United States Army.

On his return to civilian life, he was assigned to the Juvenile Bureau. He eventually became an Inspector in Robbery and worked with one of the top inspectors in the detail, Frank O'Leary who was streetwise and who had good informers. Their dispositions and personalities were suited to one another. Together they were an outstanding robbery team and solved many important and intricate cases.

I am not one to go into the awards that one receives as a member of the department, but I am doing so in Ray's case as it sort of blends in with the gallantry he displayed during the Korean War.

2nd Grade, 09/08/50

Arrested two subjects and six accomplices for burglary.

1st Grade, 03/09/56

Arrested two subjects and disarmed them after the fatal shooting of a police officer

3rd Grade, 10/01/65

Assisted several officers in the arrest of three subjects and found a large quantity of guns, ammo, and numerous properties taken in burglaries in various cities and counties in the state.

2nd Grade, 09/22/66

Arrest of two robbery suspects who committed several armed robberies of stores.

3rd Grade, 07/24/69

Assisted in the arrest of an armed robbery suspect who critically wounded three fellow officers.

Note: Ray also received a bronze medal in 1973 and a silver in 1984...couldn't recall the circumstances.

When Ray returned from Korea, he received quite a bit of publicity. On May 27, 1953 the headlines of the Call Bulletin read, "Korean Hero Nabs School Vandals," in large red print. As Ray went up the ladder in rank, from Lieutenant to Captain, he enjoyed being back in the field working with the younger generation of police officers. It gave him a completely different outlook on the department.

In closing on his police career, one thing that our law-abiding citizens can be grateful and thankful for having men of his breed. He gave them the same spirit of service that distinguished him while he was a member of the United States Army in Korea.

Third Facet — War Hero

Ray's introduction to the U.S. Army consisted of 16 weeks of basic training at Ford Ord, California. He had opportunities to attend Leadership School Training, as well as going to Officers Candidate School, which meant an extra year to serve. That was the farthest thing from his mind, since he had fallen in love. He was only interested in doing his time, being honorably discharged, returning home and making plans for their marriage.

Many things occurred prior to him receiving his discharge papers. He received notice that he was transferred to the 9th Infantry Regiment, which was engaged in the war in Korea.

He went from Private First Class to the rank of Master Sergeant in a period of 13

months. He states it was due to attrition, which means reduction in membership or personnel through retirement or death.

It took me four years during World War II to achieve the rank of plain Sergeant. What is that Chinese proverb? A picture is worth a thousand words. The best I can do is to let you read General Order #276, dated July 26, 1952. It is the official document recording the gallantry and bravery displayed by Raymond Minkel in action during the Korean War.

HEADQUARTERS

2D INFANTRY DIVISION

APO 248 US ARMY

GENERAL ORDERS NUMBER 276

26 July 1952

AWARD OF THE SILVER STAR —

By direction of the President, under the provisions of the Act of Congress, approved 9 July 1918 (WD Bul 43, 1918), and pursuant to authority in AR 600-45, the Silver Star for gallantry in action is awarded to the following-named enlisted man:

MASTER SERGEANT RAYMOND C. MINKEL, US56052993 (then Corporal), Infantry, United States Army, a member of Company E, 9th Infantry Regiment, 2d Infantry Division, distinguished himself by gallantry in action on 9 October 1951 in the vicinity of Yanggu, Korea. On that date, Sergeant MINKEL, an Automatic Rifleman, placed himself in a position which enabled him to neutralize an enemy strong point which was preventing his platoon from taking their objective. With utter disregard for his own safety, he advanced under murderous hostile fire and destroyed a bunker and connecting trench with hand grenades and Automatic Rifle fire. As a result of his brave act, four enemy soldiers were killed, thus allowing his platoon to continue their advance. As the friendly forces moved toward the final objective, Sergeant MINKEL placed himself at the head of the attack, moving through a tremendous hail of enemy fire in order to employ hand grenades and his weapon against the hostile emplacements. Although the enemy fought fanatically, the friendly forces took their objective and succeeded in holding it. Sergeant MINKEL was directly responsible for killing 11 enemy soldiers in the course of the attack, in which the hostile forces suffered 75 casualties and 27 captured. His quick thinking and courageous actions contributed greatly to the success of the mission. The gallantry in action displayed by Sergeant MINKEL reflects great credit upon himself and the military service. Entered the Federal service from California.

BY COMMAND OF

MAJOR GENERAL FRY

The presentation of the Silver Star took place at the Presidio of San Francisco with full military ceremony. Lieutenant General Joseph Swing, Commander of the 6th Army, approached Raymond Clarence Minkel and gave an account of the gallantry and bravery displayed by him during the Korean War. The silver star was pinned on Ray's lapel, the General took two steps backwards, saluted him, then shook his hand. What a proud day it was for his friends and loved ones.

The Silver Star is a thing of beauty, approximately 3/4" in size, inserted into a larger bronze star with our nation's colors on the ribbon.

I was so impressed by the contents of the General Order that I made inquiries as to what avenues were open to have Ray's case reviewed for the possibility of him being considered for the Congressional Medal of Honor.

The first avenue open to me was to write the Commander of U.S. Army Personnel Center in St. Louis, Missouri, who reviews such cases.

I also wrote Congresswoman Nancy Pelosi, who has been most cooperative. She has also written a letter to the United States Army in Washington D.C. I know

(See LEGEND, Page 14)

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Open Letter To The San Francisco Police Officers' Association

In October of 1991 I was contacted by Gary Delagnes regarding whether or not our firm could be of some assistance in collecting and analyzing data for upcoming hearings between the San Francisco Police Officers' Association and the City of San Francisco. That discussion was followed by other phone conversations between myself and Al Trigueiro which resulted in a meeting on November 4, 1991, during which I met Gary, Al and Phil Dito.

From that meeting our firm was retained to accomplish the above described task. During the next month I worked with Gary and Al in developing information from twenty (20) separate jurisdictions. In addition to this we refined the data and analyzed various situations including retirement plans, benefit plans, salary configurations, incentives, longevity plans, etc. From a personal perspective, in dealing with numerous Police Officer Associations throughout the State, I found both Gary and Al to be a refreshing breath of fresh air. Especially given the turmoil surrounding the negotiations.

On January 20, 1992, I met with the remainder of the bargaining team in a mediation session. The mediation began at 9 a.m. and finished around 1 a.m. the following morning. During that span of time I gained an appreciation for the work that the committee had accomplished throughout the year as well as an appreciation of their ability to work together on some difficult issues and during stressful situations. I believe that all members of the San Francisco Police Officers' Association should be proud of the team and their accomplishments.

For all intents and purposes this was a first-generation agreement. In reality it was the first time the parties have had to sit down and negotiate items which had heretofore been determined by some for-

mula. The resultant package is a credit to both the San Francisco Police Officers' Association and the City of San Francisco. I say this with all candor because an agreement was reached by the parties. At some point the parties were poised for an all out fight in which an Arbitrator was ultimately going to make determinations. When parties have outside umpires make decisions for them the result typically produces winners and losers, and someone will need to settle the score later.

In the instant matter the parties reached agreement on an equitable package. Not everything was there to catch the police officers of San Francisco up with their brethren throughout the state; however, significant strides were made in doing that. Entering the 90's San Francisco and Sacramento police officers were far behind comparable jurisdictions in the state relative to total compensation. The settlement in 1991 in Sacramento and 1992 in San Francisco were significant steps towards correcting those inequities.

With the stepped in pick-up of the employee's contribution to retirement, POST incentives, and improvements in medical and dental contributions, police officers in the City of San Francisco are rapidly moving towards equity with other officers throughout the state. It is not a painless process nor is it a process that is accomplished overnight. However, through no small effort on the part of the elected officials and bargaining team of the San Francisco Police Officers' Association you are making great strides. I believe through continued efforts, on your behalf, they will accomplish this difficult task in the very near future.

Congratulations for a job well done and keep up the good work.

Kenneth L. Akins
President, University Research

The Name of The Game Is Stress

by Tom Flippin, Editor

In January of this year the SFPD took a step towards dealing with an extremely important (though seldom talked about) problem. That problem is stress. The Post Trauma Stress Seminar put together by the SFPD Stress Unit was a good beginning. Now, the Department must continue with what it has started.

Many studies have shown that police officers work under very high stress levels. This stress is caused not just by critical incidents...shootings, accidents, etc....but by the day-in day-out routine of police work. It has been shown that cops' normal level of stress is significantly higher than that of other workers. Stress is usually spoken of as a negative experience, but, for police officers, stress also serves as a survival tool.

It is stress, along with the physiological changes it induces, that keeps officers alert and ready to deal with whatever occurs. Stress keeps them on top of the "flight-or-fight" syndrome. It gives them the edge needed to survive.

Problems with stress come when the emotional responses caused by stressful situations are not successfully dealt with. The emotional responses are not the problem...failing to deal with them correctly, or ignoring them altogether is what can cause problems. Some symptoms that may indicate stress-related problems are: nervousness, indecisiveness, confusion, memory loss, etc..

This article is not meant to be an account of what took place at the seminar. The amount of information passed along during the three days was tremendous. Indeed, this program was organized and run beautifully. What I would like to do is remind you members that there is help available and to call on the Department to increase and improve that help.

The San Francisco Police Stress Unit,

run by Officers Joe Engler and Mickey Shea, is the backbone of the SFPD's stress program. Joe and Mickey have made it a very successful program, but its successes often go largely unnoticed. This lack of recognition is partly on purpose. The basic premise of the unit is that **all inquiries, conversations, referrals, treatments, etc. are confidential.**

In addition, the style of the men who run the unit contributes to the lack of recognition. They don't blow their own horns, they don't brag, they don't announce loudly what a great job they did last year! They just get the job done...year-in and year-out. No publicity...no excitement...just two good cops helping other cops cope with some very heavy problems.

Judging by the reactions of the officers who attended the Post Trauma Stress Seminar (most of them have been involved in critical incidents), the seminar was a success. The Department at last seems to be coming to grips with a problem that the Stress Unit has been seeing for years: officers who cannot successfully deal with stress themselves must have a system in place to help them.

As a first step in that direction, I would like to see a written policy or General Order on the subject...soon. Deputy Chief Lau attended the seminar and seemed to be supportive of the idea of a program which would help officers deal with stress at the outset. Of course, any such policy or program should have as its foundation, the same basic principle that guides the Stress Unit: confidentiality.

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Traffic Radar: Friend Or Foe?

Editor's Note: Many articles have been written lately regarding the safety (or lack of) using hand-held radar guns. Separating the truth from all the bull can be daunting. The following article, written last fall, is not full of technical mumbo-jumbo and seems to state the case fairly. I hope all you solos read this carefully and, if you feel like it, contribute any information you might have to me or fill out the short form reprinted at the end of the article.

by Gary Poynter

Eleven years ago, on a bright, sunny Sunday afternoon, in the spring of 1980, I was assigned to work speed enforcement on a federal route just north of Cincinnati. I stopped a gentleman for speeding and, as he sat in my vehicle while I completed the citation he asked me to tell him what I knew about my traffic radar. I hadn't been out of the academy very long, so I gave him all fifty cents' worth. He nodded his head and said, "Hmmm." I asked him what he meant by that, and he said, "At that frequency it would allow for adequate penetration." I again asked him what he meant, and he said the radar unit could make me sterile, cause eye damage, or cause cancer. I decided he was another motorist upset at getting a citation, and I quickly ended the contact, going back to exposing myself to microwave radiation for the next 9 years.

In January 1989, I attended a National Troopers Coalition meeting in Baton Rouge. While at that meeting, I happened to read the Wisconsin Trooper's magazine. In that issue, I read an article about

the hazards of microwave radiation and electromagnetic fields in the police officer's work environment, namely the police vehicle.

The article spoke of the problems associated with long-term exposure to low-power microwave transmitters, and a disparity of agreement between experts on what is and what is not a safe limit. Many researchers and medical personnel feel the levels of microwave radiation for the long periods police officers are exposed to it are potentially dangerous, and potentially deadly.

On the other hand, many police administrators and radar manufacturers feel that traffic radar is completely user safe. The reason these two groups feel this way is obvious: revenue. In the millions of dollars—profits for the radar manufacturers and revenue for the courts.

For the past two-and-one-half years, I have daily spent time researching the potential for cancer promotion in our use of traffic radar. The initial information I read on cancer promotion was written by W. Ross Adey, M.D. Dr. Adey is the foremost cellular researcher in the world. His research has proven that microwaves can promote cancer in living tissue. His experiments have also proven that even very weak electromagnetic fields from microwave transmitters, over long periods of time, can have disastrous effects on tissue. This information prompted me to forego the use of traffic radar in January, 1989. Except for divisional certification, I have not used traffic radar.

In November 1989, I traveled to Virginia Military Institute to meet with Dr. Lee L. Nichols, Ph.D. Dr. Nichols is a national expert in traffic radar, and he has strong reservations about a traffic radar antenna being placed inside a police vehicle. During my visit with Dr. Nichols, he took radiation readings from a radar unit he had and we found a variety of radiation readings and the existence of what Dr. Nichols referred to as "hot spots." These were areas of high power or at least areas where the radiation levels were higher than other power readings.

In that same month, I met a gentleman who provided me with information that assured me the radar units were a threat to the user's health. In exchange for his information, I have agreed to keep his identity confidential. However, the information which he provided and the source of his information is enough, if nothing else, to cause even the most liberal traffic radar user to rethink his operation.

My Fraternal Order of Police Lodge, OH Lodge 145, in conjunction with other Ohio Trooper Lodges, requested I write a report for them on this issue. I presented

them with a 95-page report that contained correspondence I received from physicians and researchers who warn us to be careful. That report was presented to the Superintendent of the Ohio State Highway Patrol. The report contained several operational recommendations. The most important recommendation was a minor request: place the antennas outside the vehicle. At no time did we state we would stop using radar; all we asked was to place the antenna outside the car. How that was to be accomplished was the department's problem. The Ohio State Patrol refused. The F.O.P./Ohio Labor Council has maintained this is a safety issue, but it soon will become a labor/management issue.

As time passed, I continued to accumulate several thousand pages of research documents which dealt with microwaves and biological change. Some of the documents and their research are based on the theory that a thermal rise must occur for the microwave transmitter to be a threat. Accordingly, the radar manufacturers have designed their equipment to perform below a power level which will not create heat in the tissue of the user. Paul Brodeur, an environmental author who has researched the topic of microwave wave injury in his book "The Zapping of America", refers this as the "English Muffin Theory." In other words, if you don't turn brown or turn warm there is no danger. The thermal theory is not a valid theory when one considers the long periods of time we use our radar units. According to Dr. Adey, many harmful effects occur well below a thermal threshold; in other words, the tissue can react to very weak electromagnetic fields.

In April of this year, Tenth District Trustee for the Ohio FOP Jim Roberts and I journeyed to Dundas, Ontario to meet with Karel Marha, Ph.D. Dr. Marha is a biophysicist and is recognized as one of the top men in his field. While a citizen of Czechoslovakia, Dr. Marha was the head of the bureau which determined the exposure level of microwave radiation for humans. He was responsible for setting the occupational exposure limits 1000 times lower than the United States limit. The reason is that his research revealed non-thermal effects from microwaves.

During my research, I have had the distinct pleasure of meeting people who have spent a lifetime investigating the phenomenon of cellular reaction to very weak electromagnetic fields and microwave radiation. One of these people is Sam Milham, M.D. Dr. Milham is a renowned epidemiologist who has researched the occurrence of malignant cancers in people who have worked in electromagnetic fields. His work has revealed an excess of cancers in these workers after prolonged exposure to very weak electromagnetic fields and microwaves. The incidence of malignant cancers has always been above the general population for workers exposed to electromagnetic fields. Unfortunately, there has never been a study done on police officers as an occupational group. However, after I contacted Dr. Milham several times and related anecdotal stories of officers who

have cancer, and the manner in which they used their radar units, Dr. Milham began a study in the state of Washington, and is looking at malignant cancers among the troopers in the state. In mid-May, I spoke to Dr. Milham, who indicated that among the number of officers who have been reviewed, the number of cancers in that occupation sample is too high. During the conversation, I asked Dr. Milham how he would like to see traffic radar designed, and he stated that the antenna should be outside the police vehicles.

In the state of Florida people, other than researchers, have paid attention to the call to remove the antenna from the vehicle. In St. Petersburg, an officer developed a very rare malignant skin melanoma on his eye lid, and the lid had to be removed. About the time he was diagnosed, a series of articles I wrote for *Law Enforcement News* found their way to St. Petersburg Police Department. They took action immediately. All of their radar units were pulled off the street until they could come to their own conclusions about traffic radar and non-ionizing radiation. A domino effect occurred as a result of St. Petersburg's actions. Before long, 17 other police departments stopped using radar. As revenue fell off, the radar units went back into operation. However, two departments were steadfast in their desire to prevent their officers from being placed in danger. Besides St. Petersburg, the Hernando County Sheriffs Department began their own investigation. Sheriff Tom Mylander put Sandy Shields in charge of the project, and eventually she recommended the antenna be placed outside the patrol vehicle. During her search for information, Sandy called the Pentagon to ask if radar was a health risk and the military basically told her: "Don't put your nose where it doesn't belong." The result of Sandy's research was the placement of the dual antennas from the Decatur Pro-1000 in the overhead light bar. In a recent conversation with Sandy, she stated that Sheriff Mylander was very happy with the results. Those results are very positive for both the officers and the department. Citation production is up to what it was prior to the period when radar was discontinued, and the officers have expressed a feeling of reduced stress to mind and body.

Like most of you, as a police officer I am not particularly amused when people try to "finesse" me. In a letter to that F.D.A. official, I informed this gentleman about a few of the many officers who have contacted me about their cancers and their use of radar. He never responded to my letter.

However, another official from the U.S. Food and Drug Administration Center for Devices and Radiological Health contacted me July 11th and wanted to inform me that an official F.D.A. recommendation is being developed for the use of traffic radar. The current recommendations state that the user of traffic radar should not hold the antenna closer than 6" to his/her body. In the past, some officers have held the radar antenna on their legs, chest, and between their legs. If you are a radar user, See RADAR, Page 16

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I Need Someone To Talk To

by Bob Brodnik, Burglary Section

You won't hear this statement coming from the "outer" cop in most of us. But the "inner cop" is asking for help. When I had problems at home or work, I would "dump" them on my partners. Thank God for the partners I've been blessed with. I wonder now if I hindered their performance that day or days. Did they take my problems home?

When we get hurt physically, we don't hesitate to go to the doctor. But when we're hurt emotionally, we seem to repress it. We might share it with our loved ones or fellow officers. Why suffer? The incidents a cop has to view would shock the normal citizen. It's not normal to see a suicide with the head half gone. It's not normal to view charred bodies from a fire. It is not normal to observe slain children in drive-by shootings or vehicle fatalities.

I recently had the opportunity to interview Morgan Peterson who runs our Employee Assistance Program. I attended a seminar presented by Al Benner and Vicky Quinn. These individuals are dedicated to helping the members of this department. I went to the E.A.P. Office which is located on the fifth floor of the Hall of Justice. I was discouraged to find Morgan Peterson's office and interview room to be the old interrogation rooms for the Vice and Narcotics' units. Confidentiality is a must for an officer to feel he can go somewhere in private and get out some of those daily stresses that we all go through. The two rooms are 8' x 16'. They are uncomfortable when the doors are closed. The other draw back is that the office is down the hall from the Administration. I think a lot of officers and non-sworn would hesitate going to the E.A.P. office for fear of being seen.

To feel less threatened and more assured of privacy and confidentiality, I feel the location of the program should not be on the department premises. Sam Craig sent out three hundred questionnaires. A little over ninety were sent back. This indicates a lack of interest and a morale problem.

I put together a budget package that would allow the E.A.P. office to move to a two bedroom apartment on Twin Peaks. The apartment provides a view and a fire place. I determined that one room be used as a business office for Vicky Quinn and Morgan Peterson while the other room be private, furnished with a sofa, recliner, tables, T.V., stereo, VCR and reading materials. I feel that the concept of an apartment with a home setting and a view would put the employees more at ease. The location is excellent because it's in the center of the City and is close to the Police Academy. E.A.P. could easily address new recruits on the unique aspects and effects of police work on the home and the family. A discussion of recruit stress during their time in the Academy could also be addressed. Another aspect is that the Academy is equipped with video machines and cameras for making videos as well as a copy machine.

Morgan Peterson has trained thirty-five psychiatrists, psychologists and therapists to work with Police Officers and non-sworn personnel. In my budget, I asked for overtime for Peer Counselors. I would

like to have them introduce these thirty-five specialists to the different watches and do some ride alongs. You could meet a therapist and make a notation. There wouldn't be any need to contact E.A.P. if you don't feel comfortable in talking with Vicky or Morgan or a peer counselor at your station.

Officers would get a feeling that the department really cares if this is allowed. This would also get rid of the old thinking that psychiatrists, psychologists = "shrink". Peer counselors and the E.A.P. office could make sure that a list of therapists is mailed to every member. Since what happens at home frequently affects the job and vice-versa, I would like to see this program known and available to other family members.

A calendar of workshops would be provided. These would include officers involved in shootings. Studies indicate that 43% of officers involved in fatal shootings were divorced within two years of the incident. Other workshops would include drug and alcohol abuse, death and dying, suicide, gay and lesbian issues, sexual harassment, divorce, retirement, children, relationships and finances.

Stress management has to be addressed. Studies have indicated an increased incidence of stress related health problems such as heart disease, stomach disorders, divorce and suicide. Unresolved stress manifests itself in everyday symptoms either through behavioral, physiological or psychological problems.

In the budget I allocated money for a secretary/aide. This person could assist Morgan Peterson in finding guest speakers, help in publishing news letters and articles for the P.O.A. paper once a month.

Our department is becoming more progressive; i.e., Police Range, Northern, Ingleside and Richmond stations. Why can't our E.A.P. be progressive too.

I am asking for \$39,764.49 or 3.4% of the O.C.C. budget of \$1,172,530. I'm confident that structuring E.A.P. as I have described would result in the O.C.C. investigating 3.4% fewer cases at a minimum. As to the Police Department's budget of \$188,158,935 I would be asking .02%. In the words of a most admired lieutenant, "the Department is not investing any money into it's most important resource, the human resource."

Please take a watch sheet and give it to your station representative stating you want a progressive E.A.P. This applies to all officers and non-sworn personnel. Let's see the P.O.A., O.F.J., Latino police officers and representatives from women officers and civilian employees get together so we can approach the Administration for a needed change. Thanks for listening.

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"Informed Sources"

by Steve Johnson, Secretary

On February 21, 1992, the San Francisco Chronicle heralded a front-page item titled, "S.F. Cops Alleged to be Bagmen for Sports Bookies". The author, a Mr. Jim Doyle, stated, "The suspected police officers collected bets on professional and amateur sporting events from their colleagues - while on duty - and received a small percentage of 'the action' in return, according to law enforcement sources."

On February 22, 1992, the San Francisco Chronicle printed a retraction of sorts, authored (again) by Jim Doyle. Jim Doyle still insisted that somehow San Francisco police officers were involved in nefarious activity even after Mr. Richard Held, chief of the FBI bureau in San Francisco stated, "There is no evidence of any complicity of San Francisco police officers in any of these gambling cases that we are involved in." Doyle's "retraction" was printed on page 17, a far cry from the initial page one accusation.

Now, I don't know Jim Doyle, but I did have a brief conversation with him on the phone. A conversation I initiated because I wanted to know if someone on Richard Held's staff was purposely violating the FBI's chain of command to give Jim Doyle, the San Francisco Chronicle's investigative reporter, the scoop of his career. But Jim Doyle didn't want to talk to me (I guess I should have identified myself as an "informed source").

Jim Doyle might not realize it yet, but the most valued attribute both the press and police have is their reputation for fairness.

Police officers know this because we must rely on our reputation for fairness just to survive. Whenever a police officer

testifies in court or encounters an individual suspected of criminal activity, the manner in which the officer deals with the situation is extremely important. If the officer allows his integrity to be tarnished, then he might as well resign.

Police officers are constantly scrutinized — we have a civilian agency that investigates any and all allegations of misconduct and an internal division within our department's administration that reviews any and all complaints of impropriety. We are held to a higher standard of conduct, as we should be, since we have such a heavily vested responsibility. When we're wrong, when we make a mistake or violate a trust, we must be held accountable, I have no problem with that.

However, fair is fair — Jim Doyle's unnecessary and unsubstantiated allegation of police misconduct cannot go unanswered. C'mon, Mr. Doyle, quit hiding behind your "sources". If you want to call for an investigation then let's get on with it. But let's conduct the fact-finding and, if necessary, the prosecution through the appropriate processes available and not on the front page of a newspaper with uncorroborated "sources".

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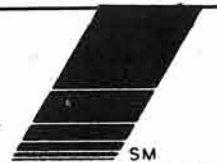


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Policemen's Retreat

by Jim Higgins, Retired Inspector

As we drove up the steep hill and approached the wooded area, we knew we had reached our destination. We watched couples as they lugged their suitcases to their designated rooms, trying to dodge the raindrops as they went. We all were looking forward to a couple of days away from the drudgery of everyday life and an opportunity to fellowship with law enforcement officers from Northern California who all speak the same language.

The Retreat is sponsored by Mount Herman and is located in the Santa Cruz Mountains near Felton — it is one beautiful setting! The featured speaker was Mike Ryan. For those of you who do not know Mike, he is our Chaplain; a man who has a heart for policemen and their families. Mike has the ability to gently bring into focus existing dormant emotions in marriage and to rekindle love and dedication that made you one in God's eyes. The

days of courtship, romance, and eventually marriage was the jewel of our life shining ever so brightly. As time goes by life becomes consumed with STUFF, and layers of blankets in the form of disagreements, the job, children, financial woes, stress, etc. cover that once sparkling jewel until you wonder if it ever existed.

Our over-psychologized society has systematically placed individuals on a pedestal with its proclaimed "selfism", making it less difficult to walk away. It has become the "American Tragedy". No one walks away unscathed, especially the children who are deprived of the love and strength of a mother and father. A harsh punishment for the children conceived in love.

The essence of the Retreat was to restore some of the cracks in the foundation of our marriage. We are fragile, emotional people, and our behavior is dictated by conditions of our home life. In many cases the help needed is just a prayer away. When you put God first in your life things fall into place; honesty, forgiveness, love, understanding; all the ingredients to make a marriage work. Then that layer of blankets placed over that jewel will be removed one by one, until none are left, and once again the sparkle comes forth.

Until next time, my favorite people, God Bless!!!

**Right Here
In River City**

by Bill Hemby,
COPS Legislative
Advocate



**Times Are A Changin' —
Are We?**

Have you ever wondered where police work is headed? Here we are on the verge of a new century, and with the exception of the computer, there haven't been a whole lot of new ideas to enhance law enforcement?

Granted, computer technology is the biggest innovation since the abacus, but its potential hasn't even been tapped. There is a wealth of information out there useful to law enforcement that is not available. Credit reporting bureaus, medical data base organizations to name a few. Even the telephone company has more information than the police. In this age of micro technology, isn't it a shame we can't focus some of the "gee-whiz, bells and whistles" on assisting law enforcement.

Isn't it time we decide just what is the role of law enforcement? Because we are one of the few 24 hour operations in government; many jobs just come our way. For instance; why are we handling domestic squabbles? If there is no violence, why send a cop to handle what a marriage counselor should take care of? Should we be involved with the indigent? Picking drunks off the streets isn't my idea

of crime fighting. What about the mentally impaired? Should they be taken care of by someone else?

With only a few years left before we enter the 21st century, it's an opportune time to question our role in society. Maybe we should pare down the police mission... specialize, so to speak. For instance, turn over all traffic duties to the CHP? What about reorganization? Isn't it absurd that every city and every county have its own police forces, its own communications, its own administration, etc.

San Francisco is somewhat unique, being surrounded on three sides by water and cut off to the South by hills. Most jurisdictions just kind of blend into each other. Why do we need a police department and a sheriff's department? Well, one reason, I guess, is without one or the other, COPS would have to change its name!

Police equipment should be modernized. Radios are getting smaller and smaller, certainly the technology is there for miniature radios... Dick Tracy where are you? Helmet installed radios are available, vehicle or helmet equipped video is available, automatic recording devices; why not cellular phones? The Japanese are developing computers you can wear. Do we need to still carry the baton? It seems every time you use one, it spells trouble. They sure are a pain to get into and out of car with. Bar codes could be incorporated into license plates to tell you about the vehicle, its owner, etc. Scanners can read bar codes from further and further away.

COPS is having its biennial convention in June. Some of these questions will be raised and discussed. I'd be interested in your ideas.

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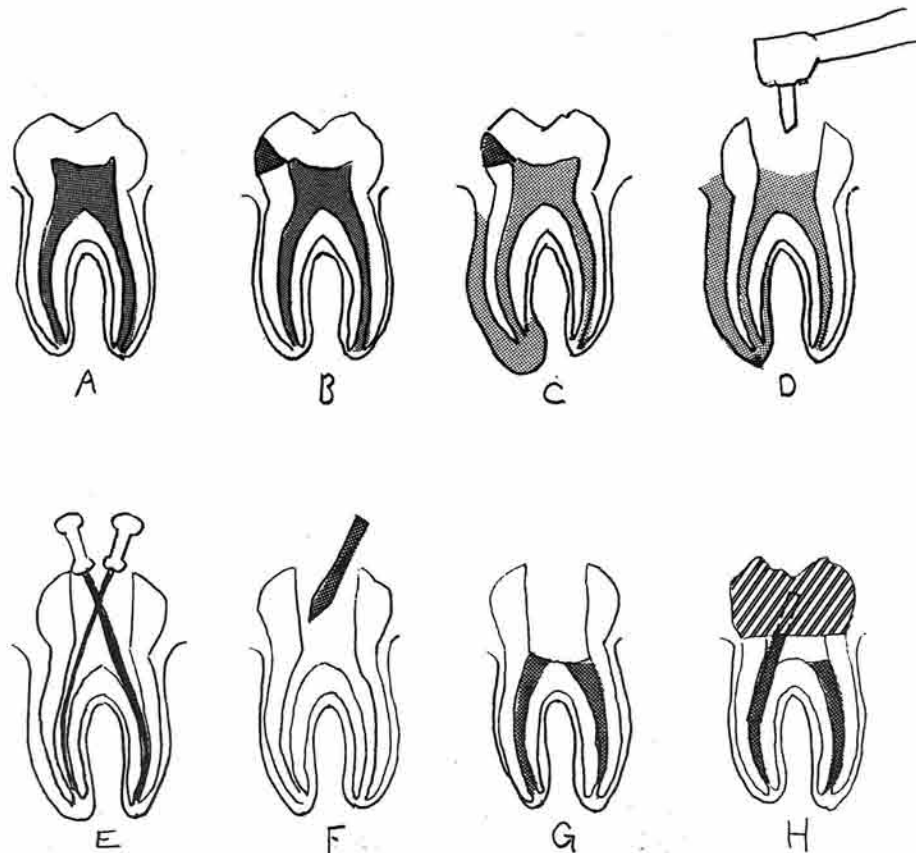
by Gregory Mar, D.D.S., Co. D

This month's dental topic is root canals. A root canal is a procedure used to restore a tooth with a dead or dying pulp which is/was living tissue consisting of nerves and blood vessels. When the pulpal tissue dies it becomes a perfect medium for bacteria to grow. As the bacteria begins to fester, it begins to release gasses as a by-product. In addition, the body will try to fight off this infection which can result in the formation of pus. The combination of the pus and gasses creates pressure and pain which is one of the many symptoms of an infected tooth. Other possible occurring symptoms are redness, swelling, warmth in the area, and fever. Severe, untreated infections could cause systemic infections leading to permanent damage and possibly death.

To get a better understanding of how root canal therapy is performed, please follow the diagram. Figure A shows a normal, healthy tooth. Figure B shows a decayed tooth; if untreated the pulp will die. Figure C shows an infected pulp with the spread of infection to the surrounding area. The tooth is opened to drain the tooth as depicted in Figure D. The tooth is debrided and cleaned in Figure E and filled with a plastic material called Gutta Percha. This filling seals the canal and prevents future bacterial growth in an empty space. In Figure H the tooth is finally restored with a post/build-up and crowned with gold to insure structural integrity.

These restorative procedures can range from \$800 to \$1200. The final amount depends on the location of the tooth that needs to be restored.

Should you have any further questions about root canals please feel free to contact me at Co. D.



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AGREEMENT

(Continued From Page 1)

the process.

On June 17, 1991, after months of frustration, the POA declared impasse and moved into the mediation/arbitration phase. Our luck began to change as the first arbitrator appointed was excused as a result of a conflict, brought about by his selection to a panel of grievance arbitrators for the City and County of San Francisco. At that point, both sides agreed to the POA's initial choice for mediator, John Kagel, of Kagel and Kagel. John Kagel would ultimately prove to be the driving force to an amiable, mediated settlement, as he led both sides of the table away from unattainable and unrealistic positions towards more reasonable ones.

Another significant date, of course, is surely December 10, 1991: the day Frank Jordan became Mayor of San Francisco. If it hadn't been for his leadership and the resulting change in administrative philosophies which underscored fairness and a belief in equitable wages and benefits for our officers, we would be presently mired in a lengthy arbitration. Little more than a month after the Jordan team joined the mediation phase, a fair contract was established, pending ratification of both our membership and the Board of Supervisors.

The City's negotiators consisted of several noteworthy individuals who brought with them expertise, fairness and a knowledge of prevailing police wage and benefit practices in California. Ms. Magdalena Jacobson, who headed the Employee Relations Division under the prior administration and who has since left the City's employ for a job with the Federal Mediation and Conciliation Service, provided initial leadership setting the tenor of mediation on behalf of the City.

Ms. Jacobson replaced Agnos' hired gun, Attorney John Liebert, with City Attorney Thorton C. Bunch, who had been only recently hired by the City. Mr. Bunch has extensive expertise as a labor attorney dealing with public safety personnel in and around the South Bay Area.

Captain Anthony Ribera of the Fiscal Division acted as Chief Casey's liaison to the proceedings and proved to be a valuable resource with his background and knowledge. Captain Ribera's willingness to suggest alternatives for compromise was constructive and much appreciated.

We were called together by John Kagel on Monday, February 17, 1992, Washington's birthday, as both sides had previously compromised on key issues and a short list of proposals had been developed. The session began at approximately 9:00 a.m. on that holiday Monday and didn't conclude until the City team stormed out of the office, tired and frustrated at 12:45 a.m. the following morning. Both sides had been pushed to the limits and, at times, the specter of full scale arbitration seemed imminent. We were close yet very far apart on a number of key items.

Your Negotiating Committee deserves special recognition for its perseverance, stamina and determination. Time after time, messages that the City had reached its limits and would not and/or could not be expected to produce a counter proposal were rebuffed. The Committee was determined to push until it was apparent to all that the City had nothing left to give. That message was finally delivered by the mediator John Kagel late in the evening; but issues remained that could have easily unraveled all that had been attained.

The negotiation of retirement proposals was one such key issue. The city attorney's office was adamant that the retirement proposals offered by the POA were not negotiable. Ultimately, the Committee decided that the courts must settle this dispute, rather than delay a package that would immediately benefit the vast majority of our membership.

On February 27th, the Committee returned to the negotiating table to determine if the few remaining issues could be resolved without the proposals that had been tentatively agreed to being jeopardized.

While the high drama of Monday the 17th didn't materialize, there were still a few moments of good old-fashion, spirited exchanges amongst our own Committee members who were adamant that the City could be pushed further or that their own special proposal should not be given up without a fight.

The POA Committee, in its first attempt at bargaining, acted magnificently and are deserving of our utmost gratitude. They acted selflessly in the final analysis, but each was painfully aware of personal disappointments as they witnessed their own proposals fall by the wayside.

A case in point was Mike Keys' proposal for the regular upkeep, maintenance and rotation of vehicles; it was forced off the table and replaced with a modified version in order to direct the City's expendable funds toward increased wages and benefits for our members. Perhaps during the next round of contract negotiations, in 1995, a few more of the innovative proposals can be revisited. Certainly, key amongst those items sought after in 1995 will be one dealing specifically with retirement and at that time we will be successful.

One of the Department's major issues concerned a proposed Career Development Plan. Arguing successfully that the POA Negotiating Committee was not prepared to adequately respond to an eleventh hour Career Development proposal, our attorneys, Alan Davis and Vince Courtney, convinced the parties that it would be in everyone's best interest to specifically revisit the questions of Career Development and the continuation of POST Premiums during a re-opener in July of 1993.

Also to be determined in the near future will be our family dental coverage, which will mirror the yet-to-be-agreed upon plan between the City and those employee unions who had joined last year's salary freeze in lieu of a dental plan during this fiscal year. This problem should be resolved within the next several weeks.

The final unresolved issue concerns a POA proposal to initiate a voluntary physical fitness program which could result in additional comp or vacation time for those officers who would qualify. This idea will be developed during the next several months with a return to the arbitrator by July 1, 1992 if it remains unresolved.

The membership is indebted to the POA Negotiating Committee and the law firm of Davis, Reno & Courtney for their successful efforts to lead this Association to a tentatively agreed to settlement without the use of the hammer, Binding Arbitration. Experts in the field universally agree that if an organization can avoid arbitration, especially during the construction of its first-ever contract, it should.

The membership will vote on the issue of ratification by mail ballot on March 17, 1992 with ballots to be returned by U.S. Mail by March 30, 1992.

Special thanks to Secretary Steve Johnson for holding down the fort while Gary, Phil and I were sequestered in negotiations. And, to Mr. Ken Akins of University Research who provided us with the up-to-date facts and figures, allowing the Committee to determine what goals to set.

The POA Negotiating Committee consisted of the following members:

Gary Delagnes	Jim Deignan
Phil Dito	Nicole Greely
Sherman Ackerson	Mike Hebel
Jack Ballentine	Mike Keys
Ray Benson	Cornelius Johnson
Andy Blackwell	George Rosko
Lorie Brophy	Jim Seim
Rick Bruce	Glenn Sylvester
Al Casciato	Dennis Tomason

Vice President's Column

by Gary Delagnes, Vice-President

When the POA's Executive Board had its first meeting with the new Mayoral Administration, we were asked by Hadley Roff, Jordan's top man, what were important issues to us. We told Roff that the three (3) issues of major importance to us, and our membership, were in order of priority:

- (1) Getting our contract signed;
- (2) Improving the relationship between the POA and our Administration; and
- (3) Structuring of the Police Commission in a way that depoliticizes the process as much as possible.

We were adamant in expressing our desire to sign a contract as quickly as possible. We explained that we had been jacked around by the Mayor's office for over a year. Our homework had been done, and we wanted action. We wanted them to either sit down with us and hammer out a contract, or let it go on to the arbitration phase where we were confident we would win.

Secondly, we discussed our police administration, its effectiveness, and its relationship with the POA.

We discussed the input we would like to have on administrative decisions, and the courtesy we would like to see extended to the POA by the Chief when it comes to notifying us on impending policy changes, and meet and confer issues.

Many members of our Association were angry at us for not immediately demanding the head of Willis Casey. The Executive Board of the POA does not see itself as king makers or king breakers. The POA should not be in the business of naming the Chief. Willis Casey's fate should not be in the hands of the POA. Frank Jordan

must decide who his Chief of Police should be, and it's our role to give him input, good or bad, on the current Chief.

Our job is then to work with the Chief, whoever that may be, to make this a better Department in which to work. Willis Casey and Frank Jordan have known each other for many years. It is up to them to work out the problems that exist between them. If they cannot, then I am sure a new Chief is imminent.

Lastly, we spoke about the make up of the Police Commission. It is no secret that the POA is not pleased with the circus that ensues when a cop is paraded in front of the Police Commission, reminiscent of Christians being thrown to the lions. It is also no secret that the POA would like to see certain members go on their way. Not because we are looking for Commissioners who will always exonerate cops. We are looking for fair Police Commissioners who are not unduly swayed by political pressures, special interest groups, or personal political aspirations.

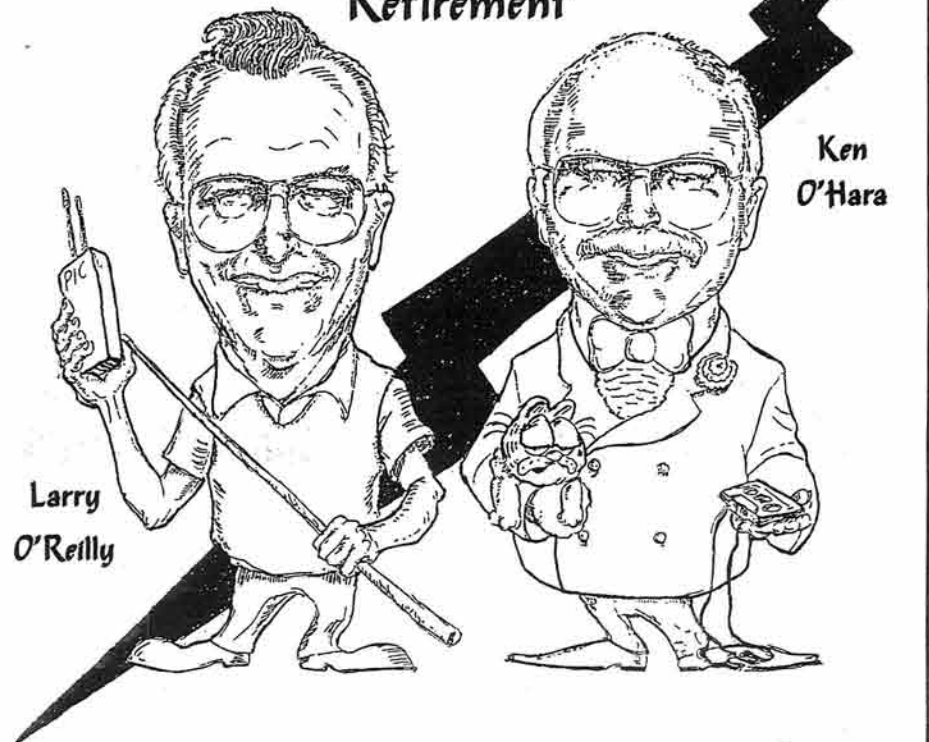
Again, we do not feel that we should be in the business of naming Police Commissioners. We did express a desire to have input into the candidates pool and gave recommendations of people that we feel are qualified for the position, but, again, nobody is more aware of the insane politics exhibited in the Police Commission hearings than Frank Jordan. He sat there for years watching that farce. Police Commission appointments are ultimately up to Frank Jordan.

It is our hope that we at least have a person in Room 200 at City Hall who understands the problems, complexities, and uncertainties of police work. For now, that will be a 1000% improvement over Frank Jordan's predecessor.

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The United Irish Societies and the City of San Francisco announces the 140th annual St. Patrick's Day Parade, Sunday March 15.

Over 300 floats, bands, drill teams, drum and bugle corps, mounted units, veterans, fraternal organizations, color guards, city employees and our own mayor, Frank Jordan, join together to celebrate. The National Association of Parade Judges and CSHA will be on hand to award trophies, cash and prize ribbons to winning units. The honorable Pat Dowling is the Grand Marshal. He is an Irish-American historian, author and lecturer whose accomplishments are legendary.

The parade will start at 2nd and Market Streets at 12:30 sharp and will proceed northwest on Market Street to Eighth and Grove, turn right on Grove to Polk and right again on Polk through the Reviewing Stand across from the main entrance of City Hall.

On Friday, March 13, a small, informal ceremony will take place on the steps of City Hall at 10:30 a.m. to honor and raise the Irish Flag. Irish dancers will do a short set of traditional Irish step dancing accompanied by drums and pipes.

St. Patrick's Church at 756 Mission Street will perform a special mass on Sunday, March 15 at 9:30 a.m.

Join the Irish community in a most outstanding demonstration of a united people in a "City That Knows How." For more information, contact Renie Champagne at Parade Headquarters (415) 467-8218. (The St. Patrick's Day Parade is made possible by funding of the City's Grant for the Arts Program.)

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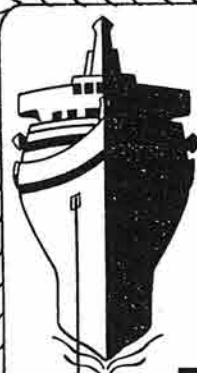
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Air is included in the above rate.

20 November Fly from San Francisco to Tampa and overnight in a deluxe hotel.

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22 Nov	Key West, Florida	11:00am	3:00pm
23 Nov	Playa del Carmen, Mexico	12:00pm	12:30pm
	Cozumel, Mexico	1:30pm	11:30pm
24 Nov	At Sea		
25 Nov	Ocho Rios, Jamaica	8:00am	5:00pm
26 Nov	Georgetown, Grand Cayman	8:00am	5:00pm
27 Nov	At Sea		
28 Nov	Tampa, Florida	8:00am	

28 November Fly home from Tampa, and arrive in San Francisco at night.

Receive two complimentary bottles of wine and cocktail party.

Children are also welcome at a reduced rate.

Do Not Use Without Permission

by Tom Flippin, Editor

This little announcement is directed toward those of you who send in articles, stories or other material which you would like printed in the Notebook. I want to remind you that for us to be able to use material from other sources...whether local newspapers, magazines, or any source other than our own members...it is necessary that we have permission from the author and/or the publication in which it appeared.

It would be especially nice (for me, at least) if the article were submitted with permission to reprint it already received. It would certainly save me a lot of time, and it would ensure that the story in question gets reprinted. If you see a piece you like in a local paper, you can often obtain reprint rights by contacting them directly. With a local publication, it's easy to call and get permission over the phone. Most sources will allow reprints in a non-profit

paper (that's us) without hesitation. If the story has a byline and the author has retained rights to it, a local paper will usually be able...and willing...to help you contact him.

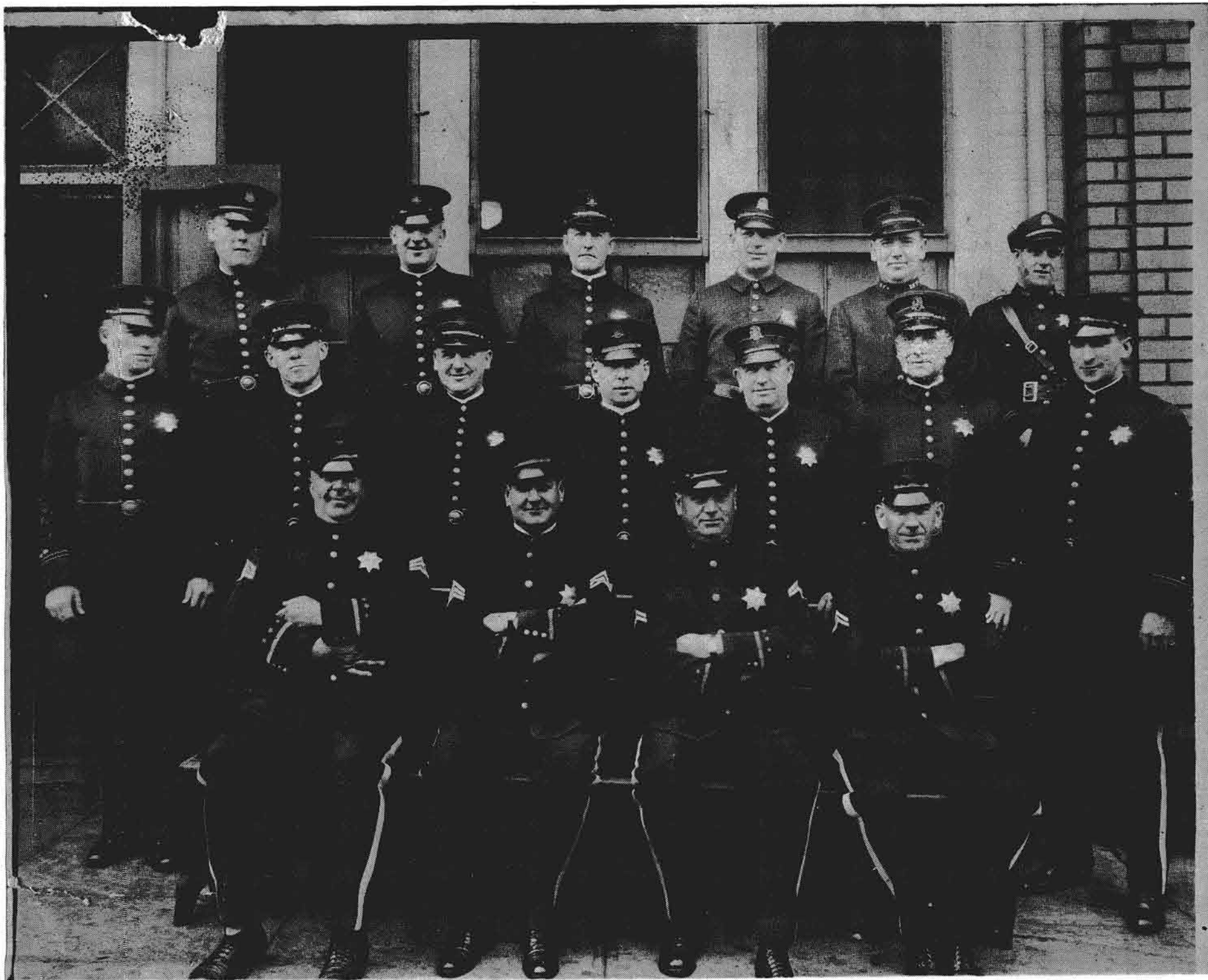
I certainly don't want to discourage any of you from submitting material for reprint. There are a lot of interesting and informative stories that I'd like to see in the Notebook. However, when I get a clipping of some great article...sent in with an attached note from somebody saying, "I saw this article and thought you should reprint it."...and the clipping has no byline and nothing about where it appeared, I just cringe. It is simply not possible for the POA to go out on a limb and publish material without specific permission. And quite frankly, I seldom have time to make extensive efforts to obtain reprint rights. If you really like an article and want it to be in the Notebook, please take the time to get us the permission to do so. Thanks.



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This is so romantic, Sarge. I never been booked by candlelight before.

Submitted by Carl Vogelsang

Runner-up...

Alright, Your Holiness, you've got your candles. Now, would you please tell me what your name was before you became Pope?

Submitted (in a heavy Irish brogue) by Joe Reilly, SFIAPD

Thanks!

Well, it appears some of you **do** read this paper . . . not just look at the pictures. There was a gratifying response to my plea for photos, and we now have some doozies coming up. But keep me in mind as you go through your scrapbooks.

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IMPORTANT ANNOUNCEMENT

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***Open Enrollment Month
for Health Coverage is***

MAY 1992

***not April,
as previously reported.***

***Call the Health
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for More Information
554-1750***

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Important Health Service Notice

The Health Service Board has changed the long standing open enrollment period for health benefits from the month of May to April effective in 1992. This switch has become necessary in order to allow the health service staff ample time to make the elected changes and additions requested by the members.

As mentioned in an earlier article, active HSS members must keep in mind the IRS Rule Sec. 125 regarding your pre-taxed health service premiums. This is continuing to be a problem with many individuals who are requesting changes after the open enrollment period. The remainder of this article is a reprint of the earlier one. **PLEASE READ IT CAREFULLY.**

Since the implementation of IRS Sec. 125, the program which pre-taxes your health, dental and disability premiums, several problems have arisen for some of our members. Many individuals either did not carefully read the literature regarding the regulations or else did not bother to do so. Therefore, here are some very important points for your future knowledge and ones that must be remembered during the next sign-up period in April of 1992.

Once you elect to participate in Sec. 125, **YOU CANNOT CHANGE YOUR BENEFIT CONFIGURATION** for the entire plan year. The only exception would be a change in family status. The following events are examples of changes in family status:

- marriage;
- divorce;
- death of a spouse or dependent;
- birth or adoption of a child of the employee;
- termination of spouse's employment.

REMEMBER, if you fail to add your spouse, newborn or dependent within the allotted 30 days after acquiring that dependent, you will not be permitted, BY FEDERAL LAW, to do so until the next April sign-up. There can be no exceptions. Therefore, the responsibility is yours. You must be aware of the laws and rules that are provided when receiving the new comparison sheets or rule books. These are either delivered to your work place or mailed to your home.

Hopefully this short memo will be remembered when the next open enrollment rolls around in April of 1992.

Faternally,
James Deignan
S.F. Health Service Board



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- Ask questions.

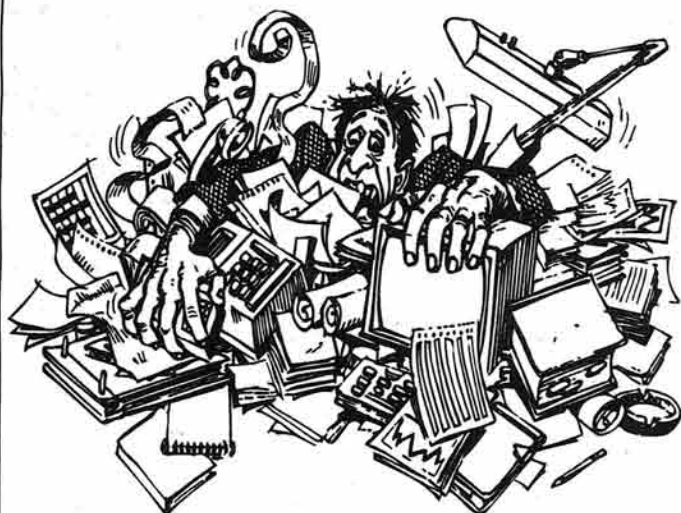
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-Only 18% of middle-aged Americans believe they will be fully prepared to retire financially.
-9 out of 10 Americans think that they will need financial assistance from their children or the government during retirement.
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- Will you be strapped for funds and unable to enjoy the leisure time that you'll have in the last 20-30 years of your life?
- Have you told yourself it's too early, or too late, to save for your future?
- If you've begun to save — are you saving enough?
- Are your savings directed into the right types of investments to produce the best possible results based on your circumstances?

Your Deferred Compensation Plan can provide you with the answers to these and other questions. Please review the informational briefing schedule and find a meeting which you can attend. If you can not attend but would like to learn more, please phone The Hartford at 995-3232.

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For: Police, Sheriff, Fire & Miscellaneous Employees
Where: Hall of Justice, 6th Floor Auditorium
Dates: Monday through Friday, March 23rd thru March 27th
Times: 12 Noon - 1 P.M.

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It is okay to bring your lunch.

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ITT HARTFORD

The Law of Diminishing Return

by John Sterling

Would-be lumberjacks, duded up in black knit caps, plaid shirts, suspenders, and high boots, aspire to the high esteem tendered to those who enter the dark, mystical forest and duel with its mighty trees. Added to this are smiles of self-satisfaction brought on by heroic thoughts of walking in the shadow of Paul Bunyan. Real lumberjacks disdain the confinement of sawmills where dwell the sawdust sweepers and board feet tally-ers. The cry that bond the faithful is: "If you don't climb and cut trees, you ain't a lumberjack - Jack!"

Would-be cowboys, duded up in tencallon Stetsons, wide buckles, studded chaps, boots and spurs, aspire to the high esteem tendered to those who roam the wide open ranges and lasso wild horses. Added to this are smiles of self-satisfaction brought on by heroic thoughts of walking in the shadow of Wild Bill Hickock. Real cowboys disdain the confinement of stables where dwell the oat dispensers and manure shovellers. The cry at the campfires is: "If you don't mount and break horses, you ain't a cowboy - Roy!"

In modern times, cops come closest to the romantic image of the rugged lumberjack and the stoic cowboy. Would-be cops, duded up in knightly blues, stars, all that leather, and handcuffs, aspire to the high esteem tendered to those who step out on the mean streets and chase wily scoundrels. Added to this are smiles of self-satisfaction brought on by heroic thoughts of walking in the shadow of Dick Tracy. Real cops disdain the confinement of offices where dwell pencil sharpeners and paper reamers. Real cops peer into the deadly night daring renegades to make their move. Real cops are always near enough to put the cuffs on the fools who try and, even if they get away, to hound them back to justice. The cry of the brotherhood is: "If you don't stop and drop your man, you ain't a cop - Pop!" That was the point of it all. That was the career as it was understood, once upon a time, but it's changing fast. Manning a desk, instead of getting your man is the alternative career...and profitable, too! Hoodlum-pickin' is out, paper-chasin' is in. Paper-chasers have a surer shot at being chiefs, or at least, their factotums. Hoodlum-pickers are left with slim pickings. Deserting patrol work for the safety of officer beehives is in vogue. Pseudo-cops, unable to insinuate themselves into existing niches, simply invent newer ones. Soon, there will be more R.E.T.s (rear echelon types) than R.S.C.s (real street cops). The irony is, while fewer and fewer R.S.C.s perform the risky jobs, the R.E.T.s arrogate the rewards, bask in reflected glory, and polish the glamour. They work the system, build network, expropriate scholarships, embellish resumes, finagle criminology degrees - teach it even, all without ever facing a criminal, let alone chase one. As they move farther and farther away from the nitty-gritty of patrol and investigation, the more erudite

in the field they become. The composition of these latter-day pedagogues runs the gamut. From para-legal poseurs dictating politically correct thoughts, to drug abuse experts who can not distinguish a kitchen from a "cookhouse," to career counselors advising on jobs they themselves refuse to do, to frustrated architects visiting sites once too often without hardhats, to chauffeurs, parking attendants, and left-over cronies of chiefs past. From this pool come the movers of police departments.

In these times of dwindling resources and citizen patience, the most cost-efficient way to manage crime is the old fashion way, to be always near enough to discourage its commitment, and to nab the culprit when he tries. A criminal would not long be a criminal if his capture was imminent, and he stayed captured. Police omnipresence is more powerful than any dog and pony show. A man once had a habit of constantly snapping his fingers. When asked why, he said to keep the elephants away. He was told that there were no elephants within a hundred miles, to which he replied, "I rest my case!"

For every one libertarian who whines at the sight of an uniform, there are fifty families grateful for the sight. Libertarians never sacrifice the health of their family members to the altar of crime, only poor and private people, condemned to lives of desperations, do.

Crime cannot be eradicated by the police alone. The society we have chosen to live under, unfortunately, tends to "prepare the crimes and assist the criminals." The police role is to affect the economics of the criminal enterprise: it does not pay to get caught. Police chiefs, who permit their forces to truncate, miss the lesson of history. To win in battle, as police work often is, one has to get there "soonest with the mostest." If patrol and investigation continue to be treated like stepchildren, the last to receive equipment, R&R, scholarships, and promotional opportunities, then fewer and fewer will wish to remain there. The trend may change if those appointed to run police departments come, more often, from patrol. Someone who takes the time to listen to the pitiful calls on the police radios and has a sense of what that constant ululation does to the normal psyche.

There will be those who will argue that one need not be a baker to run a bakery, or a clown to run a circus. To them I reply: well, it wouldn't hurt! Being once a baker, one develops a keener insight on what keeps a baker baking. Once a clown, one knows how to make the circus crew laugh.

In peroration, fighting and reducing crime lie in three areas. Patrol..., Patrol..., Patrol. Take care of the most vital resource of the department, those who remain in patrol. Take care of them and they will take care of you. Leave the divination and cathecism of crime to the social engineers. Even when they make mistakes they don't pay for it, and they have plenty of time to kill.

Update: Parole Searches

Briefed by M. Paganini, Co. D

People v. Williams

Cite as 92 CDOS 1477 (February 20, 1992) Fifth Appellate District

Question: Can a valid pat down search be conducted on a parolee who is stopped for riding an unlicensed bicycle?

Answer: No.

Facts: Deon Williams was stopped by a Modesto police officer for riding an unlicensed bicycle, a local municipal code infraction. Williams admitted that he was on active parole status. The officer then conducted a pat search for weapons, and felt a small, hard, rock-like object which he believed was rock cocaine in the pocket of Williams' "very thin" nylon jacket. Ultimately, rock cocaine was retrieved from the jacket pocket and Williams was arrested.

Discussion: The main issue on appeal was does the mere status of being a parolee justify a frisk. The defendant contended that the mere fact he was on parole was an insufficient ground to con-

duct a pat search for weapons. The prosecution claimed that since the defendant violated the law, his current status as a parolee justified the search.

The appellate court decision held that nothing in Williams' conduct, i.e. riding an unlicensed bicycle in violation of a municipal code, supported a parole search of his person. The court held that a frisk for weapons every time a parolee is detained by a police officer for a minor traffic violation, is not justified for parole supervision purposes. Thus, the appellate court held the search was improper and the evidence was suppressed.

On the other hand, the court noted that where an officer has a "reasonable suspicion" that a parolee is in possession of evidence relating to a violation of the law or other condition of parole, or has evidence of a future plan to violate parole, the officer may conduct a valid parole search. To conclude, the parole search is one tool that is necessary to insure the proper supervision of the parolee.



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RADAR

Continued From Page 6

or have been a radar user, or are using radar in this fashion, STOP. You are risking your life for a traffic ticket. The government acceptance of the policy "prudent avoidance" is admirable; however, a more conservative stand on traffic radar for the safety of the officer is required until more epidemiological data is known.

The federal government has accepted a policy of "prudent avoidance" based upon research conducted by Dr. M. Granger Morgan of Carnegie-Mellon University in Pittsburgh. Basically, the police advised people look at an area they feel is a problem, as it relates to exposure to electromagnetic fields, and take action to reduce their exposure, be prudent, and avoid the problem as much as possible. The policy does not advocate the abstinence of electricity and the devices powered by electricity. This policy is consistent with the desire of thousands of police officers. We want to use traffic radar, we just want to have the antenna outside the vehicle. In short, prudent avoidance from the antenna.

The manufacturers would have you believe their equipment is 100% safe. While the current generation of radar units produce less power density than past units, the problem is still long-term exposure to the radar user.

For some reason, police administrators refuse to recognize the fact that not enough is known about the effects of traffic radar. Many experts who state traffic radar is safe point to a rat cancer study conducted in 1984 by Dr. Arthur Guy for the U.S. Air Force. It is true some of the rats exposed to the microwave experiment did develop cancer, but the researchers contend the results were not significant. However, a little known fact about that experiment was withheld for quite awhile. The rats were not your common lab rat variety. These rats were very special, not to mention expensive. The rats were delivered via cesarean section and kept in a completely virus and bacteria-free environment for the entire experiment. The problem with this type of experiment comes from lack of "real world" exposures. You and I live in a world riddled with factors which influence our health and cause problems. If you and I were kept in a sterile environment, we would be expected to live a long and healthy life. The same was expected for the rats in the 1984 experiment, but something went wrong. The rats developed cancer after being exposed to microwaves by what some experts say was a "statistically significant" rate.

The manufacturers of electronic equip-

ment, utility companies, and the military have spent millions of dollars to prove the electromagnetic fields and microwaves have absolutely no adverse effect on humans. However, studies by independent researchers have shown cancerous effects occur in people in occupations that expose workers to electromagnetic fields. The controversy will continue for many years to come. One researcher told me, "bio effects from electromagnetic radiation will become the asbestos of the future."

In a conversation with a leading epidemiologist, who spent his life working in the area of electromagnetic fields and their effects on humans he told me "The problem with traffic radar is the latency period for tumors. It takes up to 20 years for a tumor to be recognizable. It may be too early to look at traffic radar because many of the officers are going to develop cancers after they retire as a result of their exposure to traffic radar." With this type of information it is obvious that Chief Curtsinger and Sheriff Mylander have reacted correctly to the problem of officer safety and traffic radar. It is time for other departments to follow their lead.

In response to this potential problem Commissioner Ernest Cipullo, president of the Nassau County Municipal Police Chiefs Association, has joined the Nassau Police Conference in forming a Joint Committee to address these concerns with police officers' safety as the priority. Some initial safety guidelines have been drafted with the strong recommendation that they be followed while using Police Traffic Radar.

1. Read the documentation provided by the manufacturer
2. When using a hand held radar unit, always use the mounting bracket when not tracking a vehicle
3. Never lay the unit in your lap or on the seat next to you.
4. When not tracking a vehicle place the unit in the standing mode
5. When not using the unit, turn it off and disconnect the power source
6. When tracking a vehicle, place the unit outside of your vehicle, lock the speed, place the unit in stand-by, then return the unit to the mounting bracket
7. When using a permanently mounted unit, mount the antenna outside of the vehicle facing away from the operator
8. If you feel that you are experiencing medical problems due to the use of police radar unit, do not hesitate to contact your doctor

Epilogue

A film crew from "60 Minutes" is putting together a story on radar use and cancer. They interviewed two officers in Petaluma who contracted cancer after using hand-held radar devices throughout their careers. Also interviewed for the show were six (6) officers from one Michigan police department which has a total strength of 162. All six officers have testicular cancer.

As these tragic reports continue to mount, more and more departments around the country are banning the use of hand-held radar guns. Several states are considering laws banning or strictly regulating all use of the devices.

Radar Update

Department Of Health & Human Services

Mr. Gary P. Poynter
6693 Cincinnati-Dayton Road
Middletown, Ohio 45044

Dear Mr. Poynter,

Thank you for your letter of April 26, 1991, which transmitted reports of several police officers who were exposed to traffic radar units and later developed cancer. The Center for Devices and Radiological Health (CDRH) is interested in receiving any information which will assist us in carrying out our responsibilities under the Radiation Control for Health and Safety Act. As you are aware, the effects of microwave energy deposition in the body at low power levels remains an active area of investigation. There is a paucity of data relating to non-thermal health effects of non-ionizing radiation at the frequencies of concern to you. Extrapolation of available data obtained at lower frequencies does not lead us to believe that the exposure levels of concern here would result in cancer. Reports of possible adverse effects of exposure, such as those you have provided, are important since they may, in some cases, indicate the need for more extensive epidemiological investigation among exposed populations. The information which you have provided us, if further substantiated by such studies, might be cause for us to re-evaluate our current recommendations for occupational exposure limits.

In your July 12 telephone conversation with Dr. Mays Swicord and Dr. Larry Cress of CDRH, we suggested that you submit more detailed information to the Center's Problem Reporting Program (PRP) regarding radar users who have developed cancer. We would appreciate your reporting the cases described in your letter to the PRP or having the appropriate concerned individual contact the PRP directly. PRP reports may be made by calling (800) 638-6725. You also informed

us that Dr. Milham has initiated an epidemiological study of police officers occupationally exposed to microwave radiation. The Center will carefully evaluate the results of Dr. Milham's study as soon as they become available to us.

Until such time as this additional information is available to us for further evaluation, we recommend that operators of traffic radar units never place the antenna within 6 inches of any part of the body while the unit is transmitting. This recommendation is based on CDRH measurements which indicate that traffic radar units emit less than 2 milliwatts per square centimeter (mW/cm²) at a distance of 2 inches from the front of the unit. Most U.S. and international microwave radiation protection standards limit whole-body exposures of personnel to 5 mW/cm². For partial body exposures (such as those that would occur for operators of traffic radar units), higher levels of exposure are allowed. Our recommendation is therefore conservative in order to allow a sufficient margin of safety to account for non-thermal effects not considered in setting the protection standards.

As a result of your conversation with Dr. Swicord and Dr. Cress, we understand that you believe it would be desirable to mount all radar units on the outside of the vehicle. While we believe that the Center's recommendation as stated above is adequate protection for radar users, your position regarding external mounting is not inconsistent with ours, and it would provide a further reduction of exposure levels.

I hope that I have been responsive to your concerns.

Sincerely yours,
F. Alan Anderson, PhD.
Director, Office of Science and Technology

F.D.A. Reporting Information

In July, 1991, the Federal Food and Drug Administration is recommending that traffic radar users should not hold the antenna closer than six inches to the body. While we appreciate this positive move, it is not conservative enough. Many researchers and scientists feel that traffic radar will only be safe after the antenna is placed outside the passenger area of a police vehicle. We will continue to press for this change in radar antenna placement.

However, there are thousands of officers in America who are both cancer victims and traffic radar operators. The Federal F.D.A. is interested in hearing from those officers. A toll-free number to report their illnesses to the F.D.A. is 1-800-638-6725.

In an effort to coordinate supplying this information to the F.D.A., it is recommended that officers who wish to inform the federal government of their illnesses and radar use complete the form and forward it to the address listed below.

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

TYPE OF CANCER: _____

TYPE OF RADAR: Handheld _____

Other (Specify) _____

Check One

POLICE DEPARTMENT: _____

YEARS ON THE JOB: _____

Send to: Gary Poynter, 6693 Cincinnati-Dayton Road,
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SFPOA Board of Directors Meeting January 21, 1992

Special Board Meeting — 1400 Hours Regular Board Meeting — 1500 Hours

Special Board Meeting:

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, Murphy/Co G, Rosko/Co H, Knighton/Co I, Shine/Co K, Lindo/Hdqtrs, Sullivan/Invest., Lemos/Invest., Donovan/Tactical, Java/MTPD, Leydon/TTF (Steward), Wright/Retired, Flippin/Editor, Dito/Treas., Johnson/Secty, Delagnes/Vice-Pres., Trigueiro/President.

Excused: Keys/Co C, Fulton/Hdqtrs, Fagan/Narc., Shanahan/TTF (Steward)

Labor Affiliation: The purpose of the Special Board Meeting was to discuss whether/not the SFPOA should merge with SEIU (Service Employees International Union). This proposal has been reviewed for some time both by members of the SFPOA executive board as well as a special committee designated by President Trigueiro. The proposal will be addressed again at a Special Board meeting scheduled for 1400 hours on Tuesday, 2/18/92.

The initial resolution, (M/Dito, 2nd/Wright), to amend the SFPOA by-laws to affiliate with SEIU and merge with the District Attorney Investigators as well as the San Francisco International Airport Police, was modified (M/Deignan, 2nd/Lemos) to accept the resolution minus the merger with the two other criminal justice organizations (i.e. DA Invest. & SF Airport Police).

Roll Call Vote: Yes Votes: Deignan/Co A, Machi/Co A, Macaulay/Co B, Sylvester/Co D, Ellis/Co D, Tennenbaum/Co F, Murphy/Co G, Rosso, Co a, Knighton/Co I, Shine/Co K, Lindo/Hdqtrs, Sullivan/Invest., Lemos/Invest., Donovan/Tac, Java/MTPD, Wright/Ret., Dito/Treas., Johnson/Secty, Trigueiro/President.

No Votes: Paulsen/Co E, Goldberg/Co E

Resolution passed: 19 Yes Votes — 2 No Votes

This resolution must now be published in the Feb/92 edition of the SFPOA Notebook and then there must be a special POA board meeting held in Feb/92 for discussion and finally, the resolution must be put to a vote of the entire membership for ratification.

President Trigueiro then adjourned the Special Board meeting and continued on with the regular Board meeting (1630 hours):

President's Report: President Trigueiro then reported on the following updates: 4/10 Watch-off Schedule: Per D/C F. Lau/Patrol Bureau, the SFPOA station representatives will be given additional time (2/15/92) to meet with their station commanding officers in order to resolve any differences involving "start" times for the new watch assignments.

FTO Compensation: Per Capt. A. Ribera/Fiscal, Police Academy staff are keeping track of overtime hours being logged by FTO's and Capt. Ribera will be approaching the Board of Supervisors in the near future to request a supplemental appropriation to pay the FTO's the amount due.

CPOP Assignments: Should you have any questions/problems with station CPOP sign-ups, please contact Secretary Johnson.

Vice-President's Report: V/P Delagnes was excused from meeting.

Secretary's Report: The minutes for the SFPOA December Board meeting

were reviewed and approved (M/Lindo, 2nd/Tennenbaum — Motion passed unanimously).

Treasurer's Report: The monthly account sheet was submitted for review and was approved (M/Machi, 2nd/Deignan — motion passed unanimously). Treasurer Dito also postponed discussion of the T. Neece contract (SFPOA solicitor) for 1 month in order to obtain further information.

SFPOA Police Services Committee: The SFPOA had the opportunity to honor two outstanding members:

SFPOA Officer of the Month/December, 1991: Lt. Edward Geeter was overwhelmingly nominated for this honor by the members of his former command (Muni Transit Police Division) because of his unique ability to attend to the requirements of his rank while taking care of the needs of the officers who served his unit. Lt. Geeter is an outstanding role model for commissioned officers.

SFPOA Officer of the Month/January, 1992: Captain John Gleeson was chosen by the officers of his command (Ingleside Station) for this honor because of his leadership qualities that 'have made Ingleside Station a unit of high comradery — an enviable environment all because of a station commander who cares.

Federal Litigation Committee: (Sullivan/Chair)

Chairman Sullivan stated that our attorneys are now proceeding with the necessary documents to obtain a 'stay', in order to stop any further attempts by the City to implement a "banding" selection process for the recent sergeant/inspector exam. This measure (utilization of a "stay" order) was formerly approved by the Board of Directors at the initial discussion process when the Board voted to appeal any "banding" overtures by the City. Should we fail to halt the City's attempts, we will have to wait for a court hearing before the 9th Circuit Court of Appeal which may not be scheduled until late summer/92 or early fall/92. (Please see SFPOA Bulletin #92-7)

Election Committee: (Chairman/Suslow)

Chairman Farrell Suslow reported that there were no contested seats for the Annual SFPOA Board of Directors election which allowed the President to seek confirmation of the list of candidates who ran for office by instructing the Secretary to cast a unanimous ballot and declare the election official.

Financial Request:

M/Deignan, 2nd/Dito: To purchase a table at the San Francisco District Council of Merchant Association dinner that was held on 2/08/92. Cost: \$270.00. Motion approved unanimously.

Steve Johnson
Secretary

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SFPD Training Courses

In the February 1992 NOTEBOOK there was an excellent article, written by Charles Moorman, titled "Peace Officers Killed in California in Vehicle Involved Incidents".

The information presented in that article is important to any police officer. In this age of litigation and oversight, it is imperative that an officer be able to explain why he or she took certain recognized actions to protect his or her self.

The article was very timely in that the SFPD Training Division, Academy, has scheduled the training courses for 1992-1993. In the article Mr. Moorman made a valid point regarding the need for training for all officers.

One issue that Mr. Moorman did not address is the ability to retain a physical skill, such as handcuffing or searching, over extended periods of time.

There are several studies, from private industry as well as law enforcement, that show what we all know about ourselves. As time passes and physical skills are not practiced and reinforced, we do not perform as well in critical situations as when the learned skills were fresh in our minds.

The courses described below are a means of obtaining that training for any member of this department interested in improving his/her physical and tactical abilities.

The courses will be presented throughout the coming year. Class size is limited

to ensure all participants sufficient practice time. Officers are detailed, upon request, to the courses through their Watch Commanders. Each station will also receive a notice and sign-up sheet approximately one month prior to the class. Officers who wish additional information may contact the training division at 695-6900.

TRAINING COURSES

SCHEDULED FOR 1992-93

Arrest And Control Techniques

Review and practice in Handcuffing and Searching techniques. The course also provides a variety of techniques for the control of resisting subjects. The Hobble Restraint is reviewed as well as liability and Escalation of Force.

Hours: 16 / 0800-1700

Dates: 03/28,29/1992

05/16,17/1992

07/18,19/1992

Weapon Retention And Takeaway

Instruction and practice of weapon retention techniques from holstered and in hand positions. Weapon takeaway skills are reviewed and performed in a variety of situations commonly encountered. This course is physical in nature and includes full contact practice situations.

Hours: 16 / 0800-1700

Dates: 04/25, 26/1992

06/13,14/1992

08/8,9/1992

POST

(Continued From Page 2)

Union Navy. Indian Wars — The 5,000 Blacks who served in the all-black 9th and 10th Cavalry and 24th and 25th Infantry Regiments constituted about 10% of the total troops who guarded the Western frontier for a quarter century. Spanish-American War — The same four black regiments fought on Cuba, making up about 12% of the forces on the island. Another 2,000 served in the Navy. Philippines War — In addition to the four regular regiments, two volunteer regiments composed of Blacks fought in this war. Mexican Punitive Expedition — The all-black 10th Cavalry comprised 12% of the forces sent in pursuit of Pancho Villa. World War I — Over 200,000 black soldiers made it to France. Most were in support units, but the all black 92nd and 93rd Infantry Divisions had 773 KIAs and 4,408 wounded. World War II — 500,000 Blacks were stationed overseas, 10% of whom were in combat units. Korean War — About 195,000 Blacks, comprising 13% of U.S. troops there. Some 3,223, or 9% of the total were KIA. Vietnam War

— Black Americans who served in Vietnam numbered 275,000 (10.6% of all forces). There were 5,711 KIAs (12.1% of the total). Persian Gulf War — 104,000 (24.5% of the total troops deployed) who served in Saudi Arabia were black. 27 died during Operation Desert Storm (15% of the total U.S. deaths.)

Last chance to submit a candidate for Boys State. If you know of a high school junior that you think would be an appropriate candidate, contact me ASAP at work (553-1563) or at home (759-1076).

2,267 Americans remain unaccounted for after the Vietnam War, yet the United States is moving closer to normalization of relations with Hanoi, despite the failure to get a full accounting of those Americans. If the U.S. trade embargo is lifted, all veterans organizations should be prepared to boycott U.S. companies that do business with Hanoi.

Once again, I would like to urge you to attend your Post meetings. We meet on the second Tuesday of every month. Meetings are at the POA Building, 510 Seventh Street, at 2000 hours. Refreshments are served at the conclusion of business. Hope to see you there!



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Radar

Jeff Weisenburger
PADC Representative
United States Park Police
Building 101-Fort Mason
San Francisco, CA 94123

Dear Jeff:

Just a line to thank you for forwarding all of your information regarding the potential hazards associated with the use of traffic radar. I have asked our editor to reprint the "Radar Update" article and the FDA reporting form in the next edition of our monthly newspaper, The Notebook.

A copy of that edition will be sent to you. Again thank you for your efforts and the timely information.

Should you or any member of the U.S. Park Police require the POA's services, please don't hesitate to contact me. Please extend my best wishes to Steve, Ray, et al.

Sincerely,
SAN FRANCISCO POLICE
OFFICERS' ASSOCIATION
Al Trigueiro, President



Thanks

Al Trigueiro, President
SFPOA

Dear Al:

Thank you so much for taking the time to write the Interface Group regarding their use of the Parc 55 hotel for the EMEX '92 conference. Your work has paid off! Today I spoke with the show manager, Carol Davis Beach. Ms. Beach was extremely concerned about the situation, especially since she had received several letters from employee unions and associations like your own. Ms. Beach informed me that presently only a small number of the conference attendees have reservations at the Parc 55. They will not book anyone else into the hotel and will be advising those with reservations to relocate. Furthermore Ms. Beach said that in the future the Interface Group will honor the boycott of the Parc 55 until a union contract is signed.

Your letter, along with others like it, helped this major meeting planning group to make the right decision and honor our boycott, now and in the future. You and your members can now attend this conference with a clear conscience and a strong sense of pride that you have helped to bring about our eventual victory at Parc 55.

Thanks again.

In Solidarity,
Sherrie Chiesa, President
Clare Jackson, Organizer
Local 2, Hotel Employees & Restaurant
Employees Union

Thanks

Al Trigueiro, President
SFPOA

Dear Al,

On behalf of the CFRI Board of Directors, I am writing to thank you for your generous gifts to our organization and to inform you of how your contributions have supported research projects at nine university research centers. Since 1975 CFRI has funded \$1,670,746 for CF biomedical research. Your valuable investment has provided doctors and scientists with important information that has greatly contributed to the basic understanding of cystic fibrosis.

Recent new advances in gene therapy research for cystic fibrosis are very exciting and heartening. However, since genetic diseases and their possible cures are just now beginning to be understood, continued research into all areas of cystic fibrosis is vital for a complete understanding of the disease. We at CFRI believe it is important that all of these avenues of research are fully supported so that a control for CF can be found as soon as possible. With this vision and purpose CFRI has supported diverse projects involving genetic, clinical and basic cell research.

CFRI has grown over the years with a strong volunteer base of CF families, adults with CF, and friends dedicated to conquering this disease. Your commitment and caring have created an organization which not only funds lifesaving research, but also provides the CF community with newsletters, educational programs and emotional support.

We hope you are as proud as we are of our accomplishments. Please let us know if you want more detailed information about CFRI's research grants, resulting publications or our other special programs.

Sincerely,
Robin Modlin
President, Board of Directors
Cystic Fibrosis Research, Inc.

Letters

Thanks

Editor
SFPOA Notebook

Dear Editor:

On January 31, 1992, San Francisco lost one of its most beloved citizens and jurists, William J. "Bill" Mallen. Not only did San Francisco and the Mallen family suffer a tremendous loss, the San Francisco Police Department lost a great friend too. It was Bill Mallen, as Executive Director of the Mayor's Criminal Justice Council, who oversaw the funding of many innovative programs sought by the Police Department during the 1970's. Programs like MAP and the Senior Escort program as well as state of the art computer information systems were just a few of the many innovative ideas supported and funded by Judge Mallen's office. Bill was eloquently eulogized by former Mayor Joseph Alioto, current Mayor Frank Jordan, State Sen. Quentin Kopp, Justice Bill Newsome, and others including his brother, John Mallen. They each spoke of what a great friend Bill was not only to them personally but to the people of San Francisco.

As a personal friend of Bill Mallen's and of his family I would like to take this opportunity to thank the men and women of the San Francisco Police Department who comprised Judge Mallen's Honor Guard, Mounted Honor Guard, and Motorcycle Escort Honor Guard at his wake, service, and burial. Of particular commendation are Captain Greg Winters of Richmond station who personally assisted the Mallen family during their difficult time and Sergeant Ed Calais who headed the Police/Sheriff Honor Guard at the wake and funeral.

In difficult and trying times the San Francisco Police Dept. consistently rises to the occasion. My personal highest praises.

Sincerely, Peter J. Fatooh



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Dear Police Officers and friends,

We sincerely appreciate your gift of \$100 to our physical education program. The YMCA is used not only to build strong bodies, but also strong moral character. Please note that your gift is an inspiration to us all.

Some news! Juka is now taking Akido training and wishes either to be a marine or a policeman — or both. Mariano is interested in the Cadet program (he's 15) and he wants to know more about Scott's Wilderness and fishing programs.

Again, thank you for your charity.

Cordially,
Keith O. St. Clare

SFPOA
510 Seventh Street
San Francisco, CA 94103

Ladies and Gentlemen of the SFPOA
This note was a long time in getting to you.

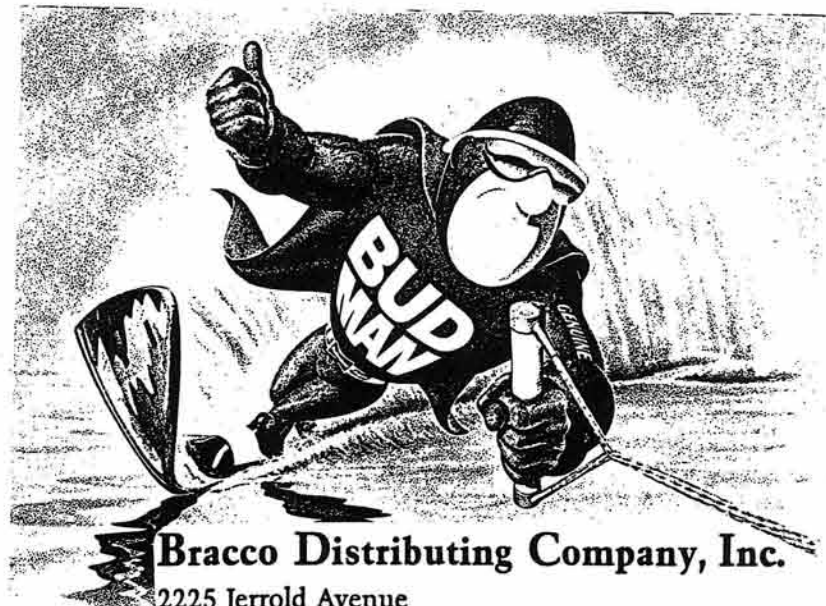
I want to thank the POA for all the help it gave me.

Two years ago I had a very hard time, if not for the POA I would not have gotten my pension.

I miss all the people in the department and miss being one of them. It's a hard thing to explain.

Thank you for all your support when I needed it the most.

Sincerely,
Al Matteoni



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Letters

And More Thanks

Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro,
On behalf of our homeless families and their children, we wish to thank you for your donation of \$100 to the Hamilton Family Center.

Through your efforts during 1991 we were able to provide:

- 20,800 bed nights
- 10,850 daytime respite spaces
- 46,470 meals

and celebrated the 1st anniversary of our pre-school daytime program.

As we enter 1992 — our 7th year of providing for homeless families and their children — we trust that we continue to earn your support.

Sincerely,
Kathleen Connolly
Executive Director
Hamilton Family Center

Mr. Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro,
We were delighted to receive your check for \$250 from the San Francisco Police Officers' Association. Your generous donation will enable TSOP to continue our work helping Tenderloin seniors and other low-income residents improve their neighborhoods and develop leadership skills.

On behalf of the Board, staff and the Tenderloin people with whom we work, I would like to thank you for your contribution. Your support means so much to TSOP.

Sincerely,
Diana Miller
Executive Director

Dear Al,
Please convey our deep gratitude to all those responsible for your generous donation to Martin de Porres Soup Kitchen.

We feel truly blessed to have your support for our work.

In God's Light,
Abby Lehrman,
Treasurer
Martin's Community

Al Trigueiro, President
SFPOA

Dear Al:
Thank you for the opportunity to discuss the concerns of the Police Officer's Association and its plans for the future.

I look forward to continuing our work together on issues of importance to the Police Officer's Association and on behalf of all working men and women in San Francisco. Please do not hesitate to contact me if you have any questions or concerns about federal legislation that would have an impact on your membership.

Sincerely,
Nancy Pelosi
Member of Congress

occ

Director
Office of Citizens Complaints
555 - 7th Street
San Francisco, CA 94103

Mr. Director

On 2-13-92, I went to your office to make a complaint about an O.C.C. Investigator, and a supervisor by the name of Barbara told me that I had to put my complaint in the form of a letter.

This struck me as both odd and unfair, as I well know that O.C.C. will take any complaint from any unidentified Tom, Dick, or Jane who wants to kill a few minutes simply to damage a police officer's reputation. It is my understanding that O.C.C. will accept complaints about police officers whether over the phone, in person, by letter, or by any other conceivable fashion.

So, naturally, I find it hypocritical of O.C.C. to insist that I put my complaint against its personnel in writing. This hypocrisy leads me to question a lot of the procedures set at O.C.C.

For instance, could it be that anonymous complaints taken over the phone or through other mysterious media are actually there in the homey little atmosphere of 555 - 7th Street? I think a previous director proved this when he once leaked information to the press.

But I digress, please allow me to continue. The real point of this letter is to make a complaint about my having to put in writing my complaint against an O.C.C. staff person.

To me, it seems by applying different standards to complaints about O.C.C.'s personnel, O.C.C. has denied me, by way of hindrance, the right to voice in person, my contention that Ms. or Mr. "X" conducted a most malicious investigation. I know O.C.C. will say that if my letter has some merit, I'll get my chance to be heard, but that isn't the point here. The point is that police officers who make complaints against O.C.C. Investigators are treated unfairly, unequally, and with less concern than citizens who make complaints against police officers.

Now, perhaps I'm looking at this wrong — the job at O.C.C. is not to investigate fellow O.C.C. investigators, but to investigate cops (and hang 'em)

Now, I apologize if my letter appears to be caustic. It was only meant to appear that way so as to get your attention. I hope I did.

The O.C.C. has a great reputation, and this letter is not meant to reflect poorly on its entire staff or its endeavors.

I used inflammatory language to dramatize my point, and I offer the assurance that my personal feelings about O.C.C. are that it is so above reproach that angels in heaven and harlots in hell would agree that the O.C.C. is the best thing to hit San Francisco since the 49ers, Rush Limbaugh, Rice-A-Roni, Junipero Serra, nude encounter parlors, fern bars, Herb Caen, Coca-Cola Classic, erasable pens, the \$30 fast pass, Listerine, Speedos, multi colored toilet paper, the Far Side, high top Keds, sugarless gum, fatless ice cream, roll on deodorant, handicap zones, Art Agnos, rap music and the Denver Boot.

Sincerely yours,
Ed Collins

P.S. I still want to make my complaint.

Bills

Steve Johnson
San Francisco Police Officers Assn.
510 7th Street
San Francisco, CA 94103

Dear Steve:

You had mentioned you were interested in workers compensation issues coming before the legislature. Well, they are starting to be introduced. I am taking positions on these bills as they come out, and I thought I'd send you what I have to date.

Assembly Bill, 2327, Andal. COPS position — Opposed.

Existing law provides that in order to establish that a psychiatric injury is compensable, an employee shall demonstrate by a preponderance of the evidence that actual events of employment were responsible for at least 10% of the total causation from all sources contributing to the psychiatric injury.

AB 2327 provides that a psychiatric injury be compensable no more than twice within any 5-year period, and requires demonstration of evidence that events were responsible for at least 50% of the total causation.

COPS response: "Dear Assembly Member Andal, AB 2327 impacts workers compensation psychological disabilities. COPS feels requiring a worker to demonstrate a preponderance of the evidence that actual events of employment were responsible for at least 50% of the total causation from all sources contributing to the psychiatric injury is too extreme and will result in cutting many deserving injured workers out of the system."

SB 1531, Hill. COPS position — Opposed.

SB 1531 is similar to AB 2327 by Andal, (above). It differs in that it requires actual events of employment must be responsible for 100% of the total causation of the psychiatric injury.

AB 2367, Mountjoy. COPS position — Opposed.

Existing law provides workers' compensation law shall be liberally construed by the courts with the purpose of extending benefits, AB 2367 provides that workers compensation laws shall be liberally construed only after it is determined that an injury in the course of employment has occurred and the injury is both a "specific" injury and results in serious physical or bodily harm.

"Dear Assembly Member Mountjoy: The California Organization of Police and Sheriffs is opposed to Assembly Bill 2367. COPS feels the restrictions AB 2367 would place on the injured worker are extreme, resulting in many legitimate claims being turned down because of interpretation of 'serious physical or bodily harm' AB 2367 also places any psychological disabilities in doubt."

SB 1491, Davis. COPS position — Opposed.

SB 1491 is a carbon copy of Mountjoy's AB 2367. The same argument applies.

AB 2588, Allen. COPS position — Support.

AB 2588. Existing law provides that an employer shall provide medical treatment for an injured employee. Existing law provides that 30 days after the date the injury is reported, the employee may be treated by a physician of his or her own choice, or at a facility of his or her own choice, unless the employee has notified the employer in writing prior to the date of injury that he or she has a personal physician, and in that case, the employee has the right to be treated by

that physician from the date of the injury.

AB 2588 would allow an employee to be treated by his or her own physician from the date of injury and would require the employer to notify the employee of the employee's right to treatment by his or her own physician.

AB 2380, Margolin. COPS position — Support.

Existing law provides the expense provision included in the classification of workers compensation risks and premium rates approved or issued by the Insurance Commissioner shall be uniform as to all insurers and shall be applied uniformly to all insured employers. Existing law, until January 1, 1993, specifies uniform expense provision percentages for specified years and their effective dates, in effect; January 1991 = 33%, January 1992 = 32.8%. What that means is insurance companies charge a 33% expensive provision that is added to every workers compensation policy. This expense provision is a floor that guarantees insurance companies that no matter how badly they run their companies, they have a built-in expense as a cushion against loss.

This bill would delete those specified expense provisions and the January 1, 1993 termination date.

If you have any questions, please give me a call.

Fraternally,
Bill Hemby

Support

Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro,
I am writing in support of your preliminary decision to associate with the AFL-CIO. I believe the POA's goals will be strengthened by coming in under the broad umbrella of organized labor.

Sincerely,
Kevin F. Shelley
Member, San Francisco Board of Supervisors

Memorial Mass

Editor, THE NOTEBOOK
SFPOA

Dear Editor,
This year the annual Police Fire Memorial Mass will be held Sunday, April 26, 1992. I have attended this Mass for a number of years, and the past two years have been pleased to make the arrangements for the reception which follows.

Last year I was quite surprised not to see bagpiper(s) at the Mass. When I inquired as to why there was no piper, I was told that certain members of the police brass had decided that pipers were "too ethnic". I have never heard anything so outrageous. For years, the piper has been an honored tradition in many major cities for fire and police funerals, regardless of color, race, rank or sex.

The object of the Memorial Mass is to honor our dead, not make political statements or use it to further any group's personal agenda. The tradition of using a piper to honor the dead is centuries old, and is used in many cultures. Why must the sole reason for this Mass be overshadowed by someone's idea of what is "politically correct". I hope we hear the pipers this year.

Sincerely,
Pat Barsetti

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What Is A Part-Time Sailor?

"It's amazing how little the public really knows about the Naval Reserve and how it operates."

One weekend a month thousands of men and women hang up their civilian clothes and put on a Navy Uniform. For that weekend they shed their civilian identity and become "Part-Time Sailors". Who are these people and what do they do?

They consist of everything from office and construction worker to students, doctors, lawyers and chief executive officers. They are "someone special". They are "Naval Reservists".

Naval Reservists are "Part-Time Sailors" who work for the Navy one weekend a month, and two weeks a year, while maintaining their civilian jobs and careers. Their part-time Navy jobs consist of everything imaginable from radio operators to undersea diving. Working on land, sea and in the air, these "Part-Time Sailors" are doing full-time Navy Jobs.

Why Do They Do It?

People join the Naval Reserve for many reasons. Some join for the extra monthly paycheck. Others for the attractive benefits and training opportunities. Many are simply proud to wear the uniform and to have the opportunity to serve our country.

Naval Reservists are men and woman who fall into 3 main groups.

These consist of veterans who have previous military service, high school graduates who have limited job experience, and experienced workers.

Veterans (from any branch of the service) who affiliate with the Naval Reserve continue to advance in rate and work toward a partial retirement. In addition, many of the benefits they had on active duty are still available. These include an extra monthly paycheck that can be used toward that car or house payment, a low-cost \$100,000 life insurance policy, Tax-Free shopping at the Navy Exchanges (department stores), and Commissaries (grocery stores), and... if attending college, tuition assistance. Financial help is also available for those who attend accredited vocational schools. Other benefits are the travel, adventure, and excitement of doing things that are different from what they normally do on their civilian jobs and in everyday life.

Civilians (ages 26-36,) that have work experience in a given field may be qualified to enter the Naval Reserve at an "Advanced Pay Grade", DO NOT go to

boot camp, and gain all of the above benefits.

High School Graduates (ages 17-25) go to boot camp, and additionally may be sent to one of the Navy's finest "A" schools to train in the field of their choice. Total time away from home for this group is approximately 6 months, depending on the length of the school.

Many of the jobs available and in demand in the Naval Reserve are in the high-tech fields of electronics, health care, construction, mechanics, and aviation. Young men and women who take advantage of attending specialized Navy Technical Schools can move up fast by preparing themselves for a meaningful job and a secure future in the high-tech world of today. When they return home for part-time duty with their Naval Reserve unit, they can utilize that Navy training in the civilian job market, and are also eligible for the benefits above.

Navy training is not limited to High School students with no job experience. If you are currently working, and under 26 years of age, a leave of absence for recruit training and a Navy technical school, can help you in performing your regular job, or... making a change to a new one.

Employer Support

Most civilian employers support the Naval Reserve program because of the expert training that Navy technical schools provide. They realize that their employee is learning the most up-to-date high-tech methods that will help him or her develop skills to become a more effective worker, and leader, in the civilian work force.

There is one very good way to describe the Naval Reserve. It's a world of top-quality people and top quality experiences. A world where a person can get hands-on high-tech training and learn skills to help build their future. It's a world that offers everyone the chance to grow and to become a leader. What other PartTime job can give you all of this?

Find Out More

If you, a friend, co-worker, or relative (age 17-36), are interested in the benefits of the Naval Reserve, and live in the San Francisco Bay Area, call Petty Officer Jordan at (415) 395-3146 to see if you qualify. If you live outside of the San Francisco Bay area, call 1-800-USA-USNR. There is no obligation, and you might find yourself with a rewarding second career as a "Part-Time Sailor".



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SPORTS



Billy Hutton Track Club

Robert Weir, former Olympic athlete and past assistant track coach at Brown University, is the newly appointed head coach of the Billy Hutton Track Club, which opens its eighth season Saturday, March 7.

The Billy Hutton Track Club, which has produced two national record holders, operates as a project of the Tides Foundation and is sponsored by the Department of Physical Education at San Francisco State University. The Club provides Bay Area boys and girls ages 7-16 five months of daily workouts, quality coaching, and supervised travel to regional and national competitions. No previous track experience is necessary, and new members in the 7-10 age group are especially encouraged.

Coach Weir was an assistant track and field coach at Brown University from 1985-1988 and competed on Great Britain's 1984 Olympic Team in the throws. Weir was 10-time track and field All-American at SMU and has also played football for the 49ers, Dolphins and Colts.

Assisting Weir is Yu Jin, assistant track and cross country coach at SFSU. Jin is on a leave of absence from Yangzhou Teachers' College in Jiangsu Province, P.R. China where she is a faculty member and track coach. Billy Ray Smith of the S.F. Police Department will continue to coach with the club for his fifth year.

Registrants are required to submit a copy of their birth certificate and to sign the club's Code of Conduct contract. Registrants must bring \$12 for membership in TAC (The Athletics Congress, the governing body for track and field in the U.S.) and \$75 for Billy Hutton Track Club dues for the March-July season.

Club dues represent only a small fraction of the club's cost of sponsoring an athlete. The club's expenses are principally met through charitable contributions to the Tides Foundations/Billy Hutton Track Club by individuals, corporations, and foundations. A reduction or waiver of the Club dues may be granted in cases of need.

Bowlers Needed

We are looking for some serious bowlers (men or women) who wish to compete in this year's Summer Games which will be held in San Diego. The games start July 5th and run through July 10th. This year we hope to field a strong scratch team for the team event. I have heard that we have some quality bowlers in this department. We would be interested in knowing who you are.

There are three events: singles, doubles and a four-person team event. Each event

is five games. There are three divisions (A) 189-179 (B) 178-below and (Scratch) 190 and above. Team event is scratch only, regardless of average.

A major requirement is that you have a book average or a 21 game average as of Jan. 1, 1992, whichever is higher. If neither you will have to bowl scratch.

If you don't have a partner(s) and are interested in bowling, drop a note to either Les Adams (Gym) or Ed Santos (Co. B). Please include average.

JACK RIORDAN

Attorney At Law

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Sgt. John Young Family Picnic

For the past 25 years this picnic has been sponsored by members of Our Lady of Fatima Group and has become a tradition within the department. This has been and will continue to be an old fashioned family picnic.

This year the date has been set for June 6th 1992 at Morton's Warm Springs in Sonoma. So, mark your calendars. More information will follow in the months to come.

A committee meeting is being planned for March. If you would like to assist in the planning of this picnic you are more than welcome as most of us on the committee are getting old and some have to be brought out from retirement. Please contact Dan Foley, 553-1401 or leave your name with Marie.

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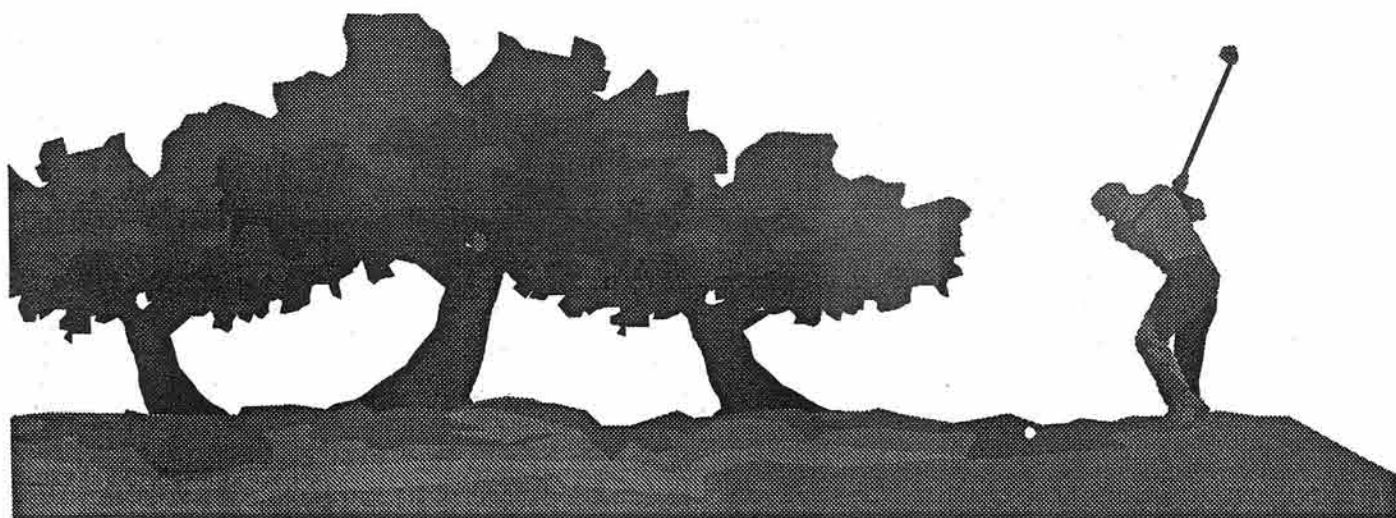
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The First San Francisco Police Officers' Association Golf Tournament

Lake Course at the Olympic Club, San Francisco
Monday, May 18, 1992

The purpose of this tournament is to further build relationships between Police Officers and their community. Tournament will follow a "scramble" format with 2 officers and 2 community members together as a team. There will be three separate flights for equality.

Entry fee is \$175.00* per player

Fee includes:

Continental breakfast at registration
Range Balls
Round of Golf with cart
Lunch on the course
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Awards

Registration begins at 10:00 am
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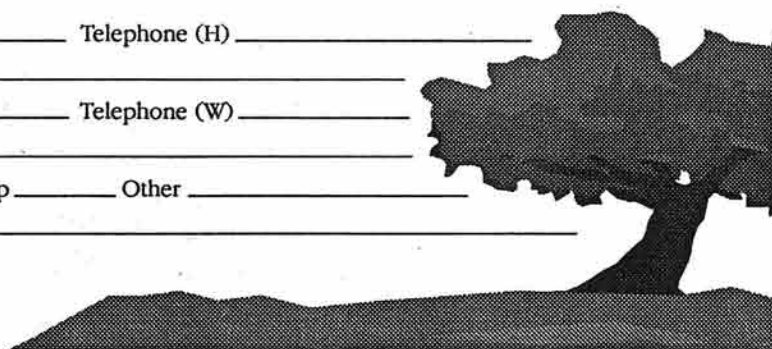
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The First San Francisco Police Officers' Association Golf Tournament

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P.O.A. Golf Tournament

by Bruce Lorin

March Update

The planning is on schedule for the POA Golf Tournament. This is the first year of what we hope will become an annual event at the Olympic Club. 144 players will tee off on Monday, May 18th, in a four player scramble tournament on the Lake Course.

The original concept was for two officers to team up with two community members. At present, we are lacking participation of the needed 72 officers. This may necessitate placing only one officer on some teams. Police Officer Association members planning to play should send their forms in as soon as possible to avoid being placed on waiting lists. Advance sales are mandatory in planning a tournament of this size, so don't be left out. Officers will not get head-of-the-line privileges past March 18, 1992.

VOLUNTEERS are still needed. Some committees have been formed and chairpersons assigned. If you're interested in assisting in any way, show up at the POA office downstairs, on Wednesday, March 18th at 2:00 PM. The committee needing the most help is the Raffle committee, headed by Inspector Bob Huegle at 553-9268. We would like to present every participant with a prize and also have a raffle. The proceeds will go the Community Services fund. The more people we get to help, the more enjoyable and successful the tournament will be. Inspector Roy Sullivan is the chairman of the on-site volunteers on the day of the tournament. We need 20 people to help during the tournament. Contact him at Arson 597-7990 if you want to help.

Prizes!! Prizes!! Prizes!!

by Bob Huegle

I have been asked by Lt. Bruce Lorin, the chairperson of the first annual POA Golf Tournament, to be involved with the Prize Committee. Since this is our first tournament, we are looking for help and contacts in obtaining prizes. We are looking for any type of prizes. They might include lunches and dinners at San Francisco restaurants. We also need some bigger prizes for the drawing, like a television, VCR or golf equipment.

All proceeds from the tournament will go to the Community Services Committee of the POA, of which I'm a member. The Community Services Committee donates to San Francisco based non-profit organizations. We will also be setting up a scholarship fund for the children of S.F. police officers. For information, or to help, please call, 553-1361, or write me at Room 436, Sex Crimes Detail, 850 Bryant St., SF 94103.

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by Dennis Bianchi

1 992 racing has begun and who better to lead the way than Lou Perez? On February 22 the Indian Valley Biathlon was held in Novato, and Lou and Morgan Peterson showed up ready to race. Lou came in fifth-place overall and third in his age group. Morgan also finished third in his age group. The race consisted of a three-mile run, followed by a hilly ten-mile bicycle ride and finished with a two-mile run. It's always that run following the cycle ride that jolts the whole body and really challenges the legs. Congratulations to both officers. We'll be looking forward to more fine finishes by both of both of these runners.

I haven't been getting in as many training runs as I would like lately, but I have been keeping up on my reading of races and training. One set of articles I found of particular interest to me, and I believe you will also find some of these ideas worth your time to think about. One article was written about running by two middle-age ex-college wrestlers. Both men had continued to eat as though they were not middle-aged and sedentary, and the results were being worn around their middles. The article discussed how these two people used running to help them get back into physical condition, of sorts, and how they learned the benefits of running aren't all plainly visible. For one thing, they found a way to continue to enjoy some of their favorite junk foods by using them as rewards for distances, runs, or hills con-

quered. Their friendship became stronger as they used one another as incentives to be consistent. By making the commitment to get up in the morning to meet each other they were much more likely to do what they said they would than if they had just set the alarm without that promise to meet someone else. The two runners learned, by getting injured, how to use rest days and moderation to accomplish goals.

They learned how running, just as any form of regular exercise, can relieve the chronic stresses that build up during a day on the job. The article was honest enough to deal with not just the benefits but the burdens as well. Since I seldom discuss any negative sides of running I would like to list the burdens first, then get on to the benefits.

Burden number one is the time commitment. Thirty minutes to an hour a day can be difficult to find, but if you compare that time spent to the time that researchers claim that people who exercise regularly live longer (as much as two years) the time seems worth the expenditure. Burden number two is that it frequently hurts. I can't argue this one. Some athletes live for the "burn" and talk about "no pain, no gain." The only answer I have is that there is a difference between the hurt and ache attached to a good workout and that of being injured. Muscles apparently need to be stressed on a regular basis to keep them strong and flexible. Such action frequently is uncomfortable, but not always. There truly is a feeling of flight and fancy when you find yourself in good shape and have one of those runs where you barely seem to touch the ground and your mind is relieved of life's stresses. It takes some discomfort, some aches and pains, to get to that level, but it seems worth it. The last burden is injury. This is a burden that can be reduced, if not completely eliminated by the use of your brain. Injuries occur when you are pushing too hard...when you aren't getting enough rest...in other words, when you're not training sensibly. Not everyone should train to race. Not

everyone needs to see just how fast they can run.

Now for a quick look at the benefits. As previously stated, scientists are publishing results of regular exercise that indicate you can extend your life. A very good benefit. During your life you will also feel better, physically and mentally, if you exercise regularly. Running is an easy and accessible manner of exercising regularly. Many runners report that a good time to think through their problems is during a run. The ideas seem to flow with the blood, and solutions pop up by the mile.

Running also seems to promote you to eat a healthier diet and compensate for your less healthy indulgences, be it beer or pastries.

With all of this knowledge available to the American public, I found the next item a perplexing reflection of us as a society. In a pool of the comparative popularity of sporting events in America, marathon running came in 77th — tractor pulling was 31st! Oh well, if you're planning on attending a tractor pull soon, perhaps you could jog to and from the arena. Whatever you choose, go do it!

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ON THE STREET/Tom Flippin



Funny ... But True

by Tom Flippin, Editor



SHORT AND SILLY STORIES:
Manuel Wackenheim consulted a lawyer about suing the French government after he lost his job. Manuel, who is a dwarf, was earning about \$1,800 a night when French Interior Minister Philippe Marchand issued an order banning dwarf-tossing in France's bars.

Larry Pratt gets our Unclear-On-The-Concept salute this month. Larry, executive director of Gun Owners of America, was quoted by journalists after the tragedy in Killeen, Texas where a gunman killed 22 people in a cafeteria. He told them the Texas Legislature shares the blame for the tragedy, since they failed to pass a permit-to-carry-guns bill. "Because of that, we had a restaurant full of unarmed people," Pratt said.

A man from Compton, CA recently passed the State Bar exam (yes...another lawyer story). However, he may not be somebody you'd call to handle your defense in a murder case. Maxcy Filer, who has been working for his son's law practice and washing windows on the side, had taken the exam 47 times before he finally passed.

Lawyers in the Dahmer case (he's the wierdo in Milwaukee who invited his friends over for lunch...and they were the main course) asked prospective jurors if they would be disgusted by evidence of necrophilia, dismemberment and cannibalism. (Which did they disqualify...those who would be disgusted, or those who wouldn't?)

More on Dahmer...sane or not sane? A court-appointed psychiatrist testified that he didn't think Dahmer was insane (although he did find him to be compulsive, anti-social and...anti-social???...the guy killed 17 people...of course he's anti-social). Part of the doc's reasoning was that Dahmer, who drilled holes into the heads of some of his victims, was fired from his job at a blood bank because he "didn't like sticking people with needles."

JUDGEMENT DAY, INDEED: A judge in the Northwest (I'll leave him nameless) is looking forward to the time when two car thieves get their day in court. The thieves should be hoping that first of all, they don't get caught; and secondly, if they do get caught, that they don't go up before our nameless judge.

It seems the judge had saved for years to treat himself to a brand-new Nissan 300ZX. So, with less than 100 miles on the odometer, he drives to a shopping mall...when he comes out the two car thieves accost him and steal his "baby". The car was recovered later (with 200-odd miles added to the odometer), but I don't think that will mitigate the crime in our judge's eyes.

USE A PHONE, GO TO JAIL?
Well...sometimes. In Sacramento County Melissa Kendrick found out that using a phone can get you in big trouble. It all started when she went to the local transmission shop to pick up her car...then she called 911 to report to the dispatchers that there was going to be violence at the shop. When deputies arrived they found that the woman was irate with the shop owner because her car wasn't ready as promised.

When the deputies explained to her that her call to 911 was unjustified, she became abusive to the deputies. Kendrick was cited for reporting a false emergency (a misdemeanor), she refused to sign the citation, she was then arrested and booked into jail.

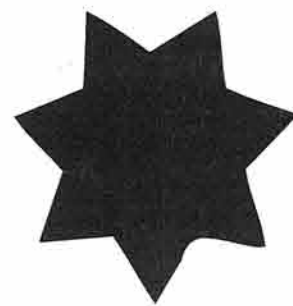
NOT JUST ANOTHER FISH STORY:
CHP officer Al Yamaguchi has a great fish story to tell down at the station. During the recent torrential rains and subsequent flooding in Southern California, Al and his partner were directing traffic at a flooded intersection when his partner began yelling at him. He looked down and saw a huge fish (which turned out to be a 35-pound carp) swimming around him.

Since Al was concentrating on cars, not carp, the fish nearly got away. He scooped up the carp, which almost wriggled away, but he recovered and tossed the carp onto dry land...now if he can satisfactorily explain the fish to his supervisor, he'll be okay.

ASTHMA RELIEF, YES... BUT WHAT ABOUT THOSE SIDE EFFECTS?
The anti-gun crowd can take heart from a story out of Florida. A woman who suffers from asthma was having a troubled sleep. She sleepily reached under her pillow for her inhaler...but instead came up with the pistol she also keeps under her pillow.

Not fully awake, she pulled the trigger under the impression that she would be getting a dose of medicine. What she got was a bullet through the jaw. Strong medicine, indeed...but what we all want to know is...did it clear up that asthma?

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THERE'S A TIME FOR EVERYTHING...BUT THIS: The State Police in New Jersey has banned its members from wearing Rolex watches. The ban came after a detective broke his Rolex while making an arrest. A department policy requires that personnel be reimbursed for personal property damaged in the line of duty. The detective dutifully followed the order and submitted a bill for \$900 to repair his watch.

The state balked at paying, saying the bill was excessive, and amended the personal property policy to classify Rolexes as unreasonable jewelry. Rolex officials claimed the watch is perfect for police officers, since the case can take almost any punishment without breaking.

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