

And We Held The Line

by Al Trigueiro

Late in the afternoon on the Friday before the Memorial Day weekend, I received a phone call at the office from Deputy Chief Frank Reed who explained that he was being instructed to begin the process of sending out lay-off notices to eighty-five young officers. He also asked what the Association was planning to do about it.

My response then was fairly non-committal, but I couldn't help but think that the stakes were now being raised by the City in its efforts to balance a budget in the face of a fiscal crisis.

My first inclination was that the lay-offs would never occur, simply because this Mayor's campaign focused on public safety and our Department is clearly understaffed. But in the days ahead during our discussions with the City and through messages of the Mayor's intent delivered by our friends on the Board of Supervisors, my original optimism for the rescinding of the lay-off notices waned.

The Mayor and his staff were primarily concentrating their efforts on us to begin a budget balancing campaign which sought economic concessions from the unions with multi-year contracts.

There were a number of problems with this scenario, not the least of which was that the City was using eighty-five young officers as barter, dividing our Association from within.

Another major obstacle was that less than twelve months ago we had signed a four year catch-up contract that called for no economic gains in its first year. That coupled with a recent survey which placed us eighty-fifth (85) in the state in overall wages and benefits, made it impossible to allow for economic concessions based on our contract, nor would we leverage the jobs of those 85 officers.

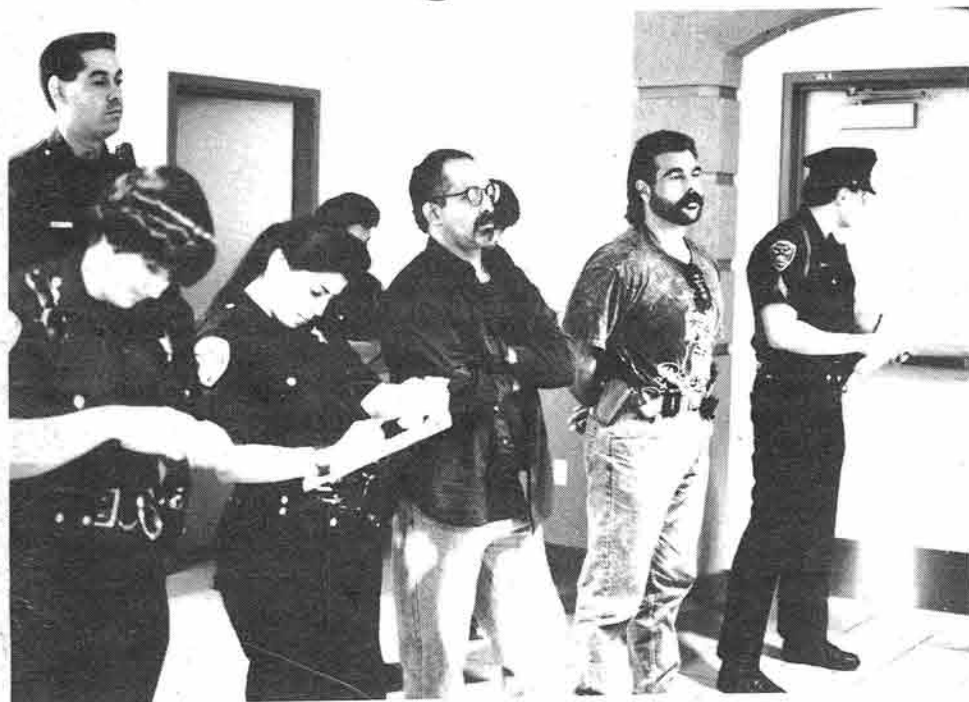
Furthermore, the message from the membership was clear and united, hold the line. Even the eighty-five officers whose jobs were threatened were adamant about the maintenance of their contract. However, another problem exists and that is the public's perception that, although we deserve our contract for the great work we perform, there remains a very real fiscal crisis and our members should be doing their part to help resolve this problem.

In 1975, the San Francisco Police Officers' Association went out on strike, the basis of which was a wage increase dispute. At that time, we were one of the better compensated Departments in the State and our

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Focus On Ingleside



1600 line-up, Co. H. Left to right is Eddie DeCarlo, Robin Matthews, Rebecca Renteria, Gary Fagundes, Joe Buono and Sgt. Keith Sanford.

Independence Day

July 4, 1776-July 4, 1993

217 Years of Freedom

We hold these truths to be self-evident—
that all men are created equal;
that they are endowed by their Creator
with certain inalienable rights;
that among these are life, liberty,
and the pursuit of happiness.

June, 1993

Close Encounters

by Steve Johnson, SFPOA Secretary

Friday, 5/28/93:

I returned the 5 pm page of my City Hall source who told me, "Jordan's sending 85 lay-off notices out."

"85 lay-off notices? To police officers?", I asked.

"You got it.", the answer was brief but, unfortunately, true.

I immediately contacted Al Trigueiro, President, SFPOA, and informed him of the call I had just received. He was also stunned and somewhat angry having also just received word from Deputy Chief Frank Reed who not only informed Al of the potential lay-offs but then demanded, "What are you guys going to do about this?"

Al and I decided to keep the information of the potential lay-offs confidential until Al could talk to Mayor Jordan on Tuesday, 6/01/93 (since this was the holiday weekend).

Saturday, 5/29/93:

Local radio stations were carrying the story about the lay-offs. Mayor

Frank Jordan didn't even have the professional courtesy of notifying our President, Al Trigueiro, in person — he leaked the story to the press.

I received the first calls from many of the 85 officers who were, to say the least, extremely concerned.

I had little to tell them since the Mayor of San Francisco had acted in such an arbitrary and irresponsible manner. that we had no way of confirming the rumors over the holiday weekend.

Tuesday - Wednesday:

6/01 - 6/02/93:

The SFPOA executive board meets on an emergency basis with a subsequent Board of Directors meeting held exclusively to discuss the issue of the lay-off notices. Al Trigueiro explained that the SFPOA was attempting to meet with the Mayor's staff but that previous offers from the SFPOA to Jordan expressing our willingness to help the Mayor in his fiscal dilemma had been rejected.

Al then formed an ad hoc committee, the core of which consisted of the

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Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by P. Pres. George Jeffery at 2:05 PM, Wednesday, June 16, 1993 in conference Room, Ingleside.

ROLL CALL OF OFFICERS: Excused; Pres. Maloney, V. Pres., Huegle, Tr. W. Hardeman, R. Kurpinsky. Other members present; P. Pres. M. Hurley, P. Pres. L. Duffy, R. Crosat.

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

COMMUNICATIONS: following donation received and acknowledged by Secretary: MAY MAHLER in memory of ELSIE FIELDER.

Treas. Parenti presented usual bills; benefits, salaries, taxes, etc. Approved.

Treas. Parenti reported the following deaths:

HENRY CARPARO. Born in San Francisco in 1915, Henry worked as a bartender before becoming a member of the Department in 1947, age 32. From the Academy to training at Northern, Henry was assigned to Taraval Station. After a year, he was transferred to Park Station for 3 years, then to Mission, 2 years, to Southern from where he retired on disability in 1956 at age 41. Henry was 77 at his death.

JOSEPH ENGLER: Born in San Francisco in 1911, Joe worked as a clerk, before following his two brothers, John and George, into the Department in 1934 at age 23. After training through Headquarters Company and a short stay in Radio Cars, Joe was assigned to Bureau of Inspectors. Stayed there for 16 years until promoted to sergeant in 1940, when he was assigned to Potrero where he remained for 6 years. Reassigned to Narcotics, he was there for 1 year, then to the Bureau again, where he remained until his retirement for service in 1969, age 58. Joe was promoted to Inspector in 1946, Lieutenant in 1953. He received the following awards: 1936, 1st Grade for arrest of 2 ex-cons during a hold-up in which he was wounded; 1943,

1st Grade for arrest of 2 suspects wanted for murder; 1941, 1st Grade for arrest of armed suspect barricaded in a residence. Joe was 82 when he came to an untimely death.

STEVEN FLAHAVEN: Another San Franciscan, born in 1909, Steve was working as a teamster when he joined the Department in 1924, age 25. No Academy at this time, so his training was out of the Deputy Chief's Office. Detailed to Chief's Office, Steve worked Radio Cars, at various District Stations until assigned to Chinatown Squad, where he stayed for 8 years, until transferred to Southern. Promoted to Sergeant, he was transferred to City Prison for 2 years. Then to Mission, remaining there until promoted to Lieutenant when he went to Potrero for a year, then to Central for a year, Taraval a year, Southern for 4 years, Ingleside for 2 years, Northern 2 years, City Prison, one year, Bureau of Inspectors a year and then to Taraval until his retirement in 1972 for service, age 63. Steve received the following awards: 1949, 1st Grade for arrest of Robbery and Assault suspect who was robbing a liquor store; 1959, c/c for arrest of armed suspect in suspicion of burglary; 1960, c/c for arrest and shooting of an armed suspect who was burglarizing Steve's home; 1960 for arrest of several burglary suspects in an apartment, where guns and stolen property were found; 1964, 3rd Grade for clearing several suspects who had been unjustly accused of several armed robberies. Steve was 83 at the time of his death.

REPORT OF TRUSTEES: Mr. Bricker, B of A, reported on Portfolio and conditions in the economy. Growth is very slow and will not reach the 3% as forecast. Will slow investment and government programs. Suggested sell IBM at a loss, and purchase other stock with proceeds. Approved by Trustees.

UNFINISHED BUSINESS: 2nd reading on amending Art IV of By-Laws by adding SEC 1A. the yearly dues of cash members shall be \$35 if paid by March 31. Thereafter, a charge of \$5 per month shall be added for each month payment is deferred. This was approved and will become effective January 1, 1994.

Treasurer Parenti reported that he had contacted Tired Accounting and they are looking into possibility of having an actuarial yearly.

GOOD OF THE ASSOCIATION.: Acting President Jeffery set next regular meeting for Wednesday July 21, 1993 at 2:00 PM in Conference Room, Ingleside Station. All are invited.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:55 PM in memory of above departed Brothers.

Fraternally,
Bob McKee Secretary



RETIREMENT ALERT - RETIREMENT ALERT

The Bay Bridge & East Bay Squad Clubs Co-Host

"Sgt. Kevin Kelly #6516 - Hits the Shamrocks!"

Date: August 28, 1993

Location: Apostleship of the Sea

399 Fremont Street
(at Harrison Street)

San Francisco, CA 94105

No Host Cocktails: 6-7 p.m.

Dinner: 7 p.m.

Dancing: 9 p.m.

Dinner choice: Chicken Kiev or New York Strip Steak

Cost: \$27.50 each

(includes dinner, wine, gift, music and tip)

Payment due by August 16, 1993

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New York Strip Steak _____

Checks payable to "Bay Bridge Squad Club" — due by 8/16/93

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

The San Francisco Police Officers' Association

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EDITOR

Tom Flippin

SPORTS EDITOR
Dennis Bianchi

PHOTO EDITOR
Peter Thoshinsky

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510 7TH STREET, SAN FRANCISCO, CA 94103

(415) 861-5060

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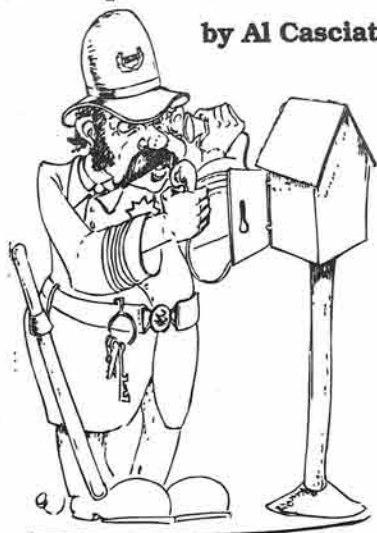
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Around The Department

by Al Casciato



...Budget, Budget, Budget:

The budget battles are getting very tiring. It is becoming doubtful that the Mayor will be able to deliver comprehensive Charter language by the August 10 deadline, thus rendering moot any contract discussions. Remember, any proposal put forth must "sell itself" if it is to win our vote of approval. It's no secret that forces in City Hall are looking to drive wedges between Tier I, Tier II, and Retirees. Be careful... don't play into their hands. We are all in this together and are dependent on each other if we are to go forward with improvements in our salary and benefits.

...Eleven Sets of Brothers:

Last month Auto Detail Inspector **Ed Fowlie** challenged you to name the seven (7) sets of brothers who took the recent Lieutenants test. General Work Inspector, **Dan Gardner**, won hands down. Not only did he name the seven sets Ed knew of, but also found 4 other sets for a total of eleven. (Now I have to put the arm on the Editor for a prize: Don't worry, Dan. It will be a good one, besides you're handling my case.) The eleven sets are 1. Fowlie 2. McDonagh 3. Swendsen 4. Johnson 5. Currie 6. Stasko 7. Parra 8. Lawson 9. Crowley 10. Dempsey and 11. O'Conner...

...Polytechnic Hall of Fame:

On June 12, 1993 Retired Inspector **Paul Schneider** was voted into the Polytechnic Prep Hall of Fame. Paul graduated in 1948 and was an outstanding football player while at Poly. Congrats, Paul...

...Tales From Phoenix:

Charlie Coates, range, reports that **Jim Taylor**, Co.A, and **Jerry Donovan**, Hondas, dined on \$60.00 5 lb. lobsters at the Fabulous

Phoenician, and the following day were so under the weather that they were unable to get past the eighth green. Feeling sorry for the boys, Charlie and **Jay Parashis**, Co. C, decided to do something nice for their friends and went out and bought two gift certificates to the Red Lobster Restaurant. How nice.....

...Births:

Tenderloin Task Force's **Joe and Elizabeth Garriety** welcomed their second arrival, **Victoria Catherine**, 11 lbs. 22 1/2 inches on Friday May 14, 1993. Victoria joins older sister **Annie** who is now 21 months. With the size of this li'l one, and since sis also was of similar size, Joe claims he's going to start his own women's defensive line.

Co.E's **Greg and Liz Clark** celebrated the arrival of their first child **Erin Elizabeth**, 8 lbs 3 oz at 0810 hrs on Thursday June 10, 1993. Mom and li'l one doing fine while Dad puts in more time on the home front.

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

...News from the East:

TTF's **Tom Murphy** who left late last year to join the Virginia Beach PD, so his wife Bonnie, who is a Doctor, could Chair a Department at the University of Virginia, has decided to become a lawyer. The whys and what fors are described in an extensive letter that will be reprinted next month in our Letters to the Editor section...

...Where are they now?:

Many remember the **Boyd's, Tom and Sandy**, who both once worked for SFPD. Tom is now a Lieutenant with the San Rafael P.D. and recently graduated from the Command College as the most outstanding student for Academic Achievement. Sandy is the Director of Public Safety at Santa Rosa Training Center and recently received her Doctorate from USF. Daughter **Melina**, whose birth was announced here 14 years ago, is now a freshman at Terra Linda and an outstanding softball player on the varsity team...

...Mark those Calendars:

October 1st, a Friday evening join the Inspector Bureaus Party at the Races. Turf Club dinner, admission, program, and reserved seating all for \$25. Gates open at 4 pm, and the first race will be at 5:30 pm. Contact **Karen Lynch**, 553-1641 (Hit and Run) or **Gary Frederick**, 553-1201 (Robbery) for reservations.

There has been a great response for next April 24th's Phantom of the Opera at The Curran Theater. Tickets are limited so make your reservations now. Call **Jim Bosch**, 553-1644, (Hit and Run). Getting your check in now GUARANTEES your seat.

Quotes:

Two quotes overheard during the layoff showdown.

Young cop and one of the 85, "...I feel as if I'm living on the bubble" to which old cop responded "...if you're in the SFPD for thirty years you'll be on the bubble the whole time."

"If the newspaper is the Bible then go to Church with it."

Where did the hat come from?

Solo motorcycle officer **Ben McAllister** is the one who slipped the Prez a hat so he could jog and

avoid a "fog burn". The Prez did spot Ben's Elvis watch and was very impressed. Ben, being a good, loyal Elvis fan, resisted the Presidential charm and did not surrender his timepiece.

...Never Bashful:

That's Co.E's **Al Hom**, who asked **President Bill Clinton** to stop jogging and pose for a picture with him. Yep the Prez stopped and now "Homster" has a souvenir, conversation piece.

...Sick building:

For years the Northern Station has had a variety of problems with the physical building itself leading to a finding by OSHA 2 years ago that it was a sick building. Air circulation problems have not been corrected and now it appears that those civilians and officers who spend a great deal of time in the station are coming down with a variety of illnesses. Look for a major lawsuit if the illnesses are directly linked to the building... and all this could of been prevented if corners weren't cut when the station was first built.

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

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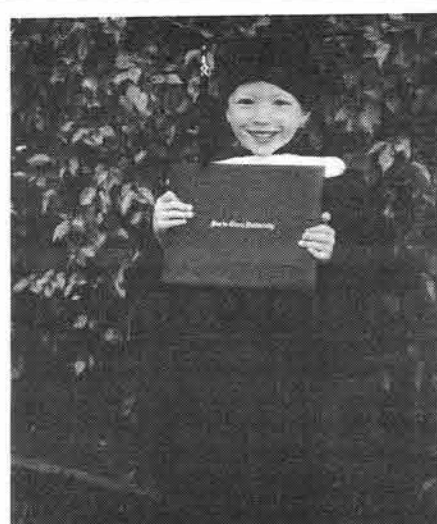
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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Reverend Monsignor John Patrick Heaney

by Gino Marionetti

It was a calm winter evening and there was happiness in the Kingdom of Heaven. God had performed one of his greatest miracles. A blessed event in the form of a "bouncing baby." Preparations were being made for the "bundle of joy" to leave the "Canopy of Heaven." Its Guardian Angel would sprinkle its body with angel dust. It would be clothed with warm sunshine, love and nature's beautiful scents. The baby would remain in a soothing deep sleep on its journey. The choir of angels with its angelic voices would sing a baby lullaby as it left the gates of heaven. Its destination was earth. The trip would take nine months. It arrived in San Francisco at 2:20 PM on January 17, 1928. It weighed seven pounds eight ounces and was placed in the loving arms of Nora and Patrick Heaney. When the tiny tot stopped bouncing, it was determined that it was a boy. They named him John Patrick Heaney. The baby was only four months old when its father, Patrick John Heaney was called to the promised land. His mother, now in her early thirties, was faced with the task of caring for her four daughters and two sons. She took in washing and ironing to provide for their welfare. Her faith, loyalty and trust in God had assisted her to overcome many of nature's hardships. You could express her faith by saying that if she had climbed out on a limb that there wouldn't be any doubt but that God would have grown a tree under her.

John's early years were spent in the neighborhood of 29th and Church Streets. He attended St. Paul's elementary school. He was a rough, tough little rascal. He would play hooky from school during the summer months. Swimming at Sutro Baths was more appealing than sitting in a sultry and humid classroom. He wasn't the type to start any fights; nor would he, if challenged, walk away from a fight. He didn't believe in the phrase that he who walks away from a fight lives to fight another day. His mother knew that the time had come when John had to be punished for all of his shenanigans. One morning she dressed him in Knickers. He looked real cute as his mother kissed him and he departed for school. Knickers at one time were very popular but during John's time they had been obsolete for the past ten years. He knew of the laughter and embarrassment he would incur if he went to school. At such a tender age and knowing how disappointed his mother would be, he remained calm in the face of trouble. A sphere of thought came into his mind. To make amends and to ask for her forgiveness he would draw her a picture. His mother with tears of happiness in her eyes, kissed him and hung it on the wall. When friends called she would point to the picture on the wall and say John my son, drew it. Isn't it beautiful. To her

it was indeed beautiful and a masterpiece. To others, when looking at the picture, would move their heads in different directions, leaving the impression that the room was tilted.

His elementary school days were now behind him. His mother suggested furthering his education at either Sacred Heart or Saint Ignatius. Mother, it is time we had one of our Mother Son talks. The substance of their talk was informing his mother that he knew his mission in life. He wanted to join the priesthood and serve God. She kissed him kneeled and offered a prayer to God for his blessings. A daughter had become a nun and now her son would soon be taking his first step in fulfilling his mission in life. In 1941, at thirteen, he began his preparations for the priesthood. He attended the junior seminary at St. Joseph's College in Mountain View.

His first four years at the seminary would be comparable to an education received at one of our city's high schools. The additional two years were on a college level and dealt with the arts, sciences, history and the English and Latin languages. John from his tender years and through his juvenile years was quite an outstanding athlete. He loved all the major sports and would play whatever sport was in season. While attending the seminary he played semipro baseball on Sundays. During the basketball season at St. Patrick's College he played two roles. He was a member of the team and it's assistant coach. Ray Lunny, the former boxing instructor at Stanford University, enlightened me of his boxing skills. John entered some amateur boxing tournaments and the results were very satisfactory. In 1947 sports were put on the back burner. He became a seminarian at St. Patrick's in Menlo Park. Two years of scholastic philosophy and four years of theology studies. The sciences of God and it's canon law. (Laws of the church dealing with the most solemn part of the Mass including the consecration of the bread and wine). His grades weren't up to standard and certainly didn't meet the requirements to become a priest. There was great concern that he wouldn't even be ordained. The late Superior Father Rock took a liking to John. He saw something in the young seminarian that couldn't be revealed by the mere marking of a grade. His faith and personal religious traits were important in wanting to become one of God's servants. He sincerely believed that grades were not always a true indicator as to the true value of an individual.

While he was a seminarian at Saint Patrick's he received the news that his mother, at the age of forty six, was reunited with her beloved husband in God's Kingdom.

John Patrick Heaney was ordained a priest on January 24, 1953. He celebrated his first solemn Mass at Saint Paul's church where as a little boy he served as an altar boy. His first church was Saint Agnes where he remained for eight years. His itinerary from 1961 to the present time

found Father Heaney on the faculty at Sacred Heart, Notre Dame College, Marin Catholic School and St. Rita's school in Fairfax. He was appointed to be the priest at the Apostleship of the Sea in 1979 where he received the prestigious title of Monsignor. Two memorable events occurred this year. Celebration of twenty five years as the police department's chaplain. He was appointed to that position which he still holds, by the former Chief of Police Thomas Cahill, and he celebrated forty years as an emissary of God with the celebration of the Eucharist Mass one Sunday with his loved ones and many friends in attendance. It is a privilege to attend one of his solemn masses as that constant smile and the humor he instills in his sermons puts one in a happy and relaxing frame of mind. How many of us have taken the time to express our thanks to Monsignor for his advice and divine counseling. Being in his presence is like a fresh cool breeze across one's face with the sound of tree branches wrestling in the wind and the sound of singing birds.

The good Father has two parts to his makeup. As a philosopher and as a prankster. Playing the court jester in one of his playful moods was probably due to going on vacation with the Schneider brothers and spending too much time with them as a youngster. How he maintained his sanity and became a priest is one of the miracles of life.

While at Sacred Heart he taught religion and was an assistant to the football coach. They would travel by bus to Kezar stadium. When they were in view of the stadium, the Captain of the team would rise and say, "remember" and the team would then rise and say in unison, "We're in the presence of God." Entering the tunnel the team would say a decade of the rosary then on to the field of battle where they would proceed to lose the game. A few nervous moments for the school. A rash of complaints from the students mothers saying that their sons were coming home with facial injuries due to the fights that were occurring. Father Heaney was to look into the matter and to resolve it as quickly as possible as the mothers were up in arms. His investigation led to one of the students who had done some amateur boxing. To gain attention he would signal out one of the students. He would use epitaphs, that in order to save face, the student would have to fight him. One day the good priest took the young man to the school gym. He tossed him a pair of boxing gloves and told him to put them on. The priest did likewise but the boy refused to fight with the priest. They shook hands and had a long chat. The priest recalled his days at St. Paul's elementary school and all the shenanigans and the problems he caused his mother. Evidently the talk did a world of good as his personality changed and he became friendly with his classmates. In his adulthood life he was a successful businessman and in Father Heaney's name and honor, he set up a scholarship fund at Sacred Heart.



Jim Greely, one of San Francisco's finest retired law enforcement officers and presently residing in Maui, Hawaii, was in the city to visit the Monsignor. He is one of his closest and dearest friends. I asked Jim for some insight on John. Jim stated he would like to say something nice but he held back as the Statue of Limitations hadn't expired. One little story from Jim. Father Heaney was the chaplain aboard a cruising pleasure ship that was headed for Tahiti. He was by the ships swimming pool when he ran into an old friend who was on his vacation. The late Superior Court Judge Mouseheart. They were engaged in a friendly conversation. A third party, probably due to having a few to many

glasses of spirits of good cheer, kept joining in their conversation. Father Heaney's pleas fell on deaf ears. Finally his patience came to an end. He picked up the man who was fully clothed and threw him into the swimming pool. Their conversation was peaceful until they heard the man yell help for the third time. Did the possibility exist that the man couldn't swim? The good father, also fully clothed, dove into the swimming pool and possibly saved the man from drowning.

The question comes up as to who does the most traveling. The Monsignor or his Holiness Pope John Paul II. On a recent visit to Milwaukee, Monsignor visited Ret. Insp. Paul Cavagnaro and his charming petite wife Ramona in Elm Grove, Wisconsin. Paul was amazed how well and rested he looked. Paul, if you and I did as much traveling the Monsignor we would also look well and rested. Think of all the sleep, rest and relaxation we would have prior to arriving at our various destinations. Paul found him as chipper as ever. A true grit attitude which in it's entirety adds courage and jest for life to those who are fortunate enough to make contact with him personally. His future is unlimited because of the rare talent he exudes. His ability to make friends and his uncanny qualities as a public speaker will carry him high and beyond the realms of masses who need advice and leadership. Yes, he is indeed a stand-up person. Words become inadequate to describe this gifted man who has so many beautiful attributes.

I would like to reveal two acts of the "heroic acts of bravery" performed by Monsignor John Heaney which made the San Francisco Newspapers Headlines.

San Francisco Examiner, June 10, 1955. "Priest KO's Intruder" Father Heaney had just returned from a meeting at Saint Mary's Hospital Psychiatric Clinic. He returned to St. Agnes church and found the door unlatched. A door leading into a small office usually left open was locked. The priest entered and turned on the lights. He observed a man crouching in one corner. Twice the burglar attempted to rush by Father Heaney. The first time he was gently pushed back by the priest. On his second attempt, Father Heaney didn't find it

(See LEGEND, Page 14)

POA Officer of the Month

The POA Officer of the Month for June 1993 is Dave Bardoni. Dave is currently assigned to Ingleside Station, Midnights. A native of San Francisco, he attended Lincoln High School and City College. He joined the Department on June 14, 1982 with the 151st Recruit Class.

After FTO at Co. A, he went to Ingleside, where he has been (happily he says) ever since. Dave worked until recently on the Day Watch with Martha Fabiani as 3H16A and is now working steady with Severo Flores as 3H12E on the 2100 Watch.



Dave would like to credit his being named the POA Officer of the Month to his partners and co-workers at Ingleside Station.



Blood Center Honors San Francisco Police Department



Irwin Memorial Blood Centers Recruitment Manager Marlene Kurowski (center) presents Captain William Welch (left) and Inspector Tom Vigo, blood drive coordinators for the San Francisco Police Department, with an award of achievement at a April meeting honoring outstanding blood drive sponsors of 1992. Last year, nearly 24 percent of the San Francisco Police Department participated in their employee blood drives. This achievement ranks the police department as the second most successful blood drive sponsor among San Francisco organizations with 1,000 to 1,999 members. The blood center attributes the department's successful blood drives to the leadership skills of Captain Welch and Inspector Vigo. Irwin relies on volunteer blood donations to serve the blood needs of patients in San Francisco, Marin and other Northern California counties.

Yes Or No?

by Gary Delagnes, Vice-President

As most of you know, when Mike Keys assumed the presidency of the POA, we had fallen so far behind most police departments in California in wages and benefits, that we were a staggering 92nd in the State. In all fairness to Mike's predecessors there was an attempt to win a "collective bargaining" ballot measure in the early 1980's but it was defeated convincingly, obviously convincing POA leadership that any further attempts at "collective bargaining" would be in vain.

Though strides were made in the areas of overtime and night differential by those who served before us, we knew that "collective bargaining" with binding arbitration was going to be the only way for us to find our way back to respectability. In 1990, we put together an extremely well-organized, well-run campaign and, against all odds, we won. Nobody thought we could win but we believed in ourselves and convinced you to believe in us.

Following our Proposition "D" victory, we set out to win you a fair and equitable contract. It became apparent to us early in our research that we were getting killed in four areas, no "paid dental/health" for families, no compensation for "POST" certificates, no "Retirement Pick-Up" by the City, and a grossly inadequate Tier II Pension Plan. We were not great in base salary but we were in the ball park.

We set our goals of improving in the first three areas mentioned, but were prevented from upgrading the Tier II pension after City Attorney Louise Renne ruled, incorrectly, that retirement issues were not negotiable under Proposition "D".

We were able to accomplish our first three goals. We accomplished a family dental/medical plan which will ultimately provide each member with nearly \$500 per month towards their health.

We were also able to get the City to

agree to assume the entire contribution for our retirement pick-up which is equivalent to a 7-1/2% raise over the life of the contract.

We also had "POST Pay" included in the contract which wasn't as high as we had hoped but still amounts to over \$1,500 per year per member for an "Advanced" POST certificate.

The final piece of the puzzle is the Tier "II" upgrade which is vital for about 80% of our members.

Approximately two months ago we were confronted with a situation. Take a one year freeze of our wages and benefits or have 85 cops laid off. We have been able to turn that situation into the following scenario:

(1) We give up 24 hours per member in the form of furlough days which is equivalent to approximately \$500, which they can do anyhow!

(2) We allow them to transfer \$1.5 from our overtime fund to straight time, which they can do anyhow!

In exchange, we receive:

(1) Keeping the 85 officers;

(2) The Mayor's support on a "2 + 2" early retirement issue;

(3) A change for about 25 of our permanent light duty, "Tier I" people, to retire on their disability;

(4) The removal of a ballot measure potentially harmful to Proposition "D"

(5) And most importantly, a ballot measure in November which will enable our Tier "II" people to move into PERS and ultimately substantially upgrade their pension, and we keep the contract intact.

We must protect Proposition "D", and we must upgrade our Tier "II" people. If the price we pay to accomplish those two things is three furlough days and a concession on overtime for one year, we're crazy not to take it.

Basically you must ask yourself one question. Is the sanctity of Proposition "D" and the upgrade of the Tier "II" Pension worth about \$400 clear? If you don't think so, Vote No and while you're at it, take your gun out and shoot yourself in the other foot.

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Are You Receiving Proper Medical Care for Job Injuries?

by Mike Hebel, Welfare Officer

Over the last several months numerous complaints have been received at the POA regarding Dr. James Soong, M.D., a Retirement System panel neurologist.

If you have ever been sent to Dr. Soong for an evaluation of, or treatment for, a job injury, the POA would like to know your opinion about Dr. Soong's evaluation, treatment, and medical reports.

The results will be sent to the Retirement Board and, if appropriate, to the Medical Board of California (the state agency that investi-

gates complaints against physicians).

The California Labor Code requires the City and County of San Francisco to provide all medical, surgical, chiropractic, and hospital treatment which is reasonably required to cure or relieve an employee from the effects of an occupational injury. It is further the obligation of the city and county, in providing medical care, to have treating/evaluating physicians who are competent and adhere to the ethical principals of their profession.

Comments on Dr. Soong's treatment/evaluation should be directed to Mike Hebel, POA Welfare Officer.

San Francisco Respects Its Police

by James Rolph, Jr. Mayor

Cities are judged by their policemen. Shoddily attired, poorly trained, misfit policemen indicate lack of civic pride, poor city government and often political corruption and careless citizenry.

One of the first impressions which a visitor receives upon coming to San Francisco is the fine, neatly uniformed and perfectly trained guardians of the law who patrol our streets. Visitors without number have offered congratulations upon the appearance and the efficiency of the San Francisco Police Department. I never return to San Francisco from a visit to the eastern cities that my heart does not swell in pride when I behold the stalwart, intelligent-faced San Francisco policemen in their striking uniforms of blue. These splendid men personify strength, purity and cleanliness of government.

For, after all, it is the policeman on the beat who is nearest to the citizen. It is upon the policeman that the citizen depends for personal and property protection and it is to the policemen that he first appeals when in trouble. For this reason, it is vital that a city have an irreproachable Police Department.

There are many problems of city government which have been handled during my administration in a manner which have resulted in tremendous public good, but there is nothing in which we should take more pride than our good, efficient San Francisco Police Department.

Every citizen of San Francisco

should be proud of Chief of Police Daniel J. O'Brien, Past President of the International Association of Police Chiefs.

We should also be proud of his assistant, Captain William Quinn, and of Captain of Detectives Duncan Matheson, known throughout the country for his ability to bring desperate criminals to justice.

Our citizens should be proud of every captain and every patrolman in the San Francisco Police Department, and they shall always have my cooperation in upholding the high standard set for them and in making San Francisco's Police Department even greater than it now is. There have been many assaults directed at the San Francisco Police Department by agents of the underworld and many times influential forces have brought pressure upon me to curb the great work which the Police Commission and the Police Department are doing. Just as long as I remain at the helm of the city of San Francisco, I shall balk every effort of the predatory politician to hinder the work which our police are doing in keeping San Francisco clean and safe.

Crime waves sweep over the country but miss San Francisco entirely. Eastern criminals find this city unhealthy for continued operation.

San Francisco people, in appreciation of the work our police are doing, must co-operate in preventing them from being removed from their good work of keeping San Francisco clean.

Reprinted from the August, 1927 issue of "2-O" Police Journal

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Dennis Schardt 553-1736	Communications	Mike Byrne 553-9122	Homicide
Diarmuid Philpott 553-1484	Investigations	Maryann Strange 553-1233	Parking Control
Mike Wilcox 553-1956	Burglary	James Speros 553-1612	Taraval

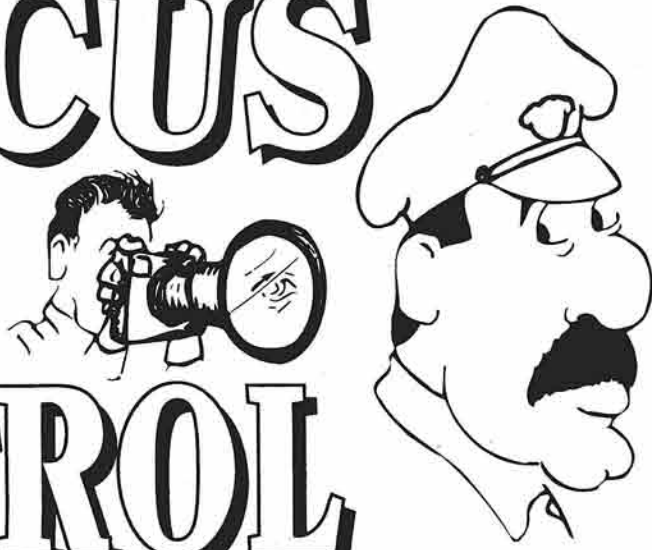
During the past years in California
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FOCUS ON PATROL



by Peter Thoshinsky



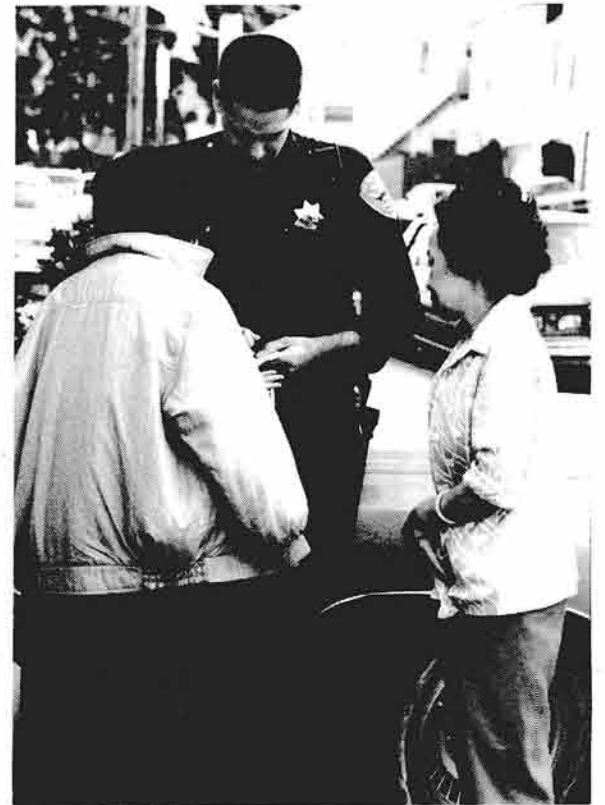
Special thanks to Sgt. Charles Siani, shown here giving his line-up, for allowing me to spend some time photographing his officers.



Can you believe they actually PAY US to do this job??? (Pat Tobin, 3H16C)



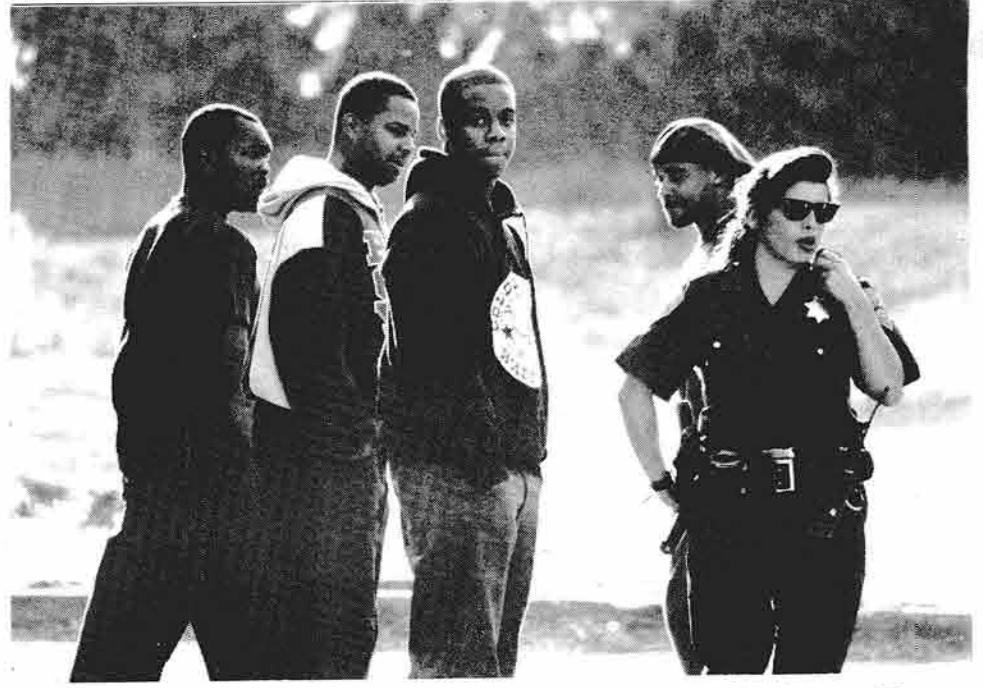
Sonia Mariona says she loves the Ingleside for the variety of activity.



Eddie DeCarlo interviews a woman who, after stepping off Muni, had her purse snatched. When she didn't let go quick enough she suffered an injury to her foot from being dragged.



An 851 suspect panicked when he was spotted by the police and jumped out of his 10-30 auto while it was rolling. It drove itself over the sidewalk, over the yard and up to the front door. No one (children especially), was injured. Here Eddie DeCarlo tries to back the vehicle out.



Officer Rebecca Renteria talks to some residents behind the Geneva Towers in response to an 852 in progress.



Officer Pat Tobin instructed a family member how to give the mouth to mouth portion of CPR, as he gets set to begin the compressions as they wait for fire and ambulance. The 914 survived.



Even in the roughest areas the kids still like to gather around with the old "Hey Officer, what's that you got on your belt? Can I see your bullets?" (Pat Tobin, Co. H).

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.

Scapegoats Again

by Mike Keys, Co. C

Once again city workers are being viewed as scapegoats for the city fiscal crisis. Recently the POA negotiating committee had a meeting because the city has the violins out again...singing the annual song that we have no money...requesting the POA, along with other labor, help out with the current city budget problems; which includes our current contract. We're not talking take-aways, but deferrals. Now the question — should we negotiate with the city, allowing ourselves to be blackmailed by guilt over layoffs if we don't give into contract concessions, or stand pat with our current contract?

My initial response, as I'm sure many of yours would be, is no way. Why? We have the current valid contract with third year raise and benefits to kick in. So why even talk with the city, because, if they had the advantage, you know damn well they would shove it down our throats and there would be no discussion. Even though skeptical, I am willing to listen to what they have to say. However, there are a few things people should remember before feeling sorry for the city.

Frank Jordan is the same person who did not get our endorsement for mayor originally, because as chief he opposed the successful labor issue achieved by this POA, collective bargaining. Then the mayor was the person behind eliminating the popular rotating day off cycle and now wants help solving his fiscal crisis.

Hey, Frank, haven't you caught on yet? You don't stab someone in the back and then turn around and expect them to help you with contract concessions.

We have a city attorney, Louise Renne, who has continually attempted to thwart our collective bargaining agreement since its passage. We have tried to upgrade Tier II which is included in our collective bargaining charter amendment. But the political hack said retirement was not part of Prop. D, so we can't negotiate it with the city. Yet her argument against Prop. D during the campaign was that it would impact the retirement system and that's why the voters should reject it. We're currently going to court and I feel confident we will prevail in proving that negotiating retirement issues is included in our collective bargaining agreement. She and the mayor could save us a lot of time and money by honoring the collective bargaining agreement and negotiate the upgrade of Tier II.

The city seeks our help with the budget, yet the POA for years has sought help from them on staffing, on outdated communications system and equipment. We have continually worked over 200 officers short. Yet when you approach them with these figures, they say you have all the budgeted positions. The key word is budgeted. If you only budget 1800 and have 1800 you don't have a shortage. But in reality we need at least the strength we had years ago, which is around 1970. Actually we

need more than that to provide adequate police service to the city, but that request not only has fallen on deaf ears, but now they threaten layoffs. We are no longer a proactive department; we are now just reactive report writers. We have constantly complained about an inadequate communication system. Not only is it a tremendous officer safety issue, but a disservice to people who call for police assistance. Then of course there is always the question of vehicles in this department; the never ending plea for more vehicles for patrol. At one time Potrero had a car with 102,000 miles on it!! How many times have we heard that unit so and so is 10-7, no vehicle? What a waste of staffing and money, yet our plea for more vehicles always goes unheeded.

If the city is in a fiscal crisis, let's see them open their books. If the city says it's in dire straits, let's see where the money goes. I'm tired of reading that the city workers are always to blame for the city's annual fiscal crisis. You continually read articles by certain political hacks about how greedy city workers are. I know one thing, the city saved a lot of money on police officers for years when they used that outdated pay formula system. There were years when we got little or no raises and there was no such thing as benefits.

These hacks should also get their facts correct before writing about our contract. Not only have we had 2 wage freezes in the last 4 years, but after collective bargaining passed we agreed to a 4 year contract. The first year we agreed to zero—no raise, no benefits. Now as we enter into the 3rd year of the contract, the city has the violins out and says the budget mess is the city workers' fault. It appears the city can't honor its contract obligations because the city is unable to manage its budget.

If the city is hunting for money, why don't they require groups who put on special events in the city pay for the police officers assigned to the

event, instead of that money coming out of our budget? Why won't they follow the new state policy which now tells hospitals they do not get reimbursed by Medi-Cal when treating undocumented and illegal aliens for an array of non-emergency health conditions? This city says they will continue to treat these people at a cost of over \$3 million a year. The city is willing to spend money on people who are not citizens of this country, but don't want to provide for their own city workers. Incredible!!

The city has a budget crisis, but will not attempt to clear up its welfare fraud by making recipients be fingerprinted such as they do in L.A. and Alameda Counties so they can't collect under more than one name. The city spends \$53 million a year on welfare but doesn't want to try and cut down on the fraud in the system. They do want city workers to give concessions on their contracts.

Additionally, there are other cuts from various city departments, including ours, which could be made so the city could be run more efficiently before it puts the annual blame on city workers for the continued budget crisis. The way this department is structured, it's hard to believe the city would lay off the poor patrol cop but leave everything else the same. I think if the city and the city attorney's office would deal with the city employees on a decent and honest basis instead of a political basis, start following state regulations, attempt to clean up welfare fraud, and start providing adequate funding to city departments so they can do their jobs to provide the various services for the citizens of San Francisco, then the city workers might be willing to work with the city to help out with its problems.

Again, the question — should we negotiate with the city or not? I am willing to listen, although who knows if we could reach an agreement anyway. If something is worked out, it would only be with the approval of the membership.



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THE MEMBERS SPEAK

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District Police Stations... A Costly Anachronism

by Kevin Mullen

A few months ago, residents of the Haight-Ashbury complained that they called the cops and nobody came. More recently, they demanded that the Park Police station remain open at full strength.

Now it appears that 85 police officers may have to be fired in the worst fiscal crisis since the great Depression.

Maybe we don't want to think about it, but the three issues are interrelated.

In the 1850s, all patrol officers in San Francisco worked out of a single police office in the basement of the City Hall at Kearny and Washington Streets, then the center of the "walking city."

All officers worked on foot. Anyone seeking an officer's help needed only go to the station house where a small staff could respond the "called-for services."

Later, as The City expanded into the "outlying districts," station houses were placed in the neighborhoods, in effect reproducing the 1850s station house in all its operational aspects. By the 1930s there were 14 district stations, staffed around the clock and covering the various neighborhoods.

It was the introduction of the mobile radio, permitting direct radio dispatch of officers from patrol, that caused the first real change in patrol practices. Foot patrol remained the heart of the police patrol operation, but with increasing demands for radio-dispatched calls for service (stimulated by departmental promises of immediate response), more officers were assigned to automobile patrol.

In 1937, prompted by an outside survey that found "an undue proportion of the patrol force (absorbed) in administrative, clerical and mechanical duties," five of the stations were closed and 78 men were shifted to radio car patrol in outlying districts.

In the early 1970s, department administrators tried to further consolidate the patrol operation but were thwarted by a coalition of neighborhood activists and the police union.

Five years later, the State Commission on Peace Officer Standards and Training attributed much of the department's inability to provide effective policing to "an outmoded and inefficient district station system which became obsolete shortly after the introduction of radio-dispatched patrol units."

In a comparison with other cities

(with differences in population density factored in), San Francisco's police districts were shown to be from one-third to one-sixth the size of the others. The report showed how the patrol operation could be consolidated into three stations, providing an additional 59 officers for patrol duty. No action was taken on the report.

On reflection, it is now recognized that the efficiency-driven impulse to replace foot officers with motorized patrol can result in isolation of police from the communities they serve. And there is a trend in some cities to institute district stations. (San Jose had one station to handle an area three times as large as all of San Francisco.)

Most of the new stations, however, are little "storefronts" that provide a police presence in a neighborhood during the most active hours without tying up costly staff to perform around-the-clock administrative duties.

The public climate in San Francisco clearly opposes any effort to close district stations, notwithstanding the fiscal situation, but this is one of those problems which lends itself to resolution to the satisfaction of almost everyone.

The introduction of the hand-held radio has made it possible to retain the best of the "beat cop" of nostalgic remembrance while still providing response to calls for service.

Those involved should set aside their preconceptions long enough to deal with the issue rationally. A properly organized and managed patrol system — with special emphasis on this last condition — could be established. It would provide officers, their numbers increased by those released from station duty — and working out of neighborhood storefront offices — who would spend part of their patrol time on foot in the neighborhoods yet be ready to respond by auto to calls for police service.

The idea isn't new, but it hasn't been given a fair test in San Francisco. The objections are predictable but easily disposed of by rational analysis. Whether the current budget crisis is serious enough to force that type of analysis remains to be seen.

In the end, neighborhood residents will get the type of police service they think they want. If they continue to insist on the maintenance of fully staffed 19th century district stations, they will have little reason to complain when they call for help and nobody comes.

Open Letter To Mr. Frank Jordan, Mayor of San Francisco

Dear Mr. Jordan,

Anger without power, I know, is a futile gesture, but in this country anyone is allowed to bang his head against the walls of power. There has been no other instance in my police career that has pained me as much, or felt as betrayed as you have recently done. You have characterized us to the public as greedy and selfish. You strongly implied that we would rather see our fellow workers dismissed than surrender our contracted pay raise. You know this is false. We are standing our ground on hard fought labor issues. It's an overdue remedy for past pay freezes, and a recognition that we are still 85th in pay ranking in California. We have a historic distrust of politicians who beg for our support before an election only to spit in our eyes afterwards. I was naive enough to ask my mother, active at her retirement home, to galvanize her friends to vote for you. I have committed my last political act.

I assure you that if you were only credible (the words of your amanuensis, Mr. Wunderkind) we would do the right thing. We are more fair than you think. The last time this ploy was foisted on us (you were the chief then) I felt guilty of my good fortune in the face of threatened lay-offs. It wasn't even about pay then. The threat was that if we refused work changes, lay-offs were inevitable. I floated an idea with my boss that I would give up my entire year's overtime pay and give up all future overtime slots to those facing lay-offs until the situation improved. An individual gesture would be puny so I asked him to bring it up at one of their staff meetings for universal acceptance. I assure you this would have hurt at home, but it was better than seeing a

friend lose a home. My boss' reaction was as if I was an idiot. He was half right because my offered sacrifice was moot and time went on without the lay-offs or work changes.

Your current strategy to paint us as avaricious is a betrayal of the worst kind. You — who have experienced our privations, low pay, no incentives, no weekends, brushes with injury and even death, frustrations and hopelessness with promotions, scorn from the press, stresses that would fell ordinary souls, but then again you may have escaped these experiences. The Hall of Justice is full of people unaware of the experiences in the mean streets. Perhaps you are more familiar with these sorts than those you threatened to lay off. This is the person who works the midnight shift and can't get a day off because he alone or maybe another person are the only ones working, while his captain has a roomful of staffers during the day. Did you know this person can never attend a family function because he has no weekends off at all? Did you also know that while police work intensified in numbers and risks since Truman left office the number of policemen remain constant? Mayor's work have increased also, but do you have more help than Mr. Robinson when he was the Mayor?

My rumination is expressed in the hope that in your private thoughts you may hear the sound of a head banging away at the marble steps of City Hall.

John A. Sterling
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SF Police Museum Grand Opening

by Brenda Walker

On June 4, from 3-7 p.m., the S.F. Police Museum celebrated with a grand opening at its new location in the Cannery. Curious people from all over the world were stopping in to get a small glimpse of our history and to ask questions about our department.



The chief and Mr. Lazarus from the mayor's staff assist Bob Fitzer in ribbon-cutting ceremony.

A few of the interesting items people enjoyed seeing included an old poly-graph chair, a horse's gas mask and fully uniformed manikins in early day police uniforms.

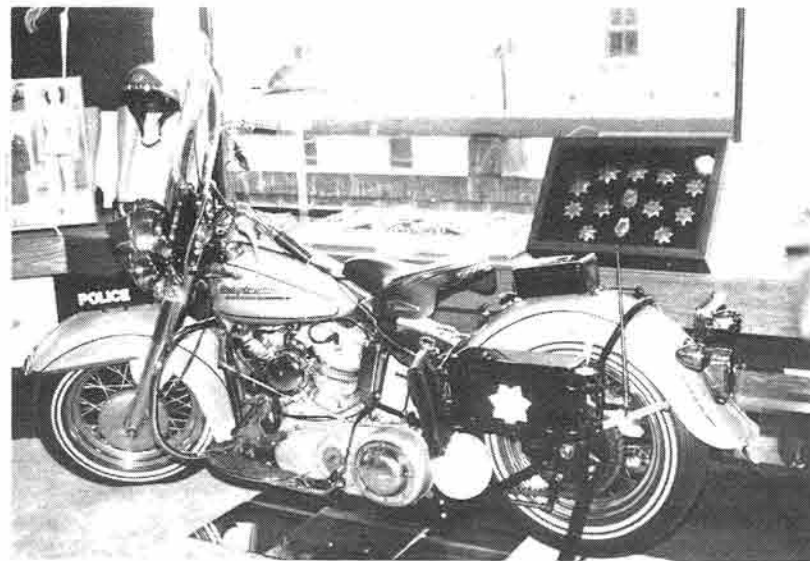
The museum's move to new quarter, indeed, the museum itself, could not have been accomplished without Bob Fitzer's undying drive and strong

commitment to see that our history doesn't get shoved in a closet and forgotten. Many others are also to be thanked, and if you are not mentioned, know that you are appreciated and it was an oversight on my part while writing this article.

A huge thank you goes to the P.O.A. Their wonderful support and interest in the museum has made it all come to life. Chief Ribera and Jim Lazarus, (the Mayor's Chief of Staff) helped Bob cut the ribbon and showed great support. Retired S.F.P.D. Inspector Gerry Evans played a key role in obtaining our new location at the Cannery and also helps out by working there as much as possible. THANKS GERRY!

Pablo de Lopez, whose 1951 beautifully restored police motorcycle is one of the showcase pieces (along with other items he has contributed), is to be thanked. It really is a must to see...especially for all you solos. Thank yous are in order for Chris Martin (Cannery Manager), Don Richardson from PG&E (volunteer), Lou Tercero, Tony Pasanissi, Officer Carl Tannenbaum, plus myself, who are all on the museum committee. At last, the museum has a place by the bay for everyone to come and visit.

Now that we have it, let's keep it open and growing. The museum is a non-profit organization and the only way to see it thrive is through your donations. If you would like to help, please send your donations to: The San Francisco Police Museum, 2801 Leavenworth St., S.F., CA 94133. Your donations are very much ap-



1951 police Harley, lovingly restored by Pablo de Lopez.



Display of uniforms formerly worn by SFPD women.



"Alright, what's all this then?"

preciated.

Anyone who would like to help keep the museum going, please contact Bob Fitzer at 563-2677 (563-COPS). It doesn't take any hard work. Just be able to answer a couple of questions and know how to run a cash register. The museum is open from 11 a.m. to 6 p.m. seven days a week. If anyone has any historical items they would like to donate to the museum, please contact Bob Fitzer at the above number or Brenda Walker at 553-1996, and we will make whatever arrangements possible to see it is displayed and secured.


This museum is for everyone and you can make it even better with your support and contributions. I hope to see you all stopping in with your friends and family sometime soon.




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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 . . .



What's that smell? Is it the mayor, or just the new deal he's offering us.

Matt Castagnola, CPC/TAC

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John Payne Office (707) 769-9610 or (707) 762-2737	

Reality Check

by Ed Browne

Photos by Pete (Ski) Thoshinski

If the world were just, there would be no need for valor.

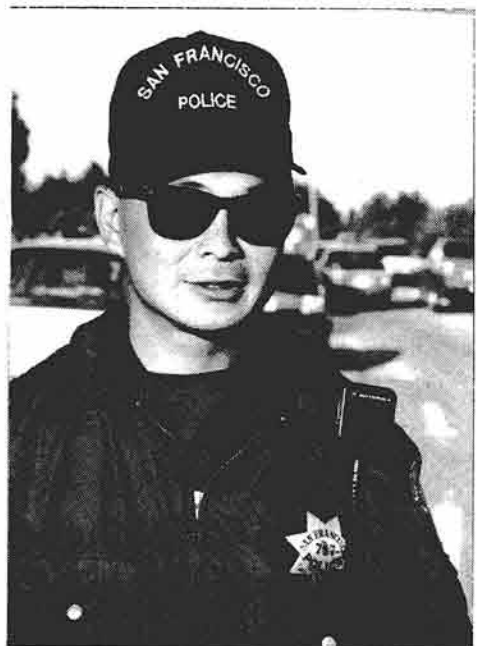
—Plutarch

Our world is not just, and no one knows that fact better than the officers of the San Francisco Police Department. Even though pride, commitment, dedication and valor are intricate parts of all San Francisco Police Officers, we find ourselves afflicted by the insanity of San Francisco politics. Without a solidified Police Department, all citizens and businesses alike are doomed to succumb to the criminal element. The fate of the eighty-five police officers facing lay-offs is a tragic study in San Francisco's governmental chaos.

The following is what a group of them had to say....



Officer Richard Andriola - TTF "I was speechless, completely devastated. Now the public is in harm's way."



Officer David Nakasy - Co. H "I feel abandoned and betrayed. I'm very angry. The layoffs will endanger citizen safety."



Officer Shastri Sarjay - Co. A "I'll have to sell my home and my wife just quit her job. What's the business community going to do with less cops on the street?"



Officer Rebecca Minalga - Co. I "We're just pawns for political power. I fear for other officers' safety and the public."



Officer Molly Pengel - Co. I "It's just total disbelief. I'm fortunate to have family here. A lot of other officers don't."



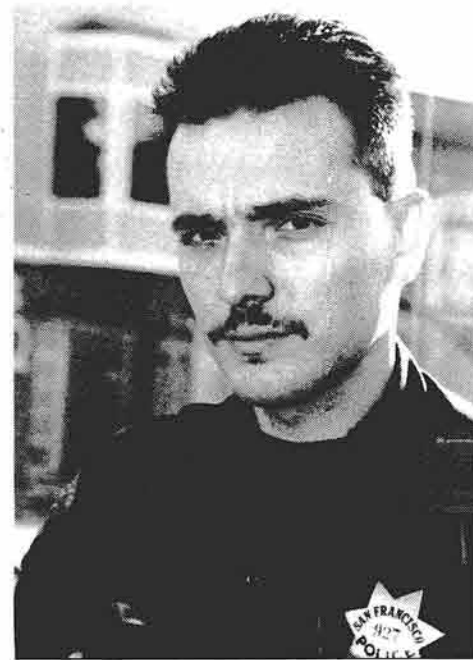
Officer Wilfred Williams - Co. C "The layoffs will affect public safety and the officers left on the street. We're already shorthanded. I can't believe it."



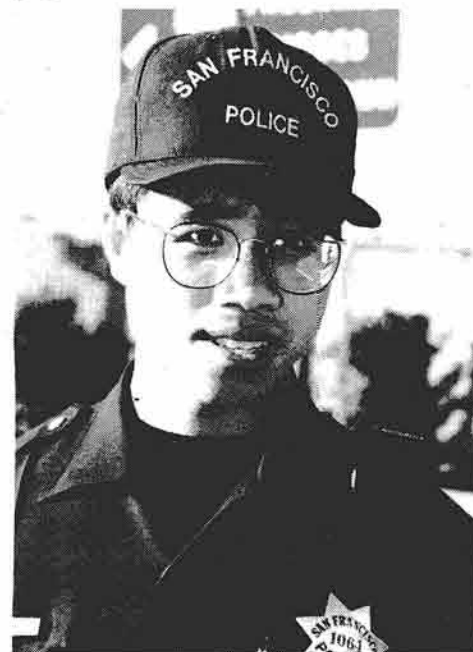
Officer Daniel Manning - Co. B "I feel betrayed. After all the hard work we all went through to get this job and now lose it. It's a great let down. My family and I campaigned for Jordan. I can't believe this."



Officer Ken Koenig - Co. E "How can the city do this to us when the crime rate is so high. I'm just really surprised at the city's position on our layoffs. We all worked so hard. I just don't understand."



Officer Thomas Jankovic - Co. C "Shock, just shock and depression. I really wanted a career here. It's hard enough living paycheck to paycheck."



Officer Jason Hui - Co. H "I'm very disappointed. The job hunt is on. Most other cities offer higher pay and better working benefits than San Francisco. Officer safety here is jeopardized."



Officer David Lazar - TTF "I have great concern for my family's well being. What's the Mayor's number one concern for the citizens of San Francisco?"

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Aftermath

by Ed Browne

The crisis of police layoffs has passed (for the moment, at least), with all officers retaining their positions. Thanks to the devotion and perseverance of the POA Executive Board, the perplexing issues of layoffs and salaries seem to have been equitably settled. Yet, while the battle with the mayor's office has been won for now, the crusade for improved working conditions continues.

Lay-Off Notices Rescinded

by Mike Hebel, Welfare Officer

On June 1, 1993 eighty-five San Francisco police officers received lay-off notices effective June 30, 1993. These 85 were members of the 169th, 170th and 171st recruit classes — the last officers hired and therefore the first subject to termination. Fifty-four percent were minority members.

The tentative agreement package negotiated by the Police Officers' Association's Negotiating Committee in the last week of June, which halted the 85 lay-offs, provides: (1) reduction of overtime costs by \$1.5 million (SLES overtime); (2) reduction of the number of permanent light-duty officers (now 52) through industrial disability retirements; (3) three furlough days, without pay, for each

member; (4) "two plus two" early service retirement charter amendment for Tier I members (Nov. 1993 ballot); (5) elimination of existing fixed day off schedule (4-10) for those assigned to the Field Operations Bureau, and (5) charter amendment allowing the Board of Supervisors, by a vote of eight of its members, to contract with the Public Employee Retirement System for retirement/disability benefits for Tier II officers provided the cost of such benefits is lower than that paid to the City and County of San Francisco Retirement System. This proposed charter amendment also allows the Board, by eight votes, to modify the Tier I and Tier II retirement benefit programs.

The POA membership will be given

the opportunity to vote on this proposed agreement. Note: All economic benefits provided for in the 1992 labor contract commenced, as scheduled, on July 1, 1993. These are:

- 5% salary increase
- night differential at 6-1/4%
- three floating holidays
- bi-lingual pay
- dental insurance
- additional employee and dependent health coverage
- additional 2% City pick-up of member contribution to the Retirement System
- POST educational incentive

PERS
The Public Employee Retirement System charter amendment (adding

Section 8.500-2) provides: "The Board of Supervisors shall have the power to contract, by vote of eight of its members, with the Board of Administration of the Public Employees Retirement System of the State of California to provide that police officers shall be members of the Public Employees Retirement System... The power to contract created herein shall be limited to a contract where there is a prior determination by the Board of Supervisors that the benefits that will be provided by the Public Employee Retirement System will be at a lower cost to the City and County than if those same benefits were provided by the City and County Retirement System."

COMPARISON OF RETIREMENT BENEFITS IN TIER II AND FOR PERS LOCAL SAFETY SYSTEMS

BENEFIT	TIER II *	PERS (2% at 50)	PERS (2% at 55)	BENEFIT	TIER II *	PERS (2% at 50)	PERS (2% at 55)
Minimum Age for Retirement	50	50	50	Benefit for death in the line of duty	100% of salary; 100% retirement continuance	50 to 75% of salary depending upon cause of death	50 to 75% of salary depending upon cause of death
Minimum Service required for Retirement	25	5	5	Employee contribution rate	Completely paid by CCSF (7-1/2% after 7-1-95)	7-1/2 % paid by CCSF after 7-1-95; 1-1/2% paid by member	7-1/2% paid by CCSF after 7-1-95; 1-1/2% paid by member
Formula for minimum benefits	50% of final three years average salary	2% times yrs. of service; computed on last 12 or 36 mos. of service depending upon employer contract	1.46 % times yrs. of service; computed on last 12 or 36 mos. of service depending upon employer contract	Right to retire/moral turpitude clause	Right to retire limited if member convicted of crime of moral turpitude	No retirement limitations	No retirement limitations
Formula for maximum benefit	3% per yr. for each added yr. after 25	Age % Per yr. of service 50 2.0 53 2.42 55-60 2.7	Age % Per yr. of service 50 1.426 53 1.742 55-60 2.0	Earnings limitation	Disability retirees only; some reduction in benefit for earnings that exceed wage earnable by active member	Disability retirees only; cannot work for public agency covered by PERS	Disability retirees only; cannot work for public agency covered by PERS
Maximum service retirement benefit	70%	75%	75%	Vesting	After 5 years of service	After 5 years of service	After 5 years of service
Years of service needed to obtain maximum benefit	31-2/3 years	Depends upon age at retirement; generally 28-1/2 to 32 years	Depends upon age at retirement; generally 37 years	Reciprocity	Effective after 6-29-88; right to add service in all prior reciprocal retirement plans in order to qualify for a service retirement	Full reciprocity with PERS and most other state/county/ municipal retirement plans	Full reciprocity with PERS and most other state/county/ municipal retirement plans
Annual cost of living increase after retirement	Non compounded 2% of first year's retirement benefit	Compounded 2% (employer contract may provide for 3, 4 or 5% increase)	Compounded 2% (employer contract may provide for 3, 4 or 5% increase)				
Continuation to spouse or dependent upon death of retired member							
— retired for service	50% of benefit paid to member	50% of benefit paid to member	50% of benefit paid to member				
— retired for disability	75% of benefit paid to member	50% of benefit paid to member; 75% if death caused by external violence	50% of benefit paid to member; 75% if death caused by external violence				
Industrial disability retirement allowance	50% of 3 years average salary	Generally 50% of final 12 or 36 mos. of salary depending upon employer contract	Generally 50% of final 12 or 36 mos. of salary depending upon employer contract				
Non-industrial disability retirement allowance	Requires 10 yrs. of service to qualify; allowance of 1-1/2% of 3 yrs. average salary times yrs. of service; 33-1/3 minimum	Requires 5 yrs. of service; allowance is 1.8% of 3 yrs. average salary times yrs. of service	Requires 5 yrs of service; allowance is 1.8% of 3 yrs. average salary times yrs. of service				

	CCSF Retirement System	PERS Retirement System
Financial assets of retirement system	\$5.3 billion	\$75 billion
Membership	26,000	688,000
Retirees	16,500	270,000
Annual benefits paid	\$16 million	\$2.7 billion

* If you were amongst the 155 police officers who accepted the Tier I buy-out in 1981, you are subject to Retirement Section 8.559-14 which provides that: (1) no change in retirement benefits shall apply to those persons who accepted the Tier I buy-out unless separately approved by the electorate in a separate charter amendment; and (2) any increase in benefits approved by the electorate "shall be reduced dollar for dollar when payable not to exceed the amount of monetary consideration plus interest said member received for making this transfer."

PROPOSED CHARTER AMENDMENTS

Early Retirement

8.517-4 EARLY SERVICE RETIREMENT

(a) The Board of Supervisors is hereby empowered to enact, by a vote of three-fourths of its members, ordinances to provide an incentive for members under sections 8.559 and 8.586, who obtain the approval of the chief of police, to retire early for service by increasing the member's age and credited service for both qualification and benefit computation purposes by two (2) years.

(b) The early retirement benefits under this section shall only apply to members who retire with an effective date of service retirement on or after January 1, 1994 and prior to January 1, 1995 and shall be limited by the maximum percentage limitations in charter sections 8.559-2 and 8.586-2. The early retirement benefits offered under this section shall not apply if a member returns to membership-status in the retirement system.

(c) Before enacting any such early retirement ordinance, the Board of Supervisors shall secure from the retirement system, an

actuarial report of the cost and effect of the proposed change in benefits under the retirement system. Before enacting any such early retirement ordinance, the Board of Supervisors shall further obtain from the chief of police and the controller a report which certifies that such early retirement ordinance will effect a cost savings to the city and county over the next five years and that fifty (50) police officers will be transferred from administrative positions to patrol assignments over the next five years.

The early retirement benefits under this section will be limited by section 415 of the Internal Revenue Code of 1986, as amended from time to time, and no early retirement benefits under this section will be effective if they have an adverse effect on the tax qualified status of the retirement system under section 401 of the Internal Revenue Code of 1986, as amended from time to time.

APPROVED AS TO FORM:
LOUISE H. RENNE City Attorney
By DAN MAGUIRE, Deputy City Attorney

Tier I & II Modification of Retirement Rights & Benefits

8.500-2 MODIFICATION OF RETIREMENT RIGHTS AND BENEFITS

The board of supervisors shall have the power to contract, by a vote of eight of its members, with the Board of Administration of the Public Employees' Retirement System of the State of California to provide that police officers shall be members of the public employees' retirement system, and the board of supervisors shall have the power to perform all acts necessary to carry out the terms and provisions of such contract. The power to contract created herein shall be limited to a contract where there is a prior determination by the board of supervisors that the benefits that will be provided by the Public Employees' Retirement System will be at a lower cost to

the city and county than if those same benefits were provided by the city and county retirement system. The board of supervisors shall further have the power to enact, by a vote of eight of its members, ordinances to modify the benefit provisions of Sections 8.559 and 8.586. The authority granted to the board of supervisors herein shall be limited by Section 415 of the Internal Revenue Code of 1986, as amended from time to time, and no ordinance shall be effective if it has an adverse impact on the tax qualified status of the retirement system under 401 of the Internal Revenue Code of 1986, as amended from time to time.

APPROVED AS TO FORM:
LOUISE H. RENNE City Attorney
By DAN MAGUIRE, Deputy City Attorney

LEGEND

(Continued from Page 4)

prudent to "turn the other cheek" instead a block buster right to the chin caused the culprit to make a graceful arc as he sailed over the typewriter desk and dropped with a thundering crash to the floor. He eventually became one of our free boarders in one of our State Institutions.

San Francisco Call Bulletin, September 9, 1962. Headlines. "The Historic St. Mary's Cathedral in Ruins". Fire had spread throughout the Cathedral. There was great alarm that the red brick wall would collapse. Father Heaney was momentarily trapped by flames when he re-entered the church to salvage the sacred sacraments which unknown to him had been removed at the first indication of the fire. Flames were encircling him and it was necessary to break the stained glass window with his hands in order to make his escape. He received medical attention at the scene for severe lacerations to both hands. Personal accolades from the Mayor with letters of commendations and praise were bestowed upon the good priest.

To some the thought of reminiscing is a sign of getting old. To those who say never look back, I say, you are wrong. I wish to extend my heart-

felt thanks to Monsignor Heaney for granting me the privilege of bringing to his friends some insight on his life as a youngster and his early adulthood life. To many of us he is not only a servant of God but one that we can call a dear friend. One should always look back with fond memories from the past. In one's youth certain experiences occur solely for the purpose of being reborn and to look back as we grow older. What nicer way than to recall your youth with all of its hopes and prayers. Yes, it is without any doubt one of God's nicest gifts. So let us always remember our past, our younger days with all of its pitfalls and successes, which eventually lead to our cherished dreams. I sincerely hope that the effervescent effect will continue and that there are no better times than the remembrances of one's younger fun loving days. The past is created to help smooth the present. I agree with the Theologian at St. Patrick's seminary. The late Father Rock was right when he said, grades may not be a true indicator as to the true value of an individual. You have proven him right a thousand fold. You still have many journeys to travel. Your friends want to continue seeing you looking well and rested before you take that final sleep and cherish that everlasting Communion with God in Heaven.

Attention Retirees

Your retirement check dated July 31, 1993 will include a 2% cost of living adjustment plus an increase due to Proposition F of November, 1992.

The two increases will be paid to miscellaneous and safety (Tier 2) retirees as well as their widows and widowers. The 2% increase equals 2% of your initial pension amount.

The increase under Proposition F equals \$3.00 per completed year of retirement from retirement date through July 1, 1992, and applies only to pensions that became effective on or before July 1, 1991. The maximum increase that any retiree or beneficiary may receive under Proposition F is \$75.00. Widows' and widowers' increases are based on spouses' retirement date.

You may contact 554-1500 or 554-1554 after July 31, 1993 should you have questions about your July 31st check.

HOW YOU CAN DETERMINE YOUR INCREASE UNDER PROPOSITION F

If Retirement Date Is:

On or after this date	But before (or on) this date	Increase will be
	7/1/67	\$75
7/2/67	7/1/68	72
7/2/68	7/1/69	69
7/2/69	7/1/70	66
7/2/70	7/1/71	63
7/2/71	7/1/72	60
7/2/72	7/1/73	57
7/2/73	7/1/74	54
7/2/74	7/1/75	51
7/2/75	7/1/76	48
7/2/76	7/1/77	45
7/2/77	7/1/78	42
7/2/78	7/1/79	39
7/2/79	7/1/80	36
7/2/80	7/1/81	33
7/2/81	7/1/82	30
7/2/82	7/1/83	27
7/2/83	7/1/84	24
7/2/84	7/1/85	21
7/2/85	7/1/86	18
7/2/86	7/1/87	15
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7/2/88	7/1/89	9
7/2/89	7/1/90	6
7/2/90	7/1/91	3



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LETTERS

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

To the Members of the POA,
Thank you for the floral arrangement. It was greatly appreciated.
Your comforting expression of sympathy will always be remembered with deep gratitude.

Sincerely,
The Marotta Family

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

Dear Officers,
Thank you for the tickets for the June 30th Oakland A's game. There are a number of baseball fans at the Diamond Senior Center. The tickets will be used by the elderly and are appreciated.

Sincerely,
Betty V. Garvey,
Director Diamond Senior Center

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

Dear Members,
Thanks so much for the beautiful floral arrangement. It meant so much to my family to know that my sisters and brothers on the force were so supportive. May God continue to bless you.

Love,
The Georges

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

Dear Editor,
We, the family of the late retired police Lt. Joseph B. Engler, would like to thank the members of the San Francisco Police Department who unselfishly responded to assist in his search and subsequent recovery.

Joseph Engler was a man of high ideals who spent his entire career in service to the community of San Francisco. The overwhelming response offered by the members of the San Francisco Police Department was heartwarming and sincerely appreciated by the family of Joseph B. Engler. Retired Lt. Engler loved the SFPD and while never asking for special consideration would have been proud of the response to a fellow officer who needed assistance.

Although no longer with us, the legacy of Joseph Engler will live on through his many friends and family.

Thank you.
Sincerely,
The Family of Joseph B., Engler

Honorable Frank Jordan
Mayor of San Francisco
City Hall

Sir,
I would like to start out by saying that I don't envy your task of trying to balance the City's budget and yet trying to appease all of the various unions, special interest groups and any other

individuals or groups depending on city funds for support or even to function. It is some mess our city finances are in and it won't be a simple fix or hidden account somewhere that will be the solution.

I have been a city employee for almost fifteen years. The last thirteen have been spent working for the San Francisco Police Department, which I believe is one of the finest in the country, despite all of the controversy that surrounds it.

During my tenure in the police department, I have heard several times over the years that we, those of us in Tier Two of the Retirement Plan, have to work to change our retirement plan. We are all aware of the inequities that exist between Tier One and Tier Two and I need not begin to mention the ramifications that Tier Two surviving widow must endure, heaven forbid, should the unthinkable happen to his/her significant other. Still, some thirteen years later, nothing has happened and the police department collectively has lived with it.

Also, the M.O.U.s the department has with the city had been around for quite sometime, as was collective bargaining and all the other formulas, equations or whatever it was back then that we used to use to figure out our salaries. The way it was written was that we belonged to a program where we would get average raises based on the formulas including comparable departments. Even though the formulas granted us raises, and even though we had M.O.U.s with the city, it turns out that the city often found ways to avoid giving its city's finest the raises that rightfully should be theirs. Again, the department collectively has lived with it and time went on without proper raises or changes in benefits.

Finally, the Police Department and the City hammered out, what I thought, was a solid contract. Yes, a contract. Something written on paper. Not an M.O.U. Something that if you did not abide by, you could get sued. Something if you as an individual, did not honor, could ruin your credit, or worse, have your home repossessed. A contract.

It was quite a victory for a police department that had endured for quite some time. When I hear all this talk about cutting 85 officers from the police department, freezing our wages and benefits, it makes me mad. History has shown that the police department in the past has just sat back and took what ever the city threw at them. Well, I for one cannot just sit back and live with it. The police department has a contract with the city and the city must honor this contract.

I find it extremely difficult to believe that the solution to the city's problem is to freeze

employee's wages. I find it even more bizarre, that you of all people, can even consider further cuts in the police department's manpower. All you need to do is look at the city. Walk down the 16th and Mission. Walk through the Tenderloin. It's a tough enough problem to face with an already depleted department. If this is part of your solution, then think of all the other services that will be affected. Crime rates will rise, calls for service and response time will increase and the very persons that put you in office, the fine citizens of San Francisco, will suffer when it takes double the time for an officer to respond to a call than it already does.

I find it even more difficult to believe that in times of this extreme financial crisis, that the city could still afford to throw parties in the Mission District, parties in the Castro and the like. Also, I wish to commend you on the clean-up project on Upper Market Street with all the beautiful trees and landscape work, it must have cost a fortune. Yes it is beautiful but, was it necessary at this point in time, I think not. Tell the officer on the street that your measly five percent raise went to pay for a tree on Market Street and I don't think that would sit too well with anyone. The solution to this is simple. When a family is short on funds they do simple things. Rather than spending an expensive week in Disneyland, a family would go camping, because they can't afford Disneyland. If certain groups in the city want culture, let them pay for it rather than expending city funds at a time of crisis.

What I think is happening is that you are trying to fix a gaping wound with a band-aid. History has shown that short term fixes don't work. You go on a crash diet for example, and you are sure to gain the weight back, however, if you change your eating habits and

educate yourself on proper diet and exercise, then you will reap long term benefits. My point is, that if you take away this raise, or contract, the city is sure to suffer for it later. Why penalize the workers of San Francisco. What more can you expect the city's finest to do? We are already number 84 on the list for pay and benefits rates of California law enforcement departments. I think you need to face what is really costing the city money and not penalize its workers for a problem that is really out of their control.

In closing, I wish that you would consider new options. I wish that you would look for long term fixes and quit wasting band-aids. If the financial picture is as ugly as your are painting it, then you would get together with all the special interest groups, all the unions, all the department heads and get your priorities straight, and not at the expense of this department which, as history has shown, has been the dumping ground for several years.

Respectfully submitted,
A concerned officer and citizen

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UNION NEWS

ENCOUNTERS

(Continued From Page 1)

following individuals:

David Albright, Debbie Adams, Chuck Limbert, Dave Lazar, Peter Walsh, Mary Espinosa, Michele Aschero, Julie Guizar, Troy Dangerfield, Douglas Farmer, Miriam Pengel, Molly Pengel, Alan Callaway, Paul Stefani, Brian Devlin, Carl Bryant, Joe Engler, Jay Shastri, Kenneth Nichols, Jerry King, Carl Payne, Russ Gordon, Randy Caturay, Leo Sevilla, Joel Babbs, Vickie Stansberry.

The core members titled their group as the "SOB" (Save Our Butts) Committee.

Wednesday: 6/09/93:

Gary Delagnes and I were invited guests of the Bernie Ward radio talk show (KGO/AM) and we publicly acknowledged that Mayor Frank Jordan had declared war on the SFPOA by ignoring our earlier overtures to negotiate something to help see the City through its financial crisis and, instead, the Mayor acted in a dubious and hateful manner, leaving one to question whether he ever respected the SFPD star he once had the privilege to wear.

A few days passed with Al Trigueiro, Phil Dito/POA Treasurer, and Chris Cunnie/Park Station Representative, working to establish communications with the Mayor's Employee Relations Division personnel to discuss the situation.

During this time, the 85 San Francisco police officers received formal lay-off notices. The anxiety and apprehension of the 85 was now turning, understandably to anger. The officers had made plans in conjunction with the 4-year contract our Association had recently negotiated and there was never even a hint from the Mayor's budget staff that the lay-offs would be a factor. And, what made the situation worse was that Mayor Jordan continued to emphasize the reduction of criminal activity in San Francisco based on numbers his own statisticians pulled out of a hat, and yet the police officers of San Francisco (all 844 of them) knew better. Violent crime was present in every district and permeated the 49 square miles of what once was considered a city worthy of sentiment but is now, realistically, a city suffering at the hands of criminals. The 85 officers now felt threatened by a city hall administration that was downplaying the city's crime problem in an attempt to justify the reduction of police personnel, while

the uniformed victims continued trying to maintain their sanity as they coped with the usual criminal assaults while also painfully negotiating a psychological and emotional roller coaster in Frank Jordan's amusement park.

Saturday, 6/12/93

Many of the 85 attended a meeting at a church in the Sunset district sponsored by the San Francisco Organizing Project. They rallied outside the church before the meeting, sporting their red-taped stars to symbolize the fact that they had been red-penciled out of City Hall's budget. The event was well covered by the media, but when Mayor Jordan arrived he made no attempt to speak directly to the officers but went into the church via a back door.

Most of the citizens at this gathering spoke out about crime problems in their respective neighborhoods and wanted assurances of better police protection. When Chief Ribera tried to answer some of the questions posed, Jordan interrupted, saying that questions to the Chief about specific district staffing measures, "just weren't fair." (Frank is a skilled huckster.)

Week beginning 6/13/93

The 85 officers were now formally in sync and used the POA as their command center. Conference rooms were decorated with city maps designating petition coverage. The phones were staffed by POA secretaries as well as members of the SOB Committee and our volunteer coordinator, Cathy Oberhoffer, made sure that every community meeting had a POA representative present to explain the real issues.

Officers Carl Payne, Miriam Pengel, Joe Engler, Ken Koenig, Molly Pengel, and Troy Dangerfield were led by Chuck Limbert in our offensive known as 'Community Outreach'.

Gary Delagnes and I made many appearances at community meetings as well as the members of the SOB Committee and, while I was amazed at how Frank Jordan's staff members would blatantly lie to the citizens of our city at these gatherings, the rest of our team made sure the real facts were known. And we did so at the following organizations:

OceanView Merced Ingleside (OMI), Sunset Democratic Club, Republican Central Committee, San Francisco Organizing Project, West Portal Merchants Association, Richmond Station Community Meeting, Central Station Community Meeting, and many, many others.

Thursday: 6/17/93:

Bernie Ward, KGO radio talk show host, is denied the opportunity to participate in a police 'ride-along' by Deputy Chief Tom Petrini, Patrol

Right Here In River City

by Bill Hemby,
COPS Legislative
Advocate



How Dumb Can We Be?

It's no secret local governments are in financial trouble. As a part of the budget settlement, the state's proposal is to shift \$2.6 billion of property tax monies from cities and counties to the schools. Whether that amount is cut from local budgets, or some lesser amount, cities and counties will be hurting.

The problem stems from Proposition 13, the property tax cap that became law a decade or so ago. Instead of seeking ways to raise new taxes to fill the gap at the time, local government prevailed upon the state to bail them out. And that's what it became. The Bail-out Fund. All was well as long as California's economy was in full swing.

That has all changed. California is going through its worst recession since the great depression. Things will not turn around in a hurry, and the state is running out of money. The pigeons have come home to roost, and cities can't handle it.

As in past crisis, when local governments get into financial trouble, who do they run to? Why public safety, that's who! And who uses their influence and public appeal to save their bacon? You guessed it, public safety.

That is why, over the past few months, you have seen police chiefs, sheriffs, police officers and deputy sheriffs, fire chiefs and fire fighters parading up and down the state

preaching dire consequences over this monumental tax shift.

Mayors, city managers, the League of California Cities and the County Supervisors' Association predict lay-offs, police and fire station closures and a host of other calamities to entice public safety officers out in front of the public. And what do we get for our trouble? Zilch! That's what.

As one small voice in the wilderness, I have been counseling law enforcement associations not to be so hasty jumping to the aid of city managers and politicians without some quid pro quo — only because... in the end, after we have saved their skins... they turn around and screw us royally.

A case in point is being illustrated during this very crisis. While we are out pleading with the citizenry to take up our cause, and oppose the state from cancelling the bailout funds — doing the city manager's bidding — the League of California Cities has quietly put together a "wish" list of issues they want the legislature to "kill".

Prominent amongst that list is an item that would take away what is known as public safety "4850" time. 4850 time alludes to section 4850 of the labor code which says that whenever a police officer, deputy sheriff or firefighter is injured on duty, he or she is entitled to a leave of absence, without loss of salary, for up to one year.

That means, if you are injured on the job, and go off on disability, you won't receive your full salary — and whatever you do receive won't be offered for up to a year.

So, while we are out front of our employers, saving their jobs, they are in back of us, doing what employers usually do to employees — it isn't a pretty sight.

Bureau. We were appalled — Why wouldn't the deputy chief of the patrol bureau allow a member of the press the opportunity to tell the real story of how dangerous the streets of San Francisco really are??

Why wouldn't the administration of the SFPD allow Bernie Ward the opportunity to tell the citizens of San Francisco what effect the lay-off of 85 police officers would really have??

Why was the police administration trying to hide the truth??

The only reason I can think of is that certain members of the police administration were afraid of what would happen to their careers if they let Bernie Ward go on a police 'ride-along' because they did not want the people of San Francisco to know how dangerous their streets really are.

They did not want the people of San Francisco to know that many times there are no police officers available in a police district.

They did not want the people to know that many times priority calls for service go begging for attention for hours at a time.

Guess what?? The public found out anyway because when Bernie Ward finished with his show at 1:00 a.m., Thursday 6/17/93, he went on a POA 'Ride-Along' with Al Trigueiro. Bernie accompanied Al in monitoring police activity in the early morning hours and Bernie found out that:

Many times during the night there were no police units available.

One officer cars were handling dangerous assignments without back-up.

That suspects that should have

been detained for questioning for possible involvement in criminal activity were not because there were important, priority calls that had to be handled and there was a shortage of police officers to do so.

That a typical high-priority call could (and did) take a police car from Cortland & Mission Streets all the way to the Miraloma Park neighborhood because the unit was the only one available to handle the call of "a man breaking into a residence."

The situation was so bad that the following evening, Bernie Ward prefaced his radio talk show with the following statement:

"If you live in San Francisco, you might consider buying a gun."

Settlement Offer:

President Al Trigueiro, Treasurer Phil Dito, Park Station Rep Chris Cunnie and Mission Station Rep Ray Benson finally got through to Jordan's budget people and an offer was made whereby the 85 police officers would be saved from elimination from the city budget.

(The exact terms are still being drafted as of 7/04/93.)

It's no secret that police officers in San Francisco have one of the most dangerous and difficult jobs. Police officers in San Francisco do not need to be subjected to a budget extortion process generated by petty politicians in the Mayor's Office.

I will promise you that we will not forget the disgraceful manner in which 85 of our fellow officers were treated and, unlike Frank Jordan, we don't make promises we can't keep!!

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85 Budgeted Positions Restored; City Avoids Court Proceedings

by Al Trigueiro, President

When Mayor Jordan and the Board of Supervisors took action restoring 85 police officer positions to the City budget last month, the City avoided being faced with Federal Court proceedings, wherein the POA and Public Advocates were both contending the proposed cuts would be in violation of the Consent Decree.

The POA had already notified the Court that it would be seeking an Order compelling the City to retain the positions, and obtained authorization from the Court to take the depositions of certain City officials, including the Chief of Police, on an expedited basis.

While it cannot be fairly alleged, in our opinion, that the City has failed to make good faith efforts to comply with those provisions of the Consent Decree that require a better integrated Department, there is no question but that the City has not lived up

to its commitment to "maintain" the SFPD staffing level at 1,971. The 1,971 figure is contained in the Consent Decree to assure that there will be positions to be filled, thereby allowing for greater minority presence in the Department through various affirmative action efforts. The layoff of 85 officers, 54% of whom would have been minority members of the Department, would therefore have negatively impacted both staffing and the Consent Decree's affirmative action goals.

Though the Court Order we were seeking to prevent the layoffs is now not necessary, we are now proceeding to determine what monies might be available for the additional positions necessary for the City to get to the 1,971 level established in the Decree. Substantial Federal monies may soon be available, according to Nancy Pelosi's office, for police services.

Proposed Charter Amendment Would Permit PERS Membership

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

Re: Proposed Charter Amendment Concerning Possible Movement of Members to California Public Employees' Retirement System (PERS)

Dear Al:

In response to your Negotiating Committee's proposal that certain restrictions which may prevent your "Tier Two" members from becoming members of PERS, the Mayor's Office has proposed, and Supervisor Maher has introduced, certain amendments to Charter §8.506-2. The amendments proposed would permit members to become members of PERS, if it could be shown benefits could be provided by PERS at less cost to the City. They would also remedy other problems that have developed since §8.506-2 was adopted that, if not addressed, could frustrate the POA's purposes.

Charter §8.506-2 was enacted several years ago on behalf of airport police officers, probation officers and several other city "miscellaneous safety employees". Probation officers and airport police officers have already become members of PERS under this Charter Section, and the Airport Police are expected to obtain the "2% at 50" Highway Patrol benefit, which is prevailing for police officers throughout the State, pursuant to an arbitration award that is presently being finalized. This is the same benefit that the POA has been seeking for all of its Tier Two members for some time.

As you know, we are currently litigating the negotiability of retirement benefits under the existing Charter language contained within the provisions of Proposition D (1990). This case will probably be heard and decided by the Superior Court within a few months, and we are hopeful that we will prevail. However, we have already heard from City officials that if we obtain a favorable judgment from the Court, an appeal is likely. Thus, it is quite possible

that a final decision will not be obtained until after our negotiations for a new contract commence in 1995.

It therefore seems to be to the advantage of the POA that this proposed Charter Amendment be enacted. Even if we are tied up in litigation when we return to the bargaining table in 1995, if this Amendment passes the Board of Supervisors would then have the authority to contract with PERS to provide an appropriate level of retirement benefits for all Tier Two officers.

However, you should be alerted to certain problems that the Airport Police experienced due to interpretations given the second paragraph of Charter §8.506-2 by the City Attorney that would frustrate your purpose. The City Attorney contends that that paragraph prohibits any changes that could result in cost increases to the City. Such an interpretation would seem to prohibit any contract with PERS that was accompanied by an improvement in benefits, even if the City Retirement System could not itself provide the improved benefits at as low a cost as could PERS. Thus, under the current City Attorney opinion, if as a result of negotiations we succeed in improving retirement benefits for your Tier Two members, the City could not move these members to PERS even if it knew that PERS could provide those benefits at substantially less cost to the taxpayers.

The City Attorney also contends, in essence, that this same Charter language prevents any subsequent improvements in benefits once a covered employee moves to PERS. This opinion is based on the notion that the Charter language requires that no contract be entered with PERS, at any time, that results in any increase in cost whatsoever, regardless of to what extent the benefits might be increased. Because there is no such limit on the City Retirement System, if we negotiate improvements in retirement benefits for Tier Two members, the employees would have to remain in the City Retirement System even if these benefits could be

(See PERS, Page 18)

A New Beginning Local 911

by Ed Browne

One of the greatest achievements of the POA has been its introduction and subsequent affiliation into the (SEIU) Service Employees International Union. Under the direction of President Al Trigueiro, and with the assistance of Paul Varacalli, Vice President of SEIU California, this tremendous feat of bonding organized labor with the Police Officers' Association has taken place. Because of this union affiliation, we as San Francisco Police Officers are no longer an isolated yet dedicated group of city employees. We now have the support and backing of all organized labor.

In June of this year I had the opportunity to meet and interview Mr. Paul Varacalli. As previously mentioned, Mr. Varacalli is the Vice President the Service Employees International Union, California division, and director of Local 790. Paul is a gracious man yet steadfast with honor, pride and self determination. Paul's been involved with the SEIU for twenty-five years, the last six as Vice President. Paul is a highly skilled labor negotiator and committed leader of organized labor. He believes in the community based labor movement...achieving labor goals while satisfying and meeting the needs of the community which labor serves. A common goal shared by the POA. During our interview, Paul enlightened me to several facts concerning both the history of the SEIU and many of the benefits it offers the Police Officers' Association.

The SEIU was founded out of poverty in 1921 for low wage workers. Today, it is the fourth largest union in the AFL-CIO, with the lowest dues paid of any major union. SEIU has more than a million members in the United States, Canada and Puerto Rico, with over 300,000 in California alone. The SEIU is the largest Health



Paul Varacalli, Vice President of SEIU, California Div.

Care Union in North America and the second largest public employee union. Two thirds of the SEIU members are Public Employees.

The SEIU is the fastest growing union in the United States and is constantly gaining new members every year. The SEIU comprises 150 union locals which cover 13,00 different job classifications.

The regional office is located in San Francisco. It's staff provides numerous services to our Association in the areas of labor law, collective bargaining, organizing, planning, administration, training, health, safety, research, public relations, information systems management and political lobbying.

Providing for individual members of the Police Officers' Association, the SEIU offers the following discounted services and benefits. Local services, mortgage programs, scholarship programs, loan programs, savings account programs, master card, mail order pharmacy service, travel services and term life insurance. Thanks to the decisive leadership and compelling effort of Al Trigueiro and all the other POA members involved, his quest for equitable working conditions for all of us is becoming a reality.

In closing, my special thanks to Mr. Paul Varacalli for his time and input for this article and to the many unsung heroes of this association for their tireless efforts in forming this new beginning, Local 911.

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POLICE ACTIVITIES LEAGUE



BASEBALL CLINIC

The San Francisco Giants and the San Francisco Police Activities League hosted a baseball clinic on Tuesday, June 22nd, at Balboa Park. Over five hundred youngsters attended. Rod Beck, relief pitcher, Kurt Manwaring, catcher, Bobby Bonds, first base coach, and Wendell Kim, third base coach spent an hour with the kids demonstrating techniques and answering questions on pitching, fielding, catching and hitting. Another plus was that the San Francisco Giants gave away Barry Bonds posters to all present.

Many thanks to Monica Lamb and Tracy Huynh for the gigantic mail-out to all PAL kids, to Peter Oquendo of the S.F. Recreation and Park Department for notifying all the recreation centers, Stan Chiarucci for personally calling coaches and/or team parents of 100 teams, and Officers Rich Andrews and Bill Bray for handling the field logistics.

Most importantly, a great big thank you to the San Francisco Giants for allowing the players and coaches to come and to ROD BECK, BOBBY BONDS, KURT MANWARING, and WENDELL KIM for graciously spending time with PAL kids and definitely making their day.

PARK FEES FOR KIDS???

The Finance and Administration Committee of the San Francisco Recreation and Park Department Commission met on June 3, 1993 and one of the items on their agenda was imposing a field reservation fee for Youth Athletic Leagues effective July 1, 1993. This would have greatly impacted all youth in San Francisco as it would have meant a possible \$5.00 charge per team for the use of a field for one game or one practice. There was no resolution at this committee meeting and it was sent for consideration by the Recreation and Park Commission on Thursday, June

17, 1993.

Imposition of the \$5.00 fee would have jeopardized the continuation of youth athletics in a time when it is most needed. Children need healthy and constructive alternatives to the reality of crime and drugs. PAL would not been able to absorb the additional cost of paying \$34,660.00 for the use of the fields for baseball, soccer, football, cheerleading and the rookie league and would have had to charge entry fees for participating teams. Volunteer coaches would not have been able to absorb this cost and would have had to pass this on to the youngsters.

The San Francisco Recreation and Park Commission met on June 17 and unanimously voted not to impose a reservation fee on youth teams. Captain Michael Hebel, PAL President, Officer Joe Mollo (Ret.), PAL Executive Director and Leo Guillory, PAL Baseball Director spoke to the Commission most eloquently, reaffirming the need for youngsters to participate in constructive activities without imposing any or additional barriers that would prevent them from participating. A big thank you to these men and other coaches who spoke on behalf of PAL.

Last, but not least, thank you to S.F. Recreation and Park Commissioners for continuing their commitment to the youth of San Francisco.

PAL SOCCER

The Soccer championships for 1993 are as follows:

Under 10G - Ghostbusters
Under 10S - Aztec Warriors
Under 10W - Chivas
Under 12G - Warriors
Under 12S - Vikings
Under 12W - Chivas
Under 14S - Vikings Select
Under 14W - Rayos
Under 19 - Fusiliers

A big thanks to Guy Milano, Soccer Director for another great year.

JUNIOR GOLF

Junior Golf kicked-off on July 5th. Beginner classes are on Mondays, Intermediate on Wednesdays and Advanced on Fridays. Classes are from 5:00 PM - 6:00 PM at Harding Park and will conclude in August. For more information call PAL at 695-6935.

SF YOUTH BASEBALL

by Stan Chiarucci, Director

S.F. Youth Baseball League Championship Games were played the week of June 21st pitting round robin champion West Sunset (14-0) versus Miles Construction (9-5) at Rossi Playground on Wednesday, June 23rd in the Bronco Division 1 (11-12 year olds). The round robin champion must be beaten twice in the playoff series. West Sunset and Miles faced off in the Championship Game on Saturday June 19th. Miles won with a great come back from behind victory necessitating the final game on Wednesday.

Parents and fans witnessed a game comparable to the Giants/Padre game the previous evening. They observed great pitching and great defensive plays by youngsters from both teams all the while watching underdog Miles Construction edging out round robin champion West Sunset 2-1.

Other Division Winners are:

DIVISION	WINNER	RUNNER-UP
Bronco 2-3	Mets	Starhawks
Bronco 4-5	Duboce	Sunset
	Park	Thunder
Pony 1	Jerry's	Hawks
	Arco	
Pony 2	Salesian	Dougherty & Dunne
Pony 3	Mission	Sunset
	Dolores	

PAL CHEERLEADING

by Sophia Isom, Director

The PAL Cheerleader Program provides participants between the ages of 5 and 14 years of age the basic fundamentals of cheerleading techniques. The program also places an emphasis on scholastics, citizenship, and sportsmanship. Participants cheer for the SF PAL Youth Football in the Pop Warner Junior Football Conference. They also participate in the Redwood Empire Conference Cheerleading Competition and have been requested to participate in several community events.

Every staff member is committed to the youth of this program. They all work full-time and dedicate their time and effort to this program after work hours and on the weekends. PAL is currently looking for more adult volunteers coaches with cheerleading experience as well as participants between the ages of 8 and 14.

The breakdown of squads are listed below:

MASCOTS: Ages 5 to 7, coached by Paulette Washington and Carol Oliver.

JR. PEE WEES: Ages 8 to 9, coached by Sonya Ivory Hardy and Sheila Hannah.

PEE WEES: Ages 9 to 10, coached by Lynn Collins, Ava Garrick and Tenille Singleton.

JR. MIDGETS: Ages 11 to 12, coached by Marlene Carr, Marilyn Jackson, Nikki Smith and Tonia Woodson.

MIDGETS: Ages 13 to 14, coached by Kathryn Branch, Regina Johnson and Sophia Isom.

Sign-ups for the oncoming season are still in progress. If you are interested please call the PAL Office at 695-6935.

PERS

(Continued From Page 17)

bers, the employees would have to remain in the City Retirement System even if these benefits could be provided by PERS at a lower cost to the City.

Both of these problems are addressed by the Amendment that was introduced by Supervisor Maher.

Because your Tier Two members are currently in a retirement plan with benefit levels far inferior to those prevailing for police officers throughout the State, it is expected by most who are knowledgeable and who are likely to be involved in your next negotiations, that your next contract will provide for substantial improvements in retirement benefits for these members. It is also predictable that the improvements will be that benefits will be brought up to the prevailing levels, which are already being provided by the City for Deputy Sheriffs (2% at 50 with retirement allowances based on an officer's compensation in his/her final year). Undoubtedly and unavoidably, there will be a cost increase when these new benefits are obtained.

Several of your members and some other City employees who have dealt extensively with both the City Retirement System and PERS believe that the City will learn, if responsible public officials do their homework, that retirement benefits can be provided at a substantially lower cost through PERS than by the City Retirement System. This question has been raised in the past but, despite the enormous amounts involved, no one has done the research or made the necessary comparisons. The City's fiscal situation now compels that this issue be closely and carefully examined. If those calling for a mass influx to PERS are correct, the City could save an enormous amount of taxpayer dollars. If they are incorrect, we should be able to make that determination, put this matter to rest for now and prepare to live within the existing system.

Supervisor Maher's proposed Charter Amendment provides simply that a contract with PERS may be entered by the Board, if it determines that by doing so the benefits to be provided police officers would be provided by PERS at less cost to the City. The competition between the two

systems should be welcomed by all interested in resolving the City's fiscal problems. The only reasonable criticism of the Amendment seems to be that it should be expanded to cover other City employee classifications. It is my understanding that SEIU has also proposed that an examination be made of the costs of providing retirement benefits for the approximately 13,500 members it represents, comparing what it would cost to have PERS provide the benefits, to what it costs to have them provided by the City Retirement System.

Finally, this Amendment would not reduce in any way the retirement benefits of your Tier One members. These existing benefits are "vested" and, in addition, are specifically protected by Charter §8.590-6 (Proposition D), which states:

No agreement reached by the parties and no decision of the arbitration board shall reduce the vested retirement benefits of retirees or employees of the fire department, police department or of the airport police officers. Retirement and death allowances shall continue to be set and adjusted pursuant to Charter

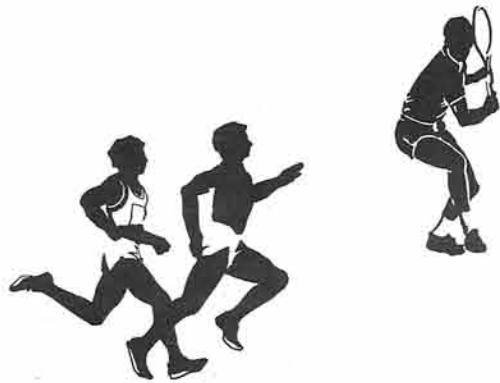
Five of this Article, except that the amount to which said allowances are set and adjusted shall not be less than the amount said allowances would be if the salaries of the uniformed forces in the police and fire departments continued to be set pursuant to Charter Section 8.405. Any agreement or decision of the arbitration board altering vested retirement benefits shall be subject to the written approval of the individual beneficiaries thereof.

The protection of Tier One benefits extends not only to negotiated changes or changes that might result from an arbitration award, but also to any changes that might be sought by local legislative action or Charter Amendment.

In accord with well-established case law, such vested retirement benefits are analogous to property earned by employees, and are irreversible.

Don't hesitate to contact me regarding any other questions or suggestions you have regarding this matter.

Very truly yours,
DAVIS, RENO & COURTNEY
Vincent J. Courtney, Jr.



SPORTS



4th Summer Classic

Loons Land In Monterey

by Ed Garcia, Co. E

On June 14th, members and guests of the Loon's Nest Golf Club once again took flight and headed south for the fabulous Monterey Peninsula to play the 4th Summer Golf Classic. Old Del Monte Golf Course



1993 Summer Golf Classic Champion

was our destination, and as the Loon's circled for a landing we found a perfect day for golf. No clouds in the sky, slight breeze and temperatures in the middle seventies. The Old Del Monte Golf Course is oldest on-going golf course west of the Mississippi River. A turn of the century layout with fairways cut tight and postage stamp greens on a 6,278 yard course with a slope of 119 & 122.

The tournament was played in two flights with players competing in low gross and low net divisions. Players finishing in the first three positions of low gross in their respective flights may not place in low net. The 1992 Summer Golf Classic defending champion, Steve Landi came ready and able to defend his title. Steve started off with a slow front nine, finishing six over par, as Steve made the turn, he came to life as he fired birdies on the tenth, eleventh and twelfth holes and picked up a fourth birdie on the seventeenth hole. Steve finished with a seventy-eight to take first low gross by six strokes over second place Ed Garcia's eight-four and Glenn Mar's eight-six. Ed Anzore, Mike Paulsen and Lou Landini finished one stroke out of third with eight-sevens.

The chase for first flight low net was much tighter, as there was a neck and neck battle between Northern Station's Mike Paulsen and Juvenile's Perry Morris. Paulsen and Morris were playing to seventeen and eighteen handicaps respectively. Paulsen had a one stroke advantage after the front nine holes. The two players were tied after Paulsen picked up a double bogey on the tenth hole. Paulsen then went on to a string of three natural pars and Morris ran into a double bogey on the tough sixteenth hole, which is the number

two handicap hole on the course. Paulsen finished with a net seventy to beat Morris by one stroke. Charlie Anzore, also playing to a sixteen handicap posted a low net seventy-four to grab third place, beating Lou Landini's net seventy-five by one stroke.

In the second flight low gross division, Northern Station's Dan Mahoney fired a ninety-one to finish three strokes ahead of Park Station's Bill Siebert. Mahoney started off slowly with a forty-eight on the front side, but Dan picked up a birdie on the twelfth hole en route to a forty-three on the back side. Siebert and Mahoney had been tied after the front nine, but Siebert ran into trouble on eleventh, twelfth and fifteen holes. Park Station's Philip Fee took third low gross in the flight with a ninety-five.

In second flight low net, Central Station's Frank Machi showed that he had come to play golf, as he posted a blistering net score of sixty-nine. Following three strokes behind Frank, was his Co. A playing partner Vince Neeson, who turned a net seventy-two. Jere Williams of Juvenile took third by a single stroke over Northern Station's Chuck Simpson. The two players were in a dead heat until Simpson ran into double bogeys on the last two holes.

In the "closest to the hole" contents, Perry Morris took a prize for a twenty-one foot shot on the fourth hole, a tough par three to be sure. On the second selected par three, the fourteenth hole, Steve Landi put down a shot six and one half feet from the pin. It really seemed to be Steve Landi's day, as he hit a tremendous two hundred and eight-four yard drive on the thirteen hole to win the long drive contest.

It was a big day for the Loons of Central Station. Between Landi, Machi and Neeson, they took home three trophies and eighty dollars worth of gift certificates. Lou Landini gave the Loon's a thrill, as he was looking at a sixty foot sand trap shot on the fourteenth hole. Lou studied the shot, settled his feet firmly into the sand and swung through the shot. The ball came flying out of the trap and went directly into the hole, as stunned playing partners Paulsen and Dudoroff were witness to the event.



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'A' Division Softball Wrap-up

Masters Make It 'Three-Peat' With Championship Victory

by Nicholas "Nick at Night" Shihadeh
Photos by Sgt. Jim Bosch

The Masters became "three-peat" champions in SFPD "A" Division softball when they trounced the Narcotics team 17-2 on Tuesday, June 15th at Jackson Field. It was an especially great win for third baseman Gary "Hoover" Lemos who was playing in his last department softball game before retiring later this summer. Lemos along with the rest-of-the team provided great defense to go with their torrid hitting attack; thus, the "Narc" team never got untracked and didn't stand a chance in this one.

The Masters struck early and often with 7-runs in the first three innings, while Narcotics did nothing but put up "goose eggs". They did break through for a couple of runs when outfielder Mat Hanley hit a homer over the right field fence in the top of the fourth inning to bring Narcotics within five; but, the "old boys" were relentless scoring 3-runs in the bottom of the fourth and 6 more in the fifth to put the game virtually out of reach.

The hitting heroes for The Masters included Mike Keys and Ross Laflin who both went 4 for 4 at the plate, and of course there was Dave Herman who was unconscious with an RBI triple, 3-run homer over the right field fence, and a 3-run triple to boot. Defensive standouts who did a great job as they have all year long are outfielders Al McCann and Warren "Woody" Hawes. Incidentally, Hawes

had the arduous task of being a first year manager for the team but did well playing and managing all season long.

For Narcotics, besides the HR by Hanley the only other highlight was a great catch by right/centerfielder Kurt Bruneman of an "old boy" drive; "Narc" allstars such as Pablo Ossio, Rich Dalton, and Gary Delagnes just couldn't get things going. Even the insertion of reserve Steve Balma to third base midway through the game couldn't produce a spark that might ignite this usually explosive team. There is no doubt though, that this club will be able to regroup and come back next year to play the tough ball that they're capable of to try and dethrone The Masters.

It was rumored that soon after the game, NY Knicks coach Pat Riley was trying to contact The Masters in order to cash in on the royalties associated with the "three-peat" phrase that he patented. This probably doesn't matter much to shortstop Jeff Barker who it was revealed took part in his tenth championship victory in SFPD softball. In fact, both clubs include players that have partaken in many a successful SFPD Allstar Team over the years which in itself represents a rich history of department softball Another "A" Division season comes to an end....CONGRATSTOTHEMASTERS ON THEIR CHAMPIONSHIP!

SOFTBALL TWIB NOTES: In the playoff round that led up to the final game Narcotics had an easy time

	1	2	3	4	5	6	7	R	H	E
Narcotics	0	0	0	2	0	0	0	2	7	1
Masters	5	0	2	3	6	1	X	17	20	2



The Masters, A Division "Three-peat" champions



Narcotics, A Division Second Place

with Mission Station 14-4 despite consistent play by shortstop Mario Machi, while The Masters were able to defeat a tough Ingleside team in a tight game 12-9. A team trophy and golf shirts were awarded to The Masters, while a 2nd place trophy and t-shirts were given to Narcotics. Commissioner Layne "Boss Hog" Amiot wanted to thank the great group of family and friends that attended to keep support for department softball strong. Other thanks on that day go to Mark Porto (who assisted Amiot well in umpiring the game), Chrysey Hawes (who like she dispatches was great as the scorer, and Jim Bosch (who bailed out "Nick at Night" Shihadeh by showing up and taking great photos). Be advised that the date for the softball banquet to honor Amiot as he steps down from the "Commish" position will be announced soon.



Commissioner Layne "Boss Hog" Amiot congratulates Masters Coach Warren "Woody" Hawes.



Master Gary Lemos in one of his last at-bats in department softball.

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'B' Division Softball Wrap-up

HQ #1 Wins It All

by Nicholas "Nick at Night" Shihadeh
photos by Sgt. Jim Bosch

Headquarters #1 completed their magnificent "dark horse" season with a win over the heavily favored Park Station Islanders 7-6 in the "B" Division championship game. The contest took place at Jackson Field on a glorious June 15th Tuesday, and was as exciting as the close score suggests.

The early part of the game was clearly in HQ #1's favor as they jumped to a 6-0 lead. This was due to the hitting of outfielder Bobby "Hammerhead" Miller and catcher Bernie Sullivan, in addition to an outstanding defensive play by Sid Sakarai. Playing right field, Sakarai made a leaping catch of a drive off the bat of Islander Mike "Mickey" Morley which killed a potential rally in the first inning. Park was able to score a run in the second inning and one in the third with key hits from Mike "When's The Next Road Trip" Siebert and Joe Allegro.

The game then turned into a pitcher's duel midway through the game as Allegro was doing a fine job on the mound, with opposing pitcher Jerry Donovan doing just as well for HQ #1. The game started to heat up in the late innings though, as Park started to rally back from a 7-2 deficit. The standout at this point for the Islanders was right fielder Bob "Travel Agency" Ford, who started a 2-run rally in the seventh inning and kept a similar 2-run rally going in the eighth. Down by only one run going into the ninth inning, Park Station looked ripe for some last minute heroics.

The top of the inning had HQ #1 bidding to pad the lead with some hard hit balls. It wouldn't happen as third baseman Pierre "Pete" Martinez made a diving stop to his right and threw out a would-be runner at first base, while outfielder Walt Cuddy made a great catch with his back against the left centerfield fence of a Donovan blast for an out as well. The bottom-of-the-ninth was not as exciting as one would expect it to be though, with Park going three up-three down at the plate to end the game and give HQ #1 the big Victory.

Manager Ed Callejas, who wasn't able to make the big game, said "I was definitely there in spirit, and I'm very proud to be apart of this team that has been playing with a lot of heart all season long." This includes the likes of Kevin Needham, Brian Delahunty, Matt Castagnola and Joe Coggan. Coggan was earlier rumored to be still playing for Potrero Station, but it was later confirmed that he had been manning the outfield very well for HQ #1 during the whole year.

Two members of HQ #1 who have been keeping their teammates loose for the duration are Liam "Elrod"



Nick "Nick at Night" Shihadeh with HQ #1's Mark "Get Out of My Store" Solomon.

Frost and Mark "Get Out of My Store" Solomon (or Mark "Only Two Students At A Time" Solomon). This combo has been cutting up the team and the league with their wit and humor, which surely helps them deal with the public when out doing police work. "Police work? Give me a break!" said an unnamed HQ #1 player jokingly. "Those clowns would be lucky to get any kind've 'work' on Mambo's fun team" (referring to HQ #2 managed by John Mambretti).

All-in-all HQ #1 had a group of players that clicked well together, and they're going to really need this camaraderie next year when they will all-of-sudden find themselves competing in the very tough "A" Division.

The Islanders on-the-other-hand will be staying put in the "B" Division next year-they were having a "dream team" season without any losses up to this point, but will have to suffer through their second consecutive championship game loss. "We're starting to look like the Denver Broncos of softball," said starting catcher Matt Gardner. "No sweat," said Allegro. "They can have the trophy, but we'll keep the station" (referring to TAC almost moving to Park Station). One player who took the loss pretty hard was outfielder Mark "Head Case" Madsen; he disappeared immediately after the game and was later seen trying to kill himself with the beer keg. Fortunately he wasn't very successful.

A different type of controversy that had occurred before this game involved the "SF POLICE PARK DISTRICT STATION" sign that hangs on the cyclone fence in front. On the night before the game, a mysterious covert operation using the undercover of darkness confiscated the sign and replaced it with a "TACTI-

	1	2	3	4	5	6	7	8	9	R	H	E
HQ #1	3	3	0	0	1	0	0	0	0	7	12	2
Park	0	1	1	0	0	0	2	2	0	6	15	1



HQ #1 B Division Champions



Second Place "Park Station Islanders"

CAL" sign making it obvious who these masked marauders represented. It wasn't clear if or when anyone from Park realized that the prank had taken place, but it became common knowledge on the day of the game as photos of the dastardly deed started floating around Jackson Park. Islander coach Brian "Monkey" Olcomendy didn't appear concerned saying, "Stealing the sign doesn't count for much because I wasn't there when it happened." Rumors have it of doing it first. Nevertheless, whether pulling a reciprocating prank or getting back into the championship game the Park Station Islanders will have to wait until next year.

As far as the playoff games that led up to this final were concerned, the results were as follows: first round had Central/Richmond using the return of Mark Porto to demolish Southern 22-5, while Taraval got fine performances out of Brain Nannery and Joe Finnigan to defeat the NM's (Northern Mids) 16-12; second round had HQ #1 beating Taraval soundly 13-4 with the obnoxious chants of John "The Hyena" Lanfranchi (or John "Snapper Head" Lanfranchi and his "Gallo Wine-in-a-paper-bag" strategy) not being enough to help his team even come close, while Park

had an easy time with Central/Richmond 18-5....Thus, '93 "B" Division Softball comes to an end...CONGRATS TO HQ #1!

SOFTBALL TWIB NOTES: A team trophy and golf shirts were awarded to HQ #1 while a 2nd place trophy and t-shirts were given to the Islanders; Commissioner Layne "Boss Hog" Amiot wanted to thank both of these teams as well for providing the barbecue. Other thanks go to Mario Machi (who assisted Amiot well in umpiring the game), HQ #1's Bobby "PI" Guillermo (who as official scorer kept a neat book and didn't make a mistake), Greg Breslin for making a soda run, and Jim Bosch for taking great photos. Be advised that the date for the softball banquet to honor Amiot stepping down as "Commish" will be announced soon.

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SPORTS



The Real Golf Champs

by Lynne Torres

I want to start by saying thank you to the POA Golf Committee who put together such a successful Third Annual Golf Tournament at the Olympic Club this May. After volunteering for last year's fund-raiser tournament, I was quick to jump in again this year with any help I could provide. As a novice golfer and someone new to this world of golf and country clubs, I must comment on the wonderful, humorous men and women who participate in this sport. Some 165 golfers once again quickly filled up this year's tournament, and everyone of them seemed to have a wonderful time. Gales of laughter, terrific sportsman-

ship (are you really allowed to throw misplaced balls back on the green??), and past friendships renewed are top priority at this all-day bash. Police chiefs, past and present, and patrol partners, past and present, all join and have a great day relaxing and commiserating together.

My assignment this year was to sell raffle tickets to the tournament participants as they signed in. Janet Bosnich-Seijas (of Civil Service) and Jan McKay, Sex Crimes, joined me behind the ticket table as we greeted the in-coming golfers. I have to say that the generosity of all the participants was overwhelming (to say nothing of their patience and good humor). They faced the delay in the line, due to my difficulties in separating tickets and making correct change, by laughing and getting in the proper mood of no-pressure relaxation. Even when I took one man's 40 raffle tickets, tore them correctly and then threw **BOTH** halves into the ticket bowl, those waiting in line maintained their good humor as I franti-

cally dug through the bowl locating fragments of the poor man's tickets.

All the volunteers commented on the good feeling, the energy and the unending laughter displayed by the tournament guests, despite having to play in pouring rain throughout the day. They got carts with no covers (except those privileged few: Dave



Lynne Torres, Janet Bosnich-Seijas and Jan McKay prepare to delay entry into the tournament.

Ambrose, Holly Perra, Gary Delagnes, Bob Fife, Lynne Bloom, Jerry Senkir, and Dave Herman who snagged the only covered carts around) and never complained about the rain or their wet clothing. Even when they had to sit down to a delicious dinner and entertainment by Bob Sarlotte on wet seats (their seats, not the chairs).

The SFPOA Third Annual Golf Tournament was a resounding success. Those who played and those who volunteered their time enjoyed a day of fun and the pleasure of knowing that the whole day was dedicated to benefiting the POA Scholarship Fund.

A final note...the POA is considering expanding the tournament next year to ensure that everyone who wants to enter will be able to. Many of us feel that would take away from the unique feeling of the event. Let's keep it as is and hope that everyone who wants to sign up will do so early. That way we'll have a wonderful, first-class tournament!



"Have I got a deal for you!"



Jerry Senkir, Bob Fife and Lynne Bloom enjoy a break with an unidentified hand.

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On Two Wheels

by **Rene LaPrevotte,**
CPC Honda Unit.

If ever there were truth to the old adage "Let the buyer beware" it applies to motorcycle insurance. Costs and types of coverage vary greatly from company to company and even from bike to bike. Some insurance companies refuse to insure Harley Davidsons or "sport bikes." While there is absolute no correlation between types of motorcycles and resultant claims, what does come up time and again in motorcycle claims is lack of experience. Sport bikes (those with fiberglass fairings) get a bad name because any testosterone charged teenager can walk into his local Kawasaki shop, plunk-down the necessary cash and leave the showroom with a 175 MPH missile. These riders are over-represented in accidents, frequently with only several hundred miles on the odometer at the time of the crash. Harleys are over-represented because their riders frequently imbibe when riding (Over half of fatal motorcycle accidents involve alcohol) and also Harleys are frequently targeted by thieves.

So what do you do if you're NOT a zit-faced kid in shorts on a 145 horsepower superbike, and have several

years of riding experience with no moving violations? FIRST, don't even think of insuring with your car insurance carrier. The smart riders go with motorcycle insurance specialists. If you're a member of the AMA (American Motorcyclists Association) you get discounted insurance as a benefit of membership.

One of the better motorcycle insurance specialists is the **McGraw Insurance Services** at 135 Willow Road, Menlo Park, Ca. 94025. They specialize in bike insurance, and in over thirty years of riding I've only found one company that beats them.

Now this is one of the best kept secrets in motorcycling. **Rider Magazine** is a monthly touring magazine that caters to older, slower riders. The magazine sponsors an insurance plan through the **National General Insurance Company** at PO Box 66937, St Louis, Mo. 63166-9908. The only catch with this plan, is they only cover experienced riders. If you've held a valid motorcycle drivers license for the past three years, you qualify. How good are they? I presently have TWO sport bikes insured with National General and pay less than \$400 a year for full coverage on BOTH bikes. This is in comparison to roughly double that with McGraw Insurance, who was the cheapest before National General came along. Again, you must be a

"Touring Rider", be licensed for 36 months and have a clean driving record. They pay-off when necessary too, as I turned another SFPD member on to them, he totaled his Kawasaki several months later and was paid in full. So if you're paying twelve hundred dollars a year to insure your motorcycle, shop around, you'll find it worth your time.

I must admit, I was dumbfounded by the lack of response to last months plea for donations for pediatric brain tumor research. I received three checks from members of the SFPOA for the 1993 Ride For Kids. 100 percent of your tax-deductible donation goes to this endeavor, not one penny goes to overhead or management, as

American Honda foots all the bills in putting on this charity ride. Pediatric brain tumors are the leading cause of death by disease in children under 15. To date the Ride For Kids has raised over 1.4 million dollars for tumor research. I know we're going to get days-off without pay because of this year's budget crisis, but I can't for the life of me understand why every member of this association can't send a check for five dollars if it means saving young lives. Please write a check payable to "Ride For Kids" and send it to me at the Crime Prevention Company, Honda Unit via company mail. No one can be that apathetic!

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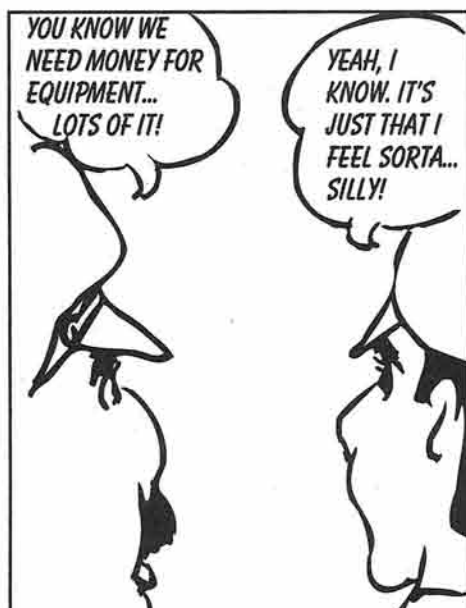
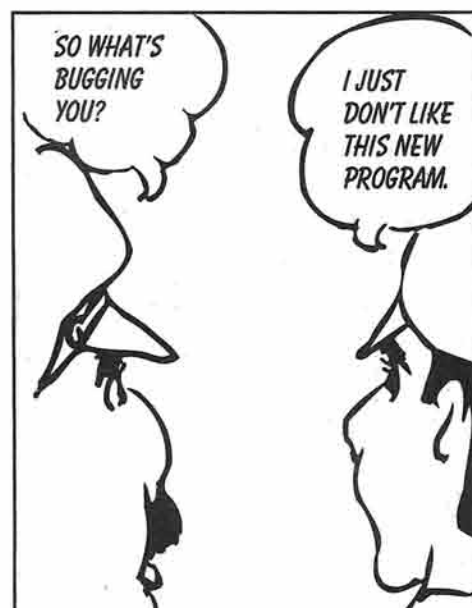
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ON THE STREET/ Tom Flippin



Funny ... But True

by Tom Flippin, Editor



SHORT AND SILLY: Talk about unclear-on-the-concept...a recent gang summit in Kansas City ended with the gang members issuing a call for the repeal of "anti-gang laws" and "the end of police attacks on gangs." In the same issue of the paper that reported on the gang summit, local reporters covered gang violence in the Mission district that ended in one homicide, two other shootings, multiple stabbings, and uncounted assaults!

Employees of a supermarket in Switzerland rushed to the aid of a woman who collapsed in one of the store's aisles. Emergency personnel arrived, and one of them decided to unsnap the woman's bra to allow her to breathe freely. From deep between the woman's breast popped a frozen chicken...which she was apparently attempting to shoplift when she fainted from the cold.

An Arizona man, Alfred Lavers, was sentenced to die for "slowly and tortuously" stabbing his wife and stepdaughter to death...despite his impassioned plea against imposition of the death penalty's special condition clause. He argued that the law discriminates against poor people who can't afford expensive guns and must make do with slower weapons like knives.

We've all heard of the weirdos who get off sexually by asphyxia (choking themselves). A sex therapist, interviewed by *Vanity Fair* magazine, relates the tale of the nut who got excited by shooting himself in the chest while wearing a bullet-proof vest. The problem was that he built up a tolerance, started removing layers from the vest and...yup, you got it...ended up removing one too many layers. Two shots finally got through.

When Nancy Vitale's landlord checked on her well-being, he thought she was dead and called 911. The police decided she was dead...so did

the paramedics...and so did guy from the Medical Examiner's office. But, while he was doing his death certificate paperwork he heard a noise and saw that the woman was in fact breathing. All concerned are busy saying, "No, I didn't say she was dead...I just went along with the other guys."

Convenience stores in Dallas, Texas were having a shoplifting problem and video surveillance cameras weren't helping, so they began installing life-size cutouts of policemen. That didn't help for too long...soon the cut-outs were being stolen and began showing up at fraternity parties, board meetings, etc. But the worst was yet to come...Dallas feminists demonstrated against the store s; up in arms because all the cut-outs that were used were of male officers.

AND I'M GONNA USE THE COM-MUTE LANE, TOO: The recent spate of carjackings has inflated the hopes of Barbara LesStrang, the creator of Safe-T-Man. According to LesStrang, her invention could "...make the difference in those few seconds in which carjackers target their next victim."

Safe-T-Man is a life-size man—made of cloth and filled with a light weight fiber—which can be dressed any way the owner wants...to provide the look (if not the reality) of companionship. The standard model costs \$99, and the deluxe model, including a built-in push-button safety alarm, goes for \$149.

When asked if Safe-T-Man were anatomically correct, LesStrang declined to answer; saying, "This product is real serious to us."

CAN YOU STOMACH THIS? Roger Maggard, a San Leandro resident, was assaulted back in December of 1991 during an attempted burglary of his home. Although the burglar apparently didn't get away with anything, Maggard's troubles were just beginning.

He was taken to Eden HMC for treatment of a stab wound inflicted by the burglar...and ended up returning to the hospital "on numerous occasions" complaining of continuous stomach pains.

Maggard is now suing Eden HMC on the grounds that the doctor failed to X-ray his wound during the initial treatment and that various of Eden's doctors could find nothing wrong during his return visits.

It seems that the doctors all apparently failed to notice that, when Maggard was stabbed by the burglar, the knife blade came loose and was left embedded in his stomach.

HE KEEPS GOING ... AND GOING... AND GOING: Davin Fuller is back in jail for auto theft...again!

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members enjoyed unquestionably the best retirement system found anywhere. As a result of that strike, the membership regained its payraise, but it has suffered economically ever since. First, our salary formula was altered and then another pension system, one which is woefully inadequate, was initiated through a charter change. In other words, we may have won the battle, but we certainly didn't win the war.

Now almost eighteen years later we face a similar situation, but one whereby we are given the opportunity to change the outcome. You will be able to vote on a tentative agreement reached with the City. As indicated in another article in this edition, the agreement calls for a reduction in specific overtime, three furlough days during the City's fiscal year and the allowance of specific permanent light duty personnel to opt for retirement. This will result in a savings to the City in excess of 4 million dollars. In return, a rotating day-off schedule will be developed and implemented; an early retirement charter amendment will be placed on the ballot in November; another charter amendment proposition will be introduced to the voters allowing for the City to contract with the Public Employee Retirement System (refer to letter from Davis, Reno and Courtney, on page 17); and, finally, all anti-Prop D charter

language introduced at the Board of Supervisors will be tabled and dropped.

This in a nutshell is a good tentative agreement for the membership and it deserves an affirmative vote.

While speaking on behalf of the Charter Proposal allowing the City to contract with PERS, (at the Rules Committee of the Board of Supervisors), Supervisor Sue Bierman reminded me that in this time of fiscal crisis, when essential health services are being drastically cut, that it was a shame that our contract remained wholly intact. After an explanation of our tentative agreement with the Mayor's office, I realized that the perception in certain quarters is that we have not shared in the pain of this fiscal crisis. And, yet, there are members who believe too much is being asked of them once again.

The Negotiating Committee, whose job it is to present to the membership a fair benefit package, sees the tentative agreement as an investment in our futures. With its passage we will not only be able to eventually correct the injustices of the Tier II pension system but also be able to maintain our own Proposition D which has and will be threatened again if we are viewed as being unwilling to help the City in its time of need.

Let's correct the mistakes of 18 years ago and vote for the passage of this agreement.

It's your future!

Fuller is the guy who made headlines in '85 when he kept stealing Muni buses for joyrides. During one episode he was chased by police, shot and wounded. After suing the city (naturally), he won \$100,000.

Where the money went...who knows? Because shortly thereafter he was back in the news. While doing probation-required community service—washing CHP cars—he stole a marked CHP car and drove it to Sacramento, stopping along the way to issue traffic warnings and citations to other drivers. Again he was caught and given probation.

This time SFPD's own Gary Constantine stopped him for running a stop sign...in a stolen Geo. He was carrying such well-forged paperwork on the car that he would have gotten away with it if Constantine hadn't recognized him and realized he was on probation for auto theft. Not only that, but he had a traffic cite in the Geo glovebox written on a new Nissan. The Nissan had been stolen from a new car lot for two weeks...and they didn't even know it was missing! Fuller told Gary that he'd driven the Nissan to L.A. and back using a CHP gas card stolen from an unattended CHP motorcycle.

UNDERGOING WITHDRAWAL PAINS: Thieves in Connecticut tricked a lot of people in Hartford into giving up their secret ATM codes. The clever crooks built a fake automatic teller machine and conned the operators of a shopping mall into letting them install the machine. These guys even disabled one of the mall's other ATMs so that more people would use theirs.

The way the scam worked...someone would put in his bank card and key in his personal ID number. Then they would get a message that their transaction could not be completed, and their card would be returned. However, in the meantime the machine recorded their account number and secret PIN. The crooks then made phony cards using the stolen info and made their own cash withdrawals (to the tune of nearly \$100,000) from real machines. The fake ATM was removed from the mall before the scam was discovered.

However, the last laugh was on the oh-so-clever crooks. Police arrested them after identifying them through pictures taken by automatic cameras on the ATMs they used to get their loot.