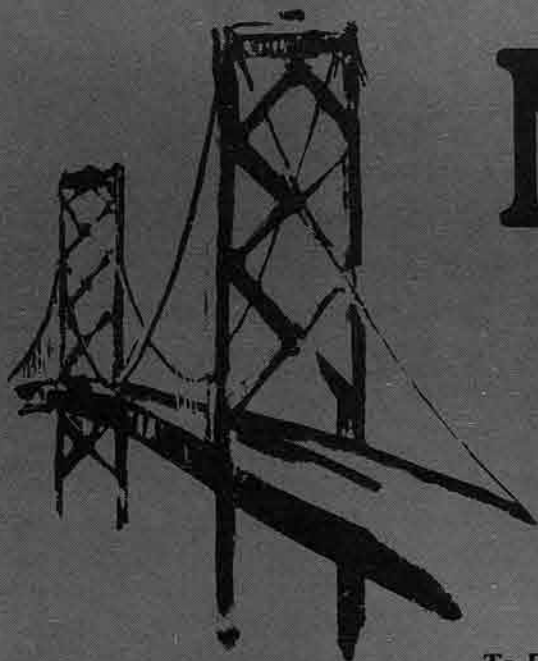


THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 25

SAN FRANCISCO, JANUARY 1993



NUMBER 1

New Year's Message

by Al Trigueiro, SFPOA President

A belated Happy New Year and Season's Greetings to all of you and to your loved ones! An apology is in order for not being more timely with this salutation, but the hectic pace prior to the Holidays didn't leave much time for gathering one's thoughts into a Notebook article. But, better late than never —

However, there is much to report as the past several weeks have been filled with important issues and events directly affecting you, the membership, and the Association as a Labor organization.

On December 15, 1992, at the Board of Directors and General Membership meetings, nominations were accepted by the chair of the Election Committee, Farrell Suslow, for positions to the Board of Directors and to the Executive Board. Several stations will have contested positions; but for the most part, the Board of Directors will remain virtually intact for the next term as well as the Executive Board. The bulk of uncontested positions to the Board of Directors speaks volumes to the tireless work and dedication of your representatives and to the respect that they've come to earn from you, the members. It is also important to remember two long-time directors who have decided to pass on the torch of representation - Officer Bob Knighton of Taraval Station and Inspector Alex Fagan of the Homicide Detail. On behalf of the Board of Directors and the membership, I take this opportunity to thank them for their generosity and selflessness during their many years of service. The membership was well served by both Bob and Alex.

Speaking on behalf of the Executive Board, I must also thank the membership for its trust, confidence, and support these past two years as together we began the new era of Proposition D and successfully negotiated a first-ever collectively bargained contract.

Still much remains to be accomplished, such as the upgrading of the Tier II Retirement System, and as a united Executive Board we are dedicated to doing just that during the upcoming term. Of course,

nothing can be attained if the Board of Directors along with the Executive Board works in isolation. Absolutely vital to the Association's success is the willingness on the part of individual members to participate through the Committee process, working toward the overall betterment of the membership.

A case in point is By-Law Chair, Sgt. John Ehrlich of Park Station, and, Gale Wright, the retirees representative to the Board of Directors who spent many long hours revamping and reconstructing the myriad of Constitution and By-Law changes that are outlined in this Notebook edition and which you will have the opportunity to vote on later this month. Also deserving of our appreciation and thanks is Sgt. Rick Bruce of Potrero Station who has selflessly given of his own time and expertise during recent meet and confer sessions to clarify the issue of fixed vs. rotating days off within the context of the 4/10 watch-off schedule.

As you see, the need for membership participation is essential, for the Executive Board and the Board of Directors to be effective in making a positive difference. During the next several weeks, I along with Vice-President Gary Delagnes, Treasurer Phil Dito, and Secretary Steve Johnson will be visiting the stations and the different units to address members' current concerns, to solicit member participation through the Committee process and to outline the future goals of this Administration -

By-Law Changes

Among the issues to be addressed during the unit visitation will be the recommended By-Law changes to be voted upon at the General Election scheduled for later this month. While the bulk of the changes deal specifically with non-controversial, housecleaning matters, three or four issues need to be considered carefully.

Presently, the Executive Board consists of the President, Vice-President, Treas-

(See NEW YEAR, Back Page)

Ninth Circuit Upholds "Banding" On Sergeant/Asst. Inspector Exams

by Duane Reno

The United States Court of Appeals issued a decision on November 5, 1992, upholding the City's revised "banding" plan for selection of candidates to be promoted to the ranks of Sergeant and Assistant Inspector.

Under this plan, the City appointed 100 candidates to the rank of Sergeant in rank order of the scores they achieved on the examination and an additional 15 candidates from a group falling within a band of scores computed using statistical techniques. For this particular examination, the number of candidates in the "band" was 72. The size of the "band" will vary from exam to exam.

Although the city originally proposed to also use this "banding" plan or the rank of Assistant Inspector, it apparently has decided not to fill any of the positions in this rank to which the plan would apply.

The POA has two courses of action available to it at this point. The POA can seek to have the decision of the Ninth Circuit overturned by the Supreme Court. Alternatively, it can drop its legal challenge to "banding" and attempt to enter into an agreement with the other parties to the consent decree permitting the use of that procedure whenever the proportion of minority and female candidates who will receive promotions from a future examination is less than the proportion of minority and female candidates who took the examination.

In the event the POA decides to seek a hearing in the Supreme Court, it must file its petition by February 3, 1993. Although the Supreme Court has granted hearings recently in other "affirmative action" cases, it grants only a small percentage of the petitions that it receives each year. The odds that the Supreme Court will grant a hearing and declare "banding" illegal are therefore not high.

There are a number of advantages to the alternative of an agreement for application of the specific "banding" plan approved by the Ninth Circuit to future promotional examinations.

First, the litigation delays that have plagued the examination process may finally be brought to an end.

More importantly, in the event all of the parties agree to the "banding" plan, this will guarantee that a majority of employees who receive promotions from future examinations will be selected in rank order of their scores.

This may be the only means to obtain such a guarantee for rank order promotions. Because the City Charter was amended last year to give broad authority to the Civil Service commission to establish rules for selection of candidates for promotion, the "banding" plan approved by the Ninth Circuit may be significantly better than the selection procedures that otherwise will be adopted for future promotional examinations.

For example, the Civil Service Commission could adopt a new rule permitting the Chief of Police to select candidates from a promotional list without any regard to, or even any knowledge of, their relative scores. Under such a rule, the Civil Service Commission would simply place all candidates on a list in alphabetical order without listing their scores and allow the Chief of Police to select candidates from that list in any order at all.

The POA does have the right to meet and confer over any proposal for changes in promotional selection procedures and, in the event agreement is not reached, to require arbitration over the proposed changes. The POA thus has the ability to challenge any new Civil Service commission rule with which it does not agree, but has no guarantee that it can obtain a selection procedure through negotiations or arbitration in which candidates are selected in rank order of their scores on the examination. All of these factors must be taken into account in making the choice between petitioning the Supreme Court to overturn the Ninth Circuit's decision or, instead, entering into an agreement with the other parties to the consent decree to apply the specific "banding" plan approved by the Ninth Circuit to future promotional examinations.

The Notebook Needs You

We need your articles, announcements and photos to make this the best newspaper possible.

Articles should be sent to:

Tom Flippin, Editor
SFPOA Notebook
510 7th Street
San Francisco, CA 94103

The deadline for the February issue is:
Monday, February 1, 1993

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Widows and Orphans Aid Association

The regular monthly meeting of the Widows & Orphans Aid Association was called to order by Pres. O'Connor at 2 p.m., Wednesday, December 16, 1992 in Conference Room, Ingleside.

ROLL CALL OF OFFICERS: All present. Other member John Gehring.

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

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

Treas. Parenti reported the following deaths:

KENNETH FAHS: Born in San Francisco, Ken worked as a salesman before becoming a permanent member of the Department in 1941, age 27, after working temporary during the 1939 & 1940 World Fairs. After the Academy, he was assigned to Solo Motorcycles, stayed there until appointed a Sergeant in 1949. Ken was assigned to Taraval, remained there for 2 years, then to City Prison, just a short stay, to Northern for 4 years, Motorcycles until appointed a Lieutenant in 1956, when he was assigned to Ingleside. After 3 years there, Ken went to Inspectors Bureau, short stay, Central for 3 years, Taraval 3 years, Richmond 3 years, Central until appointed a Captain in 1967. He was in the Supervising Captain's Office for 2 years, Richmond six months, to Park from where he retired for service in 1970 at age 57. Ken received the following award — 1945 C/C for arrest of 3 armed wanted for a fatal shooting Ken was 79 at the time of his death.

ALAN SONADA: Born in Honolulu in 1927, Al worked as a clerk, before joining the Department in 1960 at age 33. From the Academy to Central for 8 years, Juvenile for 7 years, Vice Crimes 7 years, back to Juvenile for 2 years, then to Fraud, from where he retired on disability in 1987, age 60. Al received the following awards: 1964 C/C rescuing persons from a burning building; 1969 C/C arrest of 2 armed Narco suspects in possession of 2 stolen guns. Alan was 65 when he passed away from a sudden heart attack.

WILLIAM H. WILSON: Born in San Francisco in 1921, Bill was a truck driver before becoming a member of the Department in 1949, age 27. From the Acad-

emy to Taraval, then to Co. K, Fixed Post, 9 years, Central for 11 years, Southern, 2 years. Bill was transferred to Records, appointed a Sergeant in 1976, retired on service in 1977, age 55. He earned the following awards: 1956 2nd Grade for rescue of many persons from a burning building; 1956 C/C for arrest of suspect who had held up a market; 1963 C/C for arrest of a suspect who assaulted a woman with a gun; 1963 3rd Grade for arrest of suspect who pistol whipped a woman, he was forcibly disarmed; 1963 2nd Grade arrest of an armed suspect who had threatened two men — disarmed forcibly; 1968 pursuing and arrest of a suspect who had wounded 2 persons. Bill was 70 years old at the time of his death.

REPORT OF TRUSTEES: Mr. Bricker, Bank of America, suggested that we hold IBM, as there was a possibility that it could break up into 3 companies, which would give us many options on our holdings. No further recommendations. Trustees agreed. Mrs. Good-Swan, V. President, reported that all the 1993 Bills had been mailed to Cash members.

UNFINISHED BUSINESS: All offices being unopposed, motion Sturken/2nd Jeffery that Secretary be instructed to cast a unanimous ballot. APPROVED. Your officers for the year 1993 are: PRESIDENT: PETER MALONEY, V. PRESIDENT: ROBERT HUEGLE; SECRETARY: ROBERT McGEE; TRUSTEES: GEORGE JEFFERY, ROBERT KURPINSKY, MARK SULLIVAN. Secretary and Trustees serve for two years.

NEW BUSINESS: Location for President's Dinner reported by P. Maloney and discussed by Trustees. Present date February 20, 1993.

GOOD OF THE ASSOCIATION: President O'Connor set next regular meeting for 2 p.m., Wednesday, January 20, 1993 at Conference Room, Ingleside Station. ALL MEMBERS ARE INVITED TO ATTEND.

Fraternally,
Bob McKee, Secretary

ALL CASH MEMBERS SHOULD HAVE RECEIVED YOUR BILL FROM THE BANK. IF NOT CALL BANK: 445-4509 (Lora or Susan); 587-4570 (McKee); 681-6133 (Parenti).

RETIRED MEMBERS COLUMN

City and County of San Francisco
San Francisco City and County
Employees' Retirement System

BULLETIN

Year-End Tax Reports

For each tax year, your SFERS pension check dated **November 30** is the last check included in the tax report. A new tax year begins with the pension check dated **December 31**. For example: Tax year 1992 covers the pension checks dated December 31, 1991 through November 30, 1992 or twelve months.

The year-to-date totals in your November 30th check stub, specifically gross earnings, federal taxes and state taxes withheld, are the totals that will appear in your 1099R.

If for any reason, your 1099R totals do not coincide with the November 30th check year-to-date totals, you are advised to contact our Member Services Unit at 554-1550.

Your 1099R is issued each year by January 31st. It is mailed to the address where your monthly check is mailed. If your check is currently mailed to a bank, we recommend that you contact our Member Services Unit to request a duplicate of your 1099R if by **February 15, 1993** you have not received the 1099R that was mailed to you through the bank.

Error in Your December 31, 1992 Pension Pay Stub

The year-to-date total on your December 31, 1992 pay stub is wrong (except for retirees whose December 31, 1992 check is the first ever received). The total on the pay stub should have equalled the payment and deductions for the month of December. Due to an error, the year-to-date totals included the November 30, 1992 year-to-date totals.

The error will be corrected as soon as possible. The error **does not** affect your tax data for tax year 1992.

Editorial Policy

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

The San Francisco Police Officers' Association NOTEBOOK

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USPS #882 320
PUBLISHED MONTHLY \$10 PER YEAR
OFFICIAL PUBLICATION OF
THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
510 7TH STREET, SAN FRANCISCO, CA 94103
(415) 861-5060

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ASSOCIATION OFFICE: 861-5060

ADDRESS ALL CORRESPONDENCE TO:
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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:
• Address letters to the Editor's Mail Box, 510 7th St., San Francisco, CA 94103.
• 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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Meet for two hours once a month with your police buddies, on the second Tuesday of every month at the ICAA Hall, 3255 Folsom St. Good parking.

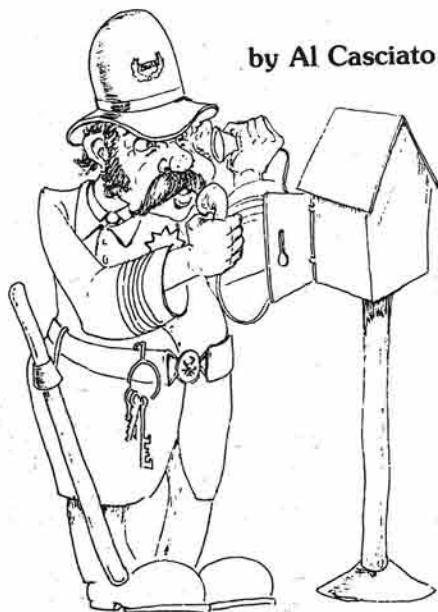
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or call the Secretary at 731-4765.



AROUND THE DEPARTMENT

by Al Casciato



1993 is upon us...what will happen this year??? Who knows???

My money says that floating days off will still be in effect the first half of the year; as of this writing 01-09-93, I can't see Mayor Jordan going to the mat with the P.O.A over this issue when there is a reopener clause in the contract for July 1, 1993 ...

F.T.O cluster ... one thing for sure that will be discussed is the system of paying and selecting F.T.O's (Field Training Officers) ... the current system developed by Chief Casey has become a nightmare for all involved ... a perception of back-handedness exists ... Captains, Commanders, and their staffs shudder whenever the subject comes up ... F.T.O's themselves have become very frustrated, confused, and angry with the whole system all of which will probably negatively impact the new recruits. How sad...

...Voluntary Time Off

Are you interested in working a reduced work week or reduced hours? See your union representative before January 25, 1993... The voluntary day off program is formal for the civilian employees ... for sworn officers it is handled through the personal leave system. See letter from Mayor on this page.

... Teletypes

In past years teletypes were sent via separate machine. All were logged and accounted for in a very formal manner. Today TT's are sent via computer and dissemination of information is haphazard at best. Why? Because the printers that the TT's are sent to are being used by many officers and the information received comes in bits and pieces.. Trying to keep track of TT's has become an exercise in futility. I know. I tried...

... D.M.V Alert...

As of the first of the year the Department of Motor Vehicles now requires that you present a Social Security card prior to renewing your license. Do you have yours? Well if you don't have a card you have to go to the Social Security Administration for a duplicate. This trip is required even if you've memorized your number and have a paycheck stub showing your number... Yes, that useless card that is not recognized by anyone, especially banks, as ID now has a function... While on the subject of drivers licenses don't forget to check yours...nothing more embarrassing than being involved in an accident while on duty and discovering that you

have an expired license and have to be cited...

...Public Perception

A person perceives a lot from how they're received when they call someone. When a person calls the police department their perception is established by what they experience ... since the inception of the 911 system the police department has born the brunt of all the criticism because it tried to administer a police, fire, and ambulance clearing house with civilian employees ... today the department is moving away from the administration of 911 as full civilianization takes hold at the administrative levels.... Will this be better? Will the problems with 911 go away? Will dispatch become more efficient? Only time will tell, but in other jurisdictions the unofficial word is that police should dispatch their own and that a complaint desk should be manned to reduce the number of calls that actually require dispatch...

...Dues Dues Dues

It's the beginning of the year and dues are due... American Legion Police Post 456... Veteran POA... Golf Club and any other organization you wish to remain current in should receive their checks in January...



... Wedding Bells

Kim Hennessy and **Gerry D'Arcy** of the Tenderloin Task Force tied the knot in November, 1992 and after a long and pleasant honeymoon, they've returned to fight crime on the streets. Congrats and all our best wishes for your future happiness...

... Retirees

Bill Marweg is the new Director of Security at the Hilton Hotel.

Frank Otterstedt is up and about collecting Police Post Dues.

Joe Stone is coaching baseball in Marin County.

All are reminded that the monthly retirees meetings are held every second Tuesday at the Immaculate Conception Hall on Folsom St. just south of Army St. 1130 AM start....

...Sick Call

Co. E's **Brian Canedo** is recuperating after successful neck surgery January 5. The surgery removed a bone splinter that was lodged dangerously on the spinal cord as a result of injury suffered while taking a crazy into custody...

Announcements, notices or tidbits can be faxed to 552-5741 or mailed to Around the Department, 510 - 7th St., S.F. CA 94103.

Retirement Dinner Honoring Captain James Dachauer

Date: Thurs., Jan. 28, 1993
Time: 6:00 No Host Bar; 7:00 Dinner
Place: Presidio Officers' Club
Cost: \$30 per person (incl. gift, wine & gratuity)
Contact: Insp. Joe Kennedy, Arson, 597-7990
Off. Dorothy Shurtleff, Co C, 553-1029
Off. Lynne Torres, 206-8099

Voluntary Time Off

To: Department Heads
Recognized Employee Organizations
City and County Employees
From: Mayor Frank Jordan
Re: Voluntary Time Off

I have reached an agreement with the employee organizations representing City and County employees to jointly and vigorously pursue a cooperative effort to interest employees in taking voluntary unpaid time off to help the City meet its budget deficit and further, to reduce or eliminate altogether the necessity of mandatory furloughs.

There has already been distributed with employee paychecks my memorandum encouraging voluntary participation in a time off program as well as an application form for employees' use. We have agreed that employees will be able to make their wishes known during the month of January and that no mandatory furloughs will be implemented before February 1, 1993. These application forms should be returned to the department head and the Union as soon as possible and by no later than Monday, January 25, 1993.

It should be understood that some requests for time off may be denied for operational reasons. However, the departments will be encouraged to grant such requests, no matter how much time

off is requested, in order that the City can enter the next fiscal year in as good shape as possible.

Employees who have requested time off and who have obtained approval of such requests shall not have their time off altered or eliminated without their consent. Time off taken voluntarily will be credited against any mandatory furlough.

I intend to actively support the adoption by the Board of Supervisors of ordinances which will permit the continued accrual of vacation and sick leave up to a maximum of twenty (20) days for those employees who volunteer to take unpaid time off. I intend to advocate that such ordinances apply retroactively to employees who may volunteer for time off between now and the end of January.

Seniority, holiday pay and other benefits of employment shall continue during the period of participation in the voluntary time off program in accordance with existing civil service rules, departmental rules, various ordinances and MOUs. I also intend to make every effort to assure that retirement benefits will not be adversely affected in any significant way.

With the cooperation of the Unions, my office will be looking into other possibilities to generate and promote additional awards for those employees choosing to participate.

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SFPD WIVES

Our next meeting will be held on Friday, February 5th from 6:30 to 8:30 at the POA Hall, 510 7th Street at Bryant.

We will be discussing your expectations for the future. Bring your ideas, goals and anticipations for the direction you would like to see us headed.

The Department is having a FAMILY DRY PICNIC this year at the Police Range. We are on the Committee. Come prepared with your thoughts and input on how we can make this a special day for the whole family.

If you have any questions, or need directions, please call:

Pat Barsetti
(415) 566-5985
Cathy Oberhoffer
(415) 891-7258

Dance For Fun And Exercise

Start the New Year with a program of fitness that Ballroom Dancing provides.

Ballroom dance classes start on Thursday evening, January 14 at the Lawton School Auditorium, located on Lawton St. between 30th and 31st avenues. The dance program is for couples and continues through February 25.

All of the basic and popular ballroom dance rhythms will be taught including fox trot, swing, waltz, rumba, samba, cha cha, tango, as well as fun dance mixers. The classes are fun and enjoyable; offer a good learning environment; leads to socializing with other couples who enjoy ballroom dance, and provides the exercise to maintain good muscle tone.

Students, after having completed the basic six-week series, are eligible for the Intermediate Class which builds on the steps learned in the basic series and introduced good dance style. The New Students Class begins at 7:30 P.M. The Intermediate Class begins at 8:30 P.M. Students who have not had dance instruction before or who need a "refresher" course, are encouraged to register for the New Students Class. Enrollment is \$45.00 per couple for the one-hour each Thursday evening class for the six-week series. For new Students, the first lesson is complimentary. Register at the first meeting, or pre-register by contacting the instructors Ed and Alice Lahl at 731-0746.

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POLICE- FIRE POST #456 NEWS

by Greg Corrales

"There are apparently two types of successful soldiers. Those who get on by being unobtrusive and those who get on by being obtrusive. I am of the latter type and seem to be rare and unpopular; but it is my method. One has to choose a system and stick to it. People who are not themselves are nobody."

General George S. Patton

3 February, 1993 will be the fiftieth anniversary of the deaths of the Four Chaplains, who went down with the SS *Dorchester* in WWII. Rabbi Alexander D. Goode; John P. Washington, a Roman Catholic priest; George L. Fox, a Methodist minister, and Clark P. Poling, a minister of the Reformed Church in America, gave up their life jackets to four soldiers who had lost theirs, knowing that they would go to certain death.

It was a cold, dark, and dank day in 1943 when the SS *Dorchester*, carrying 900 American servicemen for combat in Europe, working its way through the icy, churning waters off Greenland, was struck by a German submarine's torpedo. Throughout the ship there was confusion, terror, and chaos as the men scrambled to get their jackets on. Trying to calm them were the four chaplains. The ship was quickly sliding into the sea. The four chaplains went about the deck helping the men get into lifeboats and comforting those that were terrified. Finally, all the available lifeboats were on the water overflowing with men. Standing in front of the four chaplains were four cold and frightened servicemen without life jackets. Without hesitation, the four chaplains took off their life jackets and gave them to those men.

The last sight survivors saw of the *Dorchester* was the four chaplains clinging to one another on the slanting deck as it slowly went into the sea. Their arms were linked together with their heads bowed as they prayed to their God.

The American Legion has criticized administration plans to let U.S. firms begin doing business in Vietnam. National Commander Roger A. Munson said in a letter to the White House that Vietnam was receiving "great rewards for minimal action" in accounting for U.S. servicemen missing since the end of the Vietnam War.

"More than 3.1 million members of the American Legion want to make sure you understand our complete opposition to

premature moves toward lifting the economic embargo," Munson wrote. "We are utterly disappointed and totally outraged. Vietnam's 'cooperation' on the POW/MIA issue has been mostly rhetorical. The American Legion has serious reservations as to how helpful recently released photographs and war relics will be in actually resolving POW/MIA cases. The administration's practice of giving Hanoi great rewards for minimal action is certain to ensure the fullest possible POW/MIA accounting will never be achieved," Munson continued. "as your administration enters its final days, we strongly urge you to hold the line on taking favorable actions toward Hanoi. any other course will be to desert the POW/MIAs and their families."

It's time to start thinking about nominees for the American Legion's Boys' State program. The American Legion believes there is no better way to assure the survival of our republic than to train our young people in the ideals and objectives of American government. By teaching youth to understand and appreciate the basic principles involved in the successful management of a democratic society, we can keep America strong and ensure freedom for future generations. These are the distinguished and long-standing objectives of American Legion Boys State programs. They are accomplished through a unique summertime program, one that emphasizes not classroom lectures or textbook learning, but participation and personal experience in a model state, complete with its governing bodies and elected public officials.

Only males who will have successfully completed their junior year of high school this year are eligible to attend Boys State. Only young men with outstanding qualities of leadership, character, scholarship, loyalty, and service to their schools will be considered for Boys State. Please contact me with the names of any young men that meet the above qualifications. Police Post #456 will sponsor two young men for this year's Boys State.

Remember, Police Post 456 meets on the second Tuesday of every month at the POA Building, 510 Seventh Street. Meetings start at 2000 hours and refreshments are served at the conclusion of each meeting. Make every effort to attend a meeting.

"While law is supposed to be a device to serve society, a civilized way of helping the wheels go round without too much friction, it is pretty hard to find a group less concerned with serving society and more concerned with serving themselves than the lawyers."

Fred Rodell,
Yale University Law School

On Tuesday, January 12, 1993 at 2000 hours the Police and fire American Legion Posts formally merged and we presented a charter from the American Legion establishign and recognizing the new post. Story and photos next month.



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Tribute To A Cop

Editor's Note: The following school-girl's composition really gets to the heart of things as far as cops and their families are concerned. This beautiful tribute was written by the daughter of retired Lt. Olin Allgire. His wife submitted it along with a letter of explanation, which I am also printing. Read and be proud!

Dear Editor:

My husband, Lt. Olin Allgire, retired from the SFPD in 1983 after 26 years of service. While going through some stored boxes, I came across the enclosed essay written by our daughter [Sheri] when she was in high school, age 16.

In an effort to improve police and community relations in San Mateo, the high school had a policeman teach a special class for a couple of weeks. This essay was written as a part of the class assignment.

I thought your readers might enjoy reading what a 16-year-old daughter of a cop thinks of her dad, and how much an officer can affect the teenagers in his neighborhood.

**Thanks for a great paper,
Judy Allgire**

My Dad: The Cop

by Sheri Allgire

I don't remember ever thinking about my father's job when I was young. I never knew what my friends' parents did and didn't care if they knew what my Dad did.

All my friends were afraid of my Dad. They seldom saw him as he worked the swing shift. He never frightened me though. He never smiled much, his expression was more of a frown. I guess that's why people were afraid of him. My friends would always ask, "Why is your dad so mean?" He would answer, "He's not mean, he just doesn't talk much." He's loosened through the years though. He has a magnetic smile and he uses it more often now.

I've always been proud of my father. I don't know if he knows it or not, but he means so much to me. I remember once when I was about five, my Dad took me to his office and introduced me as his "little princess." I don't think I'll ever forget that. I always wanted to grow up and be just like him.

In kindergarten there was a class called "show & tell." I was always shy and never really brought anything to class. I don't know if they have them now, but at that time there was a National Policeman Week. On this week I had a special thing for class. I brought my Dad to school for "show & tell." Full uniform. At that time the kids were as impressed with my Dad as I was.

Now, it's a little different story. There were times when we would all be in a group and someone would inevitably say, "I hate cops. They're all rotten. All they do is try to bust you." Of course someone would reply to the person "Sheri's dad is a cop!" then the apology, "Oh, well your dad is different.", and other such remarks. Of course the person has never met my Dad before or they would know he is a cop. For awhile there, when people found out my Dad's occupation, they would refrain themselves from saying things that might incriminate them when I was around. It wouldn't make any difference anyway, my Dad has no jurisdiction here. It was aggravating though.

I have never had any trouble relating to police officers. I treat them as persons. This is where most people have a problem. They aren't sure how to react. If only they would realize that policemen are people too. I guess I have the same kind of a complex with teachers. I can't really talk with my teachers, but have no problem with police.

When I think of how most everyone my Dad meets is doing wrong in some way, I can understand why he is so protective over me and why he doesn't really trust people. When I was reading *The New Centurions*, I could really relate to it. Most of my father's friends are policemen. His golf club and poker club consist of policemen. Other people just don't see things

the way he does, and he has nothing to talk about with them.

The subject of police has always been a sore spot to me. Most of my friends have learned not to say anything derogatory about them in my presence. I am always on the defensive. I've calmed down quite a bit, but it's still touchy. I realize that there are bad cops, but I feel that the majority are good.

It may seem strange to you, but all policemen have a certain look about them. I can usually spot a cop out of uniform. My mother also has this talent. A friend who's father is a cop also possesses this ability. Therefore, I have come to the conclusion that it is the look on their face. A kind of "Seen-it-all" look, but not really. It's hard to describe, but you have it too.

I really have to admire my Dad. In my neighborhood there are quite a few boys, now 18-19 who are fatherless. In my Dad's spare time (which isn't much) he would take them motorcycle riding, play games, swim, and just sit and talk with them. They would be at our house as much as possible. Most of them are now in college, but he helped them through the tough years, between the ages of 15-18. This is the growing period when a boy can turn to a "bad" crowd or a "good" crowd. These boys having no father and little discipline could have easily gone the wrong way. My Dad became their father image. They even began to call him "Dad". He not only helped them through the growing period, he taught them respect of the law. They all learned what I did about policemen, and not one of them has been in trouble yet. They are all off in their own lives now, but I doubt if they will ever forget my Dad.

I don't know how my father is on duty. Knowing him as I do and from stories I've heard, I feel he's one of the best. He has a tough job, as do all policemen. It's a lot of stress on one's emotions. As I said, I've always wanted to be a policeman, just like my Dad. I don't know if I will, or even if I could take it, but I would be happy to be half the person my Dad is.

by Kevin Mullen

Before the advent of modern municipal policing in the middle decades of the last century, urban dwellers beset by criminal predators pretty much had to "kill their own snakes."

Victims were expected to bring in criminals themselves or with the help of friends or relatives. It was not an age when the public expected the government to solve its problems with crime control.

By the middle of the 19th century, concerns about crime in the growing cities resulted in the creation of regular municipal police departments.

But even then, in the absence of any adequate means of communication, policing was very much a local matter. A crime victim had to wait until an officer happened by on his beat to report the offense, or go to headquarters to make a complaint.

In 1854, most of San Francisco's 54 police officers were detailed to individual foot beats, effectively out of contact with their station and each other.

It was not until the late 1880s that any effective method of calling the police for help was instituted.

In 1885, Police Chief Patrick Crowley asked for the installation of a patrol wagon/signal box system. Officers on their beats could telephone directly to the station for assistance.

A wagon staffed by three officers and "furnished with all facilities for quick hitching" could be dispatched immediately.

One of the selling points of the new system was that telephone boxes could be placed in private homes.

"...Occupants of the house can remain snugly in bed, with their heads covered up, while the policeman answering the call . . . steps quietly in at the front door, to the surprise and confusion of the enterprising burglars."

Actually, direct calling by private citizens for police service was decades away. It had to await the general installation of telephones in private homes.

The system implemented in 1890 consisted of street call boxes containing telephones for the exclusive use of police officers. They were also equipped with levers which, when pulled by a private citizen, would presumably bring the officers running.

After 15 years in service, the patrol wagon service reported only 19,100 annual runs, or slightly more than 50 a day for a city of almost 400,000. Most of the runs were to transport arrested prisoners. Also listed are attendance at 564 fires, 114 persons taken to their homes and 131 lost children reunited with their parents.

By the mid 1920s, radio technology had advanced to the point that, in theory, a police officer could be summoned or a crime reported instantaneously. In 1926, during a crime spree by the Buck Kelly

Gang, the idea of using radio to summon police officers was given its first practical test.

Regular programming on a commercial broadcast was interrupted one night in October with a message calling all San Francisco police officers to duty.

According to Police chief William Quinn, the announcement continued: "Neighbors and friends hearing this broadcast will confer a great favor on the police department by notifying all police officers of this message."

Within a few moments, Quinn said, "The streets near the various police headquarters were thronged with reporting officers and with volunteer civilians."

Everyone thought it was great.

In following years, radio communications were refined. With receivers installed in patrol cars, dispatches about crimes in progress could be made to officers on patrol.

At first the officers listened to a commercial radio station — which interrupted its regular programming and called attention to police calls by sounding a gong. Only later was a radio channel dedicated to police communications; broadcasts came from a room adjoining the chief's office.

By 1940, the idea of citizens telephoning for police help was beginning to catch on.

That year, the Bureau of Criminal Information logged in 2117,258 "complaints made and services rendered."

Among them were 30,421 disturbances, 3,556 bank alarms and 15,445 reports of suspicious activities involving autos or persons. But the most numerous category was the 108,308 requests to return books to libraries and schools.

By the 1960s, as with much else in urban life, calls for police service were increasing. The idea of the police as an around-the-clock, all-purpose social agency had taken hold.

In 1969, the department received about 4,000 emergency and non-emergency telephone calls a day. It dispatched radio-equipped vehicles on 763,311 assignments.

More recently, improvements in computer-aided dispatch capabilities and 911 phone management systems have contributed to the public belief that immediate police service is a reasonable expectation.

Now the department is flooded with more than 1 million calls a year to 911, everything from homicides to requests that an officer be sent to the store to pick up baby formula.

Kevin Mullen, former deputy police chief in The City, is the author of "Let Justice Be Done: Crime and Politics in Early San Francisco."

Reprinted from the S.F. Examiner, Wednesday, December 16, 1992

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More For Less

by Gregory Clark

The present baby-boom is creating a demand on larger homes. It is possible to buy a larger home for less, here's how.

If I decide that I have outgrown my present home that I purchased in 1986 when my income was lower and interest rates were higher, I could either add on to the old house or buy a larger home in the same neighborhood.

By putting my home on the market I may find that either I receive an offer close to my asking price or I don't. If I do, and I decide to sell, today's lower interest rates and a 15 year mortgage will reduce my interest debt and help me afford a larger home. The increase in future earnings (5% raise/premiums) will help offset slightly larger mortgage payments.

OLD HOUSE

Purchase price of 1500 square foot 2 BR-1BA 1 Car Garage home in 1986 was \$213,000. Selling price 1993 is \$240,000.

NEW HOME

Purchase Price \$261,000 for 2,200 square foot three bedrooms, 2.5 bathrooms, 2 car garage

COST COMPARISON, Long term

Here's how staying in the lower priced

house could have cost about \$180,000 more over the term of the loan, than buying the more expensive one.

OLD HOUSE

Purchase Price: \$213,000

Down Payment: \$ 42,600

Term of mortgage: 30 years

Interest rate: 9.75%

Down pmt.:	Principal:	Int.:
\$42,600	\$170,400	\$356,639

Total cost over term of the loan: \$527,039

NEW HOUSE

Purchase Price: \$261,000

Down Payment: \$52,200

Term of mortgage: 15 years

Interest rate: 7.375%

Down pmt.:	Principal:	Int.:
\$52,200	\$208,800	\$136,943

Total cost over term of the loan \$345,743

COST COMPARISON, Monthly

Monthly mortgage payments will take a slightly larger chunk of my net income. I have calculated old and new payments as a portion of my net income before taxes.

OLD HOUSE: \$1,464.00 = 8 days' net pay

NEW HOUSE: \$1,900.00 = 10.5 days' net pay

Gaining a lot...

1 more bedroom, 1.5 bathroom, 1 car garage plus the ability to navigate in 700 square feet more space.

...Losing a little

Expenses: Closing costs will be about \$15,000, property tax will increase by about \$600/yr.

One Good Man

by Officer Edward Browne

Throughout our lives we meet and come into contact with intriguing and interesting people. Depending on the given situation, some of these people may haunt us forever.

Twelve years ago on a ghoulish, rain drenched, January night my life was touched by an uncanny stranger. I had just finished a semester final and decided to visit my family in the East Bay. It was a bone chilling winter night. The howling wind was partnered with monsoon-like pelting rain. I had second thoughts of making the journey due to the weather but for some strange reason I felt compelled to do so.

I was driving my Volkswagon bug that night. My car became almost uncontrollable due to the violent weather. I was traveling east bound Highway 92, crossing the San Mateo Bridge with less than one hundred feet visibility, when I saw the car in front of me fish-tail and flip onto its hood and roof. It looked as if God himself took the mangled wreck in front of me and tossed it upside down. I couldn't believe my eyes. The force and power of the car's flight and impact was astonishing.

I thought the driver was indeed dead. I slowed my car and stopped behind the accident vehicle. The highway was barren with the merciless wind and rain thrashing down upon it. As I ran up to the demolished wreckage, I found a lone male driver unconscious and trapped inside. Down on my hands and knees I was able to break open a window and pull this stranger's maligned body partly free. Even though I only observed facial lacerations on this stranger's face, I knew this poor old guy had severe internal injuries and was in shock. A passing motorist stopped to help at which time I shouted to him to go and call for help, which he did. I took my rain-saturated jacket off and covered this poor victim, at which time he regained consciousness.

I asked his name. He said it was Sam. I told him to hang on and that help was on the way. He said he was cold and scared. I felt helpless. I couldn't pull Sam out of the wreckage any further. His legs were pinned from within by the mangled debris. We were soaking wet. The ferocious waves were pounding against the bridge wall, as if the sea wanted to swallow us alive. Sam gazed into my eyes and meekly asked if I was a police officer or fireman. I said "No, I was not."

To my amazement, Sam called me by my first name and said that I was one good man. Just moments later a Highway Patrol Officer pulled onto the scene along with a rescue squad. I was asked what happened and then told to leave the scene. I was unable to say good-bye to the friend who I vainly tried to help. As I drove from the accident scene I wondered what would become of Sam.

Traveling to my final destination point, I marvelled with the thought of how Sam knew my first name when I never told him what it was. I knew that the picture of Sam moaning in intense physical pain would remain with me throughout my life-time.

As time passed, my contact with Sam and that fateful night drifted to the depths

of my memory until I received an eerie letter eight years later. As with all correspondence I receive, I always examine it to see who it is from. This particular letter was exceptionally extraordinary, as the post mark date was eight years prior to my receiving it. The letter was addressed to me at an address I had once lived at approximately eight years ago. Upon opening the letter I read with intent amazement which stated the following, "Ed, thanks for your valiant effort in trying to rescue me and for just being there. Yours truly, Sam."

I stood numb and stunned in disbelief.

"Who would play such a callous and hideous joke?" I asked myself. I immediately went to the phone directory to look up Sam. He wasn't listed. I decided to make that fateful journey once again across the San Mateo Bridge to locate Sam at the return address on my letter. I located the apartment of the return address after a reflective and memorable drive of that frightful night. A rather haggard woman answered the door and told me that no one by the name of Sam ever lived there. I felt my search for Sam was to no avail until I contacted the manager of this same apartment complex.

The manager, an elderly gentleman by the name of Nick told me to my delight that a man named Sam did live there approximately eight years ago. Excited to know this I pulled out my time forgotten letter that I had received from Sam to show it to Nick. Nick read the letter, then gave me the strangest look and told me that this could not be. I asked why? Nick told me that Sam died in a car crash eight years ago on a bridge. I stood there mystified. How could this be? Was I living in the Twilight Zone? I asked Nick what he personally knew about this man named Sam. All that Nick could tell me was that Sam was an ex-New York City Police Officer and a decorated World War II veteran. Nick also told me that Sam was a loner who kept to himself with no family known.

Nick directed me to the local cemetery. Saddened to hear what Nick had told me about Sam, I still felt driven to locate Sam. Continuing with my investigation I canvassed the local cemetery. There, on a green grassy hillside between two colossal oak trees my search for Sam ended, as I found the tombstone of the stranger I tried to help. As I knelt at Sam's grave site, I felt the warm sun's rays bearing down upon me. I thought of how frozen and soaked I was the last time I saw Sam alive. As I read Sam's tombstone I was thunderstruck. The date Sam had died, was the same date I received my letter from him. Only eight years later! Beneath the engraved dates of Sam's birth and death read in bold print, "One Good Man."

Some things in life are strange and unexplainable. But for those few life filled moments that I spent with Sam, I somehow knew that he was in fact, one good man. As far as tracking Sam's thank you letter through the U.S. Postal Service or for that matter who wrote it, I just chalked it up to one of life's sacred mysteries. I still stop for strangers in need, as I hope one good man would stop for me.



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THE MEMBERS SPEAK

The opinions expressed on these pages are solely those of the authors. They do not reflect the official views or policies of the SFPOA.

ONCE A UPON A TIME . . .

by John Sterling, Co. H

It's painful to watch as this department seems to be losing its congeniality. If not checked in time, this department will soon become a community of strangers. I remember when almost everyone knew one another or at least acknowledged each other in passing. Contributors to this alienation are the proliferating number of people who eschew traditional police work for cushy jobs deep in the bunkers. Rancor occurs because they avoid the risks while they assume the identity and the pay. They walk the walk and talk the talk, but when it comes to deeds they recede. They are paraders at police pageants, but they are loath to patrol alone.

Facing the excitements, the risks, and the dangers together, street officers share experiences and mutual dependency, thereby forging an affinity and common bond seldom found in other groups. I would liken it to matadors in the bullring. Each of us know what its like when our moment of truth arrive.

The distinct aspect that makes the police profession very different is its insulation and isolation. Rookies soon find themselves confused by the ambivalence of the public they serve. Scorned one day, loved the next. The news media

excoriate our efforts while the arts glamorize our lives. Only within our own group can we find understanding and solace, as even our families are more often uncomprehending. The only ones able to commiserate with this inter-dependency are lepers.

Our conviviality can be preserved only in so far as our work is uniform or similar; which is to say, fighting bad guys directly. Dispersing assignments hither and yonder, unrelated to that primary mission is just fancy and cheating the public. In days of yore, transfers and promotions were occasions for congratulations and fond farewells. Retirements were celebrated at festive evenings of recollected deeds best forgotten, but more often proudly retold. The gathering were moments for reuniting friends, reminiscence, and final toasts of respect. However, the fraternity was just too homogeneous and time would not allow this insular world to remain undisturbed. Its apparent exclusivity came under scathing scrutiny. The demands for inclusion and reform became impatient and strident. Under this onslaught, the fellowship weakened and dissociation began. It was soon followed by shameless opportunism. Among us were those who never before advanced their backgrounds now suddenly are repainting themselves as muted outcasts

and victims all along. Were I a member of the truly aggrieved class, I would detest these interlopers and parasites; where were they during the trying times.

Times they were a-changing, and overall it was good. But the changes wrought unpleasantness also. Currently, transfers are usually punitive, promotions contrived, and retirements forced, or simply the culmination of frustration and unhappiness rather than a welcomed rest at trails end. Even chiefs of late and their entourage are rudely dismissed and denied graceful exits.

Pathetically, the rank and file could care less of that. Tragically, some of these "leaders" of old forced themselves to speak what their hearts disbelieved, and abandoned the camaraderie they once enjoyed for the profits of self-interest. Now, in the winter of their discontent, nostalgia for the 'boys' is calling. One of these erstwhile "leaders" sneaked in at one of the soirees only to hear heckles of "who brought that S.O.B. in here?"

Those who will follow us, as variegated as they may be, need not lose what was once a congenial company. I hope the turbulent times will soon blow over and the rebuilding of the clubbiness will resume so that future transfers, promotions, and retirements can once again be delightful episodes in our charming careers.

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SFPOA Board of Directors Meeting November 17, 1992

Call to Order
Pledge of Allegiance

Roll Call:

Present: Deignan, Co. A; Machi, Co. A; Macaulay, Co. B; Sorgie, Co. C; Canedo, Co. E; Herman, Co. E; Cunnie, Co. F; Murphy, Co. G; Knighton, Co. I; Shine, Co. K; Fulton, Hdqtrs.; Sylvester, Hdqtrs.; Sullivan, Invest.; Lemos, Invest.; Java, Muni; Leydon, TTF; Wright, Retired; Johnson, Secretary; Dito, Treasurer; Delagnes, Vice-President; Trigueiro, President

Excused: Ellis, Co. D; Pate, Co. D; Rosko, Co. H; Donovan, Tactical

President's Report:

President Trigueiro introduced Police Commissioner Harry Low and Commissioner Clothilde Hewlett, both of whom spoke of their concerns over a well-designed Career Development program as well as a more timely process for dealing with disciplinary matters. A motion (M/C. Cunnie, 2nd/G. Wright) was entertained to allow members of the SFPOA Federal Litigation Committee to meet with representatives of the Police Commission for the purpose of establishing guidelines for future promotional opportunities/career development. Motion passed unanimously.

A new limited duty general order is being drafted at this time and a copy of the proposal should be available at the December 1992 meeting.

FTO compensation should be resolved shortly, the POA/FTO Committee is awaiting final determination of the selection of FTO sergeants in order to implement contract obligations.

Michael Hebel, Welfare Officer, reported on the latest draft of the order pertaining to limited duty assignments. The draft was presented to Board members for review but issues regarding seniority rights and P-I (transfer request) concerns remain paramount. A motion (M/Lemos, 2nd/Sylvester) was entertained directing our Welfare Officer to return to negotiations for the purpose of resolving the dilemma over seniority/transfer rules. Motion passed unanimously.

Vice President's Report:

Vice President Delagnes will be working on a time line with our attorneys to assist the POA Retirement Committee chaired by Jim Seim. The Vice President is also involved in resolving the court

overtime dilemma. (Members are advised to keep track of any court hours where compensation has not been honored).

Secretary's Report:

The minutes for September 1992 (M/Machi, 2nd/Deignan) and October 1992 (M/Java, 2nd/Herman) were reviewed and approved as submitted.

Treasurer's Report:

The financial statement for November 1992 was submitted for review and was approved (M/Cunnie, 2nd/Shine).

Committee Reports

Federal Litigation Committee: (Sullivan/Chair) Chairman Roy Sullivan submitted the decision rendered recently by the 9th Circuit Court of Appeal involving the issues raised regarding the implementation of the "banding" process to promote candidates. The membership will be provided with information regarding remaining alternatives to pursue the issues raised (i.e. appealing to the U.S. Supreme Court).

Police Services Committee: (Cunnie/Chair) Chairman Chris Cunnie had made preliminary arrangements for a SFPOA Family Picnic at Marine World/Africa USA but due to the overwhelming cost of the picnic the matter was deferred.

By-Laws Committee: (Chair/Wright) The latest draft of proposed amendments to the POA By-Laws were submitted for review by Board members. A detailed analysis of portions re-written was conducted by committee member, John Ehrlich. Members are urged to contact their respective representative(s) to review the draft. The amendments should be ready for preliminary approval by the POA Board of Directors at the December 1992 meeting and will then be submitted for a full membership vote in January 1993.

Financial Requests

The Board unanimously approved a donation for use by the Retired Employees of CCSF at their annual Christmas Party in the amount of \$100.00 (M/C. Cunnie, 2nd/M. Murphy).

There being no further business at hand, President Trigueiro adjourned the meeting at 1900 hours.

Submitted by:
Steve Johnson, Secretary

SFPOA Board of Directors General Membership Meeting December 15, 1992

Regular Board Meeting: 1400 Hours General Membership Meeting: 1700 Hours

Call to Order
Pledge of Allegiance

Roll Call:

Present: Deignan, Co. A; Machi, Co. A; Sorgie, Co. C; Ellis, Co. D; Pate, Co. D; Canedo, Co. E; Herman, Co. E; Cunnie, Co. F; Murphy, Co. G; Rosko, Co. H; Knighton, Co. I; Shine, Co. K; Sylvester, Hdqtrs.; Sullivan, Invest.; Lemos, Invest.; Donovan, Tactical; Java, Muni; Leydon, TTF; Wright, Retired; Johnson, Secretary; Dito, Treasurer; Delagnes, Vice-President; Trigueiro, President

Excused: Macaulay, Co. B; Fulton, Hdqtrs.

President's Report:

President Trigueiro introduced a letter addressed to the Police Commission calling for a Memorandum of Understanding involving future promotional testing. This agreement, if endorsed by the full POA membership, would allow for timely promotional examinations with a balance incorporated to allow for affirmative action goals. Please contact your respective POA representative(s) for a copy of the correspondence. A motion was entertained (M/Machi, 2nd/Canedo) to submit the previously noted letter to the Police Commission for their consideration with final approval relegated to our membership. Motion passed unanimously.

The President has also been advised by the Department Administration that FTO compensation should be in place shortly but that we may have to file a formal grievance to resolve the court appearance overtime issue.

4/10 Plan: Meetings have been scheduled with Deputy Chief Tom Petrini of Patrol, for the purpose of discussing the administration's proposal to change from a rotational watch off schedule to one with fixed days off.

President Trigueiro then addressed the By-Law amendments that will be submitted for review/ratification by the membership in January 1993. The ballots will highlight several of the major changes (i.e. a new position of "2nd Vice President", an annual open window for non-members to join, etc.), each change will be voted on separately.

A motion was entertained (M/Deignan, 2nd/Machi) to ratify the By-Law Amendments as submitted and pass them on to the full membership for consideration at the next election. Motion passed unanimously.

Vice President's Report:

Vice President Delagnes will be working closely with the 4/10 Committee.

Secretary's Report:

The minutes for both the November/December 1992 Board meetings will be published in the January 1993 "Notebook" and submitted to Board members for review.

Treasurer's Report:

The November 1992 monthly financial statement will be submitted at the January 1993 Board meeting.

Committee Reports

Federal Litigation Committee: (See: President's Report)

Building Committee: (Lemos/Chair)

An appraisal has been arranged on property owned by SFPOA so that an analysis can be conducted to determine what options the membership will have to consider as far as remodeling is concerned.

Women's Issues Committee:

(Greely/ Wittcop, Co-Chairs) The Women's Issues Committee is studying the results of their survey and will be issuing a report on their findings.

SFPOA Police Services Committee:

(Cunnie/Chair) The SFPOA Police Services Committee honored Officer Robert Barnes. Bob is currently assigned to the Tenderloin Task Force, the unit that polices one of the highest-crime areas in San Francisco. Bob was chosen for the POA honor because of his professionalism, demonstrated over the years, as a proactive role model for others.

General Membership Meeting

(1700 Hours) — President Trigueiro suspended regular business and convened the General Membership Meeting. Nominations were then taken for the SFPOA general election scheduled for January 1993.

Financial Requests

A request was submitted at the General Membership meeting for consideration in the amount of \$216.00 for the purchase of Polaroid film to be utilized at a Santa's visit sponsored by the Red Cross — Representative Richard Pate, Co D, volunteered his services for the event. M/Machi, 2nd/Java — Passed unanimously.

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

Submitted by:
Steve Johnson, Secretary



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Training News

The December 1992 edition of the FBI LAW ENFORCEMENT BULLETIN contained a synopsis of a report conducted under the auspices of the FBI. The report was titled "Killed in the Line of Duty". Over a three year period the authors reviewed fifty-one (51) distinct cases which resulted in the death of fifty-four (54) law enforcement officers by fifty (50) offenders. The interesting element to the report is that a number of the offenders were interviewed and their views on the killings of the officers were included in the findings of the report. The following is a brief recount of the information contained in the article.

Offender Description

Gender 96 % Male; 4% Female
Average Age 26 years old
Race 60% White;
40% Non-White
Average Height . 5 feet 9 inches
Marital Status 12% married; 54%
single; 32% divorced;
2% separated

"A majority of the offenders in this study were identified as having some personality disorder. The antisocial and dependent personality types were the most frequently diagnosed personality disorders."

Officer Safety:

If you are making the right decisions and contacting the right individuals on the street listen to that little tickle at the back of your head that tells you something isn't right about this person. Practice officer safety all the time don't wait until you think you need it to practice officer safety.

"While a very small number of offenders had no previous criminal record, including a history of drugs or weapons offenses, researchers found larceny, burglary, or robbery to be prevalent in the majority of the offender's self-reported criminal histories. In addition nearly one-half of the offenders stated that they murdered or attempted to murder someone prior to killing the officer. Approximately 20 percent stated they assaulted an officer or resisted arrest prior to the incident in which they killed an officer"

Officer Safety:

Although your current contact with an individual may involve a non-violent or misdemeanor type offense what do you know about the subject's prior criminal history. Assume the potential for assault is present with every contact and be prepared to deal with it.

"Another factor involved drug and/or alcohol use. Over three-quarters of the killers stated that they were engaged in drug or alcohol activity at the time of the killings."

Officer Safety:

Contact with subjects during drug transactions or drug associated activity is dangerous. No matter how many drug arrests or buy-bust cases you have made don't assume you can "read" a subject and tell if there is going to be resistance. ALWAYS anticipate that there may be and be prepared in advanced to deal with it.

"The study victims (officer) averaged 8 years of law enforcement service, and none had less than 1 year of experience. Eight of ten officers were assigned to vehicle patrol at the time of their deaths, and 70 PERCENT were assigned to single officer vehicles...."

Officer Safety:

Once we think we have handled every type of case and we think we know how to read people we are in danger. It is at this time we begin to take assignments for granted and just go through the motions of officer safety. Look Around . . . how many times have you seen another officer

standing in front of a suspect on the street with his/her body squared up to the suspect and the gun side exposed and within easy reach of the suspect. This happens because we have "read" the subject and made the assumption that he/she isn't a threat.

Working a one officer unit is DANGEROUS. Make good use of back up units. Use sound principles of Contact and Cover. Do not rush into a situation until you are sure you have sufficient units to handle potential threats.

It is safer to make a TACTICAL WITHDRAWAL and return knowing you can deal with resistance than to rush in and hope you can win.

"...early in the study, it became apparent that the officers' peers and supervisors used similar behavioral characteristics to describe the victims. The most salient behavioral descriptors characterizing these officers appeared to be their good-natured demeanor and conservative use of physical force, as compared to other law enforcement officers in similar situations. They were also perceived as being well-liked by the community and the department, friendly to everyone, "laid back," and "easy going".

Officer Safety:

The use of sound officer safety procedures and tactics does not mean that we are rude or demeaning.

"...two major categories of procedural and training issues emerged — approach to vehicles and suspects and control of persons and/or situations- which may have had a role in the eventual outcome of the incidents."

"Approach to vehicles and suspects takes into account, among other issues, off-duty performance, facing a drawn gun, and traffic stops. Control of persons and/or situations includes, among other issues, weapon retention, use of protective body armor, thorough searches, handcuff use, and team concept."

"Officers improper approaches and lack of control of both situations and individuals were found to be likely contributors to the killings. Some of the killers appear to have evaluated a series of actions or inactions of the officer before considering an assault"

Officer Safety:

Always attempt to have a plan when dealing with suspects. If their behavior or the situation prevents a safe plan do not commit yourself.

If you are unsure of how to balance a viable means of physical control of a person against the potential for citizen complaints or civil litigation take the initiative to seek out answers by attending any/all training that is available.

As indicated at the start this was intended as a brief summary of an article titled *Cop Killers and Their Victims* by Anthony J. Pinizzotto, PH.D. and Edward F. Davis, M.A.

All comments made under the heading "Officer Safety" were intended to create thoughts and promote discussion. The Officer Safety comments were not a part of the original article.

For additional information contact the Defensive Tactics staff at the Academy 695-6919.



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Full Staffing — Now

Robert Swall, Co. A

The need to have the San Francisco Police Department at full strength is becoming more and more obvious every day. To be so short in personnel is extremely dangerous not only for police officers, but for citizens and for suspects as well. Two fairly recent events come to mind that point this out. One event had a police officer being shot in the St. Mary's Park district (the suspect committed suicide by shooting himself in the head after he had shot the officer); and another event had a street person who attacked an officer with a pair of scissors, at 10th and Anza, being shot and killed by the officer in self defense (the officer was also shot during this incident). In both of these cases (and these are only two of many) it is highly likely that abatement of the situation or arrests could have been made, with no injury to anyone, if there were two officer units on the scene. We have always had a history in the SFPD of being fully staffed at 1971 officers. This is a figure that seems to adequately staff San Francisco with enough officers to keep areas fairly safe. But this figure was one that staffed the SFPD years ago, when there were less drugs, less gangs, less guns, and less violence. Today our staffing should probably exceed 1971. Department officials admit our staffing is at 1800 officers,

and we are probably much lower than that. Our 10 hour day did not cause our low staffing...introducing CPOP will not cure our low staffing. The reason we are under staffed is that the city is not hiring enough police officers to fill the vacant positions.

There has been a lot of discussion lately about the low staffing, poor equipment and overall disintegration of the 911 system, and the entire Communications Division in the SFPD. If the 911 situation improves, it will make for a better life for everyone involved. But I cannot help but think that it doesn't accomplish much to have a fully staffed, state-of-the-art Communications Division and not have nearly enough police officers to give those calls to. When a person is in need of help and calls for a police officer, they would like one **now** - not three hours from now. It doesn't take a rocket scientist to figure out that because of the extensive police presence in the Union Square area during the holidays, crime seemed to be way down. This was a great idea, but our department should be fully staffed so that **all** areas of the city are adequately protected at **all** times. Everyone who lives and/or works in San Francisco desperately needs a fully staffed police department now, and full staffing means at least 1971 police officers.

Volunteer Drinkers Needed!

by Sgt. Joe Dutto, Co. D

I am in need of volunteer drinkers for the upcoming Drug Recognition & Influence Courses. The drinkers will be detailed if sworn members of the department. If any spouses, friends, civilians wish to volunteer, please contact me as soon as possible. The drinkers are required to be at the Alcohol Workshop at 8:00 A.M. sharp on the date listed. They will be supplied with their drink of choice, along with appetizers, under carefully controlled monitoring by facilitators. At approximately 10:30 a.m. the drinkers will be examined by students of the class in a workshop setting for approximately one hour. The students will be testing the drinkers for nystagmus and other various eye signs. Upon completion of the workshop, the drinkers and students will meet in the classroom to see how well the students conducted their testing of the

volunteer drinkers. After this meeting the drinkers will be given lunch and watched until they are either picked up by a responsible party or driven home. This will usually be done by 3:00 p.m. The dates for, The Drug Recognition & Influence Course for which drinkers are needed:

Friday, February 5, 1993
Thursday, February 18, 1993
Friday, March 26, 1993
Saturday, April 17, 1993
Friday, May 7, 1993
Thursday, May 20, 1993
Friday, June 11, 1993
Friday, June 25, 1993

Come on, Volunteer! Help your fellow officers out. Also, find out what you can consume on an hourly basis. Breath testing is done throughout your drinking and upon completion. Please contact me by phone or message, at Mission Police Station.

N

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I met **Angel Cardoza** the day she became a teenager when a few of us were invited to help celebrate her birthday being held at the Koret Family House (a temporary residence for families with children undergoing cancer treatment at U.C. Hospital) — Angel was one of the children in radiation therapy for her illness. Angel was also successful in her lobbying efforts to make those of us present to commit to ensuring a Santa visit for every child hospitalized in San Francisco during the Christmas season — Angel died on my birthday in 1984 — Needless to say, this has been the 8th year I have had the privilege of thanking those officers who fulfilled our 1984 commitment to Angel making sure that every child hospitalized in our city received a visit from our police Santas, a Polaroid memento and a small gift. A "Close Encounter" thanks to the following people for just being there for those who still believe:

- Lieutenant Sylvia Harper**
- Sergeant Steve Tittel**
- Officer Gil Chang**
- Officer Tonii Cato**
- Officer Deborah Anderson**
- Officer Leroy Lindo**
- Officer Brenda Rogers**
- Inspector Gary Delagnes**
- Officer Charlie Coates**
- Inspector Dave Faingold**
- Inspector John Hallisy**
- Inspector Rich Dalton**
- Sergeant Rick Parry**
- Officer Frank Machi**
- Sergeant Rick Bruce**
- Officer William Murray**
- Inspector Jennifer Forrester**
- Ms. Sara Kelly**
- Officer Bob Fitzer**
- Mrs. Terry Brennan**

If you'd be interested in helping out next year, please send me a note to the POA (510 7th Street) — Deputy Chiefs are also welcome.

I don't think you can come much closer to making the Hall of Justice wall than **Kirk Tomioka** of Ingleside Station. Kirk was investigating a "shots fired" call at the St. Mary Park residential area when he came upon an individual walking in the vicinity. Kirk approached the subject, ordering him to stay where he was, but instead, the subject turned away from Kirk, started to run then suddenly spun



Close Encounters

by Steve Johnson, Secretary SFPOA

around and fired 2 shots from a .38 revolver, striking Kirk squarely in his chest (fortunately protected by a bullet-proof vest). Kirk went down, but immediately jumped to his feet and chased his armed assailant. **Sergeant Tom Srock** had just arrived at the scene, heard the 2 shots, saw Kirk go down and had to pinch himself when he watched Kirk recover. **Sgt. Srock** then depended upon the assistance of the following Dispatchers: **Supervisor Toni Hardley, Shannon Martin, Lorraine Payne, and Tamara Borok** to help direct responding units to set up a perimeter and subsequent search.

I listened to the tape of the incident and I can't say enough about the professionalism demonstrated by the Dispatchers involved.

The suspect who tried to kill Officer Tomioka eventually committed suicide and **Lt. Al Benner** took it upon himself to make sure everyone involved received the opportunity to participate in a review of the incident. This review process has proven to be extremely helpful in dealing with members involved in critical incidents — the information gleaned is beneficial in that it helps to bring everything into an understandable perspective.

(An off-duty dispatcher, driving through the area just prior to Officer Tomioka's encounter, was also shot by the same suspect. Fortunately, the dispatcher is recovering from the wound sustained.)

Fortunately Joe had the presence of mind to stay within his crash bars or he would have automatically been crushed. Unfortunately, for the suspect in this caper, Joe also had the presence of mind to draw his weapon and fire several shots, wounding the coward behind the wheel. The coward later showed up at a hospital for treatment and was welcomed by several uniforms.

This was not the first "Close Encounter" for Officer Joe Zamagni — he recently came to the aid of a Daly City police officer who had been shot during a traffic stop and, after making sure medical help was coming for the wounded officer, Joe chased the armed suspect. The suspect took a couple of shots at Joe who, obligingly, returned fire — Joe has returned to work since his most recent incident — Solos, a different breed"

Officer Ray Mullane: Ray Mullane was responding on his motorcycle up 5th Street towards Market in response to an "officer assistance" call when a citizen drove his car directly across Ray's path. Ray is a skilled rider and utilized his training and experience to lay his motorcycle down but, unfortunately, not without his body skidding over 40 feet of 5th Street. Ray is recovering from his injuries. (Interesting to note that Ray Mullane has also been through a great number of Close Encounters during his 22 years with our department and yet he'll be back — He's a solo')

Officers Jim Escobar and Mike Browne (members of **Sgt. Joe Dutto's** Mission Task Force) took 2 more guns from suspects in 2 separate investigations. Both incidents taking place in the Mission and when will we see tougher gun laws??? At least **Senator Dianne Feinstein** was bold enough to question the need for certain assault weapons being made available to the public — especially in light of the recent murder of the 2 Richmond P.D. police officers.

Now, I know that **Officer Miguel Cosio** and his partner made an outstanding robbery arrest in the Central District recently, but the officers involved (Miguel and his unnamed partner) were too conservative to send me a copy of the report so that their excellent police work could be duly noted — Anybody from Co A want to help me on this one??

Officer Ray Austin, Mission Station, apprehended an auto boosting suspect who was carrying a backpack. And, of course, the backpack contained a gun. While it seems to be culturally acceptable in San Francisco to carry concealed weapons, it's still illegal and we still need tougher laws. Maybe City Hall can take the time to put as much emphasis on public protection as they do making sure dope addicts get free needles??

The uniforms in the Mission District handled 130 calls for service on Christmas Eve (2000 hrs to 0600 hrs). It came to the point where **Sgt. Dan Linehan** was handling a call involving a violent psychiatric patient by himself while **Sgt. Carrie Lucas** responded to back up another one-officer unit trying to keep a husband from throwing his wife from a 2nd story window.

The number of calls for service are one thing, the other, of course, is the number of arrests made — Mission Station finished the year with 8,908 incarcerated.

I'd say a 4/10 plan with rotational days off is a small price to pay for morale ... but what do I know??

Could it be true that an illegal alien was arrested three times in five days for narcotic violations (involving sales of heroin/crack) in San Francisco"??

Compliments to **Officers Larry Gray and Mark Laherty** for their arrest of a 6'2", 325 lb car-jacking suspect — Talk about intimidation'

Just another day ... **Officer Dave Berti**, Central Station, was a little surprised to find an extremely irate subject (5'9", 220 lbs) trying to chop down a metal light standard with a meat cleaver at Jackson/Stockton Streets. Dave immediately confronted this individual with his baton — the suspect confronted Dave with the meat cleaver — Dave then drew his service revolver and, even though this crazed individual spoke only Vietnamese, Dave was eventually able to convince him to drop his weapon.

Officer Dave Berti was responsible for preventing an obviously insane subject from killing an innocent citizen — medal time


Officer Thomas Lovrin and Officer Toney Chaplin were investigating a suspicious vehicle parked at 24th/Vicente — Suspicious, since the 2 occupants of the car dropped down to hide from the officers as they approached. Officer Chaplin observed the passenger of the car in possession of a gun while at the same time the driver of the vehicle stepped out and confronted Officer Lovrin. Officer Lovrin, knowledgeable of the passenger being armed, drew his weapon and ordered the driver to show his hands. The driver hesitated (now standing outside the door of the vehicle) then finally dropped a fully-loaded .38 revolver. The passenger was carrying a fully-loaded 9mm semi-automatic weapon.

Officers Lovrin and Chaplin were able to go home alive at the end of their shift only because they are professionals — professionals who obviously deserve a medal"

I have received numerous phone calls from officers from outside police agencies who have read our paper — they can't believe the odds our patrol officers are up against. The very fact that two outstanding police officers from the Richmond Police Department were recently murdered while responding to a family fight, coupled with the shootings of 2 of our own officers within the past 2 months, has dramatically increased the stress level under which our patrol officers function.

The stress level in Patrol does not have to be aggravated by a drastic change in working conditions (i.e. 4/10 watch with fixed days off) — The stress level in Patrol has to be dealt with in a more humanistic manner — Translation: The officers in uniform are doing an outstanding job under extremely trying conditions, let's not make changes when they're not necessary.

All the best to you and yours in 1993!!



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Solo Motorcycle Officers:
Officer Joe Zamagni: Joe was on an enforcement tour through the Ingleside District when he saw a car speeding through several arterial stop signs traveling about 60 mph eastbound on Ocean Avenue. Joe followed the vehicle several blocks when the driver suddenly lost control at Ocean and Ashton, spun around and was now facing Joe. Before Joe could react, the driver of the suspect vehicle accelerated and rammed Joe, knocking his motorcycle over and pushing it, at high speed, over 50 feet towards the curbline.



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

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

And The Winner Is . . .



And The Winner Is...

Amazing! Just a little duct tape down the side of your pants, and the women are all over you.

Submitted by Jim McGrath, Co. D

Runner-up...

Polishing my star won't cut you any slack, young lady. I still want to see your masseuse permit.

Submitted by Sgt. Paul Liebert, Records



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SFPOA General Election

Ballots Mailed to Members on Thursday, January 21, 1993

Must be received by Monday, February 8, 1993

Counted on Tuesday, February 9, 1993

<u>All Unopposed</u>			<u>Vote for two</u>		
President	Al Trigueiro	Co. E	Brian Canedo	TTF	Dan Leydon (unopposed)
Vice President	Gary Delagnes		Dave Herman (unopposed)	Inspectors	Roy Sullivan Gary Lemos (unopposed)
Secretary	Steve Johnson	Co. F	Chris Cunnie (unopposed)		
Treasurer	Phil Dito				
	<u>Vote for two</u>	Co. G	Mike Murphy (unopposed)	Headquarters	<u>Vote for two</u> Lynne Torres Glenn Sylvester (unopposed)
Co. A	Frank Machi Jim Diegnan Bob Swall	Co. H	George Rosko (unopposed)		
Co. B	Mark Macaulay (unopposed)	Co. I	<u>Vote for One</u> Dave Rios Vivian Bruce Joe Finigan	Tactical	<u>Vote for one</u> Jerry Donovan Matt Castagnola
Co. C	Dean Sorgie (unopposed)			Narcotics/PBTF	<u>Vote for one</u> Dave Faingold Steve Balma
Co. D	<u>Vote for two</u> Ray Benson Charley Ellis (unopposed)	Traffic	Ray Shine (unopposed)	Retired	Gale Wright (unopposed)
		Muni	Cliff Java (unopposed)		



Notice:

The ballot will also include
specific By-laws changes
to be voted on individually.
(see pages 13-15 for By-laws)



Robert Swall

Candidate for Central Station Director

Dear P.O.A. Member,

I am writing to you to ask for your vote this January/February for POA station representative from Central Station. I believe the two station representatives that we have now have done an extraordinary job, but I also believe the POA needs new and progressive "blood" periodically to keep it strong and in touch with its members. After all, we members are the POA, and we should be represented accordingly.

An added feature that you will obtain by voting for me is that I am in the Tier Two retirement system. I can assure you that I will keep a close eye on our possible retirement upgrades, possible PERS option, and Prop G implementation.

Another thing I have always strongly believed in, is that a station rep should keep the members at the station informed about what happens at the Board of Directors meetings. Either by talking to the watches or at least by typing a small paper, the reps should keep the members informed, and if you vote me into office this will be accomplished every month.

If you elect me, I will look forward to working with you and Al Trigueiro, Gary Delagnes, Steve Johnson, and Phil Dito (probably the best POA executive board of all time) in keeping our wages, benefits, and working conditions fair and equitable. Please consider voting for me this January/February. Thank you.

Fraternally Yours,
Robert Swall

Ballots Mailed to Members on
Thursday, January 21, 1993



Must be received by
Monday, February 8, 1993



Counted on
Tuesday, February 9, 1993

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION BYLAWS

ARTICLE I

NAME, JURISDICTION

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

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

ARTICLE II

AFFILIATION

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

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

ARTICLE III

OBJECTIVES AND PURPOSES

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

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

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

ARTICLE IV

MEMBERSHIP

Section 1 Membership in this Association shall be limited to sworn peace officers with full peace officer status as defined by the California Penal Code, who are members of the San Francisco Police Department, except that membership may be extended to sworn peace officers with full peace officer status upon a two-thirds (2/3) vote of the Board of Directors and ratification by plurality vote of the membership by mail ballot.

Section 2 Members of this Association who retire as sworn peace officers may elect to become retired members of this Association and in such status are entitled to all rights, privileges and benefits of membership, but cannot hold office except as otherwise provided in these Bylaws. Regardless of any other provisions of these By-Laws, retired former members of the Association may become retired members of this Association upon payment of back dues. Further, retired members may vote only for their representative on the Board of Directors and for those Association ballot measures which specifically and directly affect them, excluding a vote for the Executive officers of this Association. In addition, retired members may vote for any and all Association ballot measures, propositions, proposals or Charter Amendments concerning or pertaining to, directly or indirectly, specifically or remotely, any vested retirement/pension provisions and/or benefits which may affect them; provided further that retired members may also vote on any Association ballot measure proposing to alter or amend the provisions of this Subsection.

Section 3 The rights, privileges and benefits of membership in the Association are to be provided only to members who have belonged to the Association since their entry into their department, or to members who have belonged to the Association for one (1) year. The Association shall have no responsibility to provide representation, in grievances or disciplinary matters, for those who are not members of the Association at the time of the incident giving rise to the grievance or disciplinary action, nor to members whose dues are delinquent. For purposes of this Section, a member will be deemed to have belonged to the Association since entry into his or her department if that member joined the Association during the first six (6) months of his/her employment with that department.

Members who join the Association for the first time, only after they have been eligible to join the Association for over six (6) months, must pay all back dues and assessments that were levied on the general membership by the Association, retroactive to the last date of the aforesaid six (6) month period. Payments due under this provision may be waived if one becomes a member during the thirty (30) day period beginning the first day this provision becomes effective or by submitting an application between December 1st and December 31st of any year. However, a member may exercise this special waiver opportunity only once during his/her lifetime.

Section 4 Any member of this Association who has not paid his/her dues or assessments as required in these Bylaws for a period of thirty (30) days shall stand automatically suspended from membership. A member so suspended shall not enjoy the rights, privileges and benefits of membership, and shall not be entitled to representation regarding incidents that occur during any such suspension from membership. A delinquent member shall have thirty (30) days' grace period to obtain reinstatement. A delinquent member shall be notified by the Secretary of this Association, at the beginning of his/her grace period, by certified mail with a return receipt, of his/her financial delinquency.

Section 5 Membership in this Association shall terminate if dues or assessments are not paid within sixty (60) days following the date upon which dues or assessments become payable, including the grace period; or, upon his/her removal or resignation from the San Francisco Police Department; or, upon his/her resignation from this Association; or, upon his/her expulsion from this Association as provided for in these Bylaws.

Section 6 Any person whose membership has been terminated by resignation from this Association for non-payment of dues or assessments may be reinstated on his/her written application together with dues and assessments levied since delinquency, resignation or termination.

Section 7 Members who go on leave without pay, or who are suspended or discharged, shall not be required to pay dues for the period of their leave, suspension or discharge. However, such members shall be required to pay dues retroactively if they subsequently receive vacation pay, sick pay, disability pay or regular pay for any or all of the period for which they did not pay dues under this provision. The amount of retroactive dues owed in such instances shall cover the period for which any such member receives retroactive pay.

Section 8 Should a member be terminated by any of the methods herein provided, such member or anyone claiming under him/her shall have no right to any fees, dues, assessments or contributions which such member may have paid to this Association at any time prior to such termination.

ARTICLE V

OFFICERS, BOARD OF DIRECTORS, AND EXECUTIVE BOARD

Section 1 The Officers of this Association shall be:

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

Section 2 The President shall:

- When able, preside at all meetings of this Association.
- Appoint members to all permanent committees, except as otherwise provided, and announce, on assuming office and annually, the membership of said committees.
- Appoint a parliamentarian for Membership meetings with the approval of a majority of the members present, and for Board of Director meetings with the approval of a majority of the Board members present at the meeting.

- Be an ex officio member of all committees.

- Appoint members to offices, positions and committees when vacancies occur in such positions. Such appointments to offices and to positions on the Board of Directors shall remain in force until the next Association election, unless the member is removed from said office or position pursuant to the provisions of these Bylaws.

- Have power to appoint special committees to advise him/her on matters affecting and pertaining to this Association.

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

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

Section 3 The Vice President shall:

- Perform Association business at the direction of the President.
- Perform the duties of the President in the absence of the President.
- In case the President is unable to complete his/her term of office, the Vice President shall become President for the unexpired term.

Section 4 The Second Vice President shall:

- Perform Association business at the direction of the president.
- Perform the duties of the President in the absence of the President and the Vice President.
- In case neither the President nor the Vice President are able to complete their terms of office, the Second Vice President shall become President for the unexpired term of that office.

Section 5 The Secretary shall:

- Keep accurate minutes of the proceedings of this Association.
- Notify delinquent members of such delinquency as provided in Article IV, §3 of these Bylaws.
- Issue all notices and communications not otherwise provided for.
- The Secretary of the Association shall keep a true and accurate account of all meetings of the Board and their actions. He/she shall cause to be posted five (5) days prior to each meeting of the Board, the agenda of that meeting. Included on the agenda will be a detailed list of all political solicitations of any sort whatsoever made by this Association since the previous meeting of the Board. He/she shall also do the same for each membership meeting. He/she shall distribute same to all members of the Board of Directors and to their units, who shall also post the agenda five (5) days prior to each regular meeting.

Section 6 The Treasurer shall:

- Collect all dues, funds and assessments of this Association. A receipt shall be issued when applicable.

- Pay no bills drawn against the General Fund except by bank check.
- Deposit in banks such as may be designated by the Board of Directors in the name of the "San Francisco Police Officers' Association" all monies received.

- Render a monthly statement to the Board of Directors of the revenues and expenses of this Association's General Fund. Such statement shall reflect the funds received and expended during the preceding month and the total amount of dues received from active and retired members during the preceding month.

- Maintain the financial records of this Association in a manner prescribed by the Board of Directors. Said records may, upon request, be examined by any member of this Association during normal business hours.

- Whenever called upon, shall submit the books for review to the Board of Directors.
- Be bonded in an amount which the Board of Directors deems appropriate. The premium for such bond shall be paid by the Association.

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

Section 7 Board of Directors:

- The Board of Directors shall consist of the elected Officers and representatives elected as follows:

- Two (2) Directors from each of the following: Central Station; Mission Station; Northern Station; the Administration Bureau; and the Investigations Bureau.
- One (1) Director from each of the following: Ingleside Station; Park Station; Potrero Station; Richmond Station; Southern Station; Taraval Station; the MUNI Transit Division; the Narcotics Division; the Traffic Division; the Tactical Division; the Tenderloin Task Force, and retired members.

- In addition, and notwithstanding Sections a.1. and a.2. above, the Board of Directors, by a three-fourths (3/4) vote, may create or eliminate seats on the Board of Directors based on changes in staffing levels or other similar considerations, so long as any such change does not leave members of the Association without representation on the Board by a Director other than Association Officers. In the event the Board of Directors exercises its power to create a new seat on the Board, said position shall be filled in the same manner as other positions on the Board that are not held by the Officers of the Association.

- It shall be the duty of the Board of Directors to deliberate on all matters brought before it; to keep the membership fully informed of the Association's activities; to keep the Board of Directors fully informed of the needs of the members in the units they represent; to conduct, manage, govern and administer all of the affairs of the Association not specifically provided for in these Bylaws; to supervise all Officers of the Association and to ensure that their duties are properly performed; to pass upon all applications for membership; to cause membership certificates and other certificates to be issued on all applications which have been approved and accepted; and generally, to act upon matters pertaining to the affairs of this Association.

- Regular meetings of the Board of Directors shall be held on the third (3rd) Tuesday of each month. Irrespective of this provision, if and when the President deems it in the best interest of the Association, a meeting may be set at a date other than the one specified. The President or one-third (1/3) of the other members of the Board of Directors may call other meetings from time to time as may be necessary. For the purpose of holding meetings, two-thirds (2/3) of the members of the Board shall constitute a quorum for the transaction of any business which may be brought before it. The regular meetings of the Board of Directors shall be open to the membership who shall be able to speak on any matter that is before the Board, but shall have no vote.

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

- Attendance and voting records of all members of the Board shall be printed in the official publication of this Association.

- At the direction of the President with the consent of the Board of Directors, the Association may from time to time employ the services of qualified persons. Compensation for such services shall be such

amount as may be set by the Board.

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

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

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

i. The Board of Directors has the authority to endorse or oppose candidates seeking election to public office and to sponsor, endorse or oppose any ballot proposition, except when the membership is polled pursuant to subsection j., below. However, any action taken pursuant to this provision must be by a two-thirds (2/3) vote of the Board, with at least fifty percent (50%) of the members of the Board voting with the majority.

j. One third (1/3) of the members of the Board of Directors present at any Board meeting may, by so indicating their desire immediately after an endorsement is voted on by the Board of Directors, require a poll of the membership regarding any such endorsements. Any such poll shall be conducted in accordance with procedures established by the Board of Directors, may or may not require a mail ballot, shall be overseen by the General Election Committee and shall be binding on the Association.

k. Individual members may make endorsements but are prohibited from using the Association's materials and/or identification.

l. Actions of the Board of Directors shall be by plurality vote unless otherwise provided herein.

m. Actions of the Board of Directors may be overturned either by the Board itself by reconsideration pursuant to Roberts Rules of Order or by a referendum vote pursuant to Article VIII, Section 8.

Section 8 The Executive Board shall consist of the President, Vice President, Second Vice President, Secretary and Treasurer of the Association. In addition, the Board of Directors, on the recommendation of the President, may, by two-third (2/3) vote, add a member to the Executive Board if it determines doing so is in the best interests of the Association.

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

b. Actions of the Executive Board shall be by plurality vote but shall require a vote of at least three (3) Executive Board members. Actions of the Executive Board shall be reported to the Board of Directors at its next regular meeting.

c. The Executive Board has the authority and responsibility to deliberate regarding all matters brought before it and make recommendations to the Board of Directors and the membership relevant to the objectives and purposes of the Association. The Executive Board shall have the power to administer and oversee all business of the Association between meetings of the Board of Directors.

d. The Executive Board shall serve as the Association's Screening Committee, and in that capacity, determine fair procedures for providing representation for members in connection with disciplinary matters and other grievances. These procedures shall be published in the Association's official publication at least once each year. The Executive Board shall have the authority to decide whether or not to provide representation, including legal representation, for members. A member whose request for representation is denied by the Executive Board may appeal in writing to the Board of Directors. A two-thirds (2/3) vote of the Board of Directors is required to overturn an Executive Board decision denying a member representation.

Section 9 Welfare Officer.

a. The Welfare Officer shall serve at the pleasure of the Board of Directors of this Association. He/she shall be appointed annually by the President, and his/her appointment shall be ratified by a majority vote of the Board of Directors. He/she shall have such assistants as shall be deemed necessary to fulfill his/her duties.

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

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

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

ARTICLE VI

COLLECTIVE BARGAINING

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

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

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

Section 4 Ratification. Collective Bargaining Agreements negotiated by Association committees and approved by the Board of Directors must be ratified by a majority of the members of the bargaining unit covered by the agreement. Ratification votes shall take place at a meeting called for that purpose or pursuant to a ratification procedure approved by the Board of Directors.

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

ARTICLE VII

NOMINATIONS, ELECTION AND INSTALLATIONS

Section 1 Any active member of this Association who has been a member for at least one (1) year shall be eligible for election to office in this Association. However, retired members shall not be eligible for election as an officer or member of the Board of Directors, except that the representative of the retired members on the Board of Directors shall be a retired member and, provided further, that officers and members of the Board of Directors shall not be disqualified to continue in such office by reason of his/her being promoted or retired during the term he/she was elected to serve.

Section 2 The term of office of officers of the Association shall be three (3) years, beginning with those officers elected as a result of the January, 1993 Association election. The term of office of all other members of the Board of Directors elected as representatives of various units shall be two (2) years, beginning with those members elected as a result of the January, 1993 Association election.

Section 3 Nominations for officers and representatives to serve on the Board of Directors shall occur at the December membership meeting immediately preceding the election.

Section 4 When an election is to be held, the Board of Directors shall appoint a General Election Committee. This Committee shall consist of not less than five (5) members, nor more than ten (10), whose duty it shall be to receive nominations, to review the eligibility of the nominees, draw an election ballot, arrange for the printing and distribution by mail to all members, and make the results known to the membership. Members of this Committee shall not be members of the Board of Directors, nor candidates for office. Disputes regarding the eligibility of nominees shall be decided by the Board of Directors expeditiously. Nothing herein contained shall preclude the right of a member in good standing from being nominated from the floor at the December membership meeting.

Regular elections shall be held commencing at 8:00 a.m. on the fourth (4th) Monday of January and continuing until midnight (12:00 a.m.) of the second (2nd) Friday in February. If nominations for all Association Offices are without opposition, the Election Committee need not mail ballots to the general membership. Similarly, if the member or members nominated as Director(s) for a particular unit are not opposed, ballots need not be mailed to elect the Director(s) of that unit.

This same procedure shall be followed for Special Elections and any other membership election which includes the use of mail ballots.

Section 4.1 The General Election Committee shall oversee the entire election process. At the December membership meeting, a designee of the General Election Committee shall present a written report to the President regarding the entire election process. The General Election Committee shall notify the Board of Directors in writing of any election inconsistencies or improprieties, along with a recommendation for resolution of the dispute.

Section 5 Election Procedure:

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

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

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

Section 6 All members of the Board of Directors of this Association shall serve in their respective offices until their successors have been installed. Such installation is to be made at the first regular meeting of the Board of Directors following the date of the next Election. Except, however, if a member of the Board of Directors is transferred or assigned outside of his/her unit, a replacement shall serve the remainder of his/her term. The replacement shall be elected by the unit as soon as practical and, if necessary, in the interim an appointment shall be made by the President to fill the vacancy.

ARTICLE VIII

REMOVAL, EXPULSION, RECALL AND REFERENDUM

Section 1 Any member who commits one or more of the following acts, after being charged, tried and found guilty may be fined, suspended and or expelled, but only by two-thirds (2/3) vote of the Board of Directors.

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

Section 2 Any member of the Executive Board or of the Board of Directors may be recalled or removed for willful neglect in the performance of their duties in relation to this Association or for commission of one or more of the offenses specified in Article VII, §1.

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

Section 4 The Board of Directors shall be the hearing board in cases involving the removal of members from office or position or the expulsion of members.

A member may within ten (10) days following the service of charges, enter any argument or affidavit on his/her behalf. The Board of Directors shall conduct a fair and impartial hearing which shall be open to all members of this Association as observers. The accused member shall be allowed to present a responsive defense or explanation and introduce witnesses before the hearing board. The hearing board and the accused shall have the right to have their legal counsel present before the hearing board. In order that a verdict shall be conclusive, three-quarters (3/4) of the full Board shall be in attendance and a three-quarters (3/4) vote by secret ballot of those in attendance shall be necessary to legally remove or expel any member from office, position or membership.

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

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

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

Section 8 Referendum. A referendum is defined as the procedure of submitting measures already acted upon by the Board of Directors to a vote of the entire membership for approval or rejection. Whenever a petition, signed by fifteen percent (15%) of the active members, calling for a referendum, is submitted in writing to the Secretary, such proposition shall be submitted to a vote expeditiously of the entire membership by mailed ballot in accordance with Article VII, §5 of these Bylaws. Prior to the mailing of said ballots, such referendum petition shall be published in the official publication of this Association. A majority vote of those voting shall cause the referendum to pass. This referendum procedure shall not apply to endorsements made or recommended by the Board of Directors which may be overturned only by the Board of Directors itself on Reconsideration pursuant to Roberts Rules of Order or by the general membership in accord with Article V, §7.k.

Section 9 Rescission. Rescission is defined as the procedure for submitting measures acted upon at a membership meeting to a vote of the entire membership. Whenever a petition, signed by fifteen percent (15%) members, calling for a rescission, is submitted in writing to the Secretary or President, such proposition shall immediately be submitted to a vote of the entire membership by mailed ballot in accordance with Article VII, §5 of these Bylaws. Prior to the mailing of said ballots, such petition for rescission shall be published in the official publication of this Association. Such rescission petition must be presented within thirty (30) days of the act which is the basis for such a petition. A majority vote of those voting shall cause the prior act(s) to be approved or rescinded.

ARTICLE IX

MEMBERSHIP MEETINGS

Section 1 Membership meetings will be held at the call of the President, Executive Board, one-third (1/3) of the Board of Directors, or upon the request of ten percent (10%) of the membership demonstrated by a petition which has been presented to the Secretary or the President at the Association office. In addition, there shall be a regular membership meeting during the month of December each year, the date of which is to be set by the Board of Directors. Notice of membership meetings shall be announced to the membership at least five (5) days prior to the meeting date.

Membership meetings called for by petition shall be set not less than three (3) nor more than fifteen (15) days after the filing of such petition with the Secretary. Petitions requesting such meetings shall state in clear and concise language the purpose for which the meeting is requested.

The agenda for membership meetings shall be posted at least five (5) days prior to the scheduled meeting on Association bulletin boards and other appropriate conspicuous places. The agenda shall designate a specific time span during which each particular issue is expected to be discussed. Any member may submit issues for the agenda. Issues not listed on the agenda may not be discussed except with the consent of two-

thirds (2/3) of the members present at the meeting.

Section 2 Meetings shall be held at a suitable place designated by the Board of Directors, within the City and County of San Francisco. Notice of such meetings shall be given by posting on Association bulletin boards and other appropriate conspicuous places. Such notices shall state the purpose for which the meeting is being called.

Section 3 Ten percent (10%) of the general active membership shall constitute a quorum for the transaction of all business coming to the attention of the membership at a membership meeting.

Section 4 The Board of Directors is vested with discretion to reject repetitive petitions calling for membership meetings.

Section 5 The President may recess a meeting to continue such meeting to another date if it is not practical or convenient for members to complete the normal business in one (1) meeting. If the meeting is recessed and continued to another date, the actions acted upon at the first part of the meeting shall be considered completed and may not be brought up at the continuation of the meeting.

Section 6 The supreme authority of the Association rests with the membership which shall have the authority to take any action at a membership meeting that is consistent with these Bylaws. Elected Officers and members of the Board of Directors shall act in a manner as prescribed by a majority of members present at a membership meeting and not contrary to the Constitution and Bylaws of this Association.

ARTICLE X

AMENDMENTS

Section 1 To amend these Bylaws, it shall be required that:
a. The proposed amendment be submitted to the President, in writing, signed by fifteen percent (15%) of the active membership, or that the amendment be proposed by resolution of the Board of Directors; and,

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

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

Section 2 If any Section of these Bylaws shall be held invalid, the other provisions shall not be affected thereby.

ARTICLE XI

FINANCES

Section 1 The annual dues of this Association shall be as follows:
a. Active members: One and one-eighth percent (1-1/8%) of the fourth (4th) year police officer's monthly salary, per month, commencing July 1, 1990.

b. Retired members: Fifteen Dollars (\$15.00) per year, payable in advance.

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

Section 3 Shall in the month of November of each year, submit to the membership in the official publication of the Association, for its collective approval, a proposed budget of the anticipated expenses for the forthcoming fiscal year; that said fiscal year is defined to mean that period from the first (1st) day of January to the thirty-first (31st) day of December following.

Section 4 Assessments:
a. No assessment of more than Twenty Five Dollars (\$25.00) in any fiscal year shall be levied for any cause unless notification is sent to the membership in the official publication of this Association and membership approval is obtained by mail ballot pursuant to Article VII, §5. hereof.

b. In addition, a single assessment of up to Twenty Five Dollars (\$25.00) may be made in any fiscal year, but only upon the recommendation of the Board of Directors and the approval of the membership at a membership meeting, provided notice of said assessment is printed in the Association's official publication, at least two (2) weeks prior to said membership meeting.

Section 5 Signing of Association Checks:
No bank check shall be drawn against the funds of this Association unless signed by the Treasurer and countersigned by the President. In the absence, failure or inability of the President or Treasurer to act, the Board of Directors of this Association shall provide for additional Directors to sign checks.

Section 6 Subscription Rate:
An annual subscription rate of Ten Dollars (\$10.00) for active members; retired members at active members' dues rate; and Two Dollars and Fifty Cents (\$2.50) for retired members, shall be charged for the official publication of this Association; this subscription rate shall be taken from the annual dues and deposited in the General Fund.

ARTICLE XII

PERMANENT COMMITTEES

Section 1 The Permanent Committees of this Association shall be:
a. Blood Bank Committee;
b. Community Services Committee;
c. Grievance Committee;
d. Insurance Committee;
e. Legislative Committee;
f. Building Committee;
g. Publications Committee;
h. Women's Issues Committee;
i. Civil Rights Committee; and,
j. Police Services Committee.

Each Committee shall have on it at least one (1) member of the Board of Directors. Committees shall be appointed by the President subject to the approval of the Board of Directors.

Section 2 Blood Bank Committee:
a. The Blood Bank Committee shall consist of three (3) members. These members shall make their names and units known to the membership in order to facilitate disbursement and collection of blood.
b. The members of this Committee shall contact the Irwin Memorial Blood Bank and arrange with the staff as to who shall be authorized to release blood; no other member shall be so authorized.
c. This Committee shall make arrangements for, and conduct, drives and benefits, and attempt to obtain publicity for the Association in the conduct of these drives and benefits.
d. Blood releases shall be made to Association members and their families only; however, extenuating circumstances may dictate that this provision be sometimes circumvented and it shall be in the power of the Committee to do so.
e. The Committee shall maintain a system whereby donors and recipients shall be accounted for. The level of units on hand shall be known at all times.

Section 3 Community Services Committee:
a. The Community Services Committee shall be known as the Board of Directors of the Community Service Fund and shall consist of ten (10) active members of this Association, serving without compensation. Members of this Committee serve at the pleasure of the Board of Directors. Appointments shall be made to members in the ranks below as follows:
1. Captain;
1. Lieutenant;
1. Inspector;
2. Sergeants; and,
5. Police Officers;
b. The Board of Directors of this Fund shall immediately elect a Chairperson, Secretary and a Treasurer for a term of one (1) year.

c. A quorum for the transaction of any business shall consist of six (6) Directors.
d. One Dollar (\$1.00) per active member per pay period shall be provided this Committee. The Chairperson of the Community Service Fund shall deposit in banks such as may be designated by the Board of Directors of this Association in the name of the Community Service Fund, all monies received. The Chairperson shall pay no bills or draw no checks for contributions or donations unless approved by a two-thirds (2/3) vote of the Committee. The Chairperson shall be bonded in an amount deemed appropriate by the Board of Directors of this Association. The premiums on said bonds shall be paid from the Community Service Fund. All checks shall be countersigned by either the President, Vice President or Treasurer of the Association.

e. Donations shall be made to non-profit charities. The Directors may, by a two-thirds (2/3) vote, allow for the donation, pay the same, or any part thereof. This Section shall not preclude the Directors of this Fund from granting by a two-thirds (2/3) vote not more than Two Thousand Dollars (\$2,000.00) to any person or organization when the best interests of this Association would be served.
f. The Fund shall be established in accordance with the guidelines set forth in Internal Revenue Code §501(c)(3).

Section 4 Grievance Committee:
a. The Grievance Committee shall consist of five (5) members, who shall serve at the pleasure of the Board of Directors.
b. The Grievance Committee shall advise and assist members, in conjunction with the Director of that station or unit, in resolving their grievances.
c. The Grievance Committee shall report to the Board of Directors of this Association when called upon to do so, and give a full account of its activities.
d. The Grievance Committee shall prepare a grievance form and shall see that said form is available to all members through their representatives and stewards.
e. The steward or representative, under whose jurisdiction a grievance is filed, shall assist the Grievance Committee in resolving the grievance.

Section 5 Insurance Committee:
a. There shall be established a five (5) person Insurance Committee. Members of this Committee shall serve at the pleasure of the Board of Directors. One (1) member shall be a retired member; the others shall be active members.
b. The Chairperson and other officers of this Committee shall be appointed by the President, subject to the approval of the Board of Directors.
c. The Insurance Committee shall meet from time to time as necessary, the date and time to be determined by the Chairperson. The Chairperson of the Insurance Committee shall attend the meetings of the Board of Directors of this Association when requested to do so.
d. The Chairperson of the Insurance Committee shall receive all monies from insurance plan members and shall make all premium payments to the insurance broker or company of record.
e. The Chairperson of the Insurance Committee shall deposit all monies received in banks such as may be designated by the Insurance Committee in the name of the San Francisco Police Officers' Insurance Trust Fund. The Chairperson shall draw no checks for premiums unless countersigned either by the President, Vice President or Treasurer of the Association.

f. The Insurance Committee shall have the authority to negotiate contracts with insurance companies or brokers in the name of the San Francisco Police Officers' Association, and will be responsible for maintaining insurance coverage of insurance plan members eligible for such coverage. Final approval of an insurance contract shall be made by the Board of Directors of this Association.
g. The Secretary of this Association shall notify the Insurance Committee in writing of any new members of the Association and of any members whose membership has been terminated for any reason.
h. The Chairperson of the Insurance Committee shall be bonded in an amount determined by said Committee. Such bond shall be paid from the Insurance Trust Fund.
i. The Insurance Committee may from time to time utilize the Association's clerical staff, and will be charged for the Association's direct costs.

Section 6 Legislative Committee:
a. The Legislative Committee shall consist of not less than five (5) members. Members of the Committee and its Chairperson shall be appointed by the President, subject to the approval of the Board of Directors.
b. The Legislative Committee shall assist the officers and the Board of Directors in developing and implementing a political program for the Association.
c. The Legislative Committee shall inform the Board of Directors of this Association of all pending legislation (federal, state and local) which will affect the members of this Association.

Section 7 Police Services Committee:
a. The Police Services Committee shall recognize and reward outstanding individual accomplishments of officers and deserving citizens, stage fraternal events for the enjoyment and benefit of the membership and their families, and athletic and social events for active and retired members.

Section 8 Publications Committee:
a. The majority of the Publications Committee shall be members of the Board of Directors, and one (1) of the Committee members shall be appointed to serve as its Chairperson. The Chairperson of the Committee shall be the Editor of the Association's official publication. Members of the Committee shall serve at the pleasure of the Board of Directors.
b. The Publications Committee shall be responsible for producing the Association's official publication on a monthly basis. However, the Board of Directors and the Executive Board shall have the authority to direct that a particular publication be cancelled or delayed, or that a special edition be produced.
c. The Publications Committee shall meet from time to time, as necessary, at the call of the Chairperson or the President. The Chairperson shall attend meetings of the Board of Directors at the request of the President.
d. The Publications Committee shall be bound by rules, procedures and policies established by the Board of Directors, to the extent they are consistent with these Bylaws.
e. If a dispute arises regarding whether a matter is to be published, the President and/or the Executive Board have the authority to make the determination initially. Exercise of this authority by the President or the Executive Board shall be reported to the Board of Directors at its next meeting, at which the Board may approve or overrule the action taken.

Section 9 Women's Issues Committee:
a. The Women's Issues Committee shall be made up of at least five (5) members. Its members and Chairperson shall be appointed by the President, subject to the approval of the Board of Directors. The Committee Chairperson shall be the Association's liaison to the AFL-CIO Coalition of Labor Union Women.
b. The Committee shall make recommendations to the Executive Board and the Board of Directors regarding programs and policies that the Committee determines are in the best interests of women officers.
c. The Women's Issues Committee shall engage in outreach to all women officers who are members of the Association, in order to obtain their input, aid and support in developing and implementing Association programs and policies.

Section 10 Civil Rights Committee:
a. Notwithstanding Section 1 of this Article, the Executive Board shall appoint a Civil Rights Committee of not less than five (5) members to assist the Association in carrying out the civil rights programs and policies of the Association and the Service Employees International Union.
b. The Civil Rights Committee shall develop and attempt to implement programs and policies to assure that the civil rights of all members of the Association are protected, preserved and furthered.
Section 11 Each of the Permanent Committees as outlined in this Article, and any other Committees as outlined in Article IV, §2.f., shall be required to submit quarterly reports to the Board of Directors of this Association. Said quarterly reports shall be distributed to all Board members every month at least four (4) days in advance of the regularly scheduled Board meeting, which is the third (3rd) Tuesday of every month.

ARTICLE XIII

RULES OF ORDER

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

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

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Dennis Bianchi, Sports Editor
Notebook
510 - 7th Street
San Francisco, CA

Dear Mr. Bianchi:

I read your story about the powerlifting championships and began to reminisce. It brought back memories of the 1950s. At that time we had a police officer by the name of William Stathes. Bill was into body building and also power lifting.

Bill started to enter some contests. He soon became "Mr. San Francisco", "Mr. California" and "Mr. Western America". He placed fourth in the "Mr. America" contest. He later entered the national weight lifting championships, and placed sixth in the United States. For years he held all the weight lifting records at the Central YMCA.

Bill was an all-around athlete. He played several sports at Polytechnic High School. In addition, he played basketball for the Police Department.

Bill was a judge in several "Miss Credit Union" contests. I used to get a kick out of the audience when I'd rattle off all his titles before he was introduced. You should have heard the gasps from the audience when he stood up. As I said Dennis, your story brought back memories. Thanks.

Sincerely Yours,
Jim Diggins

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

Dear Sir:

On behalf of the Retired Employees of the City and County of San Francisco, I am expressing our thanks for your donation of one case of liquor for our Christmas Party, December 2nd. Your donation contributed to a very successful party. Happy Holidays to you and yours.

Very truly yours,
Herman P. Scholz, President

*Courtesy
of a
Friend*

Deputy Chief Petrini
Hall of Justice
San Francisco

Dear Deputy Chief Petrini,

I am going to take you and your Chief on about the looks of Union Square Park when I walked through it Friday. I was shocked!

This city is gone and it's because of these politicians who for the last ten years have been catering to these activists. It's just about time the rank and file can do their job the way it's supposed to be done and not handle these people with kid gloves. I don't care what any of the brass say about the department having enough officers. We don't. Where are they? Everyone knows that, but you people. Then, to boot, Supervisor Migden says the department should be investigated for absenteeism.

That bunch is sick at City Hall! I hope no officer was hurt in that riot and I personally don't want anyone to say anything to me about an officer and police brutality. These punks ask for it.

Sincerely,
Mary T. Kelly

Al Trigueiro, President
SFPOA

Dear SFPOA President:

We would like to thank your officers for the visit to the patients here at the Shriners Hospital for Crippled Children. You can be sure that all of the children, their family members and staff who were able to attend had a wonderful time visiting with Lt. Sylvia Harper, Sgt. Steven Tittel and William Murray. The children thoroughly enjoyed the gifts and getting their picture taken. The Board of Governors and Staff of the Hospital are grateful for your thoughtfulness and for your interest in the happiness and well-being in the young patients for whom we are caring. Our many thanks and best wishes.

Sincerely,
Tom Barisone
Recreation Therapy

Al Triguero, President
SFPOA

Dear Al,

Last month a benefit was given for Gary, Tommy and me at the San Francisco Athletic Club. Since I've been back to work people have asked me why I wasn't there, and I even got the impression that I intentionally snubbed the occasion.

I am writing this letter to let everyone know that the reason I wasn't there was because I didn't know about it. I was told today that everyone thought I knew and consequently no one called me. I want to apologize to all my fellow officers and friends who wanted to show their sympathy and support in our time of difficulty. Believe me, had I known, I would have been there to shake hands with all present and let them know how deeply I appreciated their efforts.

Well, it's past now and all I can do is ask that you help me in getting the word out so that false impressions can

LETTERS

be corrected. Furthermore I want to thank everyone for both their generosity and concern during the most depressing time in my professional life. In my many years of police service I have never felt so good about a bad thing. In these difficult times it is heartening to know that in the face of adversity we still have each other to fall back upon. I offer one and all my eternal gratitude.

Thank you,
Jerry Golz

Al Trigueiro
510 7th Street
San Francisco, California 94103

Dear Al:

I want to thank you and all your members for your support for my re-election. Your endorsement and all your support was a vital part of this effort. I am eager to continue working together. Your faith in my caring and effectiveness is most meaningful to me.

Carolene joins with me in extending thanks and best wishes for the holidays and always to you and to all who work with you to achieve the goals we cherish.

In friendship,
Milton Marks

SFPOA
c/o Al Trigueiro, President
510 7th St.
San Francisco, CA 94103

Dear Friends of Glide:

I couldn't wait any longer to correspond with you. Something great has happened. Because of the recession and other factors impinging upon our people and programs here at Glide, we were seriously hurting in regards to financial contributions. But all of a sudden, when word got out that Glide was facing a great need, you responded with your contribution of \$200.00. This holiday season we hope to make an impact on the lives of those who would suffer if some of us were not there with them. You can be assured that we will stand with those facing the greatest need. Because of people like you, we can make this a reality. We are moving from paternalism to empowerment.

Walk That Walk,
Cecil Williams

Al Triguero, President
SFPOA

Dear Mr. Triguero:

On behalf of the children and families who receive health care services at the Mission Neighborhood Health Center, I would like to thank you for your donation to our annual children's Christmas party. Last year participating children and families received 994 toys, food and pictures with Santa Claus. Your donation will allow us to repeat this tradition once again this year.

Once again, my most sincere appreciation for your contribution. With so much need and so little resources, we are grateful to those who show they care about the well-being of this community.

Sincerely,
Gladys Sandlin, Executive Director
Chai Bayra Matias, Chairperson
MNHC Children's
Christmas Party Committee



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LETTERS

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

Dear Friends,
Your generous donation To the Little Children's Aid Christmas Fund is greatly appreciated. The children under the care of Catholic Social Service will be helped by your tax deductible contribution, not only at Christmas but throughout the entire year.

Sincerely,
The Auxiliary of Children's Aid
Many Thanks,
Elaine Borgen President

SFPOA
Mr. Al Trigueiro, President

Dear Al,
Thanks to you and all of the members of the Police Officers' Association for your kind donation of \$150.00 at Christmas time. It will come in handy at a time when we have more than the usual number of indigent merchant seamen. Happy and safe Holidays to you and to all of the members.

Sincerely,
Rev. Msgr. John P. Heaney
Director

SFPOA
510 Seventh Street
San Francisco, CA 94103

Dear Members,
On behalf of Officer Kirk Tomioka, the Tomioka family and myself, we would like to express our appreciation and gratitude to those who offered words of encouragement and support during Kirk's recent experience at St. Mary's Park. We would also like to thank the officers who were on-duty and who responded so quickly as back-up; the dispatchers who remained calm throughout the incident; Deputy Chief Lau for his support at the scene and at the hospital; Deputy Chief Petrini; Lt. Brenner, Officers Carvalho and Marcic, and Officer Riggles. In particular, Sgt. Srock's welcomed sense of humor and untiring support were invaluable under the circumstances.

With warm appreciation and best wishes for the the New Year,
Karyl Nakamura

Al Trigueiro, President
SFPOA
510 Seventh Street
San Francisco, CA 94103

Dear Officer Trigueiro,
What a wonderful surprise to receive your check for \$100! Kindly extend our sincere appreciation to the concerned members of your association. The money is always important but knowing that your association is supportive of our Center is even more so in a way. You are probably aware that our clients (volunteers) are referred from the mental health system. We are intergenerational, with the goal that the client return to work or school. They may be with us three months or three years! Enclosed you will find newsletters

and information regarding SPAC. It would be an honor to have you or members from your department visit our center. I would appreciate it if you would call first to be sure that I would be here at that-time.

Most graciously,
Lucille Ramstetter
Project Director

Officer Al Trigueiro for All S.F. Police
SFPOA

Dear S.F. Police Officers,
Through the magic of Love and Affection your Kindness is becoming Hope, Joy and Sunshine for many little kids with AIDS/HIV. Each and every little kid sends you a Smile, a Hug and a great big "Thank You".

May a lot of Sunshine be yours now and through the New Year,

Go Sunshine,
Elia Rosales, Executive Director
P.S. The Nurses also send their thanks and best wishes,

Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro:
Thank you for your generous donation of \$100 to The Family School, and thank you for your words of support. It is very gratifying to know that the Police Officers' Association is proud to be of assistance to The Family School. Without such support we would not be able to continue our work for our women and their children.

The Board, the staff, and the women of the Family School send best wishes for a happy New Year.

Sincerely,
Sister Cathryn deBack, OP.
President

Mark E. Pinter, D.P.M.
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Chris Cunnie
SFPOA
510 - 7th Street
San Francisco, CA 94103

Dear Chris,
On behalf of the San Francisco Food Bank, I'd like to extend my warmest thanks for the wonderful contribution that you and your friends gave us last Wednesday, December 9. The gift of almost 20 hours of volunteer work helped bolster our efforts in feeding the hungry tremendously!

What an impression you left on our warehouse staff - everyone remarked on how motivated, hard-working and diligent you all were. We would definitely love to host you again at the Food Bank!

The work you've done for us was very important. Your efforts to deliver barrels, assist agencies and help tidy up our warehouse helps us be more efficient in helping the 200 social service agencies that rely on the services we provide.

I also commend you and your colleagues taking time out of your busy lives to see how battles against hunger are fought. And for your contribution in this campaign, please give yourselves a hearty pat on the back. You deserve credit for much of the work accomplished that day. In turn, I hope that the volunteer experience we provided gave you new insight on the problems of hunger.

Again, thank you for all your time and effort. We look forward to working with you again soon!

Sincerely,
Belinda R. Cruz
Volunteer Coordinator

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David Hardbarger, President



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Santa Brings Macs to POA Members

Santa Claus (in the form of Al Trigueiro and Tom Feledy) stand ready to deliver a roomful of Macintosh computers to POA members just in time for the holidays! A dozen systems went home as presents for children, spouses and the buyers themselves, thanks to the splendid efforts of POA staff-member,

Louise. Special thanks also to Apple Computer's Mark Keckeis, who made it possible for our members to receive the government-rate discounts on their computer systems. Watch for future POA bulletins announcing additional deals on Apple/Macintosh products.

Read This And Save!!

Budget Tips For New Mac Owners

by John Harrold, Northern

Software can be a substantial cost for your Mac. If you don't locate a source like a local user's group such as BMUG (Berkeley Mac User Group), buying commercial programs can get very expensive. I bought one program from a store and rapidly discovered that this was the worst (read that as most expensive) method.

You can reduce your commercial software costs by:

- buying mail order
- looking for "bundles" (more than one program in a package)
- making a group purchase

Mail order is often about 2/3 the "list" cost of a program. Major companies will ship **any** order for several dollars with an overnight delivery service. Check magazines like "MacWorld" or "MacUser" to compare prices of the big mail order companies. Bizmart is the only retail store I've found with prices approaching mail order discounts.

I intend to buy a bundle of two programs which I consider worthwhile: Maxa's "Snooper" (list about \$230; street \$130) along with Symantec's "Norton Utilities for the Mac" (list \$150; street \$95). Norton will correct many software problems and may be able to recover material mistakenly erased, among other things. Most Mac users will find it useful at some point and many wouldn't be without it. Snooper is intended to diagnose problems with all your hardware and would be of lesser (questionable?) importance to anyone with new equipment. Both these programs are available as a unit for about \$125, with the

possibility of a further group discount.

BMUG is also an excellent source of programs, including shareware. Their catalog is \$20, but the potential savings are tremendous. Shareware programs are written by private individuals. You try it for a short time, then mail a payment (almost always less than \$40) to the author, only if you like it. If you don't, just throw it away. It's actually buying on the honor system. Some authors only want a postcard. Each floppy disk (sometimes containing numerous programs) is only \$4. You need not be a member to purchase disks.

(Their basic/intermediate Mac classes are also free; just show up on the right evening.)

Many of the programs are freeware, which means exactly that. The only cost is that of purchasing the original floppy. Disinfectant is an excellent virus checker/killer, and it's a freeware program.

If you do decide to go with a commercial program, most of the "works" programs are word processor/spreadsheet/database combinations. Any version from one of the major software companies should be adequate for the average person. Claris is owned (some subsidiary, I think) by Apple and the mail order price for Clarisworks is about \$200 ... substantially more than the one offered us. Although if all you need is a word processor, Macs ship with a simple one titled "Teachtext." It's not fancy, but it will certainly handle basic word processing functions.

LOAFERS Speak

To: Captain Mike Hebel

From:

Sergeant George Toy #1984, LOAFER President

(Lightduty Officers Association For Equal Representation)

Officer Helene Valencia #1039, LOAFER Vice-President

Officer Ken Cantamout #15, LOAFER Secretary

Date: December 15, 1992

Subject: Lightduty Policy

The recent actions by the Police Department against its **Lightduty Officers** is a clear example of the need that exists for a strong **Lightduty Policy**. Additionally, the apprehension of assignment to places like Communications, has sent many partially recovered soldiers back into the battlefield. Is this in the best interests of the **Police Department** and its **Officers**? What are we going to do to stop actions such as these?

Clearly, a good **Transfer Policy** for the injured Officer is needed immediately

to secure job assignment and transfer protection. Lightduty job assignments need to be established, allowing for a satisfactory transfer policy and job security, the same as nondisabled Officers enjoy.

The **Lightduty Committee** through its discussions and recommendations, attempted to address these problems with fresh ideas for the new Policy. If we are still in a discussion or arbitration phase, we would like to be fully involved in any future discussions and meetings regarding the **Lightduty Policy**.

We would like to thank P.O.A. President Al Trigueiro for attending the meeting with Deputy Chief Reed last Friday. At this meeting, Deputy Chief Reed gave every indication that the Department would recognize the limitations placed on an Officer by their treating physicians when making an assignment for duty. Let's work to continue this idea by developing a reasonable **Lightduty Policy** that we can all fairly live and work by.

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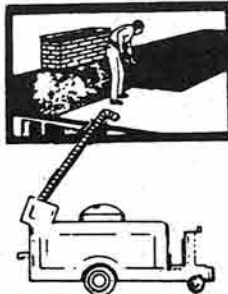
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POLICE ACTIVITIES LEAGUE



PAL CORNER

BASKETBALL

The PAL Basketball season which began on October 9th with 73 teams just concluded. The winners are:

6TH GRADE GIRLS - BULLETS
6TH GRADE MIDDLE - REBELS
7TH GRADE LOWER - OILERS
8TH GRADE GIRLS - HAMILTON
8TH GRADE MIDDLE - TOMCATS
6TH GRADE LOWER - KNIGHTS
6TH GRADE UPPER - PANTHERS
7TH GRADE UPPER - SALESIAN
8TH GRADE LOWER - OPERATION CONTACT
8TH GRADE UPPER - HAWKS

Congratulations to all the winners! Thanks to all referees, coaches and participants who have made this a successful season. A special thank you to Office Mark Ballard (Northern), Basketball Commissioner. Also thanks to All Hallows, S.F. Boys Club, Mission Dolores, St. Thomas Apostle, South of Market, St. Emydius, St. John, St. Monica and Star of the Sea for allowing PAL to use their gyms.

SOCCER

PAL Soccer is in the works. Coaches meeting in February and team sign-ups in March. If you are interested in signing up a team or coaching a team, call the PAL office for more information. For individual sign-ups, call February 1st to be placed on the waiting list.

1993 SAN FRANCISCO POLICE ACTIVITIES LEAGUE SCHEDULE

FOR SIGN-UPS, PLEASE CALL 695-6935 ONE MONTH PRIOR TO THE START OF SPORT.

BASEBALL:

Sign-ups January 5-Feb. 6, call S.F. Park and Recreation at 753-7029.

T-BALL - 6-8 years
PINTO - 7-8 years
MUSTANG - 9-10 years
BRONCO - 11-12 years
PONY - 13-14 years
PARK/REC - 15-18 years,
Summer League call 753-7029

BASKETBALL:

(Separate leagues for boys and girls)
6th Grade, 7th Grade, 8th Grade (teams only); Season: October & November (December playoffs)

BOXING:

Ages 8-14, Tuesdays and Thursdays,
4:30 PM - 6 PM at Oceanview Park
(Capitol and Montana)

JR. GOLF LESSONS:

(boys and girls)
Ages 7-18, at the Harding Park Golf Course, Call for sign-ups

FOOTBALL

(Ages 8-14)

CHEERLEADING

(Ages 5-15)

Sign-ups - April & May, Season: September, October, November.

Practice & Conditioning in August

JUDO

(7-18 years Boys and Girls)

Monday/Wednesday/Friday Sessions,
5 PM, Hall of Justice, 850 Bryant St., 5th Floor Gym. NCJA Affiliation Fees: ages 7-16 \$60.00/year, ages 17-18 \$100.00/year.

LAW ENFORCEMENT CADETS

(Boys and Girls)

Session: October thru May, JR. CADETS (High School Juniors, Sophmores and Seniors) meet every Wednesday at 7 PM, SENIOR CADETS (ages 18-21) meet every Thursday 7 PM at the Police Academy, 350 Amber Drive.

RIFLE TEAM

(Boys and Girls ages: 12 and older)

Meets every Friday from 6 PM - 7 PM at Ft. Scott Indoor Range. Call for sign-ups.

SOCCER

(Boys and Girls)

April, May, June, ages 6-18. For placement on waiting list, call first week in February.

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SPORTS



Loon's Nest Report

Steve Landi Wins 1992 Club Championship

by Ed Garcia, Head Loon

On November 11th, 64 members and guests of the Loon's Nest Golf Club traveled to San Ramon for the 1992 Club championship. The Tournament was played on the exclusive Crow Canyon Country Club, one of the finest golf layouts in the entire East Bay. The course was in excellent shape, and it was a clear, calm winter day ... just right for gold competition at its best.

Steve Landi, who has had an excellent season with his sticks in 1992, came out to challenge defending champion Mike Yee. Mike Renteria of TTF and Glenn Mar of Co E were also ready to make their run at the title, down to the wire. Steve Landi picked up birdies on the 1st and 2nd holes, en route to an even par front nine. Steve struggled a bit on the back side as Renteria, Yee and Mar came charging toward the wire. Renteria fired three birdies in a row on 12, 13 and 14 and finished with an even par score on the back side. But Renteria's charge was just not enough. Landi finished with a 75, and Renteria posed a 77. Mike Yee who picked up two birdies on the day finished with a 78, and tied Co. E's Glenn Mar. Mar started with a 41 on the front, and had a birdie on the 10th, en route to a blistering 37 on the back side. The tie between Mar and Yee was broken by matching cards from the first hole. Third place went to Yee.

In first flight low net, Charlie Anzore of Richmond Station and Lou Landini of the D.A.'s Office battled to a tie with matching low net 67's. The tie was broken by matching cards with Anzore taking first and Landini taking second place. Finishing one stroke back with a low net 68 was Robert Tenerowicz. The Tenerowicz brothers have made a good showing this year. At least one of the brothers has taken a prize in almost each of 1992's tournaments.

In the second flight low gross, Bruce Omholt decided it was time to start his comeback, and he did it by firing an 86. Bruce picked up a birdie on the 13th hole and pars on 2, 3, 4, 7, 11, 14, and 15. Finishing in a tie for second at 87 was Mike Dudoroff of Co. E and General Work's Dan Everson. Dudoroff took the tie breaker giving him second and Everson third place.

In second flight low net, Arson Investigator Roy Sullivan ran away from the field with a blistering low net 62. Sullivan also finished in the money this year at Rancho Solano, where we played the Summer Classic. Vying for second place were Art Stellini of Narcotics and Northern Station's Mark Ballard. Ballard was hunting for his first club trophy, while Stellini was looking for another prize to add to his extensive collection. Ballard posted a natural birdie on the 4th hole, finishing with a net 68, but Stellini would not be denied and finished with a net 67, taking second place.

In closest to the hole competition, the two winners were Rob Ziegler of Northern Station, with a shot nine feet, five inches from the 4th hole, and Mark Ballard. Ballard put his tee shot 13 feet, 4 inches from the 8th hole. Lance Goddard and Narcotic's Mike Johnson had a tight battle for leader in the Guest Flight. Johnson posted a natural birdie on the 10th hole and pars on 3 and 13. Johnson and Goddard finished with matching low net 66's, and Goddard took the prize by way of the tie breaker. The Crow Canyon Country Club supplied us with a private bar, where the Loons had cocktails and the presentation of awards. This tournament ends the fourth season for the Loons and we look forward to the beginning of the 193 season with a two man, best ball tournament at Sonoma National Golf Club in February.

First Flight Scores

Player	Gross	Net
Anzore, C.	84	67
Azore, E.	83	72
Brady	87	73
Coates	88	70
Davis, K.	93	76
Garcia	82	70
Guinasso	92	78
Landi	75	70
Landini	80	67
Mar	78	70
Mahoney, M	83	69
McMillian	84	73
Ochoa	91	75
O'Connor	79	74
O'Malley, F.	88	72
O, Malley, K.	86	69
Omholt, W.	82	70
Panina	94	76
Parenti	83	69
Paulsen, M.	88	71
Renteria	77	73
Tenerowicz, R.	80	68
Yee, M.	78	74

Guest Flight

Player	Gross	Net
Cleary, J.	123	93
Dachauer	97	67
Flynn	105	80
Goddard	96	66
Harrington	103	73
Johnson	96	666
Kennedy	93	69
Lynch	84	67
Martinovich	94	69
Runbeck	101	77
Senkir	108	83
Ursino	82	70



Second Flight Scores

Player	Gross	Net	Player	Gross	Net
Allegro	100	81	Frakes	96	70
Ballard	102	68	Kowal	88	69
Bolduc	111	84	Loftus	106	81
Bronfeld	129	99	Mahoney, D.	89	70
Canedo	96	71	McDonough	88	69
Ciardella	91	72	Omholt, B.	86	66
Clark, G.	109	84	Parashis	99	75
Daniele, Rich	96	72	Paulsen, S.	91	71
DelCarlo	95	70	Roualdes	110	79
Dudley	106	78	Sandor	99	75
Dudoroff	87	65	Stellini	89	67
Everson	87	68	Sullivan	88	62
Favetti	100	70	Ziegler	99	74

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Basketball Results

by Steve Ortiz

WEEK SEVEN (Inspectors bye)

TTF	76
Central	71
HQ	65
Ingleside #2	61
Northern	58
Mission	42
Airport Win	
Narcotics 2	No Show
Southern	73
Narcotics	56

FBI	56
Ingleside	44
Daly City	44
CHP Oakland	73

CHP TF	
Potrero	Rescheduled

WEEK EIGHT (Ingleside 2 bye)

Central	Win
Narcotics 2	No Show

FBI	65
Narcotics	52

TTF	54
Inspectors	42

Ingleside	57
Mission	53

Potrero	62
CHP Oakland	57

Southern	80
Northern	64

HQ	69
CHP TF	60

Daly City	
Airport	Unavailable

SCORING LEADERS

Western Conference

		Points	Avg.
Magalon	D.C.	164	23.5
Jones	HQ	132	22
Caruso	D.C.	114	19
Nocetti	TTF	114	19
Frazier	Co H	107	21
Rodriguez	Co A	100	20
Chase	CHP	100	20
Curtin	Insp.	85	17
Yee	TTF	75	13
Carey	Airpt	65	16.3
Suhl	CHP	60	15

Eastern Conference

		Points	Avg.
DelCarlo	Co H	181	22.7
Bryant	Co B	139	20
Lankford	Co B	122	18
Walsh	Co D	122	24.5
Anzore	Co H	120	15
Bruneman	Narc	110	18.5
Greenwood	Narc	103	17
Broderick	FBI	102	15
Lewis	FBI	99	16.5
Knight	Co E	89	15
Guy	FBI	88	15

BASKETBALL RESULTS AS OF DECEMBER 1992

Western Conference

	Win	Loss
TTF	7	0
Potrero	5	1
CHP/Oakland	5	1
HQ	5	2
Daly City	4	3
Central	4	3
CHP/TF	3	3
Airport	3	2
Inspectors	1	6
Ingleside 2	0	7
Narcotics 2	No Shows	

Eastern Conference

	Win	Loss
FBI	6	2
Ingleside	5	3
Southern	5	3
Narcotics	5	3
Northern	2	6
Mission	2	6



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by Rene LaPrevotte

Many motorcycles today are complex pieces of machinery, cloaked in swoopy fiberglass or ABS plastic. Anyone unlucky enough to have dropped a modern motorcycle, be it a sportbike or touring rig knows painfully well that often times plastic parts are more costly than a bike's "hard parts".

Several months ago, I was spraypainting a bike's fuel tank in my garage, and I had neglected to cover one of my sportbikes and later found the thing covered with overspray from my painting project. I used a rather benign form of enamel thinner to clean the overspray from the bike, but when I used the thinner on the bike's tinted lexan windshield, the thinner instantly attacked the polished surface of

the windshield and turned it opaque. After my hysteria subsided, I priced a new windshield from Honda and nearly fainted when I found that a new tinted plexiglass shield was more than a windshield for a car!

Rather than pay the local Honda shop the extortion they were demanding for a new shield, I went over to Cycle Gear (2nd street and Brannan) and picked up a NOVUS PLASTIC POLISHING kit. The kit contains two 2 ounce bottles, labeled #1 and #2. The #1 bottle is an anti-fog, anti-static and dust repellent polish for plastic in already good condition. The bottle labeled #2 is a scratch remover to be used on scratched, faded or discolored plastics. I bought the kit for less than ten bucks and headed for home. Following the directions, I used the scratch remover

first, then followed with the polish and in less than ten minutes with no major physical labor nor expenditure of obscene amounts of cash, the windshield looked good as new.

Rare is the occasion when one of these "quick fix" products actually performs as claimed, but NOVUS PLASTIC POLISH does everything it claims and more! The plastic face on the speedometer in my car had funky spots on it from the Armor All I had used on my dash. The effect was that of drops of milk on the plastic speedometer face. I broke out my trusty NOVUS PLASTIC POLISH, rubbed about two minutes with the cleaner and then the polish, and PRESTO, the speedometer looked like new.

The manufacturer claims the kit will work on plastic windows and windshields, stereos, TV's, computers, auto interiors, appliances, chrome bath accessories, fiberglass, marble and all household and industrial plastics. I have no reason to doubt their claims.

For the number of a distributor near you, call toll free (800)548-6872 or write to NOVUS INC., Minneapolis, Ind. 55438.

MEMBERS COLUMN:

Bruce Creyton of the Crime Lab is looking for a dirt riding companion. Bruce has recently reacquainted himself with the joys of Enduro riding and wants a companion to ride with, so if you're interested, call Bruce at the Field Evidence Unit.

MOTORCYCLE WANTED:

Mary Heffernan, having just received her basic motorcycle riders course from the worlds most senior HONDELL, Charlie Tedrow, is looking for a late model Japanese street bike in the 500cc range. Mary's budget is about \$1500 and she can be reached at the Investigations Bureau (Room 400).

If you have anything you would like to see in this column, drop me a line at the Honda Unit (553-1295). Until then, ride safe.

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ON THE STREET/Tom Flippin



Funny ... But True

by Tom Flippin, Editor



SHORT AND SILLY: In Westminster, CA a man was arrested for drunk driving recently. Officers probably didn't bother giving him a field sobriety test. The man was driving a car with a police call box stuck in the windshield after he smashed into it on the freeway.

A Louisiana robber with a sweet tooth held up a bakery by handing the clerk a note: "I want two buttermilk donuts and three glazed. I also want \$51. Don't get nervous. I love you all."

Two would-be terrorists were recovering from injuries in jail after they tried ...and failed...to put together a bomb. It seems the bomb exploded as they tried "to close a gunpowder-filled pipe by beating the end with a sledgehammer."



A Florida prisoner serving 90 years in prison was invited to a local high school to give an inspirational speech to the student body. During a break, Edward McIntyre escaped through a bathroom window.

A woman in Missouri earns a mention in the Dumb-Crook-Of-The-Month contest. She was arrested for trying to pass counterfeit \$5 bills...the funny money consisted of black and white photocopies with the front and back of the bills taped together.

Sam Jones, a Pine Bluff, Arkansas resident, took his time when a man asked him for directions. It seems the stranger was driving a familiar looking car...Sam's! Sam alerted someone to call police and was still giving directions (very detailed directions, no doubt) when the cops arrived.

LIVE AND LEARN, KIDS: Kevin Wills, a prisoner in Ohio, may be the all-time Dumb-Crook-Of-The-Month. While talking to a class full of students, as part of a prison program to keep kids out of jail, he confessed to killing a man 13 years ago

NEW YEAR

(Continued From Front Page)

surer and Secretary positions. Three of the four jobs are held by full time police officers who must deal with a full load of Association business on a part time, catch as catch-can basis. As any viable business hopes to do, the Association is growing; and with that growth comes the responsibility to function properly and to provide the type of responsive service to which the membership is entitled. To meet the additional demands and yet maintain a structure based on the skills and dedicated work of part time representatives, the Executive Board feels the need to add to its number, an additional position of second vice-president. While the second vice-president's responsibilities are not specifically defined, there is plenty of work to be shared, such as a seemingly endless stream of grievances, committee meetings, and meet and confer sessions that have steadily increased in number since the ratification of the contract. The Executive Board needs the help and recommends the additional position.

Community Services Fund

Another proposal found in the amended Constitution and By-Laws is the addition of a \$1.00 per active member per pay period involuntary contribution to be provided exclusively for our Community Services Fund. The Community Services Committee not only faces increased requests for contributions to worthwhile community organizations and projects such as the St. Anthony

Foundation, &Glide Memorial and the Multiple Sclerosis Foundation, but it also is being asked more frequently to help our own fellow officers. With its limited resources, the Committee when called upon almost always responds positively and helps to the extent that it can. With additional funding sources, the Committee will be able to expand its ability to contribute to meet our members' needs as well as to the Community we serve when called upon by the Board of Directors.

The Community Services Fund at one time relied upon the Association's paid

solicitation service to provide the bulk of its resources. However, never comfortable with the concept of solicitation, the Board of Directors did not renew the contract of our long-time solicitor and consequently drying up the major source of Community Services funding.

The Board of Directors and the Executive Board hope that the membership will approve this source of funding as it will ultimately be a contribution to the well-being and needs of our own members.

Increase Terms of Association Officers

The next major proposed change is the increase in the terms of the Association's Executive officers to three (3) years and of other representatives elected to the Board of Directors to two (2) years. While most other labor organizations provide for average terms of three years, the main intent here was to allow POA administrations additional time to realize goals and objectives. Two years is simply too short. Furthermore, a more immediate objective of this change, is to allow the present administration the continuity as a team to negotiate the terms of the re-opener in July of 1993 and of the next contract scheduled to take effect in July 1995. It makes sense to have a core negotiating group intact for the next series of contract negotiations.

There are a number of other important changes that are being recommended and it is advisable that the membership carefully read all that is being proposed and to contact your representatives when questions arise.

The Constitution and By-Law changes described herein will be voted on separately and individually as they are in the opinion of the Board of Directors the most controversial. **Please Vote!**

Please refer to the Constitution and By-Law changes on pages 13-15 of this Notebook Edition.

Rotating vs. Fixed Days Off

Without reviewing the specifics of the past month's meet and confer sessions regarding the 4/10 watch off program suffice it to say, that Chief Ribera ultimately told the Association that he would be implementing the fixed watch off sched-

ule. Due to his stance on this vital issue, the POA noticed him that it was declaring an impasse under Section 8.590-5 of the City Charter and that it desired to proceed to arbitration if mediation through the City's Employee Relations Division was unsuccessful.

The Association is committed to maintaining the rotational watch off system or some equitable compromise. Through Sgt. Rick Bruce's efforts, the Association feels that it can offer the Department and City Hall a compromise position which will meet the Department's needs while satisfying the majority of members in patrol who would be adversely affected.

The Association is further committed to utilizing all of its resources in order to reach an equitable compromise which includes calling upon our friends in labor who have vowed to lend their support and help in this battle. It is my hope that everyone will understand the severity that this change brings to the lives of our members; and, also, the Association's resolve in dealing with this problem.

The membership will be kept informed as events unfold.

Labor Council Delegates

On Monday evening, January 11, 1993, twelve delegates from the San Francisco Police Officers' Association, SEIU, Local 911 will be sworn in at the Labor Council's monthly meeting. The Association will utilize its delegates to strengthen our ties with the San Francisco Labor Community as well as to look forward to the Benefits this alliance will bring. The following is a list of our labor delegates:

Al Trigueiro, President S.F.P.O.A.
Inspector Phil Dito, Treasurer S.F.P.O.A.
Officer Curt Dowling
Lieutenant Al Casciato
Lieutenant Jack Ballentine
Officer Leroy Lindo
Officer Chris Cunnie
Officer Jim Deignan
Officer Cliff Java
Officer Jill Brophy
Sergeant Andy Blackwell
Officer Ray Benson

(he thought the statute of limitations had run out). Imagine his surprise when he (and the rest of the class) learned there is no statute of limitations on murder.



UNCLEAR ON THE CONCEPT: Once again, the government proves that they're not really clear on the concept of crime and punishment. The Bureau of Alcohol, Tobacco and Firearms, in the last year

alone, spent over \$4 million for the investigation of convicted felons who want to get approval to own guns again, now that they've completed their sentences. This goofy project is carried out under provisions of something called the Relief from Disability program.

According to Bureau figures, the government has spent more than \$20 million to rearm felons...some of whom have been convicted of crimes such as murder, terrorism, rape, drug dealing, and (guess what) firearms violations.

Congress is now (finally) considering bills to either eliminate the program or at least prohibit the BATF from considering

applications from violent offenders.

YOU'RE DEAD WRONG: L.A.'s parking technicians (**parking technicians????**) are a tough bunch...no excuses accepted! One such "tech" cited an illegally parked vehicle. There was an occupant behind the steering wheel, but he didn't protest the citation. And our hero didn't just stick the ticket under the windshield wiper either. Since the driver's side window was open, he reached across the occupant and carefully placed the cite on the dashboard. Still no protest from the car's occupant...mainly because he was dead!