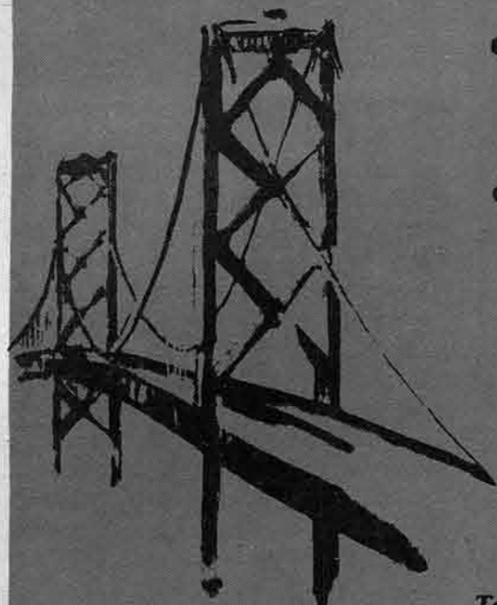


NOTEBOOK



Member of COPS
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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, MAY 1992



NUMBER 5

Report To The SFPOA Board Of Directors

by Al Trigueiro, President

I. STATUS OF MOU

The Memorandum of Understanding that has been negotiated by the POA and the City has been signed by the members of the Executive Board and by the Employee Relations Director, Carl Bunch. To become effective, the only step that remains is to have the Board of Supervisors ratify the agreement. If the Board fails to do so, we will return to the Arbitrator, John Kagel, to seek an arbitration award. At this point, we are confident that the MOU will either be ratified or implemented via the Arbitrator's award pursuant to Proposition D.

II. OPPOSITION TO MOU

A. Women Officers' Network

Lois Perillo and Belinda Kerr, as representatives of the Women Officers' Network, wrote to me on February 14, 1992. The letter requested that the POA create a committee to address issues of concern to women officers, and requested that the committee include members of WON. In addition, they asked that we include members of WON on our POA Negotiating Committee.

The latter request could not be met, as negotiations had already concluded, and we were in the process of concluding the mediation sessions that resulted with our MOU.

The request for a women officers' committee, however, seemed appropriate, so I wrote, on February 20, 1992, to Lois Perillo and Belinda Kerr, stating that I would be glad to meet with them and any other volunteers they would like to have serve on a women's issues committee. Meetings with WON were scheduled, but cancelled by WON prior to March 31, 1992. Thus, we had no discussions with representatives of WON prior to March 31, 1992, the day that they demonstrated in front of the POA office and held their press conference.

I believe that most of the problems that were raised by WON could have been resolved had they met with me or other officers of the POA to resolve what apparent differences existed.

At the press conference, WON blasted the POA for being racist and sexist, and stated that it was protesting the MOU because it was discriminatory. Specifically, they alleged that it: (1) contained no pregnancy policy; (2) contained discriminatory provisions dealing with maternity leave; and, (3) we negotiated away, in their opinion, their right to file grievances over sex discrimination/sexual harassment

cases.

Without first contacting the POA to find out what our reaction to the criticisms from WON was, and whether or not the allegations were correct, several Supervisors (Maher, Ward, Hallinan and Achtenberg) chose to initiate a resolution which was extremely critical of the POA, and which contained numerous inaccuracies. In addition, members of WON together with some Supervisors, again without even checking with us, began lobbying very heavily against the POA, alleging we were racist and sexist. They carried this message to all of the members of the Board of Supervisors, the Mayor, the Police Commission, editorial boards, and the public.

Meanwhile, the POA Executive Board chose to first communicate with our membership. We formed the Women's Issues Committee that WON had requested, as we had already decided such action would be helpful, and we were not about to change our decision on this because of the precipitous actions taken by WON.

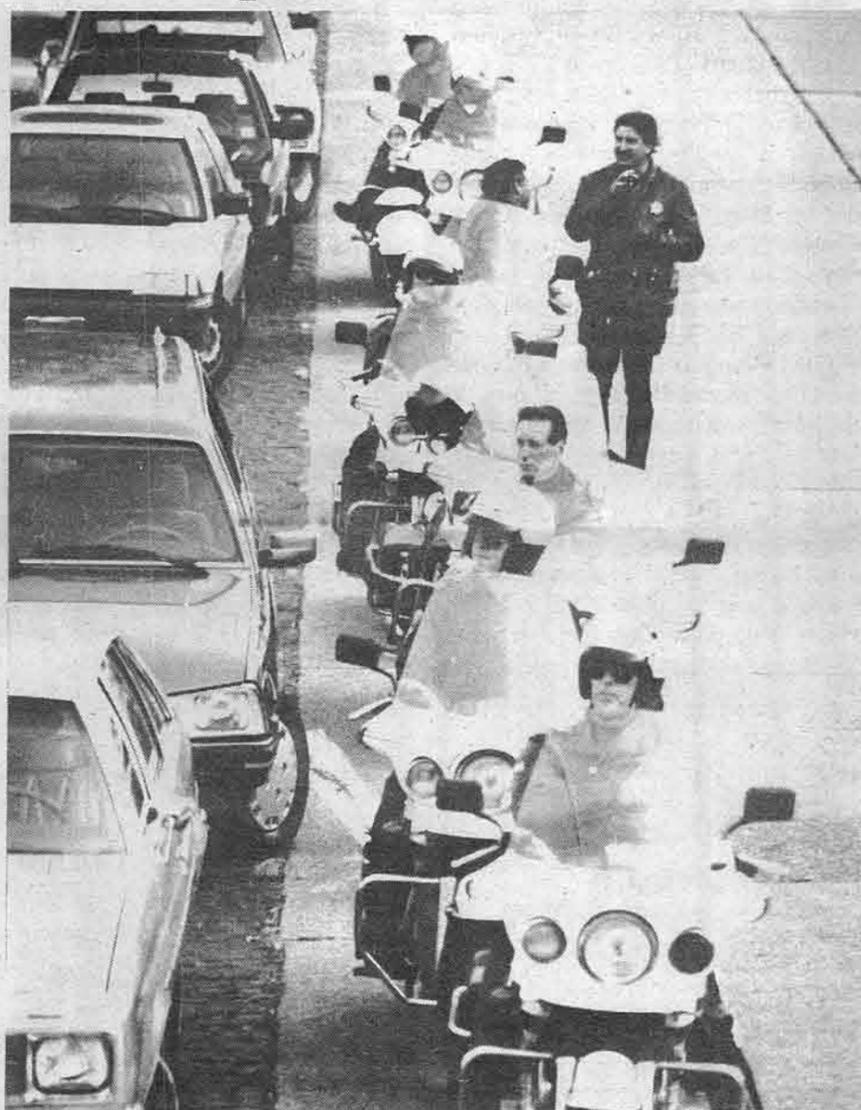
In addition, we began circulating a carefully worded petition for women officers to sign, that would indicate to the Board that the MOU was not only supported by a ninety-three percent (93%) vote of the POA generally, but was supported overwhelmingly by women officers, as well. We were careful not to be critical of WON in this petition, as we hoped to resolve our internal problems, not make them worse.

The reaction from women officers within the Department was encouraging and very positive. Not only did we receive over one hundred (100) signatures on the petition from women officers in support of the MOU, but, in addition, there was unanimous support from women officers at the very well attended meetings that were conducted by the Women's Issues Committee, in support of the MOU and supportive of resolving our problems with WON internally.

We also sought assistance from Supervisors Jim Gonzalez and Carole Migden, and the Vice President of the Coalition of Labor Union Women, Margaret Butz Shelleda. We met with them, together with members of WON, at a Board of Supervisors meeting room on April 15. This effort proved successful. When we left the meeting, we seemed to be on the same page and to have a clear understanding that the provisions of the MOU that had been agreed to, dealing with pregnancy, maternity leave, and prohibiting discrimination were not discriminatory.

(See MOU, Page 7)

S.F.'s Finest Squelch Rioters



Waiting for the next call.

Above and on Page 5 are the first photos I've received of police working the riots. These happen to be of Solos and Hondas, but I'd like to run photos of all the cops who did such a fine job. Please send any photos you may have to the Notebook for the next issue. The SFPOA and I, personally, offer our thanks to all emergency personnel who protected the City during the riots... especially Mayor Jordan and Chief Hongisto. Well done!
Tom Flippin, Editor

The Notebook Needs You

We need your articles to make this the best possible newspaper. Articles should be sent to:
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SFPOA Notebook
510 7th Street
San Francisco, CA 94103
Deadline for June issue:
Monday, June 1, 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 at 2:10 p.m. Wednesday, April 15, 1992 by Past President Robert Kurpinsky in the Conference Room, Ingleside Station.

ROLL CALL OF OFFICERS: Pres. K. O'Connor & V. Pres. P. Maloney excused.

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

COMMUNICATIONS: Following donations received and acknowledged by Secretary: MS. DOROTHY SHYNE — a constant contributor; MS. MAEMcCLURE — for finding & returning her ID cards by members of the department; COMMISSIONERS KEKER & LEE — monthly contribution of salary.

Treas. Parenti presented regular bills — benefits, salaries, printing, taxes, etc. **APPROVED.**

Treas. Parenti reported the following deaths: JAMES D. SMITH, JR. — Jim, known to many of his friends as "Goober", was born in Fremont in 1940. After serving 4 years in the Navy, Jim became a member of The Department in 1966 at age 26. From the Academy, Jim went to Southern Station for a year, then to Park for a year, Mission for a year. He was then assigned to Task Force where he remained until his retirement on disability in 1978, age 38. When he retired, Jim operated Grandma's Saloon on Noriega Street. He received a Capt. Comm. in 1970 for the arrest of an armed sniper. He was a young 52 when he passed away.

JAMES M. THORNTON: Born in San Francisco, in 1913, Jim joined the Department in 1941, age 28, after working as a material checker in a mattress factory. One year at Ingleside and Jim took military leave to become a member of the U.S. Army. Given an honorable discharge

in 1945, he decided to use his Army training and therefore resigned from the Department. He was 79 years old at the time of his death.

REPORT OF TRUSTEES: David Bricker, Security Pacific, soon to become Bank of America, reported that the portfolio had improved from last month, regaining most of the loss from the past few months. No recommendations at this time. The new Trust Agreement was presented by Mrs. Loral Good-Swan, representing the bank, and as the Trustees had agreed at a special meeting, after hearing other proposals, to renew the agreement, it was signed at this time. The new trust agreement is for a period of 4 years, does have an escape clause of 90 days for both parties. Bank also requested a night meeting with trustees to further study the portfolio and have the trustees advise as to the movement of securities and bonds. Such was set for May 15, 1992 at 6 p.m., 50 California Street.

NEW BUSINESS: Discussion by members re: purchasing phone equipment and computer for the new office. Should this computer enable the association to handle own mailing of yearly bills to cash members and yearly letter to all members? Further inquiry to be made.

GOOD OF THE ASSOCIATION: Acting Pres. R. Kurpinsky set the next regular meeting for Wednesday, May 20, 1992, 2 p.m. in the Conference Room, Ingleside Station.

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

Fraternally,
Bob McKee, Secretary

Anyone knowing a new address for William Stanton or Robert Rand, please let me know at 587-4570. McKee

Preparing For An Oral Interview

by Richard Marshall, LAPD, Ret.

From April 1963 to July 1983 I was a sworn member of the Los Angeles Police Department. In 1970 I was appointed Sergeant of Police; a process, part of which is the oral interview. I would have been promoted two years earlier had it not been for a terrible oral score (77%). This particular oral interview was ill conceived and poorly prepared for and I got just what I deserved. Two years later, however, I had studied, read and learned. Going in confident and fully prepared my score was 94.70/0. This was one of the highest interview scores of that years' process, exceeded only by a few officers with staff experience. I placed number 35 on a list of over 400, which was unheard of for a common, street traffic cop. Since that time, whether active or retired, I have never had an interview score of less than 91%. During my thirteen years supervisor I was required to participate as a member level recruit candidate boards, as well as a member of boards for in-rank pay grade advancement at the policeman level. Furthermore, during the seventies, I had the opportunity to teach classes on how to handle oral interviews. With rare excep-

tion, those who took these classes did well at their interview.

My booklet is therefore a compilation of what I have learned over the years. It contains generalized basic information about the preparation process as well as the interview itself. Some of the subjects discussed include: a description of oral board membership including the duties and function of each member, the interview room, general preparation, interview format, demeanor, etc. It is sincerely hoped that this booklet will be helpful to young officers taking their first promotional interview and to senior officers who may need a refresher on the basics.

Title: WHAT YOU HAVE ALWAYS WANTED TO KNOW ABOUT THE ORAL INTERVIEW, BUT NO ONE WOULD TELL YOU

Author: Richard A. Marshall (Sgt., L.A.P.D. Retired)

Price: \$14.95

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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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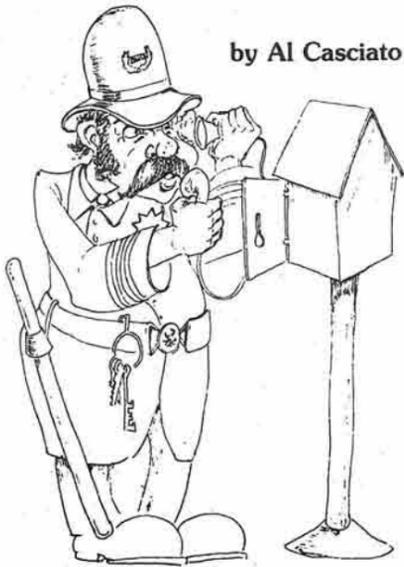
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AROUND THE DEPARTMENT



by Al Casciato

"Now And Then"

submitted by Tom Flippin

A young patrolmen is what I be,
And I'm far from being alone;
Half the department is young, like me
We are what they call the backbone.

The other half are the older men,
With years and years of time;
They tell us every now and then,
About the old rules and crime.

I guess we've all heard the old-timers' phrase
Which now has become an "omen":
It's when they say — while in a daze
"When I was a young patrolman!"

Then they tell you stories of old,
About Rules and Regulations;
And of all the things they were told,
By the old-timers in that station.

I wonder how many times we've heard,
About the old time Western Addition;
Or how reports were made by pen and word,
And how horses patrolled outer Mission.

The Sergeant's first name was never said,
A salute was never passed by;
They all stood still while the orders were read,
And they would never loosen their tie.

They talk about the side-cars,
And how radio was one way;
They even mention "Bootleg Bars,"
And they call it — "in my day."

Discipline was to the extreme,
A superior's word was law;
You had to be like a perfect dream,
You weren't allowed one flaw.

There's no doubt there's been a change,
With some things — quite a bit;
From Co. A to Pistol Range,
From mighty brawn to wit.

Before — requirements weren't so high,
Just be big — and tough — and cool;
Now three exams you must get by,
And be a graduate from high school.

Horses and side-cars will never return,
Nor written reports by pen;
For the modern ways that we have learned
Have made those things "has been."

Discipline is not near so strong,
As it was in the old-timers' day;
And superiors admit when they are wrong,
And they're closer to the men this way.

I guess it won't be long now, boys,
When old-timers we will be;
And we'll tell the young guys all our joys;
Just you wait and see.

So all us young cops listen still,
With just a trace of a smile;
As we hear the stories of old-timer Bill,
As he digs into his memory file.

Clayton Matthews

Sad State of Affairs: Pregnant hype to ambulance crew on Van Ness Street - "I've been pregnant 18 times but only have 5 kids. Do you think it's the methadone?" ...

Wouldn't trade jobs for the world: Co. K Solo John Fulwood is the cousin of Washington, D.C.'s Chief of Police Isaac Fulwood — John says he is perfectly happy on his motorcycle and wouldn't trade jobs with his cousin for the world

Myth v. Reality: The FBI reports that 25% of the public believe what they see on television and when surveyed, 15% of incumbent police officers believe what they see...and that's scary —!

Early Retirement: With the budget difficulties looming, Mayor Jordan has asked Supervisor Tom Hsieh to explore a Charter Amendment which would allow police and fire employees to retire early, if such retirements save money. The Charter Amendment would appear on the November Ballot, if the dollar crunchers come up with the right numbers.

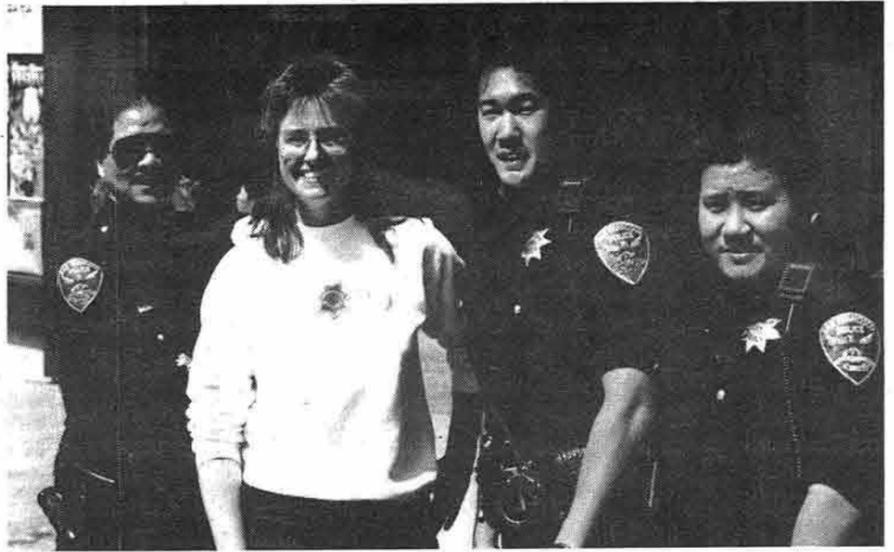
CPOP: What is it?: A philosophy or another specialized unit? Don't be surprised if you are asked this question in some future interview or promotional.

Repeat, Repeat: Lianne Corrales was working the counter at Potrero Station about 3 months ago when a fellow came in and said, "I stole a cab. The cab is in front of the station and I want to turn myself in." About three weeks later, Lianne received a subpoena for the case.

In court, the suspect came up to her and again said, "I stole a cab. The cab is in front of the station and I want to turn myself in." — Sure enough, he had stolen another cab and transported himself to court. The trial went on and our accused received a 16 month sentence. When escorted to the holding cell, our now convict turned to Lianne and grinned a big grin.

Hookers on the Move: Tenderloin hookers have been renting rooms on the Lombard Street Motel Strip in order to avoid our small but active Vice Squad in the Tenderloin. Will we soon see the "ladies" plying their trade on Lombard Street?...

Ask them for details: Inspector Larry Camilleri recently had a very large and complicated case that began to overwhelm him. Larry, taking things extra seriously, triggered the numerous and mischievous nature of cohorts Inspector Bill Canning and Lt. John Madden. With a little help from Sgt. Larry McKenzie of the Solos, Bill and John taught Larry that when overwhelmed be sure to ask for help and never ever leave your crime scene prior to it being totally secured and inspected. Larry, John and Bill are available to share details of what is sure to become a classic "police tale" ...



Cherry Blossom Festival

A big thank you to all the officers who participated in the 25th Annual Cherry Blossom Festival and parade. Once again, all went well during the street festival, but the parade was a different story. We all started the parade bone dry and ended the parade drenched. I can't say thanks enough to Sergeant Bill Gay, Officer William Simms, Officer Ron Artale and Officer Dennis Carlomagno, all from the Mounted Unit. These officers were dressed in full colors and escorting our new Chief of Police, Richard Hongisto. Also, with us

were Officer Eddie Dare and Officer Marty Way, from the Solo Unit. They were smart and wore their rain gear. Good going guys. Officer Alvin Yee and Tad Yamaguchi walked the entire parade route along with me behind the wheel of the recruitment car. Five minutes after the parade started, it started to pour down and never stopped and neither did the officers on horses, motorcycles or foot. I say thanks again to all of you, you did a great job.

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"Christmas Angel" A Personal Tribute To A Friend

Reprinted from *The Guardsman*, City College of San Francisco, March 24-April 8, 1992 Issue

(Editor's Note: Jack Wilde is a City College administrator who works in the Disabled Student Programs and Services. The following is dedicated to the memory of his friend, Henry.)

Maybe I was in a slight state of panic or perhaps I couldn't quite accept he was gone, or just a combination of both, but I did dial Henry's number one Friday night last December. Problem is, Henry had been dead almost a week. I even let the phone ring three times. I'm still trying to cope. It's just starting to sink in that I've joined the ever increasing ranks of those who have lost a close friend to AIDS.

Remember Surgeon General C. Everett Koop? Just a few years ago he was going around the country predicting that by 1991 everyone in the United States would know at least one person who had died of AIDS.

Well, I've more than done my share to help that prediction come true. I know too many who have died of AIDS, but, Henry was my closest friend to meet up with this killer disease.

When I met Henry in 1988 I was working in a stressful desk job on the first floor of the Hall of Justice on Bryant Street as a civilian for the San Francisco Police Department. In those days, for me at least, lunchtime was the only ray of sunshine in a daily schedule of frantic paper movement.

It was during that hour that I went three times a week to an aerobics class in the gym down the hall of the office of the then Chief Frank Jordan, and 100 feet from my confining cubicle. Half-heartedly, I joined that aerobics class shortly after getting hired, mainly to shake off a certain co-worker near my desk who kept up a pitbull like campaign to help me "get in shape." To her surprise and even more to

mine, I stayed in the class and actually came to enjoy all the jumping around.

A year later, and humbled by a better appreciation of my lack of coordination, I was still in that class. Even though I could never seem to quite get the hang of all those rapid directions and changes in movement music, I had gotten pretty good at sweating through the hard working exercise routines with the best of them.

I noticed Henry started coming to the classes just about then. His was one of those toned bodies just about every male wishes he had; a well-defined chest, powerful looking arms and no discernible measure of fat on his narrow waisted frame. He had a full head of black hair, was about average height, looked to be between 35 and 40 years of age and couldn't possibly have weighed more than 170 pounds.

Fortunately, it was comforting to see that he, too, had to struggle like the rest of us in the class to keep up with the teacher's seemingly unending high energy and shouted cruel work orders.

When Henry and I had our first opportunity to introduce ourselves and swap small talk after one particularly exhausting class, I learned that he was also a civilian and, at the time, he was working downstairs on the first and second floors in the hectic Traffic Court Division. I remember what struck me most was his great sense of humor as we shared thoughts on our mutual job miseries.

It was fun talking with Henry, yet early on, I sensed the serious side of him that let me know he was a caring and honest person . . . someone I could trust.

Over the following months, we slowly got to know each other. When I later left employment with the Police Department to move on to my current position at City College, Henry and I found it took little effort for us to remain friends. We continued to talk on the phone or see each other at least once a week.

Pinpointing how Henry and I developed our friendship is no easy task. Then again, who among us is able to come up with the historical specifics of how we managed to find our current flock of friends, much less keep them? If pressed to find an answer, most of us would no doubt talk generalities about "common interests" or something like that.

Really, maybe that's true, but the longer I think about it, the more I am convinced

that most of our friendships are somehow formed to help us feel OK about ourselves. Perhaps that paints a bit of a greedy view, but at least that's how Henry fit into my life.

To be sure, over the relatively short span of our friendship, Henry helped me row through some rough seas. The times when I lost confidence in myself and others, Henry gave me words of encouragement, not empty phrases or bromides, but thoughtful and caring expressions of encouragement. When I felt alone and the pains of abandonment, I knew I could phone Henry and he would make me feel better.

On those too many occasions when I screwed up, I knew my non-judgmental friend, Henry, would still be there. Yes, I guess I took from him as much as possible. More importantly, he gave his friendship freely and with no strings attached.

Then something awful began to happen. In the early Spring of 1991, Henry's health started to change. All kinds of frightful diseases and symptoms bombarded his once perfect body. He was diagnosed as being in the final stages of AIDS.

Even though he was daily taking 23 different doctor-prescribed drugs, he was in great pain and his weight rapidly dropped. Surprisingly, he continued to go to his job everyday.

When Henry could work no longer, it was me who had the honor one late afternoon last September of bringing him to his employer's office to complete and sign the necessary resignation paperwork. That day will be forever etched in my memory.

Henry was then working in the Small Claims Court in City Hall. As we slowly walked together in small measured steps the short distance from my parked car to our destination less than two blocks away, I noticed that my now fragile friend's body held on tighter and tighter to my arm for support. When we entered the office, the outpouring of love and spontaneous burst of best wishes from Henry's co-workers was overwhelming. People regardless of age, sex, race and color hugged Henry and bid him a highly emotional farewell.

When we met privately with the gray haired, and very serious looking personnel officer she quietly informed a genuinely surprised Henry that his co-workers had gotten together and contributed their accumulated sick leave days to him so that he now had enough personal sick day leave time to last through February 1992.

As Henry and I drove back to his apartment on Bush Street, neither of us said a word as I found myself fighting back tears. I vividly recalled the faces of those co-workers.

In my professional life I'd never had to face the dreadful task of saying good-bye to a fellow worker who was about to die. So many people were weeping.

I'm sure Henry could tell I was shaken by the experience. Still, I was determined not to let him see me "lose it" as I ineptly started talking about something like the weather and global warming. Henry, however, apparently would have none of the mindless mumblings of my well learned avoidance behavior. He stared at me and abruptly asked, "Do you think I'll be a Christmas Angel?"

At that, we both began laughing and crying. I had been given permission to let

go of my feelings. It was then that I half-seriously and half-jokingly leaned toward Henry to warn, "When you get to 'that place up above' and I talk to you, you better answer my prayers, you hear me?"

Whether or not we believed it possible for us to continue our conversations after his death, we both managed to have a good parting laugh at the thought of it all as he feebly climbed out of my car in front of his apartment.

Driving home on northbound 101 in a misting rush hour traffic that night I was aware I had just been with someone who knew he had a short time to live.

Thoughts raced through my head. All I could think of was how I could at least make his last days more comfortable.

I remembered when I was a skinny little kid growing up in Chicago and got sick or had a painful run-in with the family doctor, my mother usually tried to make me feel better about the ordeal by fixing me a milkshake. Sort of "milkshake therapy," I guess.

Even these days, whenever I get sick I still picture a tall, sudsy and cold milkshake. Now my friend was gravely ill. Maybe a milkshake would make him feel better, I childishly reasoned. Most of all, I felt it was time to pay back for all I had taken. I knew I had a responsibility as a friend.

Hours after arriving at home I was still thinking about the new turn in my relationship with Henry and how I was going to deal with my feelings of helplessness. Late that night I phoned him to ask if I could come visit once a week. Maybe it was a bit presumptuous to make such a request, but verbally committing to visiting him one day a week seemed like a good way to show I wanted to be there for him.

I was relieved that he seemed happy about the idea and we agreed I would "stop by after work for a couple of hours" every Wednesday. I think I also nervously added something about a milkshake.

The next 11 Wednesdays gave me an opportunity to try to pay back my friend, as well as come to grips with death and dying. I clipped his toenails, washed his feet, combed his hair, washed windows, vacuumed floors and collected dirty laundry. Sometimes we just sat and watched TV without saying a word and other times we had intensely serious talks about life and death.

I saw his health quickly deteriorate as I watched someone four years younger than me waste away. Each time I came to visit, he weighed less. He could not eat and no matter how much I tried to talk him into eating, he had no interest in food. Finally, when he could take care of himself no more he had to move to a hospice.

Henry died sometime early Sunday morning on December 8, 1991, just a few short weeks before Christmas. His 97-pound body was cremated and his sister quietly and unceremoniously took the ashes away to a family resting place in China.

The Wednesday before he died, I think he hugged me a little bit longer when it was time for us to say good-bye. He knew.

All of Henry's friends are happy that his long, painful journey is finally over. And still the selfish part of me misses him. I won't be dialing his phone number anymore. I'll learn to get used to that eventually. I do know, though, my good friend is now in a better place. He left just in time to be a Christmas Angel.

Courtesy of a Friend

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More Photos Of The Police Response

(All photos by Bob Mahoney, Photo Lab)



Lt. J. Santos, Hondas, responds to another "hot spot."



Code 3!

Stress — The Good, The Bad, And The Manageable

by William Thomas, Ph.D.
submitted by Morgan Peterson

Stress is an essential function of living according to the National Mental Health Association. Although stress has been with us since the beginning of time, we have found new ways of defining it and dealing with it.

Stress is "stewing in one's juices," according to Charles Spielberger, director of the Center for Behavior Medicine at South Florida. In other words, stress is the body's physical, mental, and chemical response to things that frighten, excite, confuse, irritate, and endanger. When a stressful situation is identified, a common occurrence for policemen, the body reacts quickly by producing chemical and psychological changes. Blood shifts toward the head and trunk and away from the hands, feet and stomach. Muscles tense, breathing becomes rapid and shallow. Your heart and pulse rate increase, and your hands become sweaty. Adrenaline pours into your blood stream, providing the body with a burst of energy that prepares you for action, whether it is fighting, running away, or making some other decision. If the body remains in this state too long a time, it begins to break down.

Death and disease are the final consequences of untreated stress. Any number of illnesses have been associated with, or caused by stress: heart disease, obesity, colitis, bronchial asthma, insomnia, headaches, neck and back pain, and hypertension. Stress can also lead a person to drug and alcohol abuse, homicide and suicide.

Everybody has the ability to live through periods of stress and/or emotional upheaval. To experience stress is quite normal. However, when stress gets out of hand, it becomes distress.

What are some signs that stress is becoming distress? The following questions offer some indication:

1. Do minor problems throw you for a loop?
2. Do you find it hard to get along with people you used to be compatible with?
3. Does nothing seem to give you pleasure?
4. Are you unable to stop thinking about your difficulties?
5. Do you feel suspicious and mistrustful much of the time?
6. Do you feel trapped and/or inadequate?

If you answer yes to most of these questions, it's time to do something. Here are some positive steps you can take:

1. Find someone to confide in. Speak frankly and ask for an objective opinion.
2. Take a short respite, even if that only means an afternoon off and an evening at the movies.
3. Resolve to work off your anger or suspicion in hard but useful labor, or in exercise.
4. Shun the urge to be a superman/superwoman.
5. Give the other fellow a break. A tolerant attitude can make life easier for you.
6. Try something new. Creative activity, such as painting, carpentry, cooking, fishing, and needle work, provide a sense of accomplishment as well as relaxation.
7. Take your relaxation seriously. Exercise and other activities require commitment.
8. If you feel you need professional help, get it. Your medical doctor, a mental health professional, peer counselor, or even your telephone directory can be good places to start.

William Thomas, Ph.D., is a psychologist in private practice in San Francisco. You may reach him by phone (415) 566-2621 or by writing him c/o 450 Winston Drive, Suite 101, San Francisco, Ca 94132.



Thumbs up to all SFPD members for a job well done!



Taking a meal break at the POA buffet.

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Retired Inspector Anatole Balmy A Man Of Distinction, Of Excellence, Of Personal Social Traits

We are a nation that pre-judges people by their physical make-up. We see a man who is tall and has a build like a Greek god, and we immediately become impressed by his individual, distinguished characteristics.

Thank goodness for the little people the world owes so much for their contribution in bringing culture and beauty to the civilized world.

Let's go back into history to David, a mere lad, who used his wits to slay the giant Goliath.

Frederick Francois Chopin for his beautiful music that the world can enjoy.

Michaelangelo, a sculptor, architect, poet and painter, noted mostly for his paintings on the Sistine Chapel ceiling which have been viewed and enjoyed by millions of people.

Thomas Edison for bringing the world light in the dark.

The woman whom I admire the most in the entire world, Mother Theresa, a humanitarian unsurpassed for her dedication to God and all that she has given to all humanity, regardless of race, color or creed.

The man being featured this month is Anatole Balmy, aka "The Phantom" (which I will explain later in the article). Andy is also small in size, but as a law enforcement officer he was a giant. He loved being a police officer, but it was fate that played a major part. Richard Moore and Ted Samuels were always on his back to file papers to take the police examination. He was just about carried down to the Civil Service Commission and managed to file all the necessary papers.

He was sworn in as a member of the department on February 21, 1955. He served with honor and dedication for 30 years and retired on a service pension.

Andy requested that I not mention anything about the meritorious awards he received, but I had my fingers crossed. Let's just say that he had five medals of valor. I assure you they were richly deserved and won at great risk to his personal life and his fellow officers.

Let's get back on track and start at the beginning of Andy's life.

He and another retired police officer, Sviatoslav Yashinitsky, were born in

Harbin, Manchuria, which is in the north-eastern section of China. His parents were Russian refugees, they were successful in escaping from the Russian Revolution and settled in China. His dad had a dream that one day he would become a United States citizen. The first step toward making his dream come true was when he traveled to the United States and fell in love with our city. He remained here long enough to further his education and to become a citizen of our country. He then returned to China and wedded Andy's mother.

Andy now was confronted with the most difficult decision as he had the choice of either becoming a citizen of China or the United States. The United States won out in the quickest decision he ever made. In 1957, the Balmy family said farewell to China and extended their cordial greeting to the United States. They made San Francisco their permanent place to live as it intrigued his dad as a city that offered opportunities to foreign-born people. Andy was now nine years of age and ready to achieve great heights and expectations academically.

It was like a Hollywood script with Andy being cast as a young Indiana Jones facing the hazardous tasks and adventures that were awaiting him. Grammar school: what could go wrong did as Murphy's Law came into play. Problem after problem as Andy went from one school to another and ended up being a student in half of them. The only consolation his disappointed parents had was that at least their son became acquainted with the various neighborhoods of our city.

There was a ray of hope for Andy as he enrolled at Presidio Jr. High School and remained there until he graduated. There was also an inducement and possibly the reason why he stayed out of trouble. There was a young lass by the name of Adele Underdahl who was to become his wife. They met while they were in school, fell in love, and recently they celebrated 38 years of wedded bliss. Their first precious baby from heaven was named Valerie. They had a name all picked out for their second child, they were going to call her Catherine, but they had to put that name aside as after previous little Valerie, they had five baby boys. Getting back to his school days, Andy got off to a promising start by enrolling at George Washington High School, but reverted back to his

grammar school days. Teenage problems developed and that familiar travel of going from one high school to another commenced and he became further acquainted with the sights of San Francisco. Many of the tourist companies inquired as to his availability to become a guide during the tourist season. The time had come when the city educators and Andy's parents held a meeting. The decision was made that they should look elsewhere to further their son's education.

They decided that the Christian Brothers School in Sacramento would be their choice. The private counseling that Andy received from the Brothers was informative, beneficial and instrumental in Andy becoming the man he is today.

His conquest of graduating was such an auspicious event that a celebration was in order. A party was given, his friends were in attendance, and everyone had a wonderful time. One thing that never surfaced was anyone inquiring into furthering his education. His parents were intelligent and firm believers in leaving well enough alone.

He enlisted in the United States Coast Guard and spent three years as a member of the air and land rescue unit during the Korean conflict. Their function was to pick up survivors in plane crashes or emergency landings that occurred on land or seas.

On returning to civilian life, he had two objectives: to marry his junior high school sweetheart and to become a police officer. He achieved both of these goals while he was at the Police Academy.

Andy would only be in uniform for a short period of time. During his career, he would wear many different hats, as well as playing a variety of roles. He was known as "The Phantom," a nickname given to him by his fellow officers. The first of many undercover roles occurred when he was assigned to the Bureau of Special Services and worked the prostitution and the narcotic details. He was successful from the start, as it seems he was born or destined to be involved in clandestine and covert assignments as a member of our department. He made numerous undercover narcotic buys that led to arrests and convictions in criminal courts.

Lieutenant Alvin Nicholini was one of the foremost experts on Narcotics and much to my surprise, Andy recalls their conversation, as jewels and pearls of wisdom that would come from his lips. I remember him from my academy days and the only pearls of wisdom I remember was that he always seemed to refer to "Three B's". They were the three things that would get a policeman in trouble, "Booze, Broads and Bad Debts."

Paul Schneider and myself were among the first to use Andy in two roles: once as an expert on foreign currency, and also as a bank president of a savings and loan company. He performed beautifully and in both cases we made arrests followed by convictions in a criminal court.

There will always be a soft spot in his heart for the time he spent in the Bureau of Special Services as he learned more about police work in that period of time than all of his remaining years in the department. He gives high praise along with his appreciation and gratitude to such stellar men as the late Joe Hallisey Sr., Robert Kane, Robert Martin, Cornelius Murphy Sr., also Edward Nevin, Paul

Lawler and Jack Kerrigan.

He had high regards for Joe Hallisey Sr., when he was Commander of the Old Chinatown Squad, and the harmony that existed between our department and the Asian community. An assignment that Andy didn't look forward to was when he received notification that he was transferred into the gambling detail. It did turn out to be a blessing, not particularly for the detail, but he had the opportunity to work under the watchful eye of James Mullan. Their partnership lasted for 13 years as members of that unit. "The Phantom" left the Bureau of Special Services as his services were now requested by the Bureau of Inspectors. Leaving Jim was hard on Andy. He describes it as almost like getting a divorce, as Jim was both a mother and father to him.

Our man must have been born under a lucky star as he was assigned to the Fraud Detail and worked for one of the most capable, well-liked and respected lieutenants in the entire department, Raymond Canepa. Once again the detail didn't impress him as Andy wasn't one who enjoyed the paper work and dealing in credit cards. He was too energetic to sit behind a desk. Wherever he lighted, he never complained, did his job and always gave praise for the men who worked with him. The highest of praise and esteem for such illustrious inspectors as Frank Gibeau and Mike Dower.

Andy had more than his share of working on cases that received wide television and press coverage.

Joe Brodnick was a kind, gentle man, who loved his family, loved the sport of hunting and loved being a cop. He and his partner Paul McGoran worked the plain clothes Burglary Detail out of the Mission Station. They excelled in what they did and made numerous outstanding arrests for a variety of felonies. One morning while on patrol, they observed Latin youths removing a television set from the trunk of their vehicle and placing it in a basement of a home on Alvarado Street. They investigated the suspicious occurrence. Due to his stomach problems, Joe Brodnick was unarmed. In a few seconds they were now facing six or seven Latin youths. Paul McGoran was struck over the head with a tire iron rendering him unconscious. The Latin youths then pinned Joe's arms and he was shot in the chest with his partner's gun and died instantly. A tedious search was made and the weapon was subsequently recovered.

Thus was born the infamous group that became known as "La Siete De La Raza" (The Seven Of Our Race). The courts were established for one purpose, to mete out justice. The court trial was a mockery of justice. The murderers were acquitted and walked out as free as the ocean breeze. After numerous robberies of supermarkets and liquor stores, bits of information started to trickle in that the La Siete group was now heavy on drugs, with informants furnishing a name or two. Stakeouts were the order of the day, sitting and waiting and hoping they would come your way.

The word came from the Chief himself, Alfred Nelder, "If you don't catch them in the act, I don't want them. We don't want another trial like Joe Brodnick. Get them in the act, or don't get them at all." A moment to express my personal views on (See BALMY, Page 16)

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MOU

(Continued From Page 1)

1. The Pregnancy Policy

The pregnancy policy was to be contained within the MOU. Members of WON thought that it was not. Their understanding that this policy was going to be excluded was based on the fact that no pregnancy policy was contained in the document that we circulated amongst the membership prior to our ratification vote. However, numerous policies concerning working conditions that were in existence prior to the MOU, but which were unchanged by the negotiations, were understood by the parties to remain in effect. Such was the case with the existing pregnancy policy which was to be contained in the new contract. We explained this to members of WON at the meeting with Supervisors Migden and Gonzalez, and all agreed there was then no further objection regarding this matter.

2. Maternity Leave

As to the maternity leave issue, members of WON were under the impression that we had negotiated a provision that gave women officers returning from maternity leave less rights to reinstatement to their prior positions than would be the officers returning from disability leave. In fact, that was not the case. We specifically discussed this issue with the negotiators for the City, and came to the understanding that the rights of those returning from maternity leave would remain the same as they were prior to the MOU. It was understood by the parties that those returning from maternity leave would be treated the same as members returning from disability leave.

3. The No-Discrimination Language

The main focus of criticism of our contract by WON was the no-discrimination language. Their objection was that the MOU provided that violations of this section would not be subject to the grievance procedure, but would be handled pursuant to existing rules and regulations (General Order D-17 and/or the Civil Service Commission Rule 1.03).

When, in preparation for negotiations, the POA conducted its initial survey of the general membership, no suggestion was made that we change or improve on the no-discrimination language of the old MOU. In addition, no subsequent proposal to do so was made by any member until we were confronted with a picket line and press conference held on March 31, 1992. The Negotiating Committee did, however, propose to improve the no-discrimination language in the MOU, and did persuade the City that sexual harassment should be specifically listed in the MOU as prohibited activity.

We also proposed that disputes concerning the interpretation or application of this prohibition on discrimination be resolved pursuant to our grievance procedure, which provides for binding arbitration as the final step. The City Negotiating Committee, which was then controlled by Mayor Agnos and his Deputy Mayor, Claude Everhart, and which represented the Board of Supervisors and the Police Commission, disagreed. They continued to object to use of the grievance procedure in discrimination cases even after we reached impasse in June of 1991. The reason stated was that they objected to having disputes involving discrimination complaints determined by arbitrators, and that another appellate process existed under the already-existing City rules. They were partially correct.

Although the contract language is binding, it is of obvious importance to the POA to have enforcement language that permits the resolution of disputes or grievances administratively, without the necessity of going through tedious and expensive litigation. With respect to discrimination that is prohibited by the Fair Employment and Housing Act and by the City's Sexual Harassment Ordinance, such ad-

ministrative remedies were already provided for locally, pursuant to the City Charter and the Civil Service Commission Rules. Under those existing rules and regulations, for example, a complaint by a police officer of sexual harassment, if properly filed, is to be expeditiously investigated and resolved. If necessary, the complaint will be heard by a panel whose findings, when approved by the Civil Service Commission, are binding on the Police Department. The procedure is actually quite good, and has an advantage over the Department's D-17 procedure in that it gets another City agency into the case, with expertise in discrimination complaints, and which has the authority to decide the matter. By contrast, D-17 provides for the Police Department to decide if the Police Department is guilty of discrimination.

After thirteen (13) months of attempting to convince the City to adopt our language, the Negotiating Committee agreed with the City negotiators at our last mediation session earlier this month, that complaints based on discrimination prohibited by the Fair Employment and Housing Act and the City Sexual Harassment Ordinance would continue to be resolved pursuant to the existing Civil Service Rules and/or the SFPD's D-17.

I don't know why WON chose to demonstrate in front of the POA office without first communicating with us on these matters. However, rather than publicly debate these issues with WON, we chose to resolve what disputes existed by attempting to communicate with them, and by utilizing the services of Carole Migden, Jim Gonzalez and Margaret Shelleda. It is true that we need more women officers active within the POA, and that there are many issues of concern to women officers that need to be addressed by the POA. For these reasons, we chose to do what we could to resolve the communications problem, as well as any substantive problems that might exist, including the City's refusal to permit members to utilize our grievance procedure, if they choose to, to resolve job site discrimination complaints.

With that in mind, we took the approach that, rather than debate with WON, we would go back to the City and, with the support of Carole Migden and Jim Gonzalez, push for better contract language. We did this, and did achieve our goal. As a result, the no-discrimination language will now be subject to the grievance procedure, including its arbitration provision, something we had not been able to negotiate at the bargaining table.

POA representatives and representatives of WON then appeared before the Board of Supervisors Administration and Oversight Committee on April 21, and spoke in favor of the MOU.

B. ACLU With Certain Police Discipline Task Force Members

At the Board of Supervisors Administration and Oversight Committee hearing of April 21, 1992, three (3) members of the Police Discipline Task Force that had been established by Mayor Agnos spoke to in opposition to our MOU unless we agreed to include within it the "openness" proposals that were recommended by the Police Discipline Task Force. Amazingly, Supervisors Britt, Hallinan and Maher concurred, and as a Committee, notified the Mayor's office that they wanted the

Mayor to cause his Employee Relations Division to reopen negotiations with the POA over these matters. They wanted these "openness" proposals included within the MOU. Implicit in this request and in the statements that they made, was that they would not vote to ratify the contract if it did not contain these specific measures.

This is amazing because the City actually refused to negotiate with us over these matters, despite our very strong objections. Following is a history of negotiations between the POA and the City regarding disciplinary procedures and the "openness" proposals recommended by the Police Discipline Task Force.

February 1991

Pursuant to Proposition D, the Association submitted numerous substantive proposals to your representatives on February 15, 1991. On that same date, we notified City representatives at the negotiating table, verbally and in writing, that while we would be participating with the Mayor's Police Discipline Task Force, we were reserving the right of the Association to meet and confer over any and all proposals the Task Force might make, prior to any such proposals being implemented.

To accommodate the Task Force and to aid the coordination of its work product with the meet and confer process, we proposed that the parties agree to meet and confer over any proposal that the Task Force desired to have implemented by the Police Commission. Additionally, in an attempt to assure cooperation between the negotiations that were taking place through the meet and confer process and the development of proposals by the Task Force, we proposed that anything we agreed to in negotiations be referred to the Task Force for its consideration and comment before implementation.

June, 1991

On June 17, 1991, the Police Officers' Association declared an impasse in negotiations with the City. We did so because we were far apart on many economic and non-economic issues, and the deadline that the parties had voluntarily set for negotiations, June 3, 1991, had passed.

From the date negotiations began, February 15, 1991, until impasse was reached on June 17, 1991, the City and the Police Commission did not respond to any of the Association's proposals regarding the Department's disciplinary procedures and submitted no proposals of their own.

September 1991

On September 18, 1991, the POA learned that the Commission was setting a series of meetings, all set just prior to the November, 1991 election for Mayor, at which it planned to hear public comment on certain disciplinary procedures that had been considered by the Task Force. These items also related directly to proposals that had been made by the POA. Thus, the POA contacted City representatives by telephone and inquired as to whether the City preferred to proceed to attempt to resolve whatever disputes existed through the impasse procedures provided for by Proposition D or through some other means. City representatives then suggested that, as disciplinary procedures (unlike other terms and conditions of employment that had not been resolved in negotiations) were not subject to arbi-

tration, we could deal separately with the Department's disciplinary procedures.

Thus, on September 23, 1991, the Association wrote to the City's Employee Relations Director, Magdalena Jacobsen, again requesting to meet and confer on disciplinary procedures. In this letter, a copy of which went to the Commission, we suggested a preliminary meeting at the Police Commission's earliest convenience, in order to facilitate and expedite negotiations. As a result, a preliminary meeting was scheduled with your representatives on October 1, 1991. At that meeting we were advised that the City was not ready to meet and confer at that time, but would be ready on or about October 30 1991. Also at that meeting, City representatives stated that they were interested in what proposals the Association would be making, and indicated they would agree to a series of meet and confer sessions with us. We advised the City that they had the bulk of our proposals, as we had presented them at our initial negotiation session on February 15, 1991, though they were merely initial proposals as no negotiations had occurred over them.

October, 1991

On October 2, 1991, the POA wrote to the Police Commission, advising it of the Association's preliminary meet and confer session with the Employee Relations Department and City representatives on October 1 concerning all disciplinary procedures, including those relating to the OCC investigative hearings. This same letter reported that City representatives indicated at this preliminary session that they would be ready to meet and confer with us beginning approximately October 30, 1991. Additionally, I stated that the Association was committed to putting a great deal of time and energy into what it hoped would be a very productive effort towards revamping and improving the Department's disciplinary procedures. Finally, I stated that the Association would not be commenting on the OCC investigative hearing procedures at the Police Commission meeting scheduled for that night, because of the input that it would be having through the meet and confer process. The POA, and most public sector Unions, avoid negotiating in public or taking positions in public on matters subject to negotiations, prior to those negotiations, to avoid compromising the negotiation process.

Representatives of the POA also attended the Police Commission's October 2, 1991 Police Commission hearing, hand delivered the aforesaid letter, and explained the status of the Association's request to meet and confer on these matters.

Again, on October 23, 1991, I wrote to the Commission, stating that the POA expected that we would be meeting and conferring with the City over various disciplinary procedures including "the difficult issues raised regarding the balance that must be maintained between the legitimate interests of the City and the police officer's maintaining confidentiality and the legitimate interests in having an open or public process".

(See MOU, Page 14)

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Knowing God

by John C. Gleeson

God must be in control...nobody else is... Watching what is on T.V. these days with scams, bribes, and payoffs in government one wonders who is in control.

Jay Leno, on the Tonight Show said, "Due to the economic slump and this whole savings and loan thing, banks are having to pay the government 62% higher fees this year. You know what that means? That means for the average small-town banker, the dream of some day owning their own congressman or senator is almost impossible."

With what is going on in the Arizona state government it is a little confusing. Later on the same show Leno said, "The president has come out in favor of limiting

congressional terms to just 12 years. I'm a little confused: Does that include prison time?

Amazing, we attempt to control - CONFUSION, INABILITY, and LIFE AND DEATH. Except we call it Government, Discernment, and Creation.

A story is told of a man who called the Police about a dead body he found in the street not too far from where he lived. The police officer asked the man to give the location or the name of the street. At that point the man said, "4645 San Loui—," Then he said, "I'll call you back in five minutes." "Wait, wait," said the policeman, "Why are you going to call back in five minutes?" The man said, "I'm going to drag the body down to OAK STREET."

We try to control circumstances in life, so we drag them all over (or throughout life) so we can explain them.

When we really know God, we understand the difference between CONTROL-LING and MANAGING our lives. You see God controls and he expects us to manage our lives.

A husband tries to control the relationship with his wife when God meant for him to MANAGE the relationship.

As our children grow older, God expects us to MANAGE them and not control them.

Circumstances beyond our control in Life God expects us to MANAGE.

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TUITION: \$135 per person if names are received by 5 P.M. Friday, May 22, 1992 (Includes New Gang Manual). Persons registering after May 22 must pay the regular tuition of \$150. Registrations may be made by either telephone, mail or Fax. To qualify for the special \$135 tuition, telephone and Fax registrations must be received by 5 P.M. Friday, May 22, and written registrations must be postmarked no later than May 22, 1992. If your new fiscal year is about to begin, we will not bill you until after that date if you so request. We will also gladly adjust other billing procedures to accommodate the needs of individual departments. Visa and MasterCard accepted.

Requests for refunds will be honored up to 5 P.M. Wednesday, June 3, 1992, after which cancellations will be subject to a \$20 service charge. No refunds will be allowed for cancellations received after 5 P.M., Monday, June 8, 1992.

DISCOUNT: Immediately before this program, and at the same location, we have scheduled one of our highly acclaimed Advanced Investigator's Schools featuring one of the most outstanding Interview and Interrogation instructors in law enforcement history. This separate, two-day Advanced Investigator's School will begin on Tuesday, June 9, 1992. Anyone attending both of these back-to-back, independent programs will receive a total tuition discount of 10%, and will realize substantial savings on travel costs. A separate course announcement for the Advanced Investigator's School is enclosed with this mailing.

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SIGN-IN/TIMES: Sign-in and receive course materials on Thursday, June 11, from 7:00 A.M. to 9:00 A.M. Class will begin promptly at 9:00 A.M. on Thursday, and conclude at 5:00 P.M. on Friday.

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Need Help To Send A Child To College? It's Available!

(This lengthy and commercially-sounding message comes unsolicited from Malcolm Glover, a police reporter for the S.F. Examiner for more than 40 years. Glover has known Jim Neubert personally for more than 25 years and knows about the products that he describes in the article. Glover, who works in the Press Room at the Hall of Justice, encourages all officers who have college-bound children to contact Neubert and for others not to hesitate too long in obtaining the disability insurance.)

A lot of you have children in high school, some just starting and others rapidly approaching graduation.

Now the question is: "What about college — can we afford it?"

Some of you have scrimped and saved for many years to put your kids through school, especially college. But with the constant and rapid rising of college tuitions, is it enough or going to be enough?

But there is a way, and this article is directed towards those of you who have children in high school and who are looking to continue their education.

There are literally hundreds of thousands, possibly even millions of dollars out there just waiting for someone like you to come along and claim them.

This money is in the form of grants and scholarships and low-interest loans just waiting to be used . . . and yet, much of that money will go unclaimed and unused.

Now this may sound too good to be true — and also like a commercial — but there's an agency in your own backyard that's just waiting to help you get that money . . . and according to their track record, they can do it for you.

A lot of you already know about the Greater Bay Insurance Agency. It has been selling life and disability insurance to San Francisco police officers and firemen for more than a dozen years.

(And speaking of that, if you don't have disability insurance as yet, you'd better not wait too long because the only company that is still offering disability, payable from the first day of the disability, is going to make some drastic changes in the not-too-distant future.

This company is going to start to offer coverage for sickness, in addition to the injury coverage, but the waiting time — the time before they start paying — is going to be somewhere between 7 and 14 days. In other words, you won't get paid for the first 7 or 14 days that you are off, whether it's due to an injury or sickness.

So don't wait too long, get in touch with a representative of the Greater Bay Insurance Agency and sign up now. A policy which pays you \$900 a month if injured while either at work or off-duty, costs only \$17.45, plus \$1.22 administrative fees, for a total of \$18.67 per pay period . . . and it's payroll deductible!

But back to the kids and college . . . many of you already know Jim Neubert. Well, Jim is president of Greater Bay Ins.

Agency but he's currently concentrating on Greater Bay's College Planning Profile.

Neubert has all the information and materials necessary to tell you what programs are offered in all U.S. colleges and universities and also what monies are available.

But most of all, he knows all the right answers to put down when filling out the application forms . . . answers that most people think they know and which almost automatically get their applications rejected.

I personally know of two such cases in which he saved one family over \$4,500 a year for one child in an eastern college and \$6,000 for a second child in a different school.

I know that if I had any college-aged kids I certainly wouldn't hesitate in asking Neubert to help me locate some of that money. I don't know what he charges for his services but even if it meant spending \$500 in order to save \$5,000 I'd be money ahead.

Another possibility, and again through Greater Bay, is to become a member of the Police and Firemen's Insurance Association. This is a fraternal organization out of Indianapolis and all of its members are police officers and firefighters.

For \$36 a year, you get membership and an Accidental Death life insurance policy which pays upwards of \$30,000 if you are accidentally killed.

PFIA also offers a limited number of college scholarships of \$1,000 a year, up to four years, to its member's children. But to qualify, an applicant for the scholarships must be a member of PFIA for at least a year before they're eligible to apply.

If your child is currently a sophomore or junior in high school and intends to go to college, now is the time for you to start getting that paper work ready and done . . . now's the time to contact Greater Bay's college planning.

Don't wait until he/she is a senior. Start the ball rolling now. Greater Bay's College Planning number is 510/671-4883.

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On Saturday June 6th and 13th from 10:00 a.m. to 2:00 p.m. the POA is sponsoring a Successful Money Management Seminar (SMMS) series. In two sessions, the SMMS introduces you to the key concepts and practices of wise money management. You'll learn how to minimize your taxes, maximize your investment returns, and provide a secure future for yourself and your family. The knowledge you gain in this seminar will benefit you for the rest of your life.

You'll learn how to get the highest rate of return on investments and which investments are safe. You'll discover how you can invest a small amount to start building financial freedom.

While many seminars try to sell you something you don't want, this seminar will teach you about all types of investments so you can make informed choices. The goal is to provide you with a broad education on the fundamentals of financial planning.

You'll work 90,000 hours before you retire. Now 8 hours can make it all worthwhile. For more information or to reserve a space please call (800) 675-PLAN.

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- How it Affects Your Financial Plan
- Six Main Reasons People Fail Financially
- Take Advantage of Your Lifetime Earning Power
- Become Financially Independent
- Eighth Wonder of the World —
- Compound Interest
- The Effects of Inflation

Putting Your Dollars to Work — Part I

- Cash Reserves
- Money Market Funds
- Corporate Bonds
- Municipal Bonds — Tax-Free Income
- Introduction to Mutual Funds
- Families of Funds
- Municipal Bond Funds
- Government Securities Funds
- Corporate Bond Funds
- Your Personal Financial Plan —
- The Key to Your Success
- Equity Investments
- Common Stock
- Preferred Stock
- Mutual Funds Continued
- Stock Mutual Funds
- Risk Factors
- Managed Accounts
- Balanced Funds
- Long-Term Growth Funds
- Aggressive Growth Funds
- Dollar Cost Averaging
- Asset Allocation

Session 2 Putting Your Dollars to Work — Part II

- College Funding
- Anticipating the Cost of College
- Calculating How Much to Save
- Tangible Assets
- Precious Metals
- Rare Coins
- Diamonds and Colored Gemstones
- Retirement Planning
- Individual Retirement Accounts (IRA)
- Keogh Plans (Profit Sharing Plans)
- 401(K) Plans
- 403(b) Tax-sheltered Annuities
- Fixed and Variable Annuities
- Using Mutual Funds to Provide a Retirement Income
- Estate Planning
- Wills
- Trusts
- How to Avoid Probate and Estate Taxes
- Risk Management
- Do You Have Your Most Valuable Asset Insured?
- Long-Term Health Care
- What You Must Know About
- Life Insurance: Term, Whole Life, Universal Life, Variable Life
- Enhancing Your Pension Benefits With Life Insurance
- Seminar Review

Optional
Everyone attending this seminar is entitled to a personal financial planning consultation after the conclusion of Session 2, your opportunity to ask specific personal questions regarding your financial future.



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BOOK REVIEWS

by Tom Flippin, Editor

Although some cops I know don't want to hear, see or read about the job when they're off duty, most of us enjoy reading a good cop book, or watching "Cops" on TV or sharing war stories over a few brews. For those of you do, indeed, like to experience other cops and their stories I've reviewed two books that are a little off the beaten path. These aren't books you're likely to see at the supermarket checkout or on the top ten best-sellers rack, but they are pretty interesting reading.

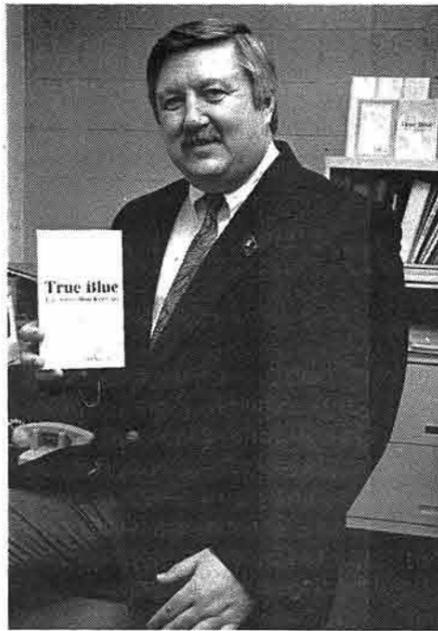
The first book is **San Quentin: Inside The Walls** by Nancy Nichols. This is a real look inside one of California's most notorious prisons. Much of the book is devoted to the history of "Q", and there are a lot of great photos. Nancy Nichols, who works at the prison has also put together some great stories about famous bad guys who stayed at this "iron-bar hotel".

One of the most surprising chapters deals with the women who were imprisoned in San Quentin. I hadn't even known that women had ever gone there. One of the strangest stories in the book is about Robert Wells, an inmate who helped build the gas chamber while he was serving time in San Quentin. After Wells was released on parole, he killed three people who interfered in a love affair of his...he was returned to the prison and executed in the gas chamber he helped to build. The book is filled with fascinating stories, facts and photos that make it terrific reading.

San Quentin: Inside The Walls is by Nancy Nichols; published by San Quentin Museum Press; and it sells for \$9.95. It should be available in any good book store.

I'm not going to do a long review of the second book. Let me just tell you that it is a compilation of war stories, hilarious and sad in turn, by a Chicago cop named Ed Nowicki. This book is filled with the kind of stories we all have heard after shift at the bar...but these are written down coherently by a natural story teller. I'm including an interview with Nowicki. Enjoy!

True Blue is available at most book stores for \$14.95. It is published by Performance Dimensions Publishing. It can also be purchased directly from the publisher (add \$3.00 S&H) at the following address: PDP, P.O. 502, Powers Lake, WI 53159-0502.



Interview With Ed Nowicki

The first well-known, real cop turned author was LAPD's Joseph Wambaugh with *The New Centurions* over twenty years ago. A few years ago, NYPD Lieutenant William Caunitz hit the best seller list with *One Police Plaza*. Both write novels that are consistently well received by the critics and sales are strong. Their writing is also very popular within the law enforcement community, since many officers consider them "one of their own."

A number of other law enforcement officers have also written novels, but most of them have had poor sales and they received poor reviews by the critics. Recently a new book, written by cop and author Ed Nowicki, has received strong critical acclaim from book review sources and across the wide ranging law enforcement community. This book, *True Blue, True Stories About Real Cops* may also hit the best seller list.

True Blue is a collection of thirty short stories about the realities of being a law enforcement officer. Some critics have said that *True Blue* is an emotional roller coaster ride that has the reader laughing one minute and crying the next. Its popularity is not only growing rapidly among law enforcement officers who consider the author to be "one of their own," but with the general public as well.

Ed Nowicki is a cop's cop who has survived six shooting incidents. He says, "You know you're a cop when the job gets in your blood. You eat, sleep, breathe, and live the job. Sometimes it's like being a junkie — you need your fix." Ed began his career with the Chicago Police Department in February 1968. He experienced the riots when Reverend Martin Luther King, Jr. was assassinated, and the 1968 Democratic National Convention that was held in Chicago. He worked as a patrol officer, a tactical officer, a detective, and a narc with the Chicago PD until he left with over 10 years on the job. Since then, he has worked for a Chicago suburb and as Chief of Police for two municipalities in Wisconsin.

Currently, Ed Nowicki directs the police recruit training program for Milwau-

kee Area Technical College and is a part-time police officer for the Twin Lakes, Wisconsin Police Department. He has written over 100 articles and is currently the Executive Director of the nation's largest law enforcement training association, the prestigious American Society of Law Enforcement Trainers (ASLET) with 4,000 members.

Ed Nowicki is a dedicated career law enforcement professional with a positive and up-beat personality. His usual response to a question of whether he can help out with something is a sincere, "If I can, I will. If I can't, I'll try anyway." Move over Joseph Wambaugh and William Caunitz, and make room for Ed Nowicki!

Question: You've received very wide acceptance of *True Blue* from the law enforcement and publishing community. Did you expect that?

Ed: I really didn't know what to expect when I began writing *True Blue*. Naturally, I tried to write it in a professional manner, but I used both my mind and my heart when I wrote it. The book is for cops and about cops. I know that many members of the public also have a fascination with police work, and I've been told by many that they really enjoyed reading it. I'm glad cops and the public enjoy *True Blue*.

Question: Why did you write a book of thirty short stories instead of writing a novel like Joseph Wambaugh or William Caunitz?

Ed: I enjoy reading novels, but I have a busy schedule that restricts me from getting into a good novel. Most police officers also have hectic schedules and find it hard to read an entire book in a short time. If you don't read a novel within a week or so, many people, including myself, have a hard time keeping the story straight. Each story in *True Blue* is self contained. I think law enforcement officers can read a short story and enjoy it, but they may go for weeks before they can read the next one. Today's fast paced society is more compatible with the short story.

Question: The uninhibited style from a cop's point of view in *True Blue* has been compared to some of Joseph Wambaugh's early works, and in particular, *The Choirboys*. How do you feel about that?

Ed: Almost any cop/author is compared to Joseph Wambaugh. Actually, I'm quite flattered, since I believe Wambaugh is an excellent writer that writes from the cop's perspective. But to be honest, I tried to write each *True Blue* story with a feel for the job. If I've done that, I'm pleased. It was not meant to be compared with any other author's work.

Question: Although most of your stories in *True Blue* are humorous, you've also written a number of very sad stories. Why did you fluctuate between the two emotions in the book?

Ed: I wanted it to reflect the full range of emotions that law enforcement officers experience while policing the streets of modern America. I wanted the readers of *True Blue* to get a feel for what the job is really all about. I wanted to expose the human side of police officers and show that they are people with very human feelings. You have to have a special personality with a good sense of humor to be a good cop.

Question: Are you ever ashamed of being a cop, particularly when the media

frequently shows law enforcement officers in a bad light?

Ed: I'm never ashamed to be a cop. In fact, I'm damn proud to be one. The law enforcement profession, as in any other, has a few people that don't belong. They may carry badges, but they're not cops. Being a police officer is an honor. We are the vanguards of society.

Question: What do you feel is the most important characteristic needed to be a good cop?

Ed: Without doubt empathy. You have to put yourself in the shoes of the people you come into contact with and treat them like you would like to be treated if you were in their situation. Having good interpersonal communications skills is definitely a big plus. I also think that good cops should be tough. I'm not saying mean or violent, but tough. It takes mental and physical toughness to get the job done and survive on a personal, emotional, spiritual, and professional level. Your attitude can make you or break you.

Question: What do you see for law enforcement in the future?

Ed: Accountability. Police officers will be held accountable for their actions, or their failure to take action. That isn't necessarily bad. We should be accountable, and maybe even under a magnifying glass, but we don't need to have our job performance analyzed under a microscope.

Officers will probably be more accountable for the use of force. There will, undoubtedly, be pressure to look for effective alternatives to the use of force that cause little injury to subjects. Some people see the video camera as creating problems for law enforcement. I can't see these problems; an officer's conduct should be the same, whether there's a video camera present or not. In fact, many patrol cars are now being equipped with video cameras.

Question: Now that you've written *True Blue* and received critical acclaim, do you now consider yourself a writer instead of a cop?

Ed: I'm a cop who just happens to write. My first identity is, and always will be, with law enforcement. In my own mind, I'll always be a cop.

Question: You have to be pleased about the attention that *True Blue* is receiving, but do you have future plans for any other books?

Ed: I've had a desire to write a police novel for a number of years now. It's just something I feel I've got to do. I believe the premise is unique, and in fact, it could cause quite a stir in the criminal justice community, particularly in the courts. I still have to work and pay the bills, but I've got to write this at some point in time so I'll schedule my time accordingly.

I'm also contemplating a second book of police "war stories" as a separate work, even though some will call it a *True Blue* sequel. I'd also like to hear from other cops about any highly unusual stories relating to the job. I've received a few so far, but I'd like to hear from others.

Question: Any final comments?

Ed: I'd just like to tell our nation's law enforcement officers to be proud of what you do and always hold your heads high. Never take yourself too seriously. Do your job to the best of your ability and stay safe. This is a tough job, but who ever said it was easy? You can do the job and that's what makes you special. You make a difference in our society. A big difference.

NOTE: *True Blue* by Ed Nowicki is available from select book stores and many law enforcement equipment dealers. It is also available from the publisher for \$14.95, plus \$3.00 shipping and handling. Contact: Performance Dimensions Publishing, P.O. Box 502, Powers Lake, WI 53159-0502, or order with a Visa or MasterCard by calling TOLL FREE 1-800-877-7413.

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And The Winner Is . . .



Ugh! We've come a long way, baby!
Submitted by James Curran, Retired

Runner-Up:

Gee, Sarge, I had garlic for lunch!
Submitted by Carl Vogolsang, Retired



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REAL TROUBLE AHEAD

by Michael Hebel, Police Futurist

By the year 2000 there will be a 22% increase in the number of California youth. Many will experience a changing family structure, chaotic economic conditions, declining resources from family service agencies, high secondary school drop-out rates, homelessness, and an employment market demanding skills and abilities woefully absent in large numbers of youth. Trapped in urban poverty while surrounded by affluence a combustible response is just a matter of time.

Youthful delinquency is expected to rise — especially in its more violent forms. Gang activity is expected to accelerate — especially in its illegal forms. California's disadvantaged youth, growing in number, will exert an enormous impact on urban police and sheriff's departments.

Every 35 seconds an infant is born to poverty.

While the sudden emergence of "crack" cocaine-related violence such as drive-by shootings caught government and law enforcement institutions unprepared, emerging trends indicate that there is real trouble ahead.

YOUTH — IGNORE THEIR NUMBERS AT YOUR PERIL

"The United States is creating a permanent underclass of young people for whom poverty and despair are life's daily companions. They cannot attain the living standard of most Americans because they are trapped in a web of dependency and failure" (1).

In California these children and youth reside primarily in large cities. Their impact on both the juvenile justice system and law enforcement has and will continue to be strong, growing, urgent, and demanding. Their impact will substantially affect the allocation of law enforcement resources; will result in changed policy, procedures and personnel staffing and will require exponential increases in law enforcement intervention.

Presently, youth up to 18 years old in California total more than 7.5 million. That number will increase substantially in the next eight years. Between 1992 and the year 2000, California's youth population will increase by 16%.

1970	1975	1980	1985	1990	1995	2000
6,549,000	6,432,000	6,419,000	6,988,000	7,701,000	8,431,000	8,666,000

One of every nine American children reside in California. By 2000, that figure will climb to one out of every eight.

Youth x Poverty = Real Trouble Ahead

POVERTY — TOO OFTEN YOUTHS' COMPANION

An inspection of the demographics reveals a major disquieting and shocking theme: California has 2 distinct groups of youth — one advantaged and one disadvantaged. In the past ten years the gap between the two has widened. The central factor distinguishing the two groups is poverty. An exceedingly large and growing number of California youth have been abandoned to poverty's ghettos.

1970	1976	1980	1984	1988	2000
828	1142	946	1730	1784	2600
12.7%	18.6%	15.7%	25.6%	23.6%	30.0%

In 1988, nearly one in four children in the state lived in poverty — and that number has continued to grow. There has been an 83% increase in the number of California youth living in poverty over the past twenty years.

Every 5 minutes an infant is born to a teenage mother who already had a child.

In 1990 the National Commission on Children reported that over 1 young person in 5 in the U.S. is living below the poverty level. Calling this "a staggering national tragedy" that threatens America's future, the Commission said that children have now become the poorest age group in the United States. The Center for Study of Social Policy reported in 1991 that the 1980's was "a terrible decade for kids." Compared with the start of the 1980's, American children are now more likely to be poor, pregnant, doing jail time or dead from violence.

The outlook for reducing poverty among California's youth without significant new policies is neither bright nor hopeful. Current trends (births to single parents, young parents with poor educational preparation for employment, immigration) indicate the problem will certainly grow worse.

Youth x Poverty = Real Trouble Ahead

POVERTY BEHIND — DELINQUENCY AHEAD

Poverty is the greatest risk factor of all. Poverty is relentlessly correlated with high rates of school-age child bearing, school failure and violent crime, all of which interact, reinforce one another and often cluster together in the same individual(4).

As a risk factor, poverty is used to predict the probability of future behavior. It is a statistical concept that does not lead to reliable predictions about individuals, but does lead to accurate assessment of probabilities. Risk factors in childhood are related to destructive adolescent and adult outcomes, and poverty is the greatest. National studies show that poverty is the most significant factor which will determine the health, education, and future prospects of a child(5).

In its annual report entitled *Crime in the United States*, the U.S. Department of Justice lists "crime factors" to explain the presence and volume of criminal activity. This list of "crime factors" includes: variation in composition of population, particularly youth concentration; economic conditions, including median income, destitution and job availability; and family conditions with respect to divorce and family cohesiveness(6).

Every 14 hours a child younger than 5 is murdered.

Childhood poverty shows itself to be the primary "risk factor," primary "crime factor," and a substantial "economic factor" in the link between it and youthful delinquency.

Prominent characteristics of adult criminal offenders clearly illustrate the long term effects ("rotten outcomes") of a disadvantaged youth.

Youth Living in Poverty	Adult Criminal Offender
— high rate of alcohol/drug abuse	— history of drug/alcohol abuse
— more likely to be abused/neglected	— victim of childhood abuse
— low high school graduation rates	— low educational achievement
— high rate of unemployment	— lacking occupational skills
— living in high crime rate areas	— living in poverty
— living in substandard housing	— multiple arrests
— more likely to suffer serious illness	
— more likely to engage in delinquent activity	

DOWNWARD TREND IN DELINQUENCY REVERSES ITSELF

Overall arrests among youth in California have declined through much of the 1980's. However, this trend has reversed itself in recent years — especially for serious offenses.

Most juvenile crime is concentrated in the 10- to 17-year-old age group, a population that has been declining in absolute and relative size from 1970 to 1985. Demographic projections suggest ever larger numbers of youth will reside in California.

Between 1975 and 1985, the absolute number of arrests among juveniles declined, as did the overall size of the youth population. Population data project that the youth population will increase over the next eight years nearly ensuring, when magnified by the increasing levels of youthful poverty, accelerating levels of youth crime through the year 2000.

Arrest Category	1975	1980	1985	1990	% change 1885-90
felony	127,842	97,376	73,521	91,373	24.3%
misdemeanor	156,971	158,235	131,667	127,543	-3.1%
status offense	86,137	30,396	25,773	23,611	-8.4%
Total	370,950	286,007	230,961	242,527	5%

While youth arrests have risen 5% from 1985 to 1990, the largest offense type increases (felonies) forecast a more mobile, violent, drug-oriented youth offender. In this 5 year period felony assault rose 78.7%, homicides 178.8%, motor vehicle theft

Youth x Poverty = Spontaneous Combustion

124%, robbery 50.3%, narcotics violations 52.3%, and weapons offenses 39.3%.

Youth x Poverty = Real Trouble Ahead

CALIFORNIA RANKS #1 IN INCARCERATED YOUTH

The rate of incarcerating California youth has increased significantly. Per 100,000 youth in the population, California ranks number 50 amongst all states. That is, it has the highest rate of youth incarceration in the nation(9).

CALIFORNIA YOUTH POPULATION IN COUNTY DETENTION FACILITIES(10)

Year	1978	1980	1982	1984	1986	1989
Total	6,028	6,818	7,508	8,252	8,598	13,961
Detained						
Percent change 1980-89: 105%						

This incarceration rate reflects California's present reliance on a juvenile justice philosophy that stresses the criminal responsibility of youth over the philosophy that emphasizes rehabilitation. California incarcerates a higher proportion of its youthful offenders than do other states with comparable large and heterogeneous youth populations.

YOUTH IN PUBLIC FACILITIES PER 100,000 YOUTH IN THE POPULATION(11)

	1975	1977	1979	1983	1985	% change 1975-85
U.S. total	152	149	151	176	185	22%
New York	97	82	81	104	98	1%
Illinois	79	84	88	127	126	59%
Michigan	127	153	155	163	170	34%
Ohio	209	170	173	225	230	10%
Texas	90	116	101	110	125	39%
California	275	268	292	390	430	56%

California's rate of juvenile incarceration is twice the national average. In this decade of governmental budget restraint, how much longer can this rate of incarceration continue?

A STATISTICAL REPORT CARD

Californians have much to be worried and concerned about. While an extraordinary 96% think California should rank in the top 10 states in caring for its youth, California was recently given an overall grade of "D" (seriously deficient) when its performance was measured on 27 indicators pertaining to health, education, safety, teen years, and family life (12). This report card found California had gotten worse on 48% of the indicators and that California's performance is worse than the national average on 89% of assessed indicators. When compared to the 10 best states, California's youth are:

- 13th in Infant Mortality
- 31st in Per Pupil Expenditures
- 31st in Unemployed Youth
- 35th in Teen Births
- 35th in Children in Poverty
- 37th in Prenatal Care
- 42nd in Graduation Rates
- 42nd in Child Support
- 44th in Nutritional Programs
- 48th in Child Abuse/Neglect
- 50th in Incarcerated Juveniles
- 50th in Student/Teacher Ratios

The number of California children and youth in foster care has climbed at an explosive rate, more than doubling in the past decade. In 1979 fewer than 30,000 children in the state were placed in foster care. By 1988 the number had increased to almost 70,000 and represented one out of every five children in foster care throughout the nation. The number of foster care children in California increased 44% between 1985 and 1988. The foster care system in California has been found overloaded with a consequence of increased mental health and delinquency problems (13).

Every 10 seconds of the school day a student drops out of school.

Between 1981 and 1990, reports of physical, sexual and emotional child abuse rose 212% in California, involving nearly 1 out of every 100 youth.

A December 1989 report from the U.S. House of Representatives' Select Committee on Children, Youth, and Families entitled "No Place to Call Home: Discarded Children in America" found that services for children are overwhelmed. At a time when children are being beaten, sexually assaulted, rendered homeless, and born into alcohol and crack-addicted families at the highest rates ever, the systems to save these children have broken down. The report forecast that the number of youth living in foster homes, hospitals and jails across the country may increase by nearly 50% by the mid-1990's. The findings for California were especially bleak (14).

Poverty is the strongest predictor of violent crimes committed by youth.

How does California treat its children and youth? How will that treatment impact urban law enforcement agencies in the next 10 years? Today law enforcement agencies have a clear choice — prepare or be increasingly overwhelmed.

Youth x Poverty = Real Trouble Ahead

THE CLOCK IS TICKING

Increasing numbers of youth in California plus increasing numbers living in poverty = increasing delinquent behavior and other social pathologies. This potent mixture, throughout the 1990's, will escalate and accelerate.

Law enforcement's response to this impact will be constrained by budgetary and work force considerations. Constrained but not restrained! Law enforcement has the present ability, through adoption of policy, procedure and resource allocation strategies, to manage, control and direct this impact.

A CALL TO ACTION

There is a popular story that succinctly describes the present dilemma of law enforcement in responding to the impact of disadvantaged youth.

Two men were walking alongside a river bank when they heard cries for help. Seeing a man thrashing about in the water, they immediately jumped in and pulled him to shore. But just as they reached the bank, they heard additional calls for help. They looked up and to their amazement saw not just one but a whole line of bodies coming downstream, each in trouble. The rescuers valiantly jumped in, time and time again, to save as many people as they physically could. They were not able to get to everyone. Finally, weary and near exhaustion, one had an idea. He told his companion to stay and do what he could while the other went upstream to see if he could keep the people from falling into the river in the first place.

The effects of poverty, poor nutrition, parental neglect, child abuse and adult drug and alcohol abuse are endangering a whole generation of California youth.

Law enforcement agencies in large, urban California cities and counties must go "upstream" with policies, procedures, and personnel to establish mechanisms to prevent as many youth as possible from falling into the river. Here are 5 suggestions:

- Develop a community policing strategy.
 - Develop a juvenile diversion program.
 - Become a major player in inter-agency efforts to provide comprehensive, intensive, and coordinated youth services.
 - Create community awareness of the condition and plight of disadvantaged youth and work with the community to find lasting solutions.
 - Obtain additional funding for enhancement of agency youth programs.
- I invite you to join me upstream... where together we might make a difference.

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MOU

(Continued From Page 7)

In this October 23, 1991 letter, I reiterated that the Association takes these matters seriously, and is committed spending a great deal more time and energy in attempting to improve the Department's disciplinary procedures.

November, 1991

In our November 13, 1991 meet and confer session, we were advised by City representatives at the bargaining table for the first time that the Police Commission was not interested in discussion or meeting and conferring over any of the proposals that the Association had made. In addition, and amazingly under the circumstances, they stated that the Commission wanted us to agree to three outstanding "openness" proposals that the Commission had already acted on at its October 23, 1991 meeting. The Association's response at this meeting was that the position taken by the Commission and the City was simply unacceptable. We stated we would not then go back to the 1,700 officers represented by the Association and advise them that the Commission was not interested in even discussing any of their proposals. We explained that this was particularly bothersome, since the City had just concluded extensive negotiations with virtually all other City employee organizations over disciplinary procedures

and agreed to substantial changes which were supported not only by the City employee unions, but also the Mayor's Office and the Board of Supervisors. In fact, those same proposals, which permit the use of neutral arbitrators to decide disciplinary matters, had just been approved by the voters. We then strongly suggested to City representatives that they consult with the Police Commission again and come back with a more responsive position so we could begin to work together to improve the Department's disciplinary procedures.

POA attorney Vince Courtney then contacted Commissioner Keker to find out if, in fact, he didn't have some problems with some of the proposals that were being put forward at this time. Remember, it was a political season and the runoff election campaign was underway, with the Agnos Administration, including Keker, on one side, and the POA on the other. Keker agreed that he did have some problems with some of the proposals, and agreed also that it wouldn't make any sense to meet before the runoff election. We specifically stated that if Agnos were to lose, he would be off the Commission the next day. Keker added that if Agnos were to win, he [Keker] would be willing to meet with the POA the day after the election.

Subsequently, Agnos lost, and Keker changed his mind.

The City's Employee Relations Director at that time, Magdalena Jacobsen, contacted the POA and suggested that when we proceed with the impasse/arbitration proceedings, that we deal with the disciplinary matters, as well. We agreed to do so, and had our first meeting with John Kagel in early January. The City's representative at that time was John Liebert, who agreed that we could appropriately deal with disciplinary matters through the mediation process, and the parties agreed to do so.

It was then that John Keker threw a monkey wrench into these plans. Keker wanted us to meet, but only on the proposals that were made by the Police Discipline Task Force. He attempted to schedule a meet and confer session with us, wherein we would only be able to discuss the proposals that were being made by the Task Force. In addition, we would have no right to make any counterproposals. Thus, there would be no negotiations. He would simply meet with us, explain what he wanted to do, and then have the Commission go ahead and implement the measures.

We obviously protested, as what he suggested constituted an unfair labor practice, and insisted that if we were to discuss these matters, we'd do it at the bargaining table, where we could exercise our right to meet and confer, which includes the right to make proposals on behalf of our members.

At this point, the Mayor's office intervened, the meeting that Keker attempted to schedule was cancelled, and it was agreed by representatives of the City that any discussion of these matters would be pursuant to the meet and confer process, with the POA being able to exercise its right to negotiate or meet and confer on behalf of its members.

Subsequently, we did not deal with disciplinary matters in the mediation process because the City Attorney gave an opinion that our proposal that disciplinary matters be subject to arbitration was illegal. At the same time, we learned from the Mayor's office that Keker was no longer going to be on the Commission. We then decided, together with the City, not to deal with disciplinary matters until the new Commissioners came aboard and had the opportunity to decide what it was they wanted to do. It was agreed that we would then meet and confer with the Commissioners on disciplinary procedures, including any Proposals that the

City might want to make regarding "openness".

Thus, it was most surprising when the Board of Supervisors, for the first time, through its Administration and Oversight Committee, insisted that the Police Discipline Task Force "openness" proposals be contained within our MOU. Clearly, we have not met and conferred over them, and we are not even certain that the position taken by the Committee is one which is supported by the Mayor, the Chief of Police, and the Police Commission.

It is our opinion that John Crew has attempted to isolate the POA's proposal for arbitration. He knows, or should know, that it is one that would be widely supported throughout the City, as has been evidenced most recently by a charter measure permitting arbitration as to all other City employees in discipline cases. This measure passed handily in November, 1991. It was, in fact, supported by the Board of Supervisors and the Mayor, as well as all City employee Unions. Crew would like to have the City deal separately with his "openness" proposals, in an effort to get the City to implement them without addressing any of the concerns that the POA might raise.

We are currently communicating with members of the Board, and will be communicating with the Jordan Administration, including Chief Hongisto and the Police Commissioners, to find out what exactly the City wants to do. It is and has been the POA's position that it would not agree to the remaining 'openness' proposals unless the City agrees that disciplinary appeals in the future will go to neutral arbitrators, rather than to the Police Commission. Meanwhile, our MOU should be adopted expeditiously, without the necessity of our returning to the Arbitrator. However, if we must, we will do so soon enough so it is implemented before July 1, 1992.

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THE MEMBERS SPEAK

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The Un-silence Of The Lambs

by John Sterling, Co. H

Comity and decency are notions that are no longer in vogue in this Department, especially from the top of the hierarchy. They adhere to the Machiavellian view that these notions have no place in the political arena. They, who never entertained the notions, can laugh at our naivete, but for the few who still do, we expect it most especially from those who rule over us. A case in point. If we are to believe Former Chief Casey that his dismissal was abrupt and summary, then, at the very least, it was ungentlemanly in its execution. There are decent means and there are vindictive means to reach an end. One is either saddened or elated depending on one's proclivity for the former or the latter. If it can happen to Will Casey, it can also happen to his successor. It is unlikely, however, in view of Chief Hongisto's political acumen. He certainly would know how to preempt his nemesis.

I am not Casey's apologist nor his paladin. He is capable and articulate in his own right. With a new career awaiting him, it is all a moot point to him now. It is up to us who remain to debate and argue what those at the rear and at the top have designed for us. They can leave out of the equation our thoughts, feelings, aspirations and wishes, and widen the distance between them and us until even our echoes become inaudible, but it is us who make things work. If we don't do good, they don't look good.

A local paper ludicrously opined that the Mayor would not have picked Chief Hongisto without the prior blessing of the POA, NOT! The Mayor was spurred by his own ulterior motive. He alone is responsible. I grant him the right to exercise his power, but to suggest that the partisan interest of the rank and file entered into his deliberation is to forget his known habit while he was the Chief. This was an act of "Noblesse Oblige", or if one is really cynical, a "Quid Pro Quo", no more, no less. Besides, it's not as if Chief Hongisto is in dire need of a sinecure job like his erstwhile buddy Agnos. Was not Chief Hongisto elected in his own right as the City's assessor? And the people who elected him, are they not entitled to ex-

pect him to fulfill his promised obligation? In the field of outside choices, Chief Hongisto's checkered law enforcement record lags him behind them, including his former assistant, current Chief of Charleston, South Carolina, Reuben Greenberg. But before I make it into someone's enemies list, let me sincerely congratulate Chief Hongisto in his and our challenge. I truly wish him well. My initial discomfort is just that he lacks the "sound of thundering hooves and a cloud of dust" that preceded the last outsider, former Chief Charles Gain. In spite of the controversial saddlebags he carried, he nudged this Department from its inertia, and it's never been the same again. He demanded and pursued his own independent agenda. All the others who since followed him seemed to have just tripped into the position without any distinctive program. They were "shooting stars without traces." They seemed to have only stayed for the duration and for the money, and ensured that their acolytes were taken care of. Another stark difference is that Charlie Gain never harmed even the wayward cop, but wisely understood the effects of a pernicious "system." In contrast, ask any beleaguered cop, victimized by malice of recent, how they fared against any of the other chiefs. These same chiefs, having outlived their usefulness, barely rate a civil applause at police gatherings, as they sadly try to revive old camaraderie. They were insulated when they ruled, and they remain insulated after the equalizer known as retirement came upon them.

At the risk of being indecorous and uppity, I boldly offer unsolicited advice to our new Chief. The inevitable reorganization will come and new heads will be appointed. As a departure from the past, give these new guys specific missions, and a firm timetable for bringing results. If they are not forthcoming, let others try until we exhaust the ranks. Those of us in the trenches, who face daily the impatience and wrath of the people, for once would like to look the people in the eye and not feel guilty of taking their money for nothing.

There! Now that I have spoken treason, I await chastisement.

The Right To Remain Silent

by Con Johnson, OFJ President

'You have the right to remain silent, anything you say can be used against you ...'

A chain of recent embarrassing and chaotic events have occurred surrounding two controversial sections of the proposed, tentatively agreed upon Memorandum of Understanding (MOU) between the POA, who is the sole bargaining agent of the San Francisco Police Department, and the City which unfortunately have plummeted our very own Police Department into a sad state of division. Several members of our gracious department decided to take a risky, rare, and courageous, if you will, act to speak out on these areas of alleged unfairness as it relates to 'taxation without representation'. These members of our Police Department felt strongly about having their concerns heard, insofar as they were even willing to publicly denounce certain stipulations set forth in the MOU regarding a nondiscrimination clause as well as a maternity leave policy. One can only assume that their request was quite simple in nature; either the bargaining agent representatives come clear and address their issues or they would apparently have no other alternatives but to elevate their concerns to a higher governmental entity, better known as the Board of Supervisors, who would apparently listen to their cries for justice. Despite their tenacious efforts to separate themselves from the status quo and to break the proverbial code of silence, these individuals have awakened to an invisible wall of great opposition. However, in my opinion, the basic premise for such an untimely revolt stems from an unequivocal sense of ineffective communication between the disputants. My intent is not to examine the two questionable sections within the MOU, which would require extensive research, but instead to focus on the important need for all of us San Francisco Police Officers to work in unison by listening, communicating, and understanding each other in order to reach our common goal in obtaining the best MOU (contract) in the

history of the San Francisco Police Department.

First of all, we must realize that listening is an intricate aspect of effective communication. This requires individuals who are engaged in a conversation to pay close attention and listen to what the other person is saying. Nevertheless, as police officers, some of us often forget this particular concept when we are dealing with our very own. I personally believe that the majority of us have this deep fraternal need to belong, and as a result of this need, we are forced to stay within our comfort zone of collective thinking. This means one seldom ventures out and takes an independent position on issues which may be considered controversial. Nor would one be willing to listen to individuals who have a different perspective, outside the norm, on particular issues of importance (i.e., sexual harassment, maternity leave policy, etc.). As police officers, we have failed miserably to listen to the voice of diversity. It is automatically assumed that each individual officer should think and talk the same way as his/her coworkers, and God help the officer who takes it upon himself/herself to stand up for something that does not fall within the basic, ambiguous criteria of acceptance. Furthermore, the officer who dares to exercise his/her individuality takes the tremendous risk of being shun, isolated, and in some cases, persecuted by his/her own peers. However, I firmly and honestly believe that "unless you stand for something, you will fall for anything". Listening is not always an easy process to accomplish. We all have certain natural obstacles, such as our biases, likes, and dislikes, which interfere with our ability to listen effectively, but if we can learn how to respect each other for our uniqueness, then we can hopefully coexist with less division.

Secondly, when one is confronted with a dilemma or a problematic situation which happens to involve another person, it is imperative at this point that the individuals initiate a line of positive communication so that a resolution can be

(See RIGHT, Page 17)

The Firing Of A Chief Of Police

by Gino Marionetti

The Mayor has a right to appoint anyone he wishes to be his Chief of Police. My reason for writing this article is twofold. The first is the leaking out through the grapevine that a new chief had been appointed. Evidently Chief Casey had heard the announcement either on the radio or from some high-ranking members of the department. The announcement should have remain secret until the Mayor had actually informed Willis Casey that he had decided on appointing a new Chief of Police.

The formal announcement came when the Mayor informed Chief Casey in person that he was no longer the Chief of Police. This came as no surprise, as he already had that information. How the media came across the news is not known to me, but regardless of that a person relieved of his duties should get that knowledge prior to gaining that knowledge from the news.

It was during the mayoral campaign that a falling out came. When the Mayor was the Chief of Police he personally

appointed Willis Casey as his assistant chief. It would have been commendable of the Mayor to forgive and forget look at the friendship and respect that these two gentlemen once shared.

Here is my second reason for this article. I do not agree with the Mayor on his choice for our new Chief of Police.

There are many fine officers from the rank and file that have the necessary qualifications to lead our department in these trying times.

We're back to the Charley Gaines era, and you know what the morale factor was under his leadership. I can best describe the new Chief by comparing our department to that of a ship out at sea, in rough, deep water, without a compass or rudder.

What is it with this political peripatetic (moving from one place to another) who continuously takes giant steps and comes up smelling like a rose. Doesn't anyone ever take the time or make the effort to look at his track record which speaks for itself. He was appointed the Chief of Police in Cleveland but lasted only a short period of time. Next on his itinerary

was the New York Department of Corrections. He showed vast improvement as he lasted for eleven months. Everyone is entitled to a second chance, but how many chances do we allow a person before we say enough is enough.

Willis Casey's last days as Chief were rewarding. He visited as many units as possible, shaking hands with his comrades, thanking them for their dedication, and devotion under his administration. He did manage to bow out gracefully. He stood tall and erect with dignity, class and an abundance of friends as he closed the door behind him for the last time.

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BALMY

(Continued From Page 6)

the direct order of Chief Nelder. It took courage to issue such an order as the repercussions could have proven disastrous. My hat is off to him as my curiosity has been aroused as to how many Chiefs in the entire state would have given their men such a direct and explicit order. A perfect example was that one evening around 8 o'clock, the Silver Market at Silver and San Bruno was held up by our boys, they took the Special's gun, made him lie on the floor, fired a round approximately one foot from his head and let one go into the ceiling. A stakeout vehicle parked approximately a block from their home observed them returning from the robbery. As they exited from the auto, they gave each other high fives, then opened the trunk and removed the ski masks, guns and money bags.

Another long night, another stakeout. A plain clothes unit is in the area of their pad on 22nd Street. Silence is deafening, suddenly a voice is heard. Sergeant Frank McFarland requests that all of the units meet him at a designated location. Andy and Gerry Evans are partners. Gerry states that it was a pleasure working with Andy Balmy. He knew that Andy and Joe Brodnick had a lot in common and were the best of friends and shared their love for the wholesomeness of the outdoor life. He states that Andy is one of the most respected cops in the business. A guy who gave his best from the day he raised his right hand to the day he retired. Five minutes go by and Gerry and Andy's hearts start to flutter as three of the suspects jump into their car and drive off. Gerry and Andy alerted the other units. The three cased many supermarkets and liquor stores during the surveillance throughout the Park and Richmond districts.

Two suspects were observed putting on their ski masks, weapons in hand and were planning on robbing a supermarket at 25 Point Lobos. The employee had just closed for the evening and just waved at them through a locked door without even looking at them. Two of the subjects were recognized, Gary Lescalette and Dennis Calderon. Lescalette had the reputation of being the most cold-blooded killer of the group. He lived up to his reputation when a young man who had escaped from a detention center made the mistake of ripping off some jewelry from Lescalette's girlfriend. His body was eventually located in Bernal Heights with a bullet through his head.

While the suspects were cruising, the

right rear tire went flat. Two hippies, drinking wine, volunteered to change the tire. In doing so, they accidentally broke the right tail light glass which proved one of the turning points of their apprehension. A near collision with a bus caused Gerry to accelerate to avoid an accident; however, it caused him to be right back of the suspect's car who had stopped for a red light. Lescalette sitting in the back seat looked directly at Gerry Evans and smiled.

They had to fall back and eventually lost sight of the suspects' vehicle. Approximately ten minutes had elapsed when Gerry and Andy spotted that bright red light on top of a hill and notified all other units.

The moment all of the units had waited for was to come true. They stopped at Gene's Liquor Store at 32nd and Taraval. They exited from their vehicles, put on their ski masks, armed themselves and started for the liquor store. Andy appeared relieved that he would be able to partake in the arrest of suspects who killed his friends. The long awaited moment had arrived. The units were alerted. "It's going down, they're on their way." All hell broke loose, over 70 rounds were fired with shotgun blasts as well as from AR14's, 357's Magnums. Andy and Gerry took care of the driver, Danilo Melendez, alleged triggerman that killed Joe Brodnick. He attempted to go for his rifle that he held between his legs and it was necessary for Gerry to fire a round through the windshield. Melendez thought he had been hit, put his hands to his face and was then handcuffed and arrested by Andy and Gerry. Dennis Calderon was then observed running toward the car; Tom Tyrell armed with a shotgun let one go and lifted Calderon five feet in the air. Larry Pasero then took care of Lescalette and fired one round which hit its mark. Even then Lescalette managed to crawl back into the liquor store, placed himself by a window and fired blindly until he ran out of ammunition. Willie Johnson took his AR14, ran up to the window and emptied his entire ammunition clip. Willie, if you read this article, please report to the police range for revolver and shotgun practice. The area looked like a battlefield. However, strange as it may seem, the only damage to the store was a broken liquor bottle and a bag of potato chips.

It was a night that made all of the stakeouts, patience, disappointments worthwhile. The teamwork that was displayed should be commended. Andy looked toward the stars and smiled. This time the court did mete out justice as they were convicted and received long prison terms. It was now Andy and Gerry's turn as they walked out of court to look at the defendants, smile and feel the refreshing ocean breeze on their faces.

One of the members of the La Siete De La Raza had fled to Cuba and was subsequently killed. Poetic justice prevailed for Danilo Melendez as serving his sentence

in state prison, he was knifed by a fellow convict that proved fatal. It occurred on the same month and date exactly one year after the death of Joseph Brodnick.

Gary Lescalette was released from prison but continued his life of crime. He kidnapped a woman in a parking lot in the East Bay shopping mall and killed her. He is presently serving a life sentence in a state prison.

Dennis Calderon will walk with a limp for the rest of his life due to the shooting that occurred at Gene's Liquor Store.

Paul McGoran, one of the city's finest police officers, was never the same after the death of his partner. No mortal person could have done more under such hazardous circumstances. His admiration and respect for his partner continued throughout his career. Paul received God's call and I feel certain that they have been reunited in the kingdom of heaven.

Our man expresses his feelings that he has no regrets, he enjoyed every moment he was a police officer, had great assignments, great bosses, knowledgeable people that he worked with and for. If he considers himself as being successful then the credit must go to them. He always shied away from publicity and preferred to remain in the background. With his numerous accomplishments it was never I, I, I, but rather We, We, We.

He will always be grateful that he chose police work as a career but what is dearest to his heart is the opportunity of meeting so many beautiful and wonderful human beings, the many friends he met along the way.

Wholesomeness Of The Outdoor Life

Andy's perfect vacation would be a trip to Alaska. A remote or an isolated camping site away from civilization, spending his days hunting or fishing in a tract or region uncultivated and uninhabited by human beings.

The only thing that would prevent him from doing it would be the love for his family which he has never neglected. He attended many of his daughter's academic functions and was always there to encourage his sons when they played baseball for the CYO, High School and college.

Outside of that endeavor, love for the outdoors gave him a great deal of pleasure, relaxation and happiness. He received his first rifle at the age of eleven, given to him by his step father. He was also the one who introduced him to the wonders and enjoyments of camping outdoors. Andy recalls as a young boy, his step father would take him out of school so they could spend the day hunting.

For fifty years Andy has maintained his love and interest in the many adventures and bewildering situations that would arise. Since 1948, he has dreamt of going on a hunting expedition in Alaska. He was somewhat familiar with the land due to spending time in the Aleutian Islands during the Korean conflict.

Andy thought that his dream would be just that. There were other more important things to consider, such as raising a family and buying a home. Fate plays a great part in one's life. Being in the right place at the right time could change the destiny of a person.

One evening Andy and Dennis Devlin, "The Promoter", were having a cup of coffee when a lady asked them for some advice. Her husband had left her with five children, she was holding down two jobs,

her house caught on fire, her car rolled down the hill. The payoff was that her insurance company was giving her a bad time. Andy, feeling some compassion for her, said he would look into her case. He contacted a personal friend who was a member of the Insurance Commission Board in Sacramento. The pendulum finally swung in her favor as she was finally reimbursed and received top dollar for her losses and misfortunes.

Two months went by before their paths would cross again. She thanked him, felt indebted for the assistance and the kindness that was rendered to her. The promoter, Dennis Devlin, seeing the opening informed her of Andy's dream and his love for the outdoor life. She mentioned that she would write her dad, John Luster, who just happened to be the top hunting, fishing and camping guide in Alaska and knew that he would extend an invitation to Andy to at last realize his dream. Anyone who knows Andy knows that he is one of the calmest and most non-excitable persons one could ever meet. Now just the opposite occurred as Andy started to stammer in his speech and couldn't get the words out of his mouth fast enough.

Andy did receive the invitation with one stipulation; that he would have to spend at least six weeks so he could become acclimated to the various weather conditions.

His first trip was in 1970. It was everything he had anticipated, even beyond that, it was more exciting and enjoyable than his dreams. At the last count he has made thirteen trips to Alaska. Andy, known as the Great Alaska Hunter, was like a child running down the stairs on Christmas morning to see what Santa Claus brought him. With Andy it wasn't toys, but the thrill of the chase.

Andy and John Luster hit it off right from the beginning. A binding friendship developed. John Luster was impressed by Andy's love for the outdoor life. He was invited to come back the following year. Luster took him under his wing, instilled all of his knowledge; expertise that took years to acquire.

His family accompanied him on several of the trips, the youngest boy being five years of age. They would bring staples such as coffee, sugar, oil, canned goods and fruits, but had to rely mostly on fishing or hunting for their main source of food. To arrive at their remote camping site a bush pilot would fly them there and return in ten days to fly them back to civilization.

While camping they had no means of communications. In the event of an emergency, their closest destination to civilization was the city of Anchorage, only five hundred and fifty miles away.

The family trips were a great tonic as it brought them closer together and enriched their lives.

The ptarmigan is the state bird of Alaska. It survives in the Alpine area and cold climates and is truly a delicacy that can't be described except that no other fowl can come close to it.

Andy loves having his friends join him on his hunting and fishing expeditions. Our brother in heaven, Edward Grant; Joe Brodnick's son, Robert and Ron Kern have taken him up on his invitations. Bob Brodnick and Andy have become close friends to the extent that Andy had the honor of becoming the godfather to Bob's

(See BALMY, Page 17)



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BALMY

(Continued From Page 16)

son. There were other places that had to be explored. Andy and Bob decided that Colorado looked inviting and were successful in hunting elk.

Fishing for sturgeons around San Francisco Bay as Andy guides and instructs some of his comrades, Tony Cammerleri, Bob Brodnick, Mike Chase, and Ron Kern how to reel in a hundred pounder and the thrill as well as the achievement in winning the battle.

Salmon fishing in Canada for two months with more of his buddies listed above with the addition of John Hennessey, Rick Atkins, Napoleon Hendrics and Carl Klotz.

The one person who has continuously turned down his invitations is a person who Andy holds in the highest of esteem, a man who has earned his respect and admiration: Ray Canepa. Andy is thinking that maybe he has a gimmick, perhaps making a fishing rod out of one of Ray's baseball bats.

The Marines had an ad on television, saying that they are looking for a few good men. How fortunate that we had the real McCoy in men like Andy and all of the men whose names were mentioned in this report, the living as well as our departed brothers.

You have been fortunate to have lived such an interesting and invigorating life, you have known the love of a woman, raised a beautiful family, your dreams have come true of your love for the outdoors and along the path of life you were a success in your chosen profession.

The thrills and accomplishments have been many. There is one thrill that I would not like to encounter. The thrill of coming face to face with a polar bear. I assure you that if I were in that position it wouldn't be face to face but all he would see would be my posterior while I was breaking the 100 yard dash record.

Andy speaks Russian fluently and has always spoken to his mother in her native language. He has recently received an invitation from the Union of the Soviet Socialist Republics to be their guest and share his expertise and experience with their Criminal Justice System in dealing with narcotics and prostitution.

If you decide to accept their invitation, I know that all of your friends wish you Bon Voyage, continued good health and happiness.

How does one measure a person's success in life. The definitions have many connotations. Some place the accumulation of wealth high on one's list while others give a person's station in life that brings him notoriety and respectability as being important. You answered the question with simplicity when you stated that if you had your entire life to live over that there would be very little that you would change. You place great emphasis on the important things in life that most of us take for granted. The love of a woman, a beautiful and precious family, one daughter, five sons, being there when you were needed, their education and being a model father.

The world is a stage, you played your role magnificently, and along the path of life you always found time to show kindness and compassion for those who required your services. You were successful in your chosen profession; remembering to give praise and credit to your fellow officers and the many friends you made in and out of the department. The respect and admiration shown to you was not due to your station in life as it was never demanded but rightly earned.

In ending as in the beginning, you may have been physically small in size but like David you used your wits and became in Giant in so many different ways.

It's been a hectic day Andy. Why don't we cut school and go fishing.

RIGHT

(Continued From Page 15)

obtained. We utilize this method of communication/resolution on numerous occasions during our regular tour of duty. For instance, it is not uncommon for an officer to respond to a family disturbance, only to find the combatants at each other's throat. The officer must then quickly intervene and immediately take action to gain control of the situation. Once control is established, the officer can proceed with certain mediation techniques, which usually involve the combatants to engage in some form of communication. This communication phase would allow the combatants an opportunity to collectively reach a temporary or permanent resolution to their problem. Members within our institution of Law Enforcement can greatly benefit from the aforementioned basic concept of communication/resolution. Rather than engaging in confrontational and adversarial behavior toward each other, we should really make an admirable attempt to effectively communicate instead. This may subsequently prevent members from participating in destructive interaction which serves no one any good purpose. I often wonder if the recent embarrassing events would have occurred if in fact the participants would have taken the time out to communicate and discuss their differences and concerns first. Besides, if we cannot talk or communicate with each other, then we only circumvent and undermine the true meaning of communication.

Although listening and communicating are two important factors in the area of dispute resolution, one must first realize that these two elements really cannot be utilized correctly until one learns the essence of understanding. Understanding is the faculty or power which one understands. Therefore, in my opinion, we should at least make some effort to keep and maintain an open mind when we talk to each other. Since our Police Department is in fact a microcosm of society as a whole, we again must realize that we all have different opinions and perceptions. Understanding the fact that everyone has the right to express himself/herself as he/she reasonably deems fit is the premise for respecting each

other for their own individuality. We should embrace the reality of diversity so that we can better understand oneself. I am currently assigned at Mission Station where I occasionally get the privilege and opportunity to engage in some rather interesting and mentally stimulating conversations with an excellent coworker of mine. This person, who I will not name out of respect since I did not adequately obtain his permission, and I usually involve ourselves in such deep and intense conversations, whereas a crowd of police officers gather around us just out of curiosity. After minutes of meaningful debate and enormous disagreement, I can honestly say that I walk away not as a champion in getting my point across, but as a person who truly understands that everybody is entitled to his/her opinions and the right to express said opinions should always be respected. Moreover, understanding the right of expression is, in essence, affording a person, especially a fellow police officer, his/her rights under the auspices of the First Amendment.

I confidently believe that we all will have a ratified MOU/contract in the near future, and as the result of this great new accomplishment, we all can live happily ever after, or can we? So, as we receive our new found wealth of benefits and other concessions which we are entitled to, let me take this opportunity to thank all those individuals who participated in the negotiation committee and at the same token allow me to remind you that **'you have the right to remain silent, anything you say can be used against you in the San Francisco Police Department.'**

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POLICE ACTIVITIES LEAGUE



When a pal
needs a PAL

PAL RIFLE PROGRAM

by Officer Janet Scarborough,
PAL Rifle Program Commissioner

The PAL Rifle Program accepts participants who are between the ages of 12-18 years and are residents of San Francisco. Participants are also required to maintain a "C" average in school. Prior to participating in the program, shooters must have written permission from their parents. They meet every Friday night during the school year at 6:00 PM at the Fort Scott Indoor Range in the Presidio.

The PAL Rifle Program emphasizes the safe handling of firearms. The first session a participant attends, he/she receives a lecture on the safe handling of firearms prior to handling a rifle. The participants fire .22 cal bolt action rifles on a 50 ft. course, at NRA approved bulls-eye target. The participant begins shooting from the prone position and progresses to the sitting, kneeling, off-hand (standing) positions.

A little-known fact is that there are many college scholarships available today which go unawarded because riflery receives less emphasis than in times past. Currently there are twenty active shooters participating in the program. Shooters are recruited on an ongoing basis. Anyone interested in observing or participating in the rifle program is welcome to do so. The class meets on Friday nights during the school year, 6:00 PM, Fort Scott Indoor Range in the Presidio.

SAN FRANCISCO YOUTH BASEBALL

by Stan Chiarucci,
PAL Baseball Director

San Francisco Youth Baseball which is jointly sponsored by PAL, FLAME and Park & Recreation, has started its 1992 Baseball season. Season play for the T-Ball (6-7), Pinto (7-8), and Mustang (9-10) commenced April 4th. League play for the older groups, Bronco (11-12) and Pony (13-14) will begin on April 25th.

The tri-sponsored program has been able to achieve its major goals of providing an opportunity for a greater number of youngsters to participate and to improve the caliber of play.

The program will field 31 teams in T-Ball, 32 in the Pinto, 50 in the Mustang,

37 in the Bronco, and 27 in the Pony, representing 3,186 youngsters, an increase of 10-12%.

To improve the quality of play, the league directors, in conjunction with baseball coaches from the AAA and WCAL, sponsored a Coaches Clinic for volunteers in February. The well attended clinic dealt with team organization, developing proper attitudes as well as teaching specific baseball techniques, and safety procedures.

Teams representing San Francisco Youth Baseball, for the first time in recent memory, placed first in local tournaments held in Millbrae and South San Francisco last year.

PAL SOCCER

PAL Soccer League started on April 4th. There are 16 teams in the Under 8 division, 15 teams in the Under 10, 9 teams in the Under 12, 8 teams in the Under 14 and 19 teams in the Under 19.

There are 858 participants this year. The games are played every Saturday (except Easter and Memorial Day weekends) through June 6th at the West Sunset and Beach Chalet Fields.

SF PAL YOUTH CHEERLEADING SIGN-UPS

at Hamilton Recreation Center
Auditorium Located at
Geary Boulevard and Steiner Street

Friday, May 1: 5:30 PM - 7:30 PM
Friday, May 15: 5:30 PM - 7:30 PM
Friday, June 12: 5:30 PM - 7:30 PM
Saturday, June 13: 11:00 AM - 2:00 PM

Participants are needed for five different squads ranging between the age of 5-14 to represent the City of San Francisco in the Pop Warner Junior Football Conference.

PAL JR. GOLF

Youngsters ages 7-18 who are interested in PAL Jr. Golf Program are invited to participate. There are 2-hour clinics planned and 6-week sessions in the summer. The participants who attended the January 11th and April 11th clinics learned different shot techniques and course management from the Golf Pro's.

If you would like to be placed on the mailing list, please call the PAL Office at 695-6935. Information will be sent as details are finalized.



PAL CADETS—SERVING THE COMMUNITY, LEARNING, AND HAVING FUN

by Lt. Tony Balzor,
PAL Cadet Commissioner

Here is a partial list of PAL Cadet activities since January:

01/20/92 - Dr. Martin Luther King, Jr. Memorial March—served as march monitors.

02/01/92 - Tenderloin Tet Festival (Southeast Asian New Year)—served as parade monitors.

02/09/92 - Chinatown Youth Run—served as race course monitors.

02/15/92 - Chinese New Year Parade (evening)—served as parade monitors.

02/22/92 - Stonestown Mall Festival—staffed a fingerprinting booth for young children.

03/21/92 - KGO Radio Leukemia "Cure-A-Thon"—helped direct visitors, entertainers, and guests.

04/04/92 and 04/05/92 - Japanese Cherry Blossom Festival—helped the Asian Peace Officer Association take fingerprints for young children.

Quite obviously, the Cadets have been very busy. They have been doing an outstanding job of providing community services and representing both SFPD and PAL. The above activities are all voluntary, and are all performed in addition to attending weekly class meetings for instruction, drill, and field trips. PAL Cadets will be assisting in various capacities at the Annual Police/Fire Mass at St. Cecilia's Church on April 26th and at the Police Academy Graduation on May 12th.

Several Cadets deserve special recognition for exemplary service: Joe Lopez, Reynaldo Esplana, Ken Knight, Gene Wong, Dominic Bogni, Roberto Alfaro, Gwen Chu, Nathan Asbury, Joe Hwee, Aaron Litwin, and Joe Reymundo.

There are still some openings in the Cadet Program for interested men and woman ages 15-22. It is an excellent opportunity to learn about law enforcement as a possible career, and to develop socially and intellectually.

Contacts:
Off. Doug McConnon 695-6921
Lt. Tony Balzor 695-6925

SF PAL YOUTH FOOTBALL SIGN-UPS

at Hamilton Recreation Center
Auditorium Located at
Geary Boulevard and Steiner Street

Friday, May 1: 5:30 PM - 7:30 PM
Friday, May 15: 5:30 PM - 7:30 PM
Friday, June 12: 5:30 PM - 7:30 PM
Saturday, June 13: 11:00 AM - 2:00 PM

Participants are needed for four different teams ranging between the age of 8-14 to represent the City of San Francisco in the Pop Warner Junior Football Conference.

ALLEGED PAL TELEPHONE SOLICITATION

There are several organizations who are currently soliciting in San Francisco and state that they are doing this on behalf of the PAL or Police Athletic League or Police Activities League. They let you assume that their organization is the same as the San Francisco PAL.

Be advised that they are not soliciting for the San Francisco PAL.

We ask you to be extremely careful when you are contacted by phone and asked for a donation. A good guideline to follow is to ask for a financial report in writing, so you will have the facts to make the determination that these organizations spend their money in the way you think is appropriate. Do not be put off by any excuse as to why they cannot send you a financial report on where their money goes. Ask them, too, for a tax-determining letter (IRS 501 (c) (3) FORM) which should state that they have tax-exempt status.

The San Francisco Police Activities League (PAL) also known as the San Francisco Police Athletic League is always willing to mail a financial statement of income and expenses and a schedule of activities.

IF IN DOUBT, PLEASE CALL THE SAN FRANCISCO PAL AT (415) 695-6935.

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Letters

Thanks

Al Trigueiro, President
SFPOA

Dear Al,
I want to express my appreciation to you and all members of the Negotiating Committee for your many hours of meetings and negotiating and excellent contract for all the police officers in our department.

The salary and benefits obtained for all the members are the best I have seen in my 28 years in the San Francisco Police Department.

Please express my gratitude to all the members of the Negotiating Committee.

Sincerely,
Lieutenant Jim Crowley
Northern Police Station

Al Trigueiro
SFPOA

Dear Officer Trigueiro:

On behalf of the Childcare Action Network, I would like to thank you very much for your generous donation of \$200.00 to assist in our efforts in creating drug-free communities.

I must apologize for the over-long delay in acknowledging your donation. We have been in the midst of re-staffing and unfortunately, your letter and check were misplaced in the transition.

Rest assured that your donation will be used to fund another training session for families in the Bayview-Hunter's Point community. Again, we thank you for your assistance in this battle that we must win, for our children's sake.

Sincerely,
Tessa Hancock-Bowers
for the Childcare Action Network

Dear Al,

I would like to thank the POA for its generous donation to the Muscular Dystrophy Association in memory of my son Colin. My wife and I feel that our Colin's life was short in time but long in meaning and that your donation along with the generous donations of many other members of this department to the Muscular Dystrophy Association and the Make a Wish Foundation only added to that meaning. I would also like to take this opportunity to say something to the many members of the department (including the special people I work with at the Tenderloin Task Force) who were there in so many ways for my family during a difficult time. There are no words that I know of that can truly express how much your heartfelt words, prayers, thoughts and other forms of kindness meant to my family. At a time when our world seemed very dark, lonely and unfair you were part of a ray of light that meant something so very different. You're a group of people who will always have a special place in my family's hearts and prayers.

Bob Barnes

Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro and members of the Police Officers Association,

It was a special treat to receive your kind letter and your generous donation of one hundred dollars in the mail today.

We are preparing for the remodeling of the exterior of our Home for Women at 2608 Fulton Street due to the damage of the entire brick facade during the earthquake.

Your help means more to us than words can express! We are personally great fans of the San Francisco Police Department. The policemen are always there for us ... at any time.

Bless you for your goodness, dear friends, and please come visit us soon.

Sincerely,
Mrs. Joy Venturini Bianchi
Director, Helpers Homes

Al Trigueiro, President
SFPOA

Sir,

I would like to take the time to personally thank the Association, in particular Steve Johnson, for your assistance in the acquisition of my California Community College "Valid for Life" Teaching Credential.

As you well know through a college administrative error, Henry Parra, Bill Dyer and my own credential applications were not processed and filed within the deadline date of June 30, 1990. This error essentially voided our ability to ever receive this certification due to legislative changes. After running into numerous "closed doors" in the last 18 months, it was through the involvement of the Association, the Honorable John Burton and Mr. Bill Hemby that allowed legislation to be rewritten thus rectifying the error.

As of this date, I have received the "Valid for Life" credential, and again I thank you.

Sincerely,
Daylen Wood
San Francisco Police Officer

Tom Flippin, Editor
SFPOA Notebook

Dear Editor

The out pouring of regard, respect and love for a fellow officer at my husband's funeral and rosary service was overwhelming and very touching.

I can only say from the bottom of my heart to one and all — the SFPOA Chapter 2, Veteran Police Officers, American Legion, Mounted Police, Motorcycle Police, thank you and may God ever bless you!

Sincerely,
Adrienne Benner

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

Dear CADC Supporter,

The Chinese American Democratic Club is delighted to be writing to thank you for your generous support of our 1992 Chinese New year Banquet. The

special evening brought together the colorful diversity of our community. Your participation as a sponsor added significantly to the success of the occasion.

Together we can build a better San Francisco and a better future for all our communities. Thank you again for being a part of our family dinner.

Best wishes to you and yours in this Year of the Monkey.

The Board of Directors of the
Chinese American Democratic Club

Al Trigueiro
SFPOA
510 7th Street
San Francisco, CA 94103

Dear Mr. Trigueiro,

Michael McCarthy has passed along to me your letter of February 14, 1992. On behalf of Travelers Aid San Francisco, I wish to thank the San Francisco Police Officers' Association for its donation of \$100.

Travelers Aid is a major provider of housing, counseling, childcare, and other services to San Francisco's homeless people. 1991 was an important year for Travelers Aid:

* Our Tenderloin Childcare Center (TLC), providing childcare for low-income and at-risk children, marked its 15th anniversary; and our drop-in childcare program at the TLC for homeless children marked its first anniversary in September of 1991.

* We increased our capacity to provide emergency housing to homeless families and are providing, at the housing site, an after-school program for school age children.

* We received a major, multi-year grant from HUD and the Department of Transportation to increase our Outreach Project, a unique program which offers outreach and support services to homeless people in the South of Market and Transbay Terminal areas.

In 1992, we see the need for our programs continuing to increase. All of our programs helping San Francisco's homeless and distressed people depend on the support of people like you. Your donation directly benefits those served by the Travelers Aid programs. We thank you for your support.

Very truly yours,
Diane Larrabee, President

Work Together

Al Trigueiro
SFPOA

Sir:

I read with interest the article in the San Francisco Independent addressing the issue of sexual harassment in the

San Francisco Police Department. As a woman in a male dominated profession I have seen many incidents of sexual harassment, both subtle and obvious. I acknowledge that this is a pervasive problem in many areas of our society and that women must rely on their intellect, confidence and inner strength to increase everyone's awareness.

However, I cannot agree with the assessments given by Ms. Leanna Dawydiak and officer Joanne Welch. Women must be able to verbalize their indignation at any form of harassment both to the offending party and to supervisors. Speaking up years after alleged incidents lends little credence to the validity of the complaint or to the commitment to strive for sexual equality. The delays in the Hensic case are unacceptable, but faulting the Police Officers Association for defending one of its members is placing blame without cause. In our zeal to fight against sexual harassment we cannot seek to diminish anyone's right to be heard in a fair manner or we will be guilty of the same short-sightedness of which we accuse others.

Women will make the most progress by performing their professional duties well and earning the respect of their peers, both male and female. To fault a union for not making a special effort to bring women into its ranks is inferring that women cannot assume leadership roles on their own. Women must believe in their abilities and be willing to step forward and take an active role in voicing their concerns. I hope the women officers will make an effort to work with the Police Officers Association and the city of San Francisco to set clear cut objectives. If women can communicate their expectations and solutions in an organized and rational way, they will be heard.

Dr. Julia A. Hallisy

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Of A
Friend**

Tom Musso
Assistant Vice President
Branch Manager

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SPORTS



Pre-Shoot?

by Bob Fitzer

What's a pre-shoot? Well, 2 dozen members of the Police and Sheriff's Department attended the first "Mike O'Brien Match Pre-Shoot" to find out for themselves, on April 18th.

Hosted by SFPD Pistol Team members Bob Fitzer, Mike Zurcher and Brenda Walker, along with SFSO Pistol Team members Al Kennedy and George Knox, they put on an informal but structured three hour block of shooting from all levels of experience.

The basic questions were asked. Do you like to shoot? Do you want to shoot? Then come out, pick up a few tips and practice for the O'Brien Match in May, or just feel more comfortable in a competition or even in qualification and on the job.

A special thanks to range master Don Blaine and Dennis Bonnell for their help and consideration and especially to Sheriff Hennessy, Chief Casey and Chief Hongisto for their backing.

We hope to do this again. See you next time.

Courtesy of a Friend

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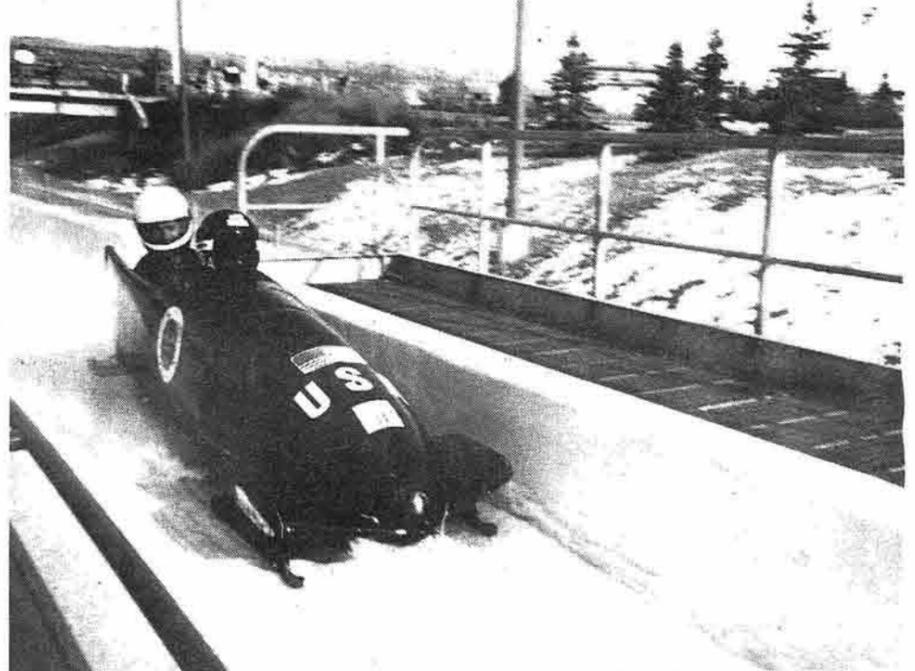
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USA driver Bob Del Torre steering a sled at 75 mph with 5 G's being forced upon him.



Bob and brakeman Steve Patton cross the finish line after their record-breaking speed of 120.6 kilometers per hour.

Winter Speed At Its Best

USA's Bobsled Team driver Bob Del Torre (Traffic/Solo's) continued to open some eyes on the Canadian circuit as he performed with some impressive results. Racing in his 6th race of the season, he competed in the Labatt's Cup Race on February 1, 1992, with 23 teams competing.

Bob had his two best runs of the year on race day. He drove the course flawlessly with time of 58.49 and 58.92 seconds over the 1-mile course. He also had his best speeds of the year, hitting 120.6 kilometers per hour (75 mph). To put these times in perspective, in the '88 Olympics, it would have placed him 25th of 40 teams. Not bad for his first year of serious competition. Bob finished 10th in

the race and qualified for the Alberta Provincial Championships.

Bob flew back to Canada on February 18 for his final week of training for the Alberta Championships. This week was disastrous for several 2-man teams as the week was filled with hazardous crashes — one of which was almost fatal.

Twenty-six teams competed and a week of intense driving really proved to be helpful to Bob's last race of the year. His goal was to place in the top 15. He placed 11th and ended his season on a high note.

The '91-92 season was a great one for Bob as he was ranked 6th overall in the Alberta Bobsled Association and 18th in the country (Canada).

'91-92 Season

Date	Race	Place	Number of Teams Competing
11/14/91	Alberta Provincial 2-Man Race	12th	23
11/24/91	International 2-Man Race	15th	27
12/7/91	Alberta Cup 2-Man Race	6th	20
1/4/92	Labatt's Cup 2-Man Race	9th	26
1/9/92	Canadian Championships	18th	31
2/1/92	Labatt's Cup 2-Man Race	10th	23
2/22/92	Alberta Provincial 2-Man Championship	11th	26

'91-92 Rankings

Alberta Bobsled Association: 6th, Alberta Canadian Ranking: 18th, Canada

"B" DIVISION SOFTBALL

Northern's "Bulldogs" Lead The Pack

by Nicholas "Nick At Night" Shihadeh

The Bulldogs (Northern#2) are in great mid-season form as they lead the "B" Division standings with a 6-win no-loss record. Combining timely hitting with pretty decent play in the field, the "Dogs" won handily in their last four games played against FBI, Southern, Customs, and the Tenderloin Task Force (TLTF). The offense has been led by power hitting player/manager Jeff Roth, while the key to the defense is shortstop Steve Roche. Besides "snagging" balls up the middle to take away hits, Steve has snagged himself a bride as he recently got married. This combined with the February wedding of teammate Jimmy "Mr Lunch" Miranda has left many Bulldog groupie chicks teary-eyed.

Right behind the Bulldogs in department softball competition is Northern #3, the NMs (Northern Mids), who are sporting a 7-win 1-loss record of their own. Games played include easy victories over Potrero 14-8 and Southern 10-1, with blow-out wins coming against the Women 32-5 and Customs 24-4 as well. Standouts for the team include infielders Joey "Stretch" Boyle at first, Joe "Smooth" Cordes at short, powerhitting Kevin "The Rock" Cleary at second, and Mike Duderoff at third who has honored the team with various guest appearances to games this season. The "spark plug" coming off the bench for the NMs is rookie Kevin Mannix who hit a towering home run to left field in his first official at-bat.

This was in the NMs only loss of the season against Central/Richmond, a team that has been tough to deal with in league play. They consist of older players such as: first baseman Jim Taylor (Central), pitcher Billy Decarski (Richmond), and of course third baseman Gino Traversaro (Richmond) who are using their experience and ingenuity to out-fox B Division opponents with fundamentally sound softball. A big asset for this team has also been Kyle Chang, who besides having solidified the second base position, has been hitting an astounding .800 average so far this season. After losing their first two games on forfeits, Central/Richmond has won five in-a-row and is definitely the "Dark Horse" team of the league.

Taraval Station is in third place having run their record to 6-wins and 1-loss. They've done well with the pitching of Tom "Lumpy" Lovrin, the shortstop play of Al "Mr POA" Trigueiro, and the hitting of Joe "The Stick" Finnigan. Even player/manager Lindsey Suslow has gotten into the act as he went 5 for 6 at the plate (which includes 2-HRs and a triple) in a recent 26-18 victory over FBI. One of the best games of the season for Taraval was against the Women — trailing 10-9 going into the ninth inning, Taraval exploded for 8 unanswered runs for a 17-10 victory that was obviously closer than the score.

The women are no pushovers this year as they have played many close games despite them being in losing efforts. Valuable additions to the team include: the speedy Kim Reynolds (third base) who is a singles hitter very quick on the base paths, the powerful Mariam Pengel (second base) who along with veteran Ellen Brinn (Sheriffs Dept) hits the long ball, and the versatile Julie Lynch who along with Sandy Ganster can play a variety of positions. Their competitive play in the league will prove to be valuable as the women prepare for the "Summer Games" competition in July.

The Park Islanders are in the thick of things with their 4-win 1-loss record, but what they do after their games is what people really notice. Known as the team "that knows how", the Islanders usually put on the best family barbecue you'll ever

see around the league. Players such as Mat Gardner, Brian Olcomendy, and Kevin McNaughton come to mind when it comes to performance on the barbecue field in addition to the softball field. The NM's Nick "Someguy" Shihadeh has attested to this, having participated in many a post-game Islander affair in the past.

Tied for the fifth spot in the standings with Central/Richmond (5-wins and 2-losses) is Southern Station who finally played actual softball after their 3 forfeit victories to open the season. Pitcher "Big Daddy" Rich McNaughton has done well despite a series of nagging injuries, and veteran Steve Bosshard has done the job with the bat. Even outfielder Steve Ortiz has contributed when he isn't arguing calls like he did against the NMs in a recent game. All in all, Southern is hoping to be apart of the playoff picture down the stretch.

A team that will have a difficult time making the playoffs but is still having a somewhat decent season is Potrero Station. They feature Curtis Wong at shortstop, and former minor leaguer for the SF Giants Ron Dinslage at first base. Outfielder Craig "Spiderman" Farrell has done well with the bat, and even player/manager Frank Walker gets a good "whack" at the ball when he does swing the bat (which isn't very often). In a recent loss to the NMs, left fielder Rick Bruce was in fine form with some nice catches in the field. Also in that game, Potrero had a reunion of sorts as Nick "Someguy" Shihadeh spent more time on their side of the bench than his own saying, "I certainly don't miss 'The PO' but I do miss these guys alot."

TLTF isn't doing too well these days as they're having trouble fielding a steady line-up week in and week out. "The problem with our team seems to be a lack of commitment by some of the members," said one player. Another player also remaining nameless agreed, "Guys would rather play that wimpy sport golf than help out this team on game days. And they know who they are!" On the positive side is the hitting of Jerry Defilippo who carries a high average to go with the power hitting of John Petterson, Heinz Hoffman, and Bill Bush.

Taking a nostalgic approach to the season despite not faring too well is the Headquarters team. Many of their players consist of guys senior in the department who haven't played in some time, but are making a comeback of sorts. These include: Jeremiah Morgan, Eddy St. Andre, Mike Travis, and Jimmy Hall. They're out there having a good time running around which makes for great camaraderie amongst the team. This kind've of attitude could hopefully rub-off on other senior members of the department and encourage them to get back into the game.

Two teams that are in the middle of the pack are Airport and FBI; they're playing competitive ball while surprising some of the better teams in the league. They'll have to really come on strong during the second half of the season in order to make the playoffs, though. Customs on-the-other-hand hasn't won a game yet, but are still enthusiastic at games. "We're improving every week," said one player good heartedly. Customs will get at least one forfeit victory during the season when they match-up against SF CHP, who has dropped out of the league. Note: all games scheduled against CHP have been cancelled and should be considered a victory.

SOFTBALL TRIB NOTES: League Commissioner Layne Amiot would like to encourage those teams that haven't yet turned in their league fees to please do so.

(See SOFTBALL, Page 22)



"Morgan at the wheel"

Morgan "Porsche" Peterson

by Dennis Bianchi

Morgan Peterson has found success in another form of racing. In past years you may have read or heard about Morgan's success at running trail races, biathlons or other aerobic-type athletic competitions. Morgan is still competing in those events...for example, his third-place finish in his age group at the Pinole-3 Valley's Biathlon last month, but his efforts in auto racing are just as interesting and successful as his aerobic endeavors.

Morgan has been entering Porsche Club of America events over the last couple of years and his list of victories is impressive. In 1991 he won the Class N (stock) category of the PCA events, by compiling four first-place finishes and one third place. He has started 1992 in similar fashion by winning the first race of the year at Sears Point Raceway...and what a race it was. During the race Morgan spun out twice on turn 10 while his family was watching from the sidelines, cringing in fear. Morgan couldn't hear their groans from inside his 1970 Porsche 914 but learned later that several family members moaned aloud, "Oh no, there goes the car!"

The family may seem a little insensitive until you learn that Morgan was feeling the same way. The car is a family heirloom, purchased in 1970 by Morgan and his father. The Peterson's brought their infant son Casey home from the hospital in the car, never suspecting that twenty-two years later it would be spinning out of



Pre-spin out, Morgan leads the pack.

control on turn 10 at Sears Point with Dad at the wheel. Morgan recovered from the spins to win the N class anyway. Those of us who have competed against Morgan at running events know the determination of this competitor. So it comes as no surprise that he is succeeding at another form of competition. Morgan says he took up auto racing to satisfy his competitive urges when he was unable to run or bicycle for some time, due to injuries. Morgan's life was also very busy as he was pursuing a doctorate degree for several years, and when the degree was awarded he found the need to keep busy and active. Auto racing has certainly filled that need, and brought Morgan the satisfaction that comes with doing something to the best of one's abilities. Congratulations, Morgan. He is definitely a "Just Do It" person.

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1992 CALIFORNIA POLICE SUMMER GAMES

GENERAL RULES AND GUIDELINES

For information, contact:
1992 California Police Summer Games Committee
Dan Ellison, Executive Director
Mailing Address:
619 Kettner Blvd.
San Diego, CA 92101
(619) 231-7875

Each Entrant Must Register In Person:

All entrants must check-in at the Summer Games' Registration area at the Host Hotel before the event (with the exception of Motocross and Large Bore Rifle where Registration will be done on-site). I.D. from your agency is required when registering. Each competitor must then re-register at the event site with the event coordinator, showing Participant Pass and agency I.D.

Hours of Registration

- Sunday 7/5: 6:30 a.m. - 8 p.m.
- Monday 7/6: 6:30 a.m. - 8 p.m.
- Tuesday 7/7: 6:30 a.m. - 8 p.m.
- Wednesday 7/8: 6:30 a.m. - 8 p.m.
- Thursday 7/9: 6:30 a.m. - 8 p.m.
- Friday 7/10: 6:30 a.m. - 8 p.m.
- Saturday 7/11: 6:30 a.m. - Noon

Information Desk:

An information desk and message board will be provided at the Police Summer Games Registration area in the Host Hotel.

Notification of Time of Event:

A confirmation of your starting time and date in each event will be mailed to you. To ensure receiving your mail, please use your personal preprinted mailing label, if applicable, print or type your Entry Form and INCLUDE ZIP CODE. **Exception:** Team Captains will receive confirmation of starting time and date in Basketball, Flag Football, Soccer, Softball-Fastpitch, Softball-Slowpitch, Tug-of-War, Skeet, Trap, 6-person Volleyball and Water Polo.

Changes:

Changes consistent with CPAF rules, such as times, dates and locations may be

necessary in conducting the various events. The San Diego Police Summer Games Committee and/or CPAF Board of Directors reserve the right to make such changes.

Decisions Made By:

The San Diego Police Summer Games Committee are final unless overruled by the California Police Athletic Federation (CPAF).

Rules:

The California Police Athletic Federation Rules and Guidelines supersede all other rules. All events have applicable rules with CPAF rules/guidelines. If a conflict occurs, use the CPAF rules.

Late Competitors:

Scheduling will be adhered to.

Uniforms:

The following markings are permitted on uniforms: Agency, association, team identification, competitor's name, or tasteful advertising in a 4"x9" rectangular area. Some exceptions apply: refer to synopsis under each sport.

Event Limits:

CPAF and Host Agency reserve the right to limit the number of entries in any event. The cutoff will be determined on a first come - first serve basis.

Results:

Results will be mailed to all competitors by the California Police Athletic Federation.

Medals through 5th Place:

Medals will be awarded immediately after the conclusion of each event at the site of the event. Exception: Handicap events may be delayed.

Only three individuals/teams from one agency may win medals in an event.

Alcohol/Drugs:

Competitors are prohibited from consuming alcoholic beverages during competition, and alcohol beverages are prohibited from field or area of competition. Controlled substances are prohibited from being used illegally by a competitor.

Unsportsmanlike Conduct:

Unsportsmanlike conduct will not be condoned during, before, or after competition. Any behavior which brings discredit upon the California Police Summer Games or the law enforcement profession will not be tolerated.

Any physical or verbal assaults on officials, competitors, spectators, coordinators, or ex-officios will meet with immediate and severe penalty.

SOFTBALL

(Continued From Page 21)

This season's best quote so far comes from Northern Mids' Jessie "Baseball has been very, very good to me" Washington who said (after letting what he thought was a foul ball drop into fair territory), "I'm going to catch everything that comes to me; it's a good habit to get into." Jessie encourages everyone to get into this habit and has continued to amaze his teammates with his very interesting style of play.

THIS SPACE IS DEDICATED TO THE MEMORY OF FALLEN COMRADE, OFFICER RANDY WILLIAMS, WHO WAS TRAGICALLY KILLED IN A MOTORCYCLE ACCIDENT ON MONDAY 4-27-92. HE WAS THIS AUTHOR'S CLASSMATE IN THE 164TH ACADEMY CLASS WHO WAS A LIKABLE, DOWN TO EARTH, HAPPY-GO-LUCKY KIND'VE GUY. HE WILL BE MISSED BY ALL.

LEAGUE STANDINGS

TEAM	WINS	LOSSES	GB	PCT.
NORTHERN #2 BULLDOGS	6	0		1.000
NORTHERN#3 NMs	7	1	1/2	.875
TARAVAL STATION	6	1	1 1/2	.800
PARK ISLANDERS	4	1	1 1/2	.714
CENTRAL/RICHMOND COMBO	5	2	1 1/2	.714
SOUTHERN STATION	5	2	1 1/2	.714
SF AIRPORT POLICE	4	2	2	.667
FBI	3	4	3 1/2	.429
POTRERO STATION	3	5	4	.375
TLTF	2	5	4 1/2	.286
HEADQUARTERS	2	5	4 1/2	.286
WOMEN	1	5	5	.200
US CUSTOMS	0	5	5 1/2	.000
SF CHP	0	8	Out of the League: "So See Ya!"	

REGISTRATION INFORMATION

1992 California Police Summer Games Host Hotel
Town & Country Hotel
500 Hotel Circle North
San Diego, CA 92108
(619) 291-7131

Entry Forms:

Each sport event and category has a code number that relates directly to the individual event. All letters and numbers of the code must be entered on the Entry Form. All competitors are encouraged to closely follow the directions given on the Entry Form. Enter each event in which you are competing on the Entry Form and double check your events and fees. There will be one central processing center for all entries.

Processing will be done by the California Police Athletic Federation (CPAF0), the governing body for the Police Summer Games. Each participant or team member must submit an Entry Form (one Entry Form will not take care of two or more people). MAIL ENTRY FORM BY MAY 1, 1992.

Entries:

Please mail your entries as early as possible; it MUST be postmarked on or before May 1, 1992. All fees must accompany the Entry Form.

A \$15.00 SERVICE CHARGE will be added for all returned checks.

NO JOHN DOE ENTRIES.

NO REFUNDS AFTER MAY 22, 1992.

AN ADDITIONAL \$25.00 MAY BE CHARGED FOR LATE ENTRIES.

Agency Coordinators:

If your agency has a Police Games Coordinator or athletic representative, forward your entry and fees through him/her. RESPONSIBILITY FOR A TIMELY ENTRY IS YOURS.

Agencies: Maximum Number of Competitors:

NOTICE: The limit of three individuals, doubles teams and teams has been waived for 1992. There is no maximum on the number of entries from any agency in any one sport or event.

Minimum Number of Entrants:

If only one person enters in any sport or event, that person will be combined in the next most reasonable category of the sport, or the event will be cancelled, at the discretion of the Host Agency. If an event is cancelled by the Host Agency, entrants will be notified at least one week prior to any competition and the Entry fees refunded if alternative events are not available.

Entrants may select not to be reclassified by so indicating on the front of the Entry Form. All fees affected will be refunded.

Age Brackets:

The age brackets for both men and women are:
 Open 18-29 Years Master 40-49 Years
 Senior 30-39 Years Grand Master 50 Years & Over

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International Winter Police Games

SFPD Dominates Nordic Events

Brosch Completes A Triple-Triple

by Steve Venters

This year's Winter Police Games were again held in the South Lake Tahoe area. The downhill events were completed at Heavenly Valley and the Cross Country events were held at Kirkwood Meadows Nordic Center. I tried to get all of the results in time for this article, but again I was only able to get the Nordic results. So next month I will have an article about the downhill competition.

The Nordic events were again dominated by our seasoned veteran, Jeff Brosch, Homicide. Jeff completed an unbelievable triple-triple. For the third straight year, Brosch captured the gold medal in all three cross country events. On Monday we started with the Biathlon in the morning and finished with the 5 kilometer race in the afternoon. The Biathlon consists of a hilly one kilometer loop that you ski four times. Each time you ski a loop, you must stop and shoot six rounds from your service gun at a very small target. The first loop you shoot standing, the second kneeling, and the third prone. Needless to say, by the time you finish this race and the 5K in the afternoon, you are ready for a few brews and a good hot tub. The final race was held on Wednesday and was a very long 10 kilometer event.

San Francisco had the largest team turnout in the Nordic events and it showed in the results. Rounding out the sweep of the Grand Master Division with Brosch were Dwayne Otis, Robbery, and Walter Garry, Retired. Otis was able to outshoot Garry in the Biathlon and squeak by him in the 5K but Garry came roaring back and was able to outdistance Otis in the 10K. That left Otis with two silver and one bronze medals while Garry had two bronze and one silver. The other returning vet-

eran, Stephen Venters, Northern, also had a very good showing. He was able to capture the gold in the biathlon and a silver in the 5+10K races.

We also had three new teammates this year. Led by an outstanding performance by Harry Walwyn, Homicide, Gold/Biathlon, Bronze/5K+10K; he was joined by Nelson Lum, Central, Bronze/Biathlon + Silver/5K; and Bill "Chili" Sweeny, Park, Bronze/Biathlon. Harry also joined an elite club by being only the third person in Police Games history to score all 18 shots in the black on the shooting portion of the biathlon.

Well, I guess that raps it up for another fantastic year at the International Police Winter Games. This year I would like to issue a challenge to all of you fit youngsters in the department. Although we dominated the competition again this year, we only had one person from our department under 40 years old who competed in the Nordic events. Let's see if next year we can get some of you youngsters out there so us old-timers will have someone to pass as we fly to victory.



Bill Sweeny, Biathlon



Steve Venters, 5K Race



Nelson Lum, Biathlon

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ON THE STREET/Tom Flippin



Funny . . . But True

by Tom Flippin, Editor



SHORT AND SILLY STORIES: A man in Alaska was arrested for committing seven armed robberies of convenience stores, restaurants and groceries. His weapon of choice: a banana concealed in a paper bag.

In a related item, convicted bank robber Mark Chirico is mad at the FBI...not for catching him, but for naming him the "Clearasil Bandit". He says he intends to sue the FBI for (ahem) the blemish on his record. The FBI has a tendency to name unknown robbers by their most visible characteristics...such as the B.O. Bandit, the Clearasil Bandit and (possibly) the guy in Alaska: the banana bandit.

For the stupid-crook-award this month: The guy in Half Moon Bay who, after failing a blood-alcohol test, told police, "I must have a gotten a couple of bad bottles of O'Douls." referring to a brand of non-alcoholic beer.

Continuing our why-I-don't-like-lawyers series: A New York lawyer may be a candidate for the Guinness Book of World Records. Steven J. Romer was convicted for stealing more than \$7 million...which may be the largest amount of money ever stolen from clients by a U.S. lawyer.

In another unclear-on-the-concept story: The Canadian Federal Court of Appeal ruled that a law barring prisoners from voting violated their rights. "The fact of being in prison is not, by any means, a sure and rational indication that the prisoner is not a decent and responsible citizen," the court's ruling stated. Uh, run that one by me again, Dudley Do-right.

This month's oh-what-a-shame story: Donald Trump reported that someone took his chauffeured limousine for a joyride recently. Seems the driver left the keys in the vehicle when he went into a Greenwich Village restaurant to get Trump and Marla Maples. Trump and Marla had to catch a ride home with their dinner companion, John Denver. Now, **that's** punishment!

DAS BOOT, SER GUT: When police in London saw three young men trying to take a 'Denver boot' off their car, they

probably figured they had a nice arrest. Little did they know, they were stopping the crime of the decade in its tracks.

When they approached the men and the car, police discovered that the men had in their possession two hand grenades and a map of the London National Art Gallery with an X marking the spot where Van Gogh paintings worth \$240 million hang.

As a news story pointed out...since the boot was introduced to San Francisco, not one painting from the City's Van Gogh collection has disappeared.

CUPID DONE IT: Two boys in North Carolina are in trouble after they decided to send Valentines to all their classmates. They picked out their favorite cards...including Batman, Spider-Man, and the Incredible Hulk...and they were at home addressing the cards when authorities stepped in to stop them.

The basic problem was that the two brothers, one aged 10 and the other aged 7, didn't buy the cards...they stole them at gunpoint. The ten-year-old held a drug store clerk and a security guard at gunpoint while his seven-year-old brother gathered up the loot: \$4.90 worth of cards and notepaper. The older boy had stolen the revolver from his grandparents. Concerned school officials expressed shock, and their principalsaid, "They're good children...not what you'd call troublemakers. They're quiet children." *It's the quiet ones you gotta watch out for, Ace!*

ALL'S WELL THAT ENDS WELL: It's nice to be able to report a happy ending to the on-going saga of Manuel Wackenheim, AKA Mr. Skyman. If you missed this story earlier, I'll summarize.

Mr. Skyman is France's only flying dwarf. He was employed by a nightclub called the Embassy as the main subject in a sport called dwarf-throwing...as throwing for distance. Manuel was thrown out of work last year when the local mayor banned the sport; calling it "an intolerable attack on human dignity."

Maybe so, but Mr. Skyman was more concerned with his income, which dropped from 10,000 francs to 2,000 after the ban. He went to court to fight the ban and won last week. The court ordered the town of Morsang-sur-Orge to pay Mr. Skyman 10,000 francs in damages and to rescind the ban on dwarf-throwing.

IT'S ALL IN THE TIMING: So these three would-be crooks decide to do a bank job, see...Nice easy job...little suburban branch of Citibank...in and out fast...get-away car...no problem, right?

These three guys just didn't have their timing down. First of all, they get to the bank and find that it closed down the day before...the signs have even been taken down. Second, the local citizens see them standing around outside with their masks and guns, so somebody calls the cops.

Well, they gotta make their get-away, so they steal a van and tear off down the

Financial Seminar

Dear San Francisco P.O.A. member:

For many people, saving for today is hard enough... building financial security for tomorrow can be difficult indeed. Nonetheless, that does not change the fact that planning—and saving—for future retirement is something you simply can not ignore.

The San Francisco Police Officers Association is proud to sponsor a Successful Money Management Seminar (SMMS) and invites you, and if married, your spouse to attend. This national adult education program is designed to provide you with a broad education on the fundamentals of financial planning. While many financial planning seminars try to sell you something, SMMS teaches you to make informed decisions.

This two-session seminar will be presented by Jerry Weinberg, a local financial planner; Larry Beck, an estate planning attorney, and Captain Mike Hebel on the deferred compensation program. Included as an optional third session is a free personal financial plan and consultation.

The dates are Saturday, June 6th and 13th from 10:00 a.m. to 2:00 p.m. at the P.O.A. office (510 Seventh Street). During these two sessions the SMMS introduces you to the key concepts and prac-

See Page 9 for more seminar information.

tices of wise money management. You will learn how to minimize your taxes, maximize your investment returns, lower your insurance costs, and provide a secure and comfortable future for yourself and your loved ones. As a member of the S.F.P.O.A. your cost is only \$50 for materials and lunch per individual or couple.

No matter how much money you have or earn, the principles of financial planning apply to you and your family. You will discover how you can invest small amounts to start building you financial freedom and find why you don't have to be a "big" investor to make your money work for you. Your financial growth is an exciting subject and I know you will find the seminar enjoyable and educational.

For a brochure with a complete agenda, or to reserve your space please call (800) 675-PLAN. Next month's Notebook will have additional details. Please make every effort to attend. You won't be sorry.

Sincerely,
Al Trigueiro President, S.F.P.O.A.

ATTENTION Health Plan Open Enrollment

May is the only month in which members may freely change health plans. Changes made in May take effect July 1st. All members are advised to compare carefully the various plans. Detailed information is available from Health Services, located at 1145 Market St., #300.

road...but a train is going through the crossing, blocking the road. O.K., they turn around and drive off...on the wrong side of the road...crashing into five different cars...until the van finally breaks down completely.

They flee the scene on foot...one of them accidentally firing his gun and letting police know their exact location...and they're captured immediately.

Actually, the cops were laughing so hard, it's amazing that these guys were caught.

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.