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POA NOTEBOOK

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

To Promote the Ideals, Policies and Accomplishments of the Association and its Members

VOLUME 28

SAN FRANCISCO, NOVEMBER 1996

NUMBER 11

POA Negotiations to Reopen in Aftermath of Proposition E

by Al Trigueiro

The loss of Proposition E is a blow to the Police Officers' Association and the police officers we represent, particularly after we poured so much into it. However, our negotiating committee knew that under a worst case scenario the charter amendment might be defeated, and thus negotiated a reopener enabling us to negotiate alternative benefits if the measure failed. The contract will thus be reopened January 15, 1997.

Our emphasis in these negotiations will be on benefits that will make up for the poor retirement benefits that our tier two officers now receive. Despite the very significant COLA increase resulting from Proposition C (see letter from Al Casciato reprinted below), the benefits of out tier two members, those hired since 1976, remain far less than what is prevailing for police officers.

There are various approaches that we can use in the upcoming negotiations but we can only touch on them here. One option that had been sug-

gested by our negotiating team is to negotiate a deferred compensation program, paid for by the City, that will allow officers to supplement retirement benefits in an amount to make up the difference between our retirement benefits and those prevailing elsewhere. Another is to create a trust fund, such as has been provided by the City for the Transport Workers Union and city nurses, for disability insurances and/or other benefits. The POA will proceed with these proposals in negotiations until we achieve benefits that are comparable to those prevailing for police officers throughout the state.

It was hoped that Proposition E would pass and as a result we would be able to negotiate improvements in retirement allowances directly. Unfortunately and for many reasons not related to our ability to collectively bargain over retirement benefits, the proposition was defeated. We will thus proceed in the most efficient manner to obtain the benefits we need under the current charter restrictions.

November 8, 1996

Al Trigueiro, President
San Francisco Police Officers' Association
510 Seventh Street
San Francisco, California 94103

Dear President Trigueiro:

I have received your letter regarding the need to improve the retirement benefits of tier two police officers. This is to reply to some of the questions you have addressed.

The election results on the two matters on the November 5 ballot concerning police officer retirement benefits, Propositions C and E, are obviously mixed from our perspective. Proposition E, which failed, initially appeared to have an excellent chance of passing. It would not have produced an immediate benefit for out tier two officers, but would have allowed the POA to negotiate retirement benefit improvements at a later date. If it had passed, I believe it would have saved a great deal of general fund dollars for the Police Department and the city. Unfortunately, in my opinion, it was defeated — based in significant part on a great deal of misinformation from the campaign to "stop the \$100,000,000 per year giveaway."

Proposition C, on the other hand, was considered unlikely to pass because it appeared to be too rich for city employees, in that it provides for a minimum 3% Cost of Living Adjustment per year, compounded, for all city retirement allowances. The increase is conditional upon the system earning a rate of return above the assumed rate, now conservatively set at 8 1/4%. We have averaged more than this over the last 20 years. However, in our computations we are assuming that the goal will not be met approximately once every 12 years.

As you know, our tier two police officers currently have a retirement plan which provides for a 2% COLA increase, which is not compounded. The POA

(See CASCiato, page 17)

Police Disciplinary Procedures to be Reformed

by Al Trigueiro, SFPOA President

The POA's negotiating committee will commence meeting and conferring with City representatives to reform the Police Department's disciplinary procedures later this month. These negotiations are pursuant to a reopener contained within our current contract. Several basic changes are expected.

One issue concerns the role of the Police commission. It now hears many cases in the first instance, rather than as an appellate body — and there is no appeal of its decisions. This is unique in this state and presents numerous problems. First, it seems contradictory to the Peace Officers Bill of Rights. Under state law, specifically Government Code Section 3304 (b), whenever disciplinary action is taken against a police officer, that officer must be afforded the right to appeal that action. The statute states: "No punitive action, nor denial of promotion on grounds other than merit, shall be undertaken by any public agency without providing the public safety officer with an opportunity for administrative appeal". One of the POA's proposals is that this be corrected and that appellate rights be afforded any police officer subjected to disciplinary action, whether that action is imposed initially by the Police Commission or by some other entity or official.

This specific issue is being addressed by the POA in the courts as well. A case involving Sergeant Andrew Blackwell, challenging disciplinary action imposed upon him by the Police Commission, alleges that the lack of any appeal was particularly prejudicial in his case. That is because he was advised, informally, that the penalty he was facing was much less severe than that which was ultimately imposed by the Commission. He learned of the actual

penalty — termination, to be held in abeyance for three years; a 30 day suspension; and removal from the lieutenant's eligibility list — only at the conclusion of the Commission proceedings, at which time the penalty was being imposed. This case is expected to be heard by the California Superior Court later this year.

An additional unique and prejudicial feature of the current disciplinary procedures applicable to police officers, which the POA intends to correct, is that of denying officers notice of the penalty they are facing in Police Commission cases, until the end of the proceedings. The City has argued that, because officers get full hearings before the Police Commission, they are not entitled to advance notice of the penalty being considered. Yet, all other public employees in the state also are provided the opportunity to have full administrative hearings before disciplinary suspensions or terminations become final, yet they also receive advance notice of the action to be taken — before their hearings.

This issue will also be dealt with in the courts as well as in negotiations. It, too, is being raised in the California Superior Court in the Blackwell case and as well is being argued by the POA before the U.S. Court of Appeals on behalf of officers who

(See PROCEDURES, Page 17)

The Board of Directors thanks the more than 500 members who participated in the Yes on E campaign by either volunteering their time working the phone bank or walking precincts. The names of the members will be recognized in the next edition of the Notebook.

Again thank you! The loss of Prop E could not be associated with our lack of participation. Our members proved their mettle.

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Widows and Orphans Aid Association

The regular monthly meeting of The Widows & Orphans Aid Association was called to order by Pres. Mark Sullivan at 2:05 p.m., Wednesday, October 23, 1996 in Conference Room, Ingleside.

ROLL CALL OF OFFICERS: V.P. R. Milon, Tr. R. Kurpinsky excused. All other Officers present with members P. Pres. Sturken, D. Fontana, J. Garrity.

REINSTATEMENT: Letter from Daniel Falzon asking to be reinstated. Due to several movings, mail had not been received (check plus penalty included). APPROVED by Trustees.

COMMUNICATIONS: Following donations received and acknowledged by Secretary: M/M WILLIAM CANIZALES — yearly donation. Following in memory of Harold Eliaser — Dr. M. Eliaser, Mrs. ETHEL ELIASER, LINDA AUG.

Treas. Parenti presented the usual bills — benefits, salaries, taxes, etc. APPROVED. Treas. Parenti announced the following deaths:

GEORGE CLEMENT: Born in San Francisco in 1921. George was driving a cab before becoming a member of the Department in 1953, age 32. From the Academy, George went to Richmond, where he remained for 16 years. Upon being appointed a Sergeant in 1969, he was transferred to Park, just a short stay, then to Southern for ten years, Taraval until he retired for service in 1981, age 60. George received the following awards: 1961 — 2nd Grade for arrest of a man with a knife who was stabbing a woman victim; 1965 — 2nd Grade for arrest of two armed suspects who had just burglarized a building. George was 75 at the time of his death.

HAROLD ELIASER: Born in San Francisco in 1919, worked as a salesman before joining the Department in 1949, age 29. From the Academy, Harold was assigned to Fixed Post Traffic where he remained for seven years. He then went to the Accident Bureau for three years, then to Ingleside where he retired in 1976 at age 57. Harold received the following awards: 1955 — C/C for arrest of an insane person who was stealing U.S. Mail; 1962 — C/C for arrest of two armed robbery suspects; 1968 — C/C for arrest of two holdup suspects armed with a shotgun; 1968 — 3rd Grade for pursuit and capture of two armed robbers, finding 11 weapons in suspects' auto. Harold was 77 when he passed away.

WARD HANES: Born in Cloverdale in 1899, Ward worked for Market Street Railroad before he became a member in 1929 at age 29. He re-

ceived his training working out of the Night Chief's Office. From there he was assigned to Radio Cars working out of the Chief's Office. Ward was one of the first members assigned to the Accident Prevention Unit and he remained there until his retirement for service in 1956, age 56. He was appointed Sergeant in 1949. Upon his retirement, Ward worked a sheep ranch in the Boonville area until his death at age 96.

PETER ZEILIS: Born in San Francisco in 1918, Pete was a sheetmetal worker before joining the Department in 1947, age 29. From the Academy to Park for three years. While at Southern, Pete was granted Military Leave and served in the Armed Forces from 1950 until 1956. He returned to Southern for two years, then to Park from where he was given a temporary assignment to Bureau of Special Services (Narco). He was there for a year, returned to Park for two years, and then to Southern where he retired for service in 1975, age 57. Pete received the following awards: 1955 — C/C arrest of suspect in the act of burglary; 1956 — C/C arrest of three suspects in the act of burglary. He was 79 when he passed away.

REPORT OF TRUSTEES: Mr. Bricker (B of A) reported on the Portfolio — An increase of close to \$100,000 due to stocks, as bond market has not done well due to decrease in interest rates. Third Quarter reports from most companies show an earnings increase of 5 percent where the projection was only 3 percent. However, personal spending is decreasing so it is probable that the Federal Bank will not show any interest increase. Recommended the sale of certain stocks and purchase of International Stock and U.S. Treas. Notes @ 6.75 percent, maturing in 2001. Recommendations APPROVED by Trustees.

NEW BUSINESS: Treas. Parenti — New phone number 681-3660, Voice Mail after five rings. Secrt'y. reminded members; NOMINATION OF OFFICERS at November meeting.

GOOD OF ASSOCIATION: Pres. set next regular meeting for 2 p.m., Wednesday, November 20, 1996 in Conference Room, Ingleside Station.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:50 p.m. in memory of the above departed Brothers.

Faternally,

Bob McKee, Secretary

MEMBERS: PLEASE NOTE NEW PHONE NUMBER: 681-3660. DIS-REGARD OLD VOICE MAIL.

1996 San Francisco Combined Charities Campaign


by Ray Shine

This year Chief Lau and the San Francisco Police Department will once again be participating in the annual City and County Combined Charities Campaign. San Francisco police officers have always been a generous group of people, and the holiday season tends to bring out the best in all of us. Your individual contributions to this campaign will demonstrate our innate generosity, and reflect favorably on yourselves, your units, and the department.

Soon, each of you will be contacted by a charities coordinator from

your unit or division and asked to contribute to the Combined Charities Campaign. You may make your tax-deductible donation through pay roll deduction or by personal check. Each contributor may designate which charity organization is to benefit from their contribution. A list of charities will be provided by the coordinator. If the contribution is to be made through pay roll deduction, the first withholding will not occur until January of 1997.

Just a few dollars per pay check will make a big difference in the lives of many needy individuals. Give generously to this worthy campaign.



San Francisco Veteran Police Officers' Assn.

"Keep in touch"

On the second Tuesday of every month, you can visit and have lunch with your police friends at the ICA Hall, 3255 Folsom St. Parking is good. Annual dues of \$15 includes a monthly Bulletin.

Attend to join or write to Box 22046, SF 94122, or call the Secretary at (415) 731-4765.

Editorial Policy

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

The San Francisco Police Officers' Association

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- Address letters to the Editor's Mail Box, 510 7th St., San Francisco, CA 94103.
- Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

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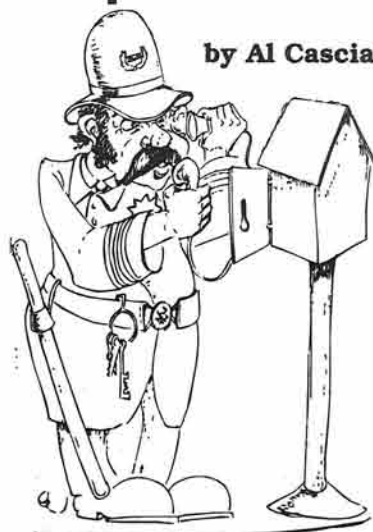
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Around The Department

by Al Casciato



... Prop C Passes:

Proposition C on this month's ballot passed by the slimmest of margins. Prop C is a substantial increase in retirement benefits for all City employees, especially Tier II.

The passage of Prop C, in combination with the passage of Prop D (Firefighters' Measure), has placed the POA in the best position for increasing Tier II: [Correcting the disability and outside earnings inequities.] Cost of living was corrected by Prop C.—Detailed information will be available from your station reps.

... Prop E Down to Defeat:

The passage of Propositions C and D has made the loss of Proposition E a moot point to the POA. In fact, all the pundits wrote off Propositions C and D early on, and focused all their efforts negatively on Prop E, thus allowing the other two to pass. The work that we put in On Prop E, did not go to waste. Thank you to all who worked so hard...

... Retirees:

Inspector **Frank McCoy** reports that retirement is wonderful.

Sgt. John Lynch, 74 years young, participated in the annual Central Station Bicycle Ride around Lake Tahoe on September 6, 1996. Claiming an age handicap, John was allowed a one hour head start, figuring all the "youngsters" would catch up and pass him. John reached the finish line two hours ahead of the pack. "John, you should have given the 'youngsters' a head start. Remember, you trained all week long while the 'youngsters' had to work."...

Sgt. Rich Weick, now a sheriff at Lake Shasta, will be appearing in a movie to be released next year. "Edwards and Hunt," which stars Chris Farley, (Saturday Night Live) and Matthew Perry (Friends). Rich plays a shackled 811.

... Catastrophic Illness Account:

Reminder: We have four members of our Police Family who are currently facing severe medical treatments, and are in need of time during their recovery period. You can donate a portion of your sick time to our Catastrophic Illness Account to help these members. The forms are available at the POA office, or give **Steve Johnson** a call at (415) 861-5060.

... Grandson:

In 1970, Officer **Richard Radetich**, was killed in the line of duty; one of four that year. On September 30, 1996, Rich's daughter, Janine who was eight months old in 1970, and her husband, Jake Miller welcomed lil' Jacob Christofer, 6 lbs. 7 oz.—Rich's first grandchild. although Richard's stay with us was cut short,

Janine's successes and the arrival of Jacob, brings great joy to family and friends, and keeps our memories of Richard very much alive...

... Quotes:

Heard on patrol — "Misery is optional"

"The frightening thing is: He thinks he's a good driver."

... I Won/I Think:

Project S.A.F.E. held its 20th birthday party September 26, 1996 at the Delancey Street Town Hall. Door prizes were awarded that night to winners who "had to be present." Hotel Detail Inspectors, **Rich Leon and Jack Cleary**, attended the function. During the drawing of door prize tickets, Jack had to go use the facilities, and left his ticket with Rich. While Jack was in the restroom, the announcement of numbers being drawn could be clearly heard, and Jack heard his number being called, and called and called again. Screaming, "I won; I won" fell on deaf ears — Returning to the ballroom, Jack asked Rich why he hadn't claimed the prize. "I didn't have my glasses, and couldn't read the numbers," was Rich's response. — Jack, dinner on Rich is only fair...

... Star Performers Investment Club:

This investment club, composed of SF police officers and their family members, has just completed its first year. The club's assets now exceed \$60,000. Its equity portfolio's total return, since inception is an eye-catching 27.58%. The portfolio's star performers are: Intel, Coca Cola, and Callaway Golf. A second investment club is forming. Two informational meetings have been held. The next meeting will be held at the POA on Tuesday, November 26, 1996 at 1200 hours. Contact **Mike Hebel** if interested (861-0211).

... Teachers Acknowledgment:

Mark Hawthorne, of Crime Scene Investigations, who also teaches at City College, was recently honored by being published in *Who's Who Among America's Teachers*, 4th Ed. This is quite an honor because to be considered, a teacher must be nominated by their students, and evaluated by a National Advisory Committee. What a way to go Mark! Keep educating our young people. (For those of you who want to take a look at a copy of the book, look on page 271 in the middle column)...

... Monsignor Heaney:

Many have asked why was there a testimonial held for police chaplain,

Monsignor John Heaney, on September 20, 1996. The reason: Knowing that Monsignor John Heaney will never retire, all of his friends who are about to retire decided to honor him now — it was a great party...

... Information is Power

I was shocked when a Sergeant I have known for twenty-eight years told me that he had not read the city ballot propositions. When I asked why, he answered that since he lived outside the city he saw no reason to do so. If you work for the City, or in the City, you should be reading the ballots as carefully, if not more, than those where you live. Those who do not care are a detriment to the rest of us who do...

... Best of the West:

In September of this year, SFPD was invited to "The Best of the West"

SWAT Competition, held in Santa Clara, CA. Under the direction of **Kevin Dempsey**, he and his members: **Mark Solomon, Angelo Spagnoli, John Syme, Tom Smith, Bob Miller** and **Al Cardenas** were led through the preset vigorous courses of fire, which lasted for two days.

At the conclusion, out of the thirty-two competitive teams invited, SFPD took 9th place! On an individual basis, Angelo Spagnoli took 2nd overall out of the 192 competitors.

John Syme tied for 1st place on the sniper course which resulted in a shoot-off. John prevailed and took 1st place.

Congratulations to ALL!!!

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

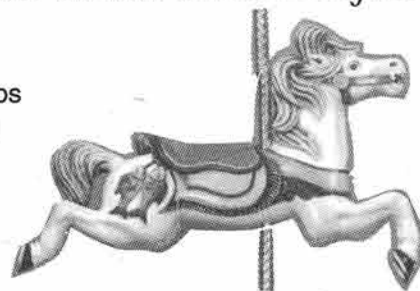
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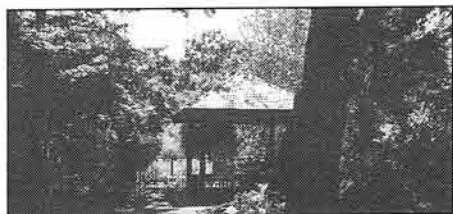


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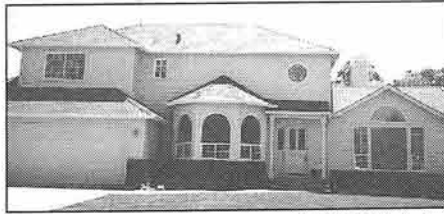
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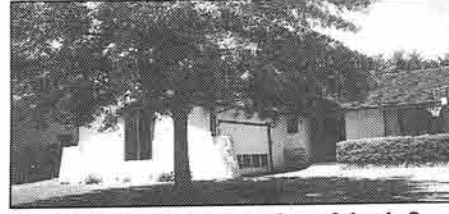
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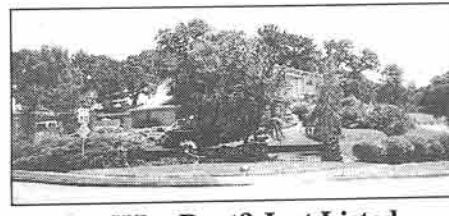
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From The Retirement System

Police/Fire Cost Of Living Increases

Certain police and fire retirees and beneficiaries will receive an increase for cost of living on the October 31, 1996 monthly warrant. The cost of living covers the period from July 1, 1996 through October 31, 1996.

The October 31, 1996 paystub for those affected will show the following under the column "DESCRIPTION" (left side of paystub):

"REGULAR" — This is your allowance for the month of October, **which includes your new cost-of-living.** This is the monthly allowance you will be paid after October 31, 1996.

"COLA RETRO" — This is the total amount owed to you in cost of living from July 1, 1996 through September 30, 1996.

The "EARNINGS" box that appears immediately below your name shows the total paid to you on October 31, 1996. It is the sum of "COLA RETRO" plus "REGULAR."

Depending on your specific charter provisions that determine your pension benefits, your cost-of-living

increase will be based on the 2.07% increase that active members received and will be either (a) fifty percent of the salary increase of the active employee that holds the same rank you held at retirement, or (b) 1.035% of your allowance on June 30, 1996.

Please contact our Member Services Unit at (415) 554-1550 when you receive your October 31, 1996 pension check should you have questions.

If you are a Police or Fire retiree or beneficiary who is covered under the "NEW" charter you received a 2% cost-of-living adjustment on your July 31, 1996 pension check.

Cost of living increases for active employees in the rank of Chief of Police, Assistant Chief of Police, Chief of Fire Department, Deputy Chief of Fire Department, Assistant (Fire) Deputy Chief II have not been negotiated yet therefore retired members (or their spouses) who held these ranks will not receive a pension adjustment on October 31, 1996.

Retired Members Column

by Mike Sugrue



Stress And The Retiree's Family

Several studies have been made that examined the effect of spousal attitude on retirement. Three distinct groups emerged from this research: the optimist, the pessimist, and the neutralists. Optimist spouses saw no adjustment problems with their husbands and thought of retirement as a time for an exciting life together. Optimists discussed retirement solely in terms of adjustment. Pessimist spouses perceived their husbands as having too much time on their hands and as interfering with domestic duties. Neutralist wives appeared to be passive toward their husband's retirement and seemed frightened by change.

Studies have been made of spousal perceptions of mid-life career change. Twenty-four percent of the wives indicated that their husbands felt discontented, bored, disillusioned and frustrated with their old job. Sixty-four percent of the spouses saw themselves as encouraging their husbands to leave the job. In general, spouses reported that the positive effects of the career change outweighed the hardships to their families.

The relationship of retirement and their retiree's status in the family has been explored. Results revealed a considerable reduction in the retiree's family status after separation from work. This can be devastating to those who pride themselves as breadwinners and heads of the household.

The retired male police officer who finds himself at home may experience strong role conflict. The police occupation has long been cited as a job where males feel the need for control. Police officers have been portrayed as having the John Wayne syndrome; an attitude that they are invulnerable from either physical or

emotional harm. Officers placed in a position of not being in charge of the family can experience feelings of vulnerability. If spouses return to work, the retired officers' control may be diminished even further.

At present, there is no evidence of the effect of female police retirees on the family. This lack of information is due to the small number of female police retirees available for research. Studies in other occupations have shown that women are not as negatively effected by retirement as men. Women appear to readily accept not working and some may even prefer it. For some women, being retired may actually serve to reduce stress in the family. Future research with women police retirees may help determine reactions in this occupation.

Disabled police retirees have more difficult family adjustments. They must deal with retirement, disability, and effects on their families. These officers may not be able to work and can become dependent on family members for support on daily living functions. The family is thrown off balance by the presence of the disability, and it may take considerable time to restore this balance to a normal state.

In addition to emotional factors, practical family matters are important. Even if officers return to work, they are likely to start at a lower salary and status. Officers may have children in college, and a mortgage and find themselves working two or three jobs to maintain economic necessities. Another consideration is medical and dental insurance. Many departments do not provide this coverage after retirement or provide a reduced benefit. Children may be too old to be covered by medical insurance and require separate coverage. Life insurance costs will generally increase, as the officer is no longer part of a group plan. In some cases, it may double.

Police officers who are contemplating retirement should talk it over with their families. The family certainly has legitimate concerns about income, role adjustment, and status changes. The officer should discuss the emotional and practical impact of retirement. Family members should be encouraged to consider the positive aspects of retirement.

Excerpted from "Police Retirement," John M. Violanti



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Industrial Disability Retirements

Tax Reporting and Medical Care

by Mike Hebel, Welfare Officer

Agreement has been reached with the Retirement System and the Internal Revenue Service regarding the taxability of industrial disability retirements of police officers and fire fighters who have or are qualified for service retirements.

At its meeting of June 4, 1996 the Retirement Board voted to delete its rules 10.02 and 10.03 which provided for future medical care for those medical conditions which necessitated the industrial disability retirement.

Tax Reporting Procedures

For 1996 and annually thereafter the Retirement System will report, on form 1099R (distributions from pensions), to the Internal Revenue Service that: (1) industrial disability retirements and death in the line of duty payments before qualification for a service retirement are totally non-taxable; and (2) after qualification for service retirement (age 50 and 25 years of service), the industrial disability retirement and death in the line of duty payments, for purposes of determining the taxable amount, will be reduced by the "workers' compensation exclusion" (50% of final compensation adjusted for past cost of living increases) and by the cost recovery of previous after tax contributions to the Retirement System using the simplified general rule. The remaining amount, if any, will then be subject to both federal and state income taxation.

While this appears complicated at first glance, the Retirement System will make all the necessary calculations for the form 1099R which is distributed in late January of every year.

This resolution of the taxability of industrial disability retirements may result in some disability retirees/surviving spouses paying income taxes on a small portion of their monthly pension payment. However, clarity and finality has now been reached in an area of tax law that has long been subject to much uncertainty. The procedure of seeking a Workers' Compensation Appeals Board permanent disability rating following an industrial disability retirement to establish a disability percentage in excess of 50% will not longer be of assistance nor required. The Internal Revenue Service has opined that 50% (the minimum industrial disability retirement percentage) is that portion which is non-taxable since this portion is "in lieu of a workers' compensation award"

and paid for the disability sustained due to occupational injury. That portion in excess of 50% has been characterized by the IRS as payable because of age and years of service and therefore taxable.

In my opinion this is a fair and just resolution of this issue. Industrial disability retirees will no longer be subject to IRS scrutiny for the manner in which they reported their pension payments. In return for this resolution, some retirees will pay income taxes on a small portion of their pension payments.

It is to be remembered that the original position of the Internal Revenue Service was that all industrial disability and industrial death benefits from the date first paid until the date of QSR (qualified for service retirement) are fully excludable from gross income; however, all such payments after QSR are fully included as gross income and are therefore subject to income tax. With the able assistance of Retirement System General Manager Clare Murphy, senior deputy city attorney Dan Maguire and actuaries Maria Newport and Alyce Wong, the IRS substantially modified its position.

Look for written communication from the Retirement System explaining the manner in which 1099R forms will be calculated to comply with the Internal Revenue Service information letter ruling.

Continuing Medical Care

At its meeting of June 4, 1996 the Retirement Board deleted its rules 10.02 and 10.03. These rules provided that "every industrial disability retirement award shall be deemed to contain a provision directing future medical treatment to cure or relieve from the effects of said injury as long as the retiree makes prior demand on the Retirement System for such treatment." These rules provided for continuing medical care, any time in the future, for all conditions which necessitated the industrial disability retirement.

The original promise behind Rules 10.02 and 10.03 was that if a member is entitled to a disability retirement, then he/she will also need medical care from time to time. Since the Retirement System was responsible for both pensions and workers compensation, these rules were adopted to eliminate duplicative litigation.

By recent Charter amendment, the City's workers' compensation division was placed under the Depart-

ment of Human Resources. With this shifting of responsibility for workers compensation, the Retirement Board properly determined that it no longer had authority (nor a source of funding) to provide for future medical care for industrial disability retirees.

Prior to the vote to eliminate these medical care rules, I communicated with the Retirement Board explaining the practical effect of the elimination of these rules. I said: "This is a most valuable benefit. The value of this benefit to the disabled retiree can not be underestimated... Since the passage of these Retirement Board rules (10.02 & 10.03), several hundred police officers and firefighters have received industrial disability retirements. They were made aware of their right to continuing medical care for the conditions that necessitated their cessation from service. In many, if not most cases, they did not proceed to the Workers' Compensation Appeals Board for an award for future medical care. They relied on your promise to them. They have received and are now receiving medical care pursuant to these Board rules... What is the fate of the several hundred police officers and firefighters who are currently being provided medical care for their injuries which occasioned their industrial disability retirement? What about these same police officers and fire fighters who may need medical care in the future?"

The Retirement Board did vote, when it eliminated its future medical care rules, to do so "without prejudice to people who have retired in the past." I interpret this to guarantee future medical care for those police officers and fire fighters whose industrial disability retirements were awarded prior to June 4, 1996.

For those receiving an industrial disability retirement after June 4, 1996, a separate filing at the Workers' Compensation Appeals Board will be necessary to guaranty future medical care for those conditions which necessitated the disability retirement.

This litigation at the WCAB is now required since the City's Human Resources Department (which is now responsible for the workers' compensation division) has, to date, been unwilling to agree to continuing medical care for those medical conditions upon which the industrial disability was awarded.

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Juvenile Diversion Program Needs Your Help

by Officer Yulanda Williams

San Francisco Youth Court, Inc. is a diversion program for misdemeanor offenses committed by juveniles between the ages of 11-17 years old. San Francisco Youth Court was established in 1988. At that time, the courts were operated out of Richmond Police Station.

San Francisco Youth Court is a non-profit organization. In the past, funding sources were from grants of the Superior Court, OCJP, San Francisco Foundation and Hancock Foundation.

Since 1994, with the arrival of a new Executive Director, Calvinia Williams, the program has made vast improvements. San Francisco Youth Court now receives direct city funds from Prop J, thanks to Mayor Willie Brown's commitment and support to our youth. The difference between our youth court and the traditional juvenile system is that we offer full service to the entire family.

Juveniles who are accepted into the program are held accountable for their actions. When the juvenile is in trouble for violating the law, so is the parent. Besides admitting guilt prior to their court date, and being sentenced by their peers, the juvenile must attend a mandatory self-esteem workshop, and the entire family is evaluated by a licensed clinical psychologist. The juvenile and their parent(s) must also attend an eight hour Family Preservation Workshop

together. Our participants continuously echo as young people that, they hunger for structure and accept the consequences for their actions.

We believe that this philosophy is directly related to their success. Our children are not just numbers to us, we care, because each of them represents a future leader. That is why many hours are devoted to helping out youth understand the qualities of a leader, and to exploring the consequences of allowing peer pressure to direct one's path.

Ms. Calvinia Williams, her staff, the Board members, and I are totally committed to the success of each juvenile. Our recidivism rate is presently 2.5% compared to the Youth Guidance Center's rate of 33%. Our success is largely due to the servicing of the entire family, and consistent tracking for one year after the juvenile completes our diversion program.

This new version of San Francisco Youth Courts holds two court sessions per week on Wednesdays and Thursdays (year round) from 4:30 pm until 7:00 pm. The courtroom consists of a Judge, a Bailiff provided by the S.F. Sheriff's Department, a Police Officer (Officer Yulanda Williams), Court Manager (Mr. Ollie Bryant), and our jurors (teenagers/previous offenders and some volunteers).

Sentencing is determined by the jurors during their private deliberation. Sentencing also includes letters of apology to the victim(s) and parents(s). A juvenile defendant can receive up to 100 hours of community service for their offense. San Francisco Youth Court has placed juveniles in over eighty of our collaborating community sites.

Juveniles who have shown exceptional leadership qualities serve as our Senior Jurors and are chosen as the program's spokesperson(s) for

media events. Because of their ability and track record, some of the senior jurors are given an opportunity to apply these virtues to on the job training (paid) positions at the San Francisco Youth Court.

Our Youth Court has received media recognition from CNN, Black Renaissance, Soul Beat, 20/20 in West Germany, and all of the local news stations. This year, San Francisco Youth Court was recognized as one of the Top 21 Diversion Programs in California by OCJP and Governor Pete Wilson. In May 1996, Martin Luther King III, son of the late Dr. Martin Luther King Jr., visited a youth court session along with Assemblywoman Barbara Lee.

This list of our Judges includes some of the most distinguished legal minds in the country; our Honorary Judge, Mayor Willie Brown, Senator Quentin Kopp, Judge John Dearman, Judge Donald Mitchell, Judge Donald Mitchell, Judge Douglass Moore, District Attorney Terrence Hallinan, and Commissioner Damone Hale (partial listing). We have even received a visit from a Magistrate visiting from London.

I am urging all officers to reach out and give out juveniles a second chance. Remember, there are five beneficiaries; the juvenile because there is no record of the police contact/arrest, the family because they are able to remain as a complete unit and work together to redirect the negative behavior, the community because the juvenile has a positive outlook on life and law enforcement, the merchant because of the reduction of repeat offenders, and the officer because there is no need for you to process the juvenile. Once the juvenile receives a citation the record exists, even if the juvenile is diverted to us by YGC. That juvenile will be required to petition the courts for his/her record to be sealed.

Youth court offers each of us the rare opportunity to communicate and possibly save a marginal juvenile from the juvenile justice system. Officers, help others and myself continue creating positive images of law enforcement by exercising your discretion to divert juveniles to our program. San Francisco Youth Court is supported by Chief of Police Fred Lau and Mayor Willie Brown.

In 1995 statistical records showed the SFPD average monthly diversion rate was three cases each month. Officers, let's pledge to divert juvenile cases. If you have any questions about this program, please call either Ms. Calvinia Williams 929-9599 or Officer Yulanda Williams at Potrero Station 553-1021. Donations are graciously accepted and always needed.

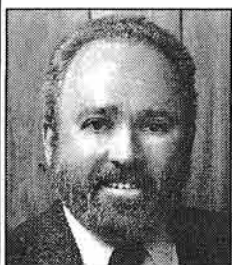
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SFPOA Board Of Directors' Meeting August 28, 1996

Call to Order: 1400 hours

Pledge of Allegiance

Roll Call: Present: Deignan/Co A, Castel/Co B, Yoshii/Co C, Pate/Co D, O'Brien/Co E, Hamilton/Co E, Gardner/Co F, Dempsey/Co G, Finnegan/Co I, Castagnola/Tac., Fox/Invest., Balovich/Invest., Atkinson/Hdqtrs., Sylvester/Hdqtrs., Balma/Narc., Ching/MTPD, Mammone/TTF, Wright/Ret., Scully/SFO, Millett/SFO, Johnson/Secty., Limbert/Treas., Cunnie/V-Pres., Trigueiro/President.

Excused: Machi/Co A, Ellis/Co D, Kaprosch/Co H, Minkel/Co K

President's Report: President Trigueiro limited his discussion expressly to the upcoming campaign for Proposition E. This will be our bid to change the city's charter to allow us to correct the inequities of the Tier II retirement system. We have already obtained many endorsements from important community organizations and we have the support of the city's labor movement which includes the Nurses Union, Transport Workers, Firefighters, and the thousands of miscellaneous employees covered under S.E.I.U.. The membership has approved the assessment to help finance our campaign. The only opposition we have encountered so far has come from several downtown business organizations, and we will soon be publishing a list of those companies who would rather see our members suffer from the worst pension system in the state of California rather than to give us an

opportunity to discuss other options.

Treasurer's Report: Treasurer Limbert reported that it would be necessary to move some of the investment funds to our general fund in order to assist in the financing of recent legal costs (we have just completed 2 major trials involving our members and we are facing 2 more with additional investments in other phases of representation.) A motion (M/Castagnola, 2nd/Scully) was made to make the financial transition.

This motion passed unanimously by voice vote.

Candidate Interviews

President Trigueiro then proceeded with the interviews of 26 candidates for the many offices in the upcoming Nov/96 election. There were only 2 candidates who opposed our Proposition E (Retirement Improvement): Manny Rosales, candidate for Board of Supervisors and Andy Clark, currently an assistant district attorney, who is also running for the Board of Supervisors.

The SFPOA Legislative Committee will make a recommendation and then we will poll our membership to determine who will receive the SFPOA endorsement.

There being no further business before the Board, President Trigueiro adjourned the meeting at 2130 hours.

Submitted by
Steve Johnson, SFPOA Secretary

SFPOA Special Board Of Directors Meeting September 9, 1996

Call to Order: 1400 Hours

Pledge of Allegiance

Roll Call: Machi/Co A, Castel/Co B, Yoshii/Co C, Pate/Co D, O'Brien/Co E, Gardner/Co F, Kaprosch/Co H, Atkinson/Hdqtrs., Sylvester/Hdqtrs., Mammone/TTF, Castagnola/Tac., Balma/Narc., Fox/Invest., Scully/SFO, Limbert/Treas., Cunnie/V-Pres., Trigueiro/President.

Excused: Deignan/Co A, Ellis/Co D, Hamilton/Co E, Dempsey/Co G, Finigan/Co I, Minkel/Co K, Balovich/Invest., Ching/MTPD, Millett/SFO, Johnson/Secty.

This Board meeting was called for the purpose of authorizing the SFPOA Treasurer to close two Wells Fargo Accounts and the Merrill/Lynch In-

urance Account and transfer these monies to the SFPOA General Fund. The Board authorized the SFPOA Treasurer to loan \$159,000 from the Merrill/Lynch Building Fund and \$49,000 from the Merrill/Lynch General Account to the SFPOA General Fund. This authorization was based on a motion (M/Fox, 2nd/Castagnola) that passed unanimously by voice vote.

Submitted by
Chuck Limbert, Treasurer

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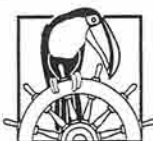
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Close Encounters

by Steve Johnson, SFPOA Secretary

We have had far too many needle sticks and purposeful, vicious assaults on our members in recent weeks.

One officer at Mission Station was stuck with a needle being carried by a prostitute. **The woman was booked under an alias because she would not cooperate with the arresting officer and, before her true identity could be ascertained, she was released from City Prison. Now there is no way to test her in a timely manner to determine the risk the needle stick imposed and the officer involved must now undergo a bloodline test to determine his vulnerability to all sorts of health hazards.**

Another officer at Mission Station was bitten by a crazed suspect who, no doubt, was under some sort of chemical mixture that, unfortunately, is more commonplace than not in the City we serve. The suspect broke the officer's skin and the officer is now receiving counseling because of the dangerous exposure.

A narcotics officer was also the victim of a dangerous needle stick during an arrest. The suspect volunteered the fact that he was HIV positive and now the affected officer is being medically treated for possible exposure and future medical complications.

We need an Emergency Response Exposure Team that will be available to our members on a 24-hour basis and who will have the knowledge and resources to arrange for voluntary testing or, if necessary, mandatory court hearings to determine whether or not testing should be done.

We have been very fortunate in the past having had Inspector Ken King and Inspector Michael Hamilton taking it upon themselves to arrange for such procedures, but we are getting too many cases, some of which are very complex, to depend on the availability of these two Inspectors without a more formal process. I recently spoke to Deputy Chief John Willett about this need and he was more than accommodating and is looking at establishing a committee to discuss our concerns.

As far as the vicious assaults are concerned I refer to one specifically

that recently took place when **Officer Rafael Labutan** attempted to arrest a suspect who was driving a stolen car. The officer was on foot and as he approached the vehicle, the suspect purposely attempted to run him over. The suspect was eventually apprehended and charged with the felony theft as well as the felony assault. Guess what... 5 days later, same officer, same suspect, same situation. Only this time when Officer Labutan saw the suspect in another stolen car, the suspect ran and was shortly apprehended. **Officer Labutan and his partner, Officer Tim Falvey, ran a routine records check of the suspect's pending case. I know, hard to believe, but the original felony assault charge, the one placed on the suspect for trying to seriously injure a peace officer with a stolen car, was dropped. Reason? "In the interest of justice". Whose interests are we looking after here anyway??? And no, we haven't heard the last of this.**

Dope dealers are usually associated with other criminal endeavors so it just makes good sense to arrest them. And, if they continue in their criminal enterprise, it would probably be a good idea to dole out some punishment. So anyway, a dope dealer is arrested by **Officer Daryl Deen and Officer Tim Falvey** and found to be in possession of 25 wrapped balloons concealing dangerous drugs. **This same suspect, surprise again, was arrested days earlier by Officer Steve Mulkeen and Officer Mario Machi carrying, and this is the punch line, 25 wrapped balloons concealing dangerous drugs. The District Attorney's Office drove a hard bargain on this one — the suspect was sentenced to Drug Diversion! (Why don't we just divert these people from San Francisco to State Prison??)**

If you have similar horror stories where **somebody** is dropping the ball, please drop me a note addressed to the POA.

We need to be concerned about crime because it's becoming the prevalent sport among our locals. October 5-6-7 resulted in 8 people

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being shot spread out over our city's 49 square miles. October 17 - 18 - 19 resulted in 3 shootings, 2 aggravated assaults, and 2 "hot prowl" burglaries, for our citizen readers, hot prowl burglaries are the kind when suspects break into your house when you're home!

And **Sgt. Craig Tom of the Tenderloin Task Force (TTF)** reported that there were two shootings in his area of town and the police officers of the TTF recovered five guns in just four nights!!

One week after the two shootings in the Tenderloin, **Officer Matt O'Leary and Officer Theresa Sangiacomo** were conducting an undercover narcotic investigation in the same district. When the suspect who sold them the still illegal dope pointed a gun at Matt the chase was on and the armed suspect apprehended after an outstanding response from members of Central Station, Southern Station, and, of course, the TTF. **Inspector Bob Davis and Assist. District Attorney Jerry Eisenberg** did an outstanding job on the follow-up to this case.

We've all had bad days, but three in a row?? **Officer Rich Tong, Mission Station**, was returning from the Range after qualification and he saw a guy in the middle of traffic up on Alemany threatening people with a large bottle. Rich stopped and called the man over. Just when it looked like the guy was cooperating he suddenly ran and attacked Rich and the fight was on. Fortunately, **off-duty Officer Mike Cesari** was driving by and stopped to lend a hand. Suspect and bottle in custody.

That was **day one** for Rich.

Day two started out pretty good but when Rich tried to arrest an individual at 18th & Mission for an outstanding felony warrant, the suspect pushed Rich off and ran. You don't outrun Rich Tong.

Day three and Rich responds to a '913' (complaint unknown, one of our favorite runs) at 18th & Sanchez. Turns out there's a hysterical victim on the corner who points out the man who's been stalking her for some time. This guy doesn't run, he just wants to fight. Four police cars later and the stalker is wearing handcuffs.

Of course I was being facetious about the 913 call being one of our favorite runs. It's not. It's one of the most dangerous calls an officer can receive because you have no idea what you're going to find. But San Francisco Police Officers receive hundreds of these types of calls each day and they respond to each and every one of them.

Wasn't much better a few blocks away where **Officer Marco DesAngles and Officer John Ferrando** come across a guy who should have been on medication who was standing on the sidewalk at the 200 block of Church Street at one in the afternoon with a meat cleaver, threatening people. Marco and John were in a stand-off with the armed suspect for several minutes yet, somehow, they managed to reason with him and he relinquished the weapon.



Tech 9 assault weapon confiscated by Officers John Zachos and Carlos Guterrez.

And, a few blocks to the Northeast during the early morning hours in the Mission District we find **Officer John Zachos and Officer Carlos Guterrez** stopping a suspicious person in front of the Valencia Street Housing Projects. The suspect is not only standing in one of the most notorious intersections for narcotic sales in San Francisco but he is also talking to several people in a car who are double-parked, engine running, in a public street. Hmmm... so the officers go to check out what's going on and the individual who was leaning into the vehicle turns with his hands hiding something inside his coat. The officers request he show his hands, for their own safety, and, considering the time, location and circumstances, this request was probably not a bad idea. **The subject eventually showed his hands but, unfortunately, he had in his possession, a Tech 9 assault weapon.** John and Carlos are pretty fast themselves and had their weapons on the armed suspect before he could decide which mistake would be his worst.

Sergeant Ann Cazahous, Officer David Wright and Officer T. Halley conducted an outstanding investigation that resulted in the apprehension of two local cowards who robbed an elderly woman on the 100 block of Schwerin. The robbery suspects took the woman's purse and, even though they could plainly see that their victim was extremely frightened of what was going on, they nevertheless continued searching her coat pockets for all of \$5.00. Fortunately, the robbery

section of the Penal Code doesn't delineate by the amount taken, it simply requires a state prison sentence.

How about the knuckleheads who came to our City to shoot people. There were four of them and they were armed with a 3 foot dart gun that fired, at high velocity, three and one-half inch darts! These guys eluded capture for several hours, seriously injuring many people during this time. **Officer Troy Carrasco and Officer R. Harwood** played a hunch and, sure enough, the suspect vehicle drove right by them at Geary and Spruce. The four in custody were charged with numerous assault violations. **Good police work, it seems, never gets the publicity it deserves. But if we make a mistake...**

Officer Keith Ybarreta, Mission Station, will be lucky to see Christmas this year considering how close he came to being shot. Keith was working as a one-officer unit, marked patrol, when he was sent to 25th and San Bruno to check out several suspects who were casing vehicles in the area. Keith drove up and saw four individuals in a car. The car had its lights turned off and when they saw Keith, they started to back up out of his way. Keith could plainly see that one of the subjects in the back seat of the car was trying to rack a shell into the shotgun he was holding. Keith was now 10 feet from the armed suspects when they decided that none of them had enough brains, fortunately, to figure out which end of the shotgun to load, so they all broke from their car and ran. Except for the driver. He tried reaching into the backseat area and Keith showed him what our new .40 caliber Baretts look like. The other suspects didn't get far either because **Officer Guterrez #1509, Officer Bonilla #1093, Officer O'Malley #633, and Officer Walsh #1587** responded and

chased them down.

Officer Ybarreta checked the backseat of the suspect's vehicle after all were in custody and found what the driver was reaching for... two fully-loaded shotguns.

Not exactly a picnic lately down at the San Francisco Airport either. **Sergeant Dave Johnson, Officer Gary DiQuisto, Officer Jerry Li, and Officer Ron Hill** were called to the International terminal lobby and discovered a man armed with a butcher knife who had every intention of killing himself but also trying to take one of them with him. When the officers arrived, the armed subject had already stabbed himself on both sides of his neck and, while the officers tried to reason with him he drove his knife into his stomach. Officer Li finally gained an advantage and used his baton to disarm the crazed subject but then all of the uniforms had to deal with a major exposure to the bloodied and still frenzied subject.

Officer Richard Pate and Officer Roland Canales were visiting a shop owner at 24th and South Van Ness and while they were inside talking to him they could see directly across the street where a subject, armed with a gun, had another individual up against a wall. **The armed suspect was going through his victim's pockets when he suddenly met Officer Pate and Officer Canales, and they weren't there to negotiate. Turned out the gun the suspect had pressed up to the chest of his victim was a fully-loaded, .380 semi-automatic.**

November is always a difficult time of year because it is the anniversary month of the deaths of both Officer James Guelff and Officer John Blessing. Both of these brave officers were killed in the line of duty in very similar situations as written in this column each month. Please be careful.



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Policing Old Time San Francisco

The Terror Bandits, 1926

by Kevin Mullen

For all the contemporary concern about random attacks from heartless criminals, one of the most deadly periods in the city's history was during the October 1926 rampage of the "Terror Bandits."

The first police contact with the drive-by killers — who in their two night crime spree would leave four men dead and more than a dozen injured — was by Chief of Police Dan O'Brien, personally.

Shortly before midnight on Saturday Oct. 9, 1926, as Chief O'Brien and his wife were leaving the home of friends on Clay Street, he heard the sound of gunshots around the corner on Powell. The chief sent his wife back into the house and ran to the scene with his driver, Detective Sergeant James Neely. There they found Mario Pagano dying in the street.

Just then, a closed sedan raced down Powell from Washington, and when the officers signaled it to stop, gunfire erupted from within. The officers returned fire as the car sped past them toward California.

The murderous crime spree of the Terror Bandits had actually begun a few hours earlier, with the theft of an automobile from in front of 1350 Vallejo Street prior to 9:00 p.m. Shortly thereafter, two men in an automobile robbed cab driver Harry Giannini at gunpoint at Sutter and Steiner. A few minutes later, Lester Irish, another cabbie, was robbed at Webster and Washington. Both victims reported the license plate of the stolen car.

Next the robbers accosted Dr.

Nicholas Jacobs as he was about to enter his home at 2441 Webster. Then they got John Copren at 1344 Pine. Station and Detective Bureau shotgun squads began to scour the area North of Market. No doubt realizing the heat was on there, the bandits moved their operations across the line.

At 8th and Bryant streets, the robbers accosted George Karinsky who was strolling with Mrs. Emma Bird, her 13 year old daughter, and a female friend. They robbed the group at gunpoint, dragged Mrs. Bird into the car and drove off. Two blocks further on, after flashing a light in her face and deciding "She ain't young enough," the thugs unceremoniously threw her from the automobile on 10th Street.

The auto bandits then doubled back down to Fifth Street and Harrison where they accosted, pistol whipped and robbed Anthony Gonzales on the street. A few moments later, and a block away on Sixth Street, they again leaped out of their car and robbed Manuel Salazar.

When police responded to the calls South of Market, the bandits headed back across Market. At the poolroom run by Constantino Guillen on Lombard between Buchanan and Webster, they pistolwhipped Guillen, then shot him twice when he fell. They also shot Clarence Schivo, striking him the arm, and robbed the other patrons.

The bandits then drove to Powell and Washington where they killed Pagano and dueled with Chief O'Brien and Sergeant Neely. After the Pagano killing the bandits drove to a poolroom at 2112 Market Street where they gained entry under a ruse, knocked the janitor down, tied him up, and cleaned out the cash register.

At 2:30 a.m. on Sunday, they robbed Jack Storey and Henry Berthiaume as they entered their house at 1225 Clay street. Those were the last crimes in that particular spree. In all, the robbers made about \$400 and assorted pieces of

jewelry from the dozen robberies they committed that night.

At noon on Sunday, Officers Henry Kiernan and John Ross of the Bush Street Station recovered the stolen auto at Haight and Laguna. There were blood stains on the upholstery, suggesting that one of the robbers may have been hit in the exchange with the chief. At that point, detectives had little to go on other than a description of two young white males.

Two days later, At 6:00 p.m. on Monday, it all started up again. Two men hired Yellow cab driver Walter Swanson at a stand at 29th and Mission and drove with him to 16th and Third Street where they shot him fatally, took his cabbie's uniform, and threw his body under the viaduct there.

They then drove in his cab, one of them outfitted as a cab driver, to San Bruno and Mariposa where Michael Petrovich was enjoying an after dinner walk and cigar. According to witnesses who watched from across the street, one of the bandits asked him for the time. When Petrovich pulled out his watch, the man shot him fatally.

After shooting Petrovich, the bandits drove to 100 Mississippi Street where they robbed two pedestrians. Next the bandits went to a restaurant at 798 Brannan Street where they robbed the cook, Louis Fernando, and two patrons. They shot Fernando when he did not comply with their commands quickly enough.

They then walked across the street to the Associated filling station where Jack Duane, a night watchman for the American Can Company was talking with Carl Johnson, the attendant, and a man named Rex Hayden. Seeing the gun, Duane tried to run, but was shot in the back of the head and fatally wounded.

Johnson and Hayden made to resist but both were shot for their



Chief of Police Dan O'Brien

trouble. From there the bandits went to Pier 36 where they robbed and pistolwhipped Alvin Anderson, a marine engineer.

Next, the killers drove to the filling station at 17th and Missouri streets where they were assaulting and robbing patron Steve Walker when Potrero Station Officer Dorsey Henderson drove by. The bandits sped off with Officer Henderson in pursuit.

A running gun battle ensued which ended at 16th and Mississippi where the killers ran the cab into the curb wrecking it. As Officer Henderson stopped to reload, the bandits alighted from the car and escaped on foot across a lumber yard.

Shortly afterward, Officer Harry Doyle, who was waiting for the morgue wagon with Swanson's body at 16th and Third Streets, saw an auto speeding toward him on 16th Street with its lights out. When he signaled the car to stop, it sped by him, its occupants firing as they went.

The officer returned fire as the vehicle disappeared down the viaduct toward the Bayshore highway. Peninsula authorities were notified and the Great Highway and other roads to the Peninsula were blockaded. The entire rampage that evening, which left three dead and a number wounded, was over in less than an hour.

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When reports of the shootings and robberies came in, Chief O'Brien ordered the mobilization of the entire police department. To facilitate the call up, the Chief enlisted the aid of commercial radio stations. Just before 8:00 p.m. — by which time the crime spree had ended — radio station KPO put out a message for all police officers to report to their headquarters.

Within minutes, the streets around the various stations and headquarters were jammed with the cars of officers and volunteer citizens. The entire department was organized into shotgun squads and placed in vehicles, many of them the officers' personal autos.

Supplemented by Fire Department volunteers and equipped with more than 1000 rifles borrowed from the National Guard, a force of 2000 men was soon patrolling the streets with orders to "shoot to kill." Shortly after midnight, a wrecked touring car was found at 11th and Harrison streets. There were no further incidents that night.

In the meantime and for the next week, as patrol officers continued intensive patrols, detectives worked around the clock. They shook the underworld tree and rounded up vagrants and other "undesirables" for intensive grilling; it was not a good week for men "known to the police."

It was Detective George "Paddy" Wafer and Detective Sergeant Louis De Mattei who broke the case. The detectives got word from an underworld source that a man had been talking it up at a Waller street bootleg joint run by a city fireman.

The detectives did not advertise their methods but reports were that either the proprietor volunteered the information or someone else gave information about him. In any event, goods taken in the robberies were found in the bootleg joint and in the home of one of the owners. Later one of the owners of the bootleg saloon was arrested for burning some houses in San Mateo belonging to Detective Wafer in reprisal for his work on the case.

On October 18th, the detectives picked up Lawrence Weeks, 22, from his job working as a laborer on the Duboce Tunnel, then under construction. Under police questioning, Weeks quickly confessed to twelve holdups on Saturday night. He also admitted to having shot at Pagano but denied he was involved in the Monday night spree.

Weeks gave up Clarence "Buck" Kelly, 22, as ringleader of the group.



Clarence (Buck) Kelly

Kelly, a former sometimes cabdriver and club boxer with fifteen amateur fights, was a well known South of Market thug. He had been arrested at 16 for grand theft, and later on other minor charges. In April, 1926 he was apprehended for criminally assaulting a woman. His case was pending at the time of the murder rampage.

Kelly lived with his parents and several siblings at 47 South Park, a six unit three story walkup. With Weeks' information in hand, a posse of detectives under Lieutenant Bernard McDonald went to the South Park location armed with rifles and shotguns.

As the officers surrounded the building, Kelly became aware that something was up. He ran down the back stairs where he met detectives coming up, and he scooted into a second story apartment with the officers in pursuit. The officers let fly and Kelly was hit twice by rifle fire.

The badly wounded arrestee was taken to San Francisco General Hospital. He denied everything — a posture he was to retain until the very end. When Homicide Squad Lieutenant Charles Dullea produced Weeks in his hospital room, Kelly admitted knowing the man but said he had nothing to do with any crimes.

Weeks was a hophead, he loudly proclaimed, not to be trusted in anything; it was all a police frame. But a search of the South Park premises turned up the dead cab driver's puttees and other incriminating evidence. Surviving victims of the robbery/shootings positively identified Kelly as the principal shooter.

Police were at first puzzled by Weeks' continued insistence that he had nothing to do with the Monday night rampage. He was willing to admit to the robberies on Saturday night and even of having shot at Mario Pagano but he emphatically denied being involved Monday evening.

As part of the larger investigation, Detectives Allen McGinn and Charles Iredale questioned the patrons of a pool room at 3rd and Harrison streets



Lawrence Weeks

where Kelly was known to have hung out. There they learned that Michael Papadaches, 17, a friend of Kelly and frequent visitor to the poolroom since his release from Whittier Reformatory a month previous, had dropped out of sight.

On Monday, October 21, officers went to his mother's house at 665 10th Avenue and arrested him as he lay in bed. Under grilling, Papadaches confessed to the robberies on Monday but denied doing any of the shooting.

Police received word from several sources that irate cabdrivers, outraged at the brutal and unprovoked killing of one of their own, planned to go to the hospital and lynch Kelly. Officers were dispatched throughout the city to warn cabdrivers to stay away from the hospital.

And Mission Station Captain Frederick Lemon assigned 25 men to guard the hospital with orders to "shoot to kill" if anyone tried to seize the prisoner.

Kelly's trial for the first degree murders of Swanson, Petrovich and Duane began on December 7, 1926. The star witness was Michael Papadaches. Kelly had the only gun, he testified, and no one — except perhaps Swanson — was more surprised than he was when Kelly began shooting.

Papadaches described the murder/robbery spree and characterizing himself as a virtual prisoner of his crime partner. He separated from Kelly, he insisted, at his first opportunity, after they fled through the lumber yard.

The defense argued that Kelly had



Michael Papadaches

not done the murders, but if involved in the crimes at all, he did not fully appreciate their seriousness because of head injuries he received as a child. Kelly's mother took the stand and duly testified to several such injuries.

Kelly himself testified that he had been suffering from alcoholic blackouts recently and remembered nothing of the events of the night of October 11.

The jury of five men and three women was not swayed, and after 22 minutes of deliberation returned three guilty verdicts of first degree murder. On May 11, 1927, after an unsuccessful appeal, Buck Kelly had his date with the hangman at San Quentin.

His mother and his sister Jean were with him to the end. His father, John, was serving time in San Quentin at the time himself, on a burglary conviction, but neither father or son asked to see the other. As Kelly ascended the gallows stairs, his defiance collapsed and he had to be carried the last few steps.

As he was about to go to trial in March 1927, Lawrence Weeks pled guilty to the murder of Mario Pagano and the robberies on the night of the 9th, and was sentenced to seven consecutive life terms.

Mike Papadaches, who had cooperated with the prosecution, was sent to Preston School of Industry. He was released early, and in October 1929, was arrested for violating his parole by getting drunk. For that infraction he was sentenced to a five year term in San Quentin.

JOSEF D. COOPER

ATTORNEY AT LAW

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Letters Of Concerned Citizens

Help Sway The Stamp Committee

Tina Corbett, an illustrator for the U.S. Postal Service and family survivor, submitted two ideas to the Stamp Advisory Committee in Washington, D.C. for a stamp honoring law enforcement officers. Unfortunately, she was told that this committee does not accept submitted artwork. In an effort to change their minds, we ask that everyone who receives this newsletter sign and mail in our letter of appeal or create one of your own. Maybe if enough letters are received, we can persuade the Stamp Advisory Committee in to using Mrs. Corbett's idea. You can either cut out the copy below or you can retype or rewrite it yourself. Thanks in advance for your help.

Peter Connolly, Miami, Fla.

Cindy Tackett

Stamp Development Branch, U.S. Postal Service

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Date:

Dear Mrs. Tackett:

I am a member of the American Federation of Police and Concerned Citizens Family Survivor's Fund. Recently, Tina Corbett, a United States Postal Illustrator and Family Survivor, submitted two ideas for a new stamp honoring law enforcement officers. She was later told that you do not accept submitted artwork. I appeal to your integrity to reconsider your decision, or at the very least implement Mrs. Corbett's concept in your own design. I feel it would be more meaningful if the stamp was envisioned by a family survivor.

I realize your artists are perfectly capable of designing a beautiful stamp, but they cannot depict the emotional connection between those who have lost a loved one to a line of duty death. It would mean so much to all of the law enforcement community to know that a Family Survivor portrayed their noble profession. If there is any way possible for you to make this exception, I petition your compassion and influence for the help I request. This is genuinely important to all concerned with the law enforcement societal. Thank you for your valuable time.

Respectfully yours,

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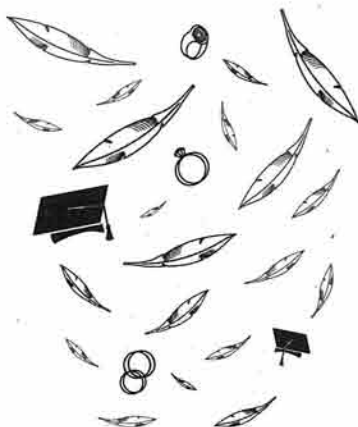
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Empty Nest? Consider feathering it for retirement.

by Gary A. Bozin, ITT Hartford Representative

The tuition bills have stopped coming, the weddings are over and the kids are out of the house. If you're in this situation, you may have a little more money in your pocket. Indeed, most so-called "empty nesters" report that they get a monetary "bonus" once their children become financially independent.



The size of the bonus varies, of course, from family to family. But in many cases it is a significant percentage of income. The empty-nest bonus presents new opportunity and, at the same time, new challenge. Now that there are no orthodontists' bills to pay, where should the money go?

A retirement bonus.

Many people use their "bonus" to indulge in the kinds of things they couldn't afford while their children were growing up. They travel, remodel their homes, dine out more often and splurge on gifts for the grandchildren. They may

also use it to lay away more toward their approaching retirements.

The departure of grown children marks one of life's turning points. And it's wise at such points to pause and review your financial goals and your strategies for reaching them. If you participate in a Deferred Compensation Plan (DCP), you may want to increase your contributions with your empty-nest bonus. If you don't participate, it's a good idea to talk to your ITT Hartford representative about how a DCP could help you feather your nest for retirement. Just call 800-452-6708 or 415-995-3232.

Watch for another article in this series in your next issue.

The deferred compensation program is available under a group variable annuity contract issued by Hartford Life Insurance Company and underwritten by Hartford Securities Distribution Company, Inc. This presentation must be preceded or accompanied by a currently effective prospectus. Read it carefully before you invest or send money.

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ITT HARTFORD



Something For Nothing? From An Insurance Company??? Maybe

by Mike Gannon

Civil Service Employees Insurance Company is sponsoring a contest in which 10 high school seniors can win \$500.00 scholarships toward their college education. All it takes is a 500 word essay on how teenagers can reduce the number of accidents involving teenagers. There is a form to fill out, and the students must have a 3.0 grade point average, and be the son or daughter of a full time (or retired from full time) civil servant, as in police officer.

You don't have to be insured by CSE to win the contest. The entries have to be received by the company by April 15. See the following article for more details.

As the father of a recent graduate as well as a present high school senior, I can guarantee that \$500 can come as a welcome relief. Just don't expect it to last through the kid's doctoral studies.

Copies of the contest application and rules will be available at the POA office. I'll also post it at the Credit Union. It would be nice to see a bunch of members of the police family on the list of winners.

Civil Service Employees Insurance Group Announces The 1997 Automobile Safety Scholarship For Children Of Public Employees

Greg Parini, CSE's vice president of external relations, has announced the launch of the company's 1997 Youth Automobile Safety Scholarship for children of public employees. Up to ten \$500.00 scholarships will be awarded based on the merit of student essays that propose ways to reduce the accident rate among teenagers. The competition is open to California high school seniors who are children of full-time public employees, maintain a cumulative GPA of at least 3.0 and plan to attend post-secondary school. Completion deadline is April 15, 1997.

Notes Mr. Parini: "Public employees represent our core customer base. We want to hear from their children ideas on preventing teenage auto accidents, and give these youths an opportunity to earn money towards their education in the process." Applications and further information may be obtained by calling Robert Collins, project coordinator, at (800) 282-6848, extension 6296.

Civil Service Employees Insurance Group is a regional personal and commercial lines carrier operating in the western United States. In addition to property and casualty insurance, CSE offers several popular life and disability products through its brokerage division, CSE Diversified Insurance Services.

Award

To promote driver safety and awareness among young people, Civil Service Employees Insurance Company (CSE) will be awarded up to ten \$500.00 scholarships, one each to a child of a full-time public employee, based on an essay discussing ways the teenage automobile accident rate can be reduced. CSE, a California-based company, has provided personal automobile insurance to public employees and their families for nearly half a century.

Eligibility

- Applicant must be a California resident attending his or her senior year of high school in California.
- Applicant must have a cumulative GPA of at least 3.0.
- Applicant must have been accepted to an accredited two- or four-year college of university, or trade school, in the United States, with intent to enroll as a full-time freshman by the Fall 1997 session.
- The applicant's parent or legal guardian must be currently employed

full-time by — or if retired or deceased, must have been employed full-time by — a government entity. This definition of public employee includes, but is not limited to, peace officers; firefighters; educators; postal employees; military personnel; and federal, state and local government workers.

• CSE employees, employees' relatives, and its agents and vendors are not eligible.

Procedure

- Submit in a single packet:

— An essay that discusses ways the teenage automobile accident rate can be reduced. The essay must be your original work, written by you, and be typed (double spaced) or printed neatly in ink on 8-1/2" x 11" white paper. It must be in English and must not exceed 500 words. Enclose two copies of your essay. Write your name, and the name and city of your high school, on one copy ONLY. Do not write your name or the name and city of your school on the second copy. Applicants will be evaluated on the originality, creativity and written proficiency displayed in your essays.

— A letter of recommendation stating that you are a senior in good standing for graduating with the class of 1997. The letter must be written on school stationery and signed by a faculty member or school administrator.

— A letter of acceptance from the post-secondary institution you will be attending full-time by the fall of 1997. The letter must be written on the institution's stationery and be signed by a representative of that institution.

— Your official school transcript in a sealed envelope.

• Send all materials to Scholarship Contest, CSE Insurance Group, P.O. Box 7764, San Francisco, California, 94120-7764. All materials must be received by April 15, 1997. Regular mail is preferred; avoid certified or other special mailings. No fax or electronic submissions will be accepted. All directions on the application must be followed exactly, and all requirements for submission must be met. Materials must be legible. CSE is not responsible for lost or misdirected application materials.

• Scholarship winners will be notified by June 1, 1997. No other applicants will be notified.

Thank You From The Porter Family

To The San Francisco Police Department

We are so very grateful to all of you who came to our aid while we were in San Francisco this past July through September. We were facing a very difficult and stressful situation concerning our unborn baby. Added to the worries we had about our son, we also had unexpected lodging expenses. Your very generous monetary donations helped to cover those costs as well as other expenses we incurred. Instead of worrying about how we were going to pay for everything, we were able to keep our focus on our son. Each time we received money, it brought tears to my eyes, and both Bob and I were overwhelmed by the generosity. The wonderful meals you provided not only kept us very well fed, but it was so nice to have visitors out at the Great Highway Motor Inn! We really enjoyed meeting those of you who were able to come by in person. We wish we could have met all of you who helped us.

Our baby, Max Robert Porter, was born 9-1-96 and passed away 9-14-96. He put up a very brave fight, but he was just too sick to hold on any longer. We miss him very much, but we are comforted in our grief by the memory of your kindness and generosity. It reminds us that we have a lot to be thankful for and that in all things, even something as devastating as this, there is good to be found.

Thank you all very, very much for all you did for us. You should all be very proud of the way you reached out to us. You are all greatly admired not only by us, but by all of our families, friends, co-workers, bosses, even city officials where we work! Bob and I will always be grateful and we will always remember you fondly.

Thank You And God Bless.

Very Sincerely,
Bob and Corinne Porter
Issaquah Police Department

Max Robert Porter

Born September 1, 1996 at 11:49 p.m.
20-1/2 inches long, 5 lbs., 12 oz.

We only saw Max briefly the moment he was born, but we did hear him let out a small cry as the Doctors hurried him away to care for him. Max was a very sick baby, but he was incredibly brave. He had to endure so much; tubes, medications, surgery. Things that would make us adults cringe. But through it all, he remained strong and brave until finally, his little body could not fight any longer. We had prayed for a miracle from the moment we learned about the birth defect Max had. As we watched our son's condition become critically worse as he was removed from the life support machine, we began to ask the Lord to please take our Max peacefully, painlessly home to Heaven. Max passed away in my arms as Bob held us both in his, and for the first time he looked so peaceful. Finally, after 13 days, we were able to cuddle our precious baby and it was a moment we will always cherish and be thankful for. The peace that filled Bob, Max and I at that moment was beautiful and beyond explanation.

We are so proud of our son, we wish you all could have met him. He was beautiful! He had a full head of medium brown hair, blue eyes, and mostly resembled his Daddy, but had my chin! He was a perfect combination of us and our families. We know his life touched so many others and we pray that his courage and the joy he brought will remain with us forever.

We had complete faith in God to guide us through our experience, and He has done just that. He gave us strength to face the unknown while we were so far from home, peace to comfort any fears or sadness we had, and hope for our future. He continues to carry us through this time. The Lord blessed us with you, our family and friends, who gave us so much support that we never felt alone. The prayers, financial support, cards, care packages, phone calls...you all did so much for us that it seems impossible to express how grateful we are. Thank you from the bottom of our hearts.

We realize it is a difficult time for everyone, and it may be hard to know exactly what to say to us. Knowing how much you care for us and how much you care for Max is more than enough. In time the grief and sorrow we have will lessen, as will the ache we feel to hold our son. But we have such peace and joy in knowing that Max is alive in our hearts and is safe in the arms of the Lord! Max will always be our firstborn child and we wish to always keep his memory alive. We are thankful for every moment we had with him on earth and look forward to seeing him again in Heaven. Until that day, we **all** have a little angel watching over us!

Police Chief Fred Lau
Asst. Chief Earl Sanders
Deputy Chief Richard Holder
Deputy Chief John Willett
Deputy Chief William Welch
Commander Mindy Pengel
Commander Joaquin Santos
Captain Tim Hettrich
Captain Croce Casciato
Captain Gregory Corrales
Lt. Bob Armanino, Tactical
Ron Artale, Photo Lab
Marina Barron, Northern
Steve Beckett, K-Mart Stores
Susan & Ron Black, Retired
Jeanne Blaisedel, Tactical
Nick Borthne, Tactical
Al Bragg, Retired
Barbara Brewster, Tactical
Patrick & Lisa Cesari, Park
John Chestnut, Tactical
Steve Christie, Southern
Winnie Clanton, Commx.
Gordy Clark, Mission
Art Conger, Central
Gary Constantine, Housing
Liane Corrales, Juvenile
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Marty Dean, St. Francis Hotel
Mary Decker, Commx.
Dave Dolan, Administration
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Thank You List as of 9/30/96

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POST Certificate Requirements

* Training Points: Twenty classroom hours of police training acknowledged by the Commission shall equal one training point.

INTERMEDIATE CERTIFICATE

1. Baccalaureate Degree plus two years law enforcement experience
2. 60 college units plus four years law enforcement experience
3. 30 college units plus six years law enforcement with 30 training points
4. 15 college units plus eight years law enforcement with 30 training points

ADVANCED CERTIFICATE

1. Master's Degree plus four years law enforcement experience
2. Baccalaureate Degree with six years law enforcement experience
3. 60 college units plus nine years law enforcement experience
4. 30 college units plus 12 years law enforcement with 30 training points

SUPERVISORY CERTIFICATE (Sergeant)

- 60 units plus
1. Two years in a supervisory position
 2. Completion of the Supervisory Clause
 3. Good standing in the Department

MANAGEMENT CERTIFICATE (Lieutenant)

- Advanced Certificate plus
1. 60 college units
 2. Completion of Middle Management Training
 3. Two years experience of Middle Manager (Lieutenant)

EXECUTIVE CERTIFICATE (Chief)

- Advanced Certificate plus
1. 60 college units
 2. Two years as a captain
 3. Completion of Executive Development Course

Union News

Check Out Our Benefits On The Web!

Look out Information Age, here we come: The Union Privilege benefit programs have their own World Wide Web site on the Internet. Just surf on over to <http://www.unionpriv.org> and you will find information about Union Privilege and its individual benefit and discount programs, *Union Plus* magazine, *Update* and more!

The benefits have been online since Labor Day weekend, when the site was officially launched complete with a "virtual" Labor Day card that union activists were able to send to their friends and colleagues via an Internet e-mail alert.

Highlights of the Union Privilege Web site include a mission statement explaining how the organization serves union members and their families, descriptions of each of the benefit programs and the latest Union Privilege news, including select articles from *Union Plus* magazine. Other Web site attractions include a

"Consumer Tips" area, which provides financial and consumer advice, and Internet "links" to the AFL-CIO's Web site (at <http://www.aflcio.org>) and several consumer-information and benefits-related Web sites.

"The Union Privilege Web site is an excellent way to spread the word about the member benefits programs," said Union Privilege President Charles McDonald. "The site lets viewers see for themselves how the benefits can help them and why it pays to belong to a union."

Questions or suggestions concerning Union Privilege's new Web site should be directed to Webmaster Cindy Price at

202-293-5330

e-mail address:

71112.1127@compuserve.com

Web site visitors may also respond by e-mail to the feedback request at the site.

Northern Station Christmas Party

Friday, December 13th, 1996

6:30 p.m.

Neiman-Marcus, The Rotunda

(located in Union Square)

Hosted Full Bar & Wines until 9 p.m.

No Host Cocktails: 9:00 until 11:45

Dinner 7:30 p.m.

Split Roasted Chicken with Dijon Cream Sauce

or

Thick Cut Prime Rib with Herb Crust

*Dance to the Music of
"LIVE WIRE"*

Door Prizes

\$50.00 per person

This party sold out last year

Seating is limited

RSVP Jeff Roth

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Fellowship of
Christian
Peace Officers**

Spiritual Communication

Forward by Daniel Hampton
Article by Cornelius H. Johnson

I wish you could have attended the October luncheon when our guest speaker, Cornelius Johnson, addressed the topic of Spiritual Communication. It was attended by 54 plus persons and all of us learned how Brother Con was able to deal with separation, anger, and fear. I thought his message was so important to all of us I asked Con to share his thoughts with us. The following is his article:

Spiritual Communication is defined as "the process in which the exchange of ideas, concepts, and issues are developed to enhance, enlighten, and elevate our spiritual consciousness, whereby we, as spiritual entities, can further comprehend the crucial relevance of each other." In order to facilitate the process of spiritual communication, it is imperative that we make every conscious effort to eradicate those obstacles which interfere with this unique form of communication. There are three primary factors which act as obstacles to spiritual communication. The first factor is "Separation." Any form of separation is a fundamental contradiction to spirituality. Since all human beings are created in the image of God, whereby we are spiritually connected in nature—to practice or even to believe in the idea that we are some how separate either by race or gender is an affront to God. Therefore, to separate from each other is to separate spiritually, in essence, from God. In addition, separation subsequently leads to conflict and chaos which becomes the primary threat to spiritual and inner peace.

The second factor which interferes with the process of spiritual communication is "Anger." In his book *Higher Consciousness* Ken Keyes, states that "A loving person lives in a loving world—A hostile person lives in a hostile world—Everyone you meet is your mirror." In this case, anger distorts our personal perception to the point where spiritual communication is impeded and almost impossible to achieve primarily because we are not truly seeing our brother, sister, or fellow police officer as they really are (spiritual creation of God), instead we are seeing them through the dark and cloudy optical lenses of

anger. Furthermore, anger casts a negative image of others as being less and not worthy of our interaction and/or respect. Anger, if not released to God and the Holy Spirit, would subsequently lead to pain and suffering, which would ultimately result in one's innermost spiritual destruction. The third and most destructive factor that prevents the facilitation and exchange of spiritual communication is "Fear." It is the ego that allows us to become prisoners of fear. The Holy Spirit does not exist where there is an element of fear present. Therefore, fear tells the ego/self that it is appropriate and acceptable to judge others. In fact, God is the only entity who legitimately possesses the authority and spiritual power to exercise any form of loving judgment. In addition, fear places us in a dream-like state of mind where we become unconsciously paralyzed, whereby we are oblivious and incapable to participate freely in the process of spiritual communication. Fear also creates an atmosphere of hate. Hate stems from the lack of knowledge of God, which makes it (hate) a derivative and by-product of fear. Thus, in order to experience the true spiritual nature of God within ourselves, we collectively and in accordance with the Holy Spirit must overcome the misconception of "Separation," the destructive emotion of "Anger," and the paralyzing state of mind of "Fear."

Spiritual Communication allows us to communicate at a higher level of understanding and awareness. The primary manifestation of spiritual communication encompasses three essential elements which allow the process of spiritual communication to occur. The first and most crucial element is "Forgiveness." Inner and spiritual peace can only be obtained when we practice the art of forgiveness. Forgiveness is the "letting go of the past, and is therefore the means for correcting our misconceptions." In addition, forgiveness allows us the opportunity to release our past pain and suffering to God and the Holy Spirit, whereby providing us with the spiritual courage to move forward in the future. It is extremely important to remember that what really matters is occurring now. Granting forgiveness to those who have harmed us also allows the Holy Spirit to start the miraculous peaceful change within us.

The second element which enhances the spiritual communication process is "Spiritual Healing." Spiritual Healing is the glorious process in which the Holy Spirit transforms our damaged spirit into a renewed, vibrant, and healthy spirit. Moreover, the ailments of hate, prejudice, racism, sexism, bigotry, envy, jealousy, and pride, just to name a few, are eradicated and cured through

Fellowship Of Christian Peace Officers
Theme: "Significance of Jesus Christ's Birth"
Special Luncheon: Wednesday, Dec. 18, 1996
Time: 1200 hours
**Location: Police Officers Association,
510 - 7th Street, (7th and Bryant Streets)**
Guest Speaker: Pastor Mike Ryan

Mike Ryan has been a police chaplain for the Department for several years and serves in a full-time capacity. He has started a ministry called Public Safety Support Services Incorporated. He serves all of San Francisco and the Peninsula and offers a broad range of services to public safety departments. Recently, he taught a course on ethics to the members of the Menlo Park Fire Protection District, helped draft a policy for Redwood City Police Department in which its police chaplains assist the public in times of tragedy and loss, and helps other police departments develop peer counseling programs. Mike, God Bless Your New Ministry!

Mike, will be sharing a message on the significance of Christ's birth. What a perfect message for all of us to hear in the month of December. Please attend and support Mike.

Reservations:

Cost: The cost for the luncheon is only \$10.00 (ten,) per person. You must pay in advance for this luncheon (Not Tax Deductible).

If you pay by check make it payable to: Daniel Hampton and send the check to Daniel Hampton, Planning Division, 850 Bryant Street Room 500; S.F., Ca. 94103. If you pay by cash hand deliver it to Dan.

There are no refunds for this luncheon, the caterer must be paid in advance to prepare for the meals. Bar-B-Que Ribs, Beef, and Chicken will be served by Brother In-Law.

PLEASE REMIT WITH \$10.00 (TEN) DOLLARS. NO REFUNDS.

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the process of spiritual healing. Most importantly, this form of spiritual metamorphosis provides us with the inner strength to forgive those who have intentionally or unintentionally transgressed against us. Lastly, spiritual healing "is the way in which separation is overcome." Once we are spiritually healed, the reunion with God becomes our true and ultimate testament of Love.

The third and most powerful and essential element to the spiritual communication process is "Love." Love conquers all things (separation, anger, and fear) that interfere with the process of spiritual communication. It is extremely important to understand that when we spiritually communicate in love, we are actually joining together as one with self and God. Moreover, real Love has the

miraculous ability to change our negative minds and attitudes. Realizing that the negative mind is the navigator of our negative behavior, Love then has the power to transform that which is negative into positive, whereby our attitudes become more conducive to the process of spiritual communication. In essence, Love is the equalizer for change which is manifested through the Holy Spirit. Furthermore, Love eventually allows us to evolve to a higher and greater level of spiritual consciousness. And if we can only remember to "LOVE" our neighbors (fellow police officers, etc.) as we love ourselves, then this world, including our very own police department, would no doubt be a better place for all God's children.

Look for Pastor Mike Ryan's notice for the December 18th luncheon.

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Pasadena (91107)	\$351	San Francisco (94122)	\$269	Placerville (95667)	\$147

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CASCIATO

(Continued from page 1)

supported Proposition C as well as Proposition E, as it was obviously in the members' interest to do so. It surprised many on election night when it was approved with 50.7% of the vote. Pollsters who initially advised that it would fail, explained that because the opposition assumed it would go down, they focused on defeating Proposition E and, as a result, Proposition C slipped through.

Proposition C's cost will be a great deal more than would have been the case had it failed and Proposition E passed. It is measured in real dollars — not exaggerated statements regarding what "would be allowed" or what "could" occur. Our actuary, Kieran Murphy, has reported to the Board of Supervisors that funding this benefit would cost approximately \$25,000,000 per year for the next 20 years, and will continue beyond that but in diminishing amounts. This cost is based, primarily, on the need to fund the liability for active employees. The amount that will be paid out to those city employees already retired under Proposition C is substantially less than the measure's cost for active members.

The benefit will be implemented beginning 7/1/97 and does not have to be negotiated by the POA. According to Murphy, the benefit will "improve tier two police officer retirement benefits very significantly and in a manner that could not likely have been accomplished at the bargaining table." That is because a 3% COLA is not prevailing and therefore could not have been negotiated under the limitations that were contained in Proposition E. The increases that will result are very substantial and, though I know significantly more needs to be done with the POA reopens its negotiation sin January 1997, this is a big step in the right direction.

Finally, tier one members will benefit from Proposition C as well. During the past several years there have been several wage freezes. During these periods, retirees received little or no increases as well. Under Proposition C, tier one retirees will be entitled to at least a 3% increase each year.

I remain eager to assist you and the POA in your ongoing efforts to improve retirement benefits for your members. Below is a comparison of retirement allowance increases under Proposition C and those that would have occurred under the simple 2% COLA, for a Q-2 police officer with 28 years, for the next ten years as you requested.

Retirement Year	2% Simple Formula	Prop C Formula	Annual Difference
1997	\$30,000	\$30,000	\$0
1998	\$30,600	\$30,900	\$300
1999	\$31,200	\$31,827	\$627
2000	\$31,800	\$32,782	\$982
2001	\$32,400	\$33,765	\$1,365
2002	\$33,000	\$34,778	\$1,778
2003	\$33,600	\$35,822	\$2,222
2004	\$34,200	\$36,896	\$2,696
2005	\$34,800	\$38,003	\$3,203
2006	\$35,400	\$39,143	\$3,743
2007	\$36,000	\$40,317	\$4,317

As you can see, Proposition C will have a major positive impact on the pensions of our tier two members.

Faternally,
Al Casciato, President
San Francisco Retirement Board

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PROCEDURES

(Continued from page 1)

were involved in the Williams and Harrison St. cases.

The issue is an important one. Officers who have charges pending against them in Police Commission cases have the possibility of being terminated hanging over their heads until their cases are fully resolved — something that often takes years. In addition, officers are often assured, through a variety of informal means, that the likely penalty that will be imposed if they are found guilty is relatively minor. There is no guarantee, however, and when the penalty turns out to be much more sever, it's too late to do anything administra-

tively about it. Finally, the main issue in disciplinary cases is often the appropriateness or severity of the penalty. However, arguments that progressive discipline isn't being applied or that a penalty is excessive cannot be made, when the penalty is unknown.

The issue here is one of fairness and due process of law. Again, the POA is dealing with these important issues both in court and at the negotiating table.


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Mike Norman, Co. A		Rachel Karp, Co. G	
Marsha Ashe, Co. G		Patricia Jackson, Co. G	
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Ena Ferdinand, Co. D		Mike Yalon, Co. I	
Al Casciato, Co. D		Joe Zamagni, Co. I	
Rich Alves, Co. E		Art Tapia, Co. J	
Jim Pera, Co. F		Bill Darr, Co. J	

Dear Lynette Hogue:

Your article in the September *Notebook* made me say to myself, "Thank God, finally."

My husband, a retired 30 year veteran of the SFPD, died in November of 1988 just two weeks before his 60th birthday. He drank himself to death, and died alone, of a gastric hemorrhage (he bled to death). The neighbor told me that he could hear my husband's shouts.

We joined the Kaiser plan because of their alcohol treatment plan, but my husband would not avail himself of the services.

When he was so bad that he could barely walk, I had to call the police in order to get him into the hospital.

He was brought to Kaiser in San Rafael by ambulance where he was seen by Dr. Decloup.

This doctor told me "we can't keep him, you'll have to take him out of here."

I had to find a wheelchair to put him in, then drive him home. No one at the hospital raised a hand to help me.

I realized later that I should have stood my ground and said, "No way, he is staying!"

I heard the doctor (Decloup) say things to make my husband angry, so naturally my husband said some angry words (though nothing profane). At this time my husband was near death from hemorrhaging. They had taken a sample of blood, and I would sure like to know the results of that test.

Just the thought that maybe he would have pulled through like so many alcoholics do, if I had stood my ground, but I guess this doctor didn't want to waste the blood which would have been needed to save his life.

I have since heard that Kaiser doctors are paid a bonus when they can avoid treating a patient.

I didn't realize myself what the policemen go through when they retire.

After reading the article I see in the *Notebook*, I feel a great deal of guilt and I want to say to him, "I'm sorry. If only I had understood what you were going through."

My husband died shortly after the incident at Kaiser Hospital.

Thank you, Mike Shea and Vicki Quinn.

Amen.

Al Trigueiro, President
Police Officers' Association
510 Seventh Street
San Francisco, CA 94103

Dear Al:

I want to thank our association, the POA staff and members of our department for their support and the attorneys that defended us in the trial of 938 Harrison Street. The support from our organization was outstanding. These were very trying and stressful times that my family and I had to endure. I hope and pray that our officers will never be subjected to prejudice, bias and lies from any person or professional organization that Sergeants Haggett and Brosshard, Officer Wong and I had been exposed to.

I want to thank you and the association for providing me with attorney James Collins. It was a great honor to be represented by such an outstanding and excellent attorney such as James Collins.

LETTERS

Not only is he an asset to his profession, he is an outstanding and sincere individual.

I also want to thank Kathy Mahoney, Robert Moore and James Lassart, the POA attorneys. They are a class act. Their reputations speak for themselves.

In closing, I hope to someday return to the POA what the POA has unselfishly given to me; their support. My family and I will forever be grateful for all the support we received. If there is ever an opportunity to where I can be of help to someone else in need, please don't hesitate to call. Thanks again.

Sincerely,
Ed Santos, Jr.

SFPOA
501 7th Street
S.F., CA 94103

Dear Al:

Thank you for the POA endorsement. You have my support.

John Lira

Al Trigueiro
SFPOA
510 Seventh St.
San Francisco, CA 94103

Dear Al:

I am writing to inform you, I have received notification from the U.S. Department of Justice — Office of Community Oriented Policing Services, that the San Francisco Police Department will be awarded a "COPS-MORE '96" grant. The program application submitted on September 9, 1996, proposed new technology and equipment for the Department's Bureau of Investigations, the District Attorney's Office and the Sheriff's Department. This new system will be compatible with the program planned for our Field Operations Bureau, funded through the "COPS-MORE '95" grant.

I also wish to extend my sincere thanks for your letter supporting our "COPS-MORE '96" program application. Your support confirms, a program such as this, is necessary to provide the most efficient community policing for the citizens, merchants and visitors of San Francisco.

Sincerely,
Fred H. Lau
Chief of Police

Dear Mr. Bob Huegle
Police Officers' Association:

I would like to thank all of you for giving me the opportunity to show my Dad how proud of him I am. Also for allowing me to be able to give back to him what he has so graciously given to me because of the Police Officers' Association. I was so excited to be able to take part in this scholarship writing, but winning was just icing on the cake. You have such a wonderful organization, so I would also like to say thank you for all you have done. It is greatly appreciated.

Sincerely,
Cortney Leet

Editor:

A couple of weeks ago in the *Sunday Examiner* Seth Rosenthal wrote an article on costly police

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LETTERS

pursuits and emergency response involving Code Three driving. One of his topics involved two pedestrians on Geneva Avenue. The article refers to a police vehicle driving Code Three around a corner at which time it struck two pedestrians. It also stated the pedestrians were in the number three lane. After a brief conversation (via telephone) with Seth I discovered Seth could not define Code Three driving nor could he define pursuit driving. And most importantly he admitted that he had never set eyes on the accident report. If he had he would have discovered the police vehicle driving 25 mph with no siren. The pedestrians were jaywalking mid-block under darkness, and the accident occurred next to the island in the number one lane. The vehicle was not involved in a pursuit. The article also referred to disciplinary action. There was no such action as the officer was exonerated on the basis of the report which was witnessed by several people. Seth, I know these to be the facts as I am the officer you chose to write about. Great journalism???

Sgt. Bob Johnston
SFPD

This letter was sent to the S.F. Examiner. They refused to print this letter to the editor. The First Amendment is alive and well for the newspaper.

Letters To The Editor
San Francisco Examiner
P.O. Box 7260
San Francisco, CA 94120

The World According To Seth

I read two articles written by Seth Rosenfeld in Sunday's paper. The first article "Costly Pursuit," chastised the Police for their attempts to capture fleeing felons and to respond expeditiously to situations that were of threat to life. Seth's cover photo showed the taxi that carried two young men to their deaths when an auto fleeing the Police, broadsides them. This was most certainly a tragic incident, but to blame the Police for the conclusion was nearsighted reporting at best. There wasn't a Police Officer behind the wheel of the fleeing car. There was a "3 striker," one of those guys who has nothing to lose but his freedom for 25 years. The Police called off the chase, but the "Thug" that had just been involved in a Tenderloin shootout, elected to continue his reckless pursuit to freedom.

The second article "2Pac's Tragic End was no surprise," canonized the poor gangsta rap artist, Tupac Shakur. By Seth's words, "He died as he lived the essence of the Thug Life." Tupac's life was chronicled by Seth to be nothing less than a story of success, perhaps one that Disney should make a movie about.

In the world according to Seth, the Police are the bad guys, and the likes of Tupac are the good guys. But in the real world, Tupac's lyrics of "drive bys, gang warfare, killing, raping, drug use and the Gangsta Life" are profoundly more responsible for causing "death and medical-related expenses" than Police pursuits.

Stephen P. Mroz

Dear Editor:

The tireless efforts of your fine staff of impartial "investigative journalists" has resulted in yet another myopic and misrepresentative piece about the SFPD and, in particular, the recent findings against those Officers who were unfortunate enough to be on duty when the so-called "AIDS fundraiser" event was staged. And it continues. It is tiresomely like all else you choose to publish about the men and women of the SFPD who live in that world your boring cowardly writers don't even have the courage to acknowledge.

You, and your banjo-playing sister "Examiner" would have us believe that the SFPD is the enemy and that everyone else is unaccountable for their actions. You vilify, you judge and sentence with abandon while aligning yourselves with the squeaky fringes. You destroy careers and uplift "activists" with whom you would be hard pressed to find representation within the community at large. You pass on to your next hype without apology for inaccuracy or slander, and leave in your wake the most pathetic litany — the gigantic egos of your so-called journalists; the shattered lives of those you have seen fit to judge (despite any factual information at your disposal); and a bolstered group of hysterical malcontents who represent nobody but themselves — gay or straight.

You provide neither a Chronicle of events nor an Examination of the merit or substance of issues you print about the SFPD. You provide a pedestal for the likes of John (ACLU) Crew who whines about the rights of all but seems forgetful that cops have rights too. The SFPD will be out there tonight looking after you and engaging your nightmares while you sleep. I hope you sleep well. I hope Crew sleeps well in his ivory tower which is probably out of reach of the parts of town he says he knows so well.

I will sleep well tonight. I know that some stranger will respond to someone in need tonight and they wear the same uniform as I do. I know they will do the best they can. I know that you will be there tomorrow to write a diatribe, because I know you won't have anything good to say. Maybe you should take a look around. . .

Most Sincerely,
Ronan F. Shouldice
SFPD #2054

Mr. William German
Editor, San Francisco Chronicle
5th & Mission Streets
San Francisco, CA 94103

Sir,

Your editorial of 10/21/96 — *A Badge For Brutality* — criticizing the Police Commission's disciplinary action against Sergeant John Haggett was yet another example of over-reaction by a newspaper with a long reputation as a liberal rag.

In private correspondence, I have long been one of Sgt. Haggett's harshest critics. He has several other grave legal problems facing him at this time. But for you to aver that

...the discipline meted out by the San Francisco Police Commission to Sergeant John Haggett does not reflect the seriousness of his crimes. . .

is sheer, unadulterated industrial-strength poppycock.

Sergeant Haggett did not order or start that infamous "raid". That he pushed a few people around in corralling and controlling a very large and unruly crowd hardly qualifies as a "serious crime."

This case should be judged independently of any other allegations. Put more bluntly, this is plain and simply a mousefart case which has gained notoriety — and ferociously hostile media response — only because it involves homosexuals: a clientele near and dear to the San Francisco press.

Reflect, if you please, on what the Police Commission's sentence actually means to this 13-year veteran: it is in effect a \$30,000.00 fine in suspended pay. That's a serious penalty, and it lays him wide open to even more serious civil lawsuits.

What San Francisco had damned well better do is wake up and realize if the city keeps lusting after the blood of street cops doing battle on the line every single night, your citizens will shortly end up with a police department paralysed to take swift and immediate action to stop crime or deal with the thousands of vicious criminal predators who prowl your once-proud city.

Sincerely,
Roy Hicks, Lieutenant
SFPD (retired)

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

Dear Editor,

Thank you for printing the announcement of the formation of a retired SFPD Officers' luncheon club for the Sacramento area in a recent issue. It stirred great, immediate reaction! As so many of us have found, by attending the Santa Rosa and the SF Veteran POA gatherings, it is a fun event.

On November 6th, twenty SFPD retirees met at a popular Roseville restaurant for cocktails, lunch and fellowship. It was the general consensus amongst the retirees that names of those attending be posted in the POA paper: Ed McMills, Mario deLorenzo, Dale Boyd, John Brunner, Harry Bell, Frank Gau, George Galbraith, Ed Paasche, Ken Murray, Paul Husby, Frank Kerlin, Dick Duane, Ken

Couey, Jerry Cassidy, Warren McCormack, Larry Kier, Bill Rivas, Walt Garry, Bob Burke and John Kellijian.

Other SFPD retirees living in the Sacramento area, or others who are interested in attending, but unable to make this first event are: Jack Ross, Chas & George Radford, George Effisimo, Bill Wallace, Tom Smith, Allan Bierman, Fred Groven, John McKenna, Ray Colla, Chas. Korelec, Bob Mueller, George Paras and Chris Paras.

If any other SFPD retirees are interested in attending future luncheons in the Sacramento area, or who want to contact a retired member on the above list, call me at 916/672-9253.

We are planning to meet again after the holidays at another area restaurant. I will get a notice in the mail later.

We also have plans to meet with the "Reno branch" SFPD retirees, (about 15 members), probably in the Auburn area, where it is a little more convenient for the Reno guys. Ross Spinner is the "Organizer" for this group. This will be in the Spring.

Happy Holidays and good health to you all.

Ed McMills

SFPOA

Dear Members,

Just saying "thank you" doesn't seem enough. We hope you know how much your thoughtfulness is appreciated.

I consider the generosity and support of the POA and the whole SFPD a beautiful tribute to my husband and also to Gary.

Thank you
Grace Delagnes and family



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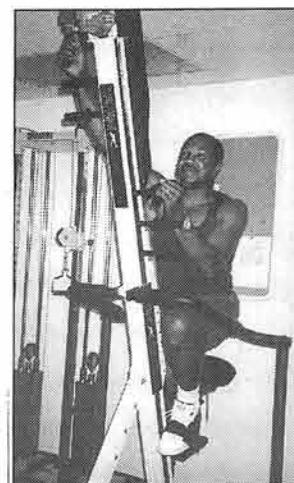
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PAL Judo

The San Francisco PAL Judo has openings for youth ages 7 through 18. Sessions will be on Tuesdays and Thursdays as follows: ages 7-9 from 5:00 p.m. to 6:30 p.m. and ages 10-17 from 7:00 p.m. to 9:00 p.m. All classes will be held at the PAL Gym at 3309 26th Street.

Students will learn the art of self defense, mat techniques, and coordination. They will be able to achieve different colored belts indicating a degree of proficiency and eventually, through hard work and practice, they may earn the rank of black belt.

For more information, please call the office at 695-6935.

PAL Cheerleading

The Pop Warner Redwood Empire Cheerleading Competition occurred on October 12, 1996 at the University of San Francisco Gymnasium. All 5 squads of the San Francisco PAL Youth Cheerleading Program gave outstanding performances and received superior ratings. The Mascots, ages 5-7, caught the attention of the crowd from the time they entered the gym until their exit. They performed a creative dance and cheer to Michael Jackson's "BAD" dressed in appropriate manner of sunshades, hats, and black leather suits.

The Jr. Pee Wees, ages 8-9, were awarded fourth place and advanced to the Regional Invitational Competition. The Regional Competition will be held on November 30th at the University of Santa Clara. The Pee Wees squad, ages 9-11, placed fifth. The Midget Division was invited to compete in the Regional Invitational Competition along with the Jr. Pee Wees.

The success of all the squads is due to the determination of the participants and the coaching by the following head coaches:

Mascots — Regina Johnson
Jr. Pee Wee — Sonya Hardy
Pee Wee — Sgt. Ava Garrick
Midget — Sophia Isom

PAL Basketball

San Francisco PAL Boys and Girls Basketball kicked off on October 3rd with 93 teams. The teams are as follows:

6th Girls

John Muir Bears
All Hallows Knights
SOMA Lady Bulldogs
Oceanview Primetime
Vikings

6th Boys East

Oceanview Primetime
Corpus Christi Bucs
Operation Contact
Bulldogs
Cubs
Hawks
All Hallows Knights

6th Boys South

Mission Dolores Tigers
Rebels
Salesian
Precita Valley
Dons
I.C.E. Magic
Bears

6th Boys Upper

Panthers
Mission Warriors
Rosa Parks Dragons
Columbia Park
Vikings
Bulldogs
St. Cecilia Solo's
St. Emydius Earthquakes

6th Boys West

John Muir Bears
Salesian
Holy Name Panthers
SOMA Bulldogs
Tomcats
Celtics

7th Boys East

Salesian
St. John's Eagles
San Francisco Associates
St. Monica Whales
SOMA Bulldogs
Tomcats
St. Gabriel Wildcats
St. Gabriel Wildcats
All Hallows Knights

7th Boys South

Rebels
Hawks
Star of the Sea
Chumps
Rockets
Bulldogs
The Bears
Vikings

7th Boys West

Holy Name Panthers
St. Finn Barr Pride
I.C.E. Lions
Mission Dolores Tigers
Salesian
Corpus Christi Bucs

8th Girls North

St. John's Eagles
SOMA Bulldogs
Youth Action Center
MRC Rebels
All Hallows Knights
OLV Colts

8th Girls South

MRC Rebels
Eagles
Legion of Doom
OLV Colts
Panthers

8th Boys East

St. Emydius Earthquakes
Hoopsters
St. John's Eagles
Running Reds
Oceanview Bulldogs
Columbia Park
West Sunset
Vikings

8th Boys South

World Impact
Junipero Serra Padres
St. Gabriel Knights
St. Charles Bulldogs
Celtics
St. Cecilia Irish
Wildcats
Rebels
Salesian
Operation Contact

8th Boys West

Tomcats
Holy Name Panthers
I.C.E. Lions
Corpus Christi Bucs
Mission Dolores Tigers
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When and Where:
San Francisco Hilton, 333 O'Farrell
Saturday, December 7th
5:30 cocktails - 6:30 dinner

The price is \$55.00 per person which includes the following:
- extravagant Christmas buffet; wine with dinner;
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Seating is limited so get your checks in now.

Send checks payable to Tom Walsh
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Former SFPD Sergeant Rides The Waves

Waldo Reesnik Featured In An Early S.F. Newspaper

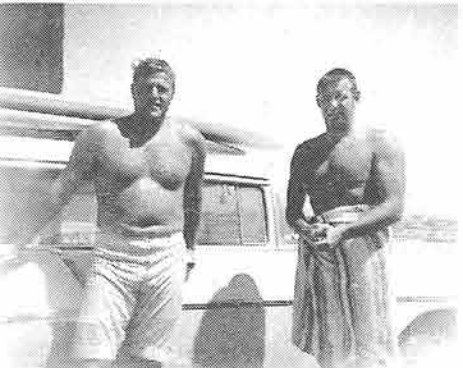
by "Nick at Night" Shihadeh

Sgt. Waldo Reesink was a department member in the 1950s. This is how he was featured in the *Call Bulletin* over forty years ago on October 24th, 1954. This just goes to show that even back then, the department had colorful members amongst its ranks.



Waldo Reesink at 6'3" stands tall alongside his 11' foot+ surfboard and his '55 Chevy surfwagon.

Sgt. Reesink was a twenty year veteran for the SFPD but has another claim to fame when it comes to

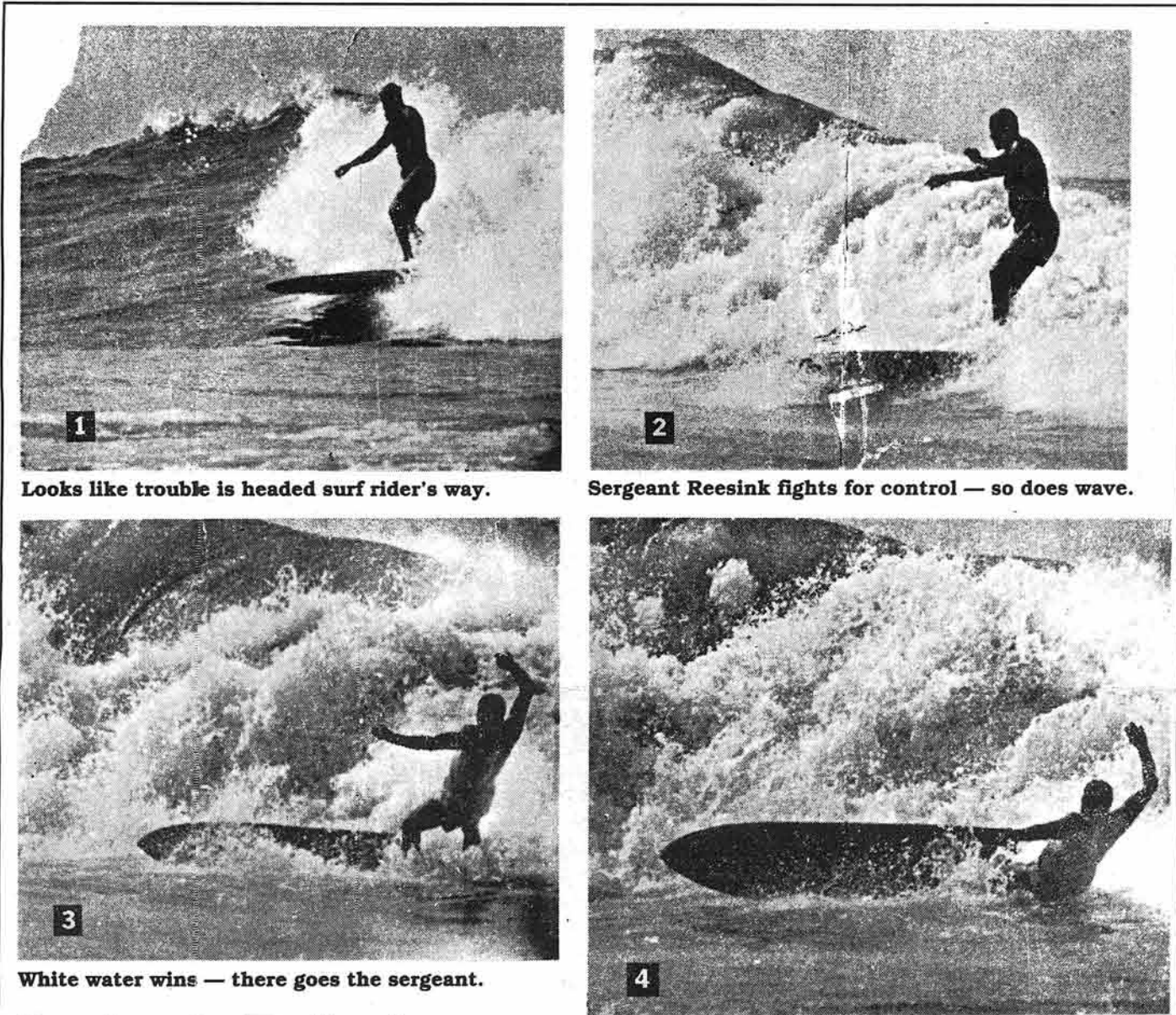


Sgt. Waldo Reesink, Co E, and Sgt. Charles Karelich, 4B, of the Big Bikes after a tough surf session.

wet suits. He attended Poly High School in the 20s with his buddy Jack O'Neil and they both went on to



Sgt. Reesink gets a perfect ride on a tough 4' wave at Kellys Cove near the Cliffhouse. Note: Hawaiian shorts and wearing no wetsuit.



Looks like trouble is headed surf rider's way.

Sergeant Reesink fights for control — so does wave.

White water wins — there goes the sergeant.

Down he goes— up comes the surfboard.

Seeing Is Believing

This looks like Waikiki Beach — coconut trees or not — but don't allow appearances to deceive for actually the spectacular surfboard riding sequence was filmed at San Francisco's Ocean Beach. The rider is Police Sergeant Waldo C. Reesink Jr., 37, of 1581 Eighth Avenue, who likes to spend his days off taming the wild breakers. Together with several officers attached to Southern Station with him, Reesink spends many hours at beach opposite Playland jousting with wild waves. The striking sequence was made for scenic quality — rather than surfboard riding form — for Sergeant Reesink was riding in the breaking part of a wave to give a silhouette. Normally he would be riding his board where a wave is cresting. — *Call-Bulletin* Photographs by Staff Cameraman Sid Tate.

Reprinted from the *Call-Bulletin*, October 24th, 1954



Waldo Reesink and son Mike in 1994.

design wet suits for the surf in an outer Sunset District garage. This is how "O'Neil" Wet Suite (known all over as a top brand) was originated. Sgt. Reesink also had time for a family — fathering six kids, one of whom is a current officer at Northern

Station; Mike "Officer Friendly" Reesink.

This month, Waldo Reesink will celebrate his 80th birthday and presently resides in Windsor, CA. He welcomes visits from friends and family which includes seven wonderful grandkids. He also enjoys attending the monthly retired police officers' luncheons that are not too far from him up in Santa Rosa (Northern California chapter).

Happy Birthday and Best Wishes to Waldo Reesink.

Note: Waldo Reesink is currently staying at Chancellor Place (an extended care facility) at 907 Adele Drive, Windsor, CA 95492. (707) 837-8785. He would love to hear from old friends and associates. Please call or drop by to visit him when you are in the area.



Waldo takes a break with his second grandson Christopher in 1989,



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by Rene LaPrevotte

"The basics of short stopping distances"

If ever there was mass confusion about any single topic in motorcycling, it concerns how to stop a 2 wheeler quickly. When I first started to ride motorcycles 35 years ago, the rule was... If you touch that front brake, you'll instantly find yourself on the pavement.

The advent of modern motorcycles with disc brakes with ultra sticky tires and rigid chassis has all but relegated that old axiom to the ash can. We now know that about 85% of your bike's braking power is in that front brake that we previously shunned.

A recent enthusiast magazine took a stock middle-weight sportbike from the Orient and conducted controlled stopping tests using the rear brake only, the front brake only and a combination of the two used together. Whether your own machine is bigger or smaller will slightly affect the actual stopping distances, but not their relationships to each other. The results? When the rear brake was applied aggressively, just prior to wheel lock-up (The most effective braking zone) and the front brake left untouched, the test bike took 289 feet to stop from sixty miles per hour. When the rear brake was left alone and the front brake applied vigorously (Just prior to wheel skid) the same bike took only 151 feet to stop from sixty. The last test was equal application of both front and rear brakes, right to the point of impending lock-up which netted a sixty to

zero distance of 146 feet. What does this tell us? That the front brake only stopped the bike in about half the distance of the rear brake only! And an expert, professionally trained motorcycle tester only shortened the stopping distance by one bike length by applying front and rear brakes just at the point of wheel skid. Most of we mere mortals in a panic situation would not be able to duplicate these distances because what most riders do is over-use the rear brake, skid the back tire and run right into whatever it was he was trying to avoid!

While I don't suggest you eschew the rear brake as a rule, you must consider that if you use it at all, you will probably overuse it in a panic situation, so the best GENERAL rule is leave the rear brake alone! Use the front brake only to get consistently short stopping distances. As the test proved, even the most expert application of the front AND rear brakes only shortened the stopping distance by five feet, and we wouldn't likely duplicate that effort when closing on the side of a Buick station wagon at 60 MPH!

One more admonishment before I get off the subject is PRACTICE. If you have to think about your response in an emergency, it's too late. Your response must be automatic without previous thought or plan. You must practice your emergency stopping skills regularly or they will erode. This is why the City sends us to the pistol range four times a year at substantial expense.

Take your bike out to the Sears parking lot (when they're closed dummy) and practice smooth, vigorous braking. Learn what that front tire sounds like as it howls just prior to lock-up. If you don't practice, I guarantee when that Winnebago makes a U-turn in front of you on Highway #1, you'll mash the back brake and start skidding the rear tire, forgetting about using the front brake because you are trying to control the rear-end fishtail you got yourself into.

2nd Annual Toys For Tots Run
 Sunday, December 1st will be a

motorcycle ride and Poker Run in conjunction with the San Francisco Fire Department's Toys for Tots program.

Bring an UNWRAPPED new toy for a boy or girl ages 8-12 (No stuffed animals) and join the run as it leaves Sonoma County for San Francisco. Once in the City, the ride will stop at the old Station house #30 at 1400 4th Street (at 3rd St.) where Da Mayor and other dignitaries and celebs will tell you what a cool person you are. From there we ride to five different destinations within the City on the Poker Run ending up back at Station #30 for live music and BBQ.

Leave Michael's Harley Davidson in Santa Rosa at 08:30 sharp, and ride to West-Side Custom Cycles in Rohnert Park. Leave at 09:00 for T&T's Bar & Grill at 1325 4th Street, San Rafael with a 09:30 departure to meet the San Francisco contingent at the Marina Greens at 09:45 and all ride to Station #30 at 3rd & 4th Streets. Dump off your toys and off on the poker run.

If this sounds like fun, contact Steve Delaney at (415) 453-0412. All makes and brands of motorcycle welcome!

Members Classifieds

1985 BMW K100RS. 13,000 miles, blue in color with Corbin seat and hard luggage. John Wyman is asking \$4400. Call 708-6343 or Co. K at 553-1245

1990 Honda CBR 1000F (49 state model) with Corbin seat and removable passenger backrest, Vance & Hines SS2R exhaust system and more, show-room beautiful. \$4995 Call Rene at (415) 883-9092 or 553-1245.

1993 BMW R100GS with only 7K miles. \$7,000 includes leather Corbin seat, Parabellum windshield and hard luggage. Contact Jeff Clark at 553-1120

1988 Honda VTR 250 Interceptor with only 6K pampered miles. This is an ideal beginners (or ladies) sportbike with a low (27") seat height and light (280 lbs) weight. \$2100 firm. Call Rene at (415) 883-9092 or (415) 553-1245.

Remember, Life is a celebration, not an explanation! Ride safely.



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SPORTS



SFPOA Basketball

The SFPOA basketball season is off and running. This year we have the fortune of playing our games on a full length, regulation basketball court. Our new home this season is the cold and delightful Kezar Pavilion. This facility's spring action floor is undoubtedly the top notch court in San Francisco.

Our new home also comes with some rules and guidelines we must follow. Let's follow these guidelines and have a nice working relationship with Rec & Park Department.

Parking will be available adjacent to Park Station. To the left of Park Station is a paved road along the fence line. Please, do not park in the rear employee lot behind the facility.

Entering and exiting the facility is by the rear doors, off of the employee parking lot. Do not use the front doors. We will have a situation of an unsecured door. Someone off the street may stay inside the gym after it's been secured.

Keep your area clean. Do not leave empty beverage containers lying on the bench when you leave. Use the many garbage cans available. Do not leave a mess in the shower area.

Any questions or problems, you can contact me at Southern Station.

After speaking with some teams and watching teams play together, most people want to see two different leagues. Keeping the same schedule we will split in to two conferences. Most people want this two-tier system. Each conference will have their own playoffs and champion.

This way only one team will miss the post-season playoffs.

Lots of new faces in our league this

year, it's good to see. This new talent also bring on new levels of spirit in competition. So, let's play with a cool and level head. Play in a controlled level of non-injury and non-violent professional manner. Not that this would happen, but this issue is addressed.

Anyone punching another individual will be excused from the league. Keep all your competitive juices flowing in a positive way. No violence with anger. No hard shoving is allowed. You may be ejected, or an action may result in an unfavorable action against you and your team.

Basketball '96

Remember some of our guidelines in putting your team together.

A) Sworn personnel only — "Law Enforcement" (No DPT, DA Assistant, etc.)

B) If your station or detail does not have a team, you can shop yourself around as a free agent.

C) If your detail or station has a team, you can only play for their team. * Unless you receive special dispensation by the Commish.

D) You have paid your fees. This should be Number One.

E) You must be through any training, i.e. 'FTO' status — but not have complete your probation status as a 'RPO'.

As always, we will run 20 minute halves, stopping the clock at free throws, and at every whistle within the last minute and last two minutes first and final period. Five time outs for each team.

San Francisco Police Basketball 1996

National Conference

	W	L
Potrero Station	2	0
S.F. Fire Dept.	2	0
Southern	1	0
FBI	1	1
Mission	1	1
TTF	0	2

American Conference

	W	L
Taraval Station	1	0
Ingleside	1	1
Central	1	1
CHP Co-op	1	1
Narcotics	1	1
Daly City P.D.	1	1
Airport	1	1
Northern	0	2
Park	0	2

Week One

Daly City P.D.	54
Airport	51
FBI	48
Narcotics	33
Potrero	52
Northern	43
S.F. Fire	81
Ingleside	63
CHP Co-op	73
Park	39
Mission	100
TTF	62

Week Two

Central	56
Daly City P.D.	46
Taraval	60
Park	30
S.F. Fire	89
Mission	82
Airport	83
CHP Co-op	53
Narcotics	62
Northern	30
Potrero	Win
FBI	Forfeit
Southern	79
Central	68
Ingleside	70
TTF	67

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ON THE STREET/Tom Flippin



Funny ... But True

by Tom Flippin, Editor



A woman from Poulsbo, Washington had a problem when she drove up to a McDonald's drive-through. She realized she didn't have enough money for the food she had ordered, so she got out and robbed the driver behind her...she got a big \$20. Her crime spree didn't last too long. Another drive-through patron blocked the exit, and cars were piling up behind her, so she couldn't back out of trouble. The Poulsbo police chief called it "one of the stupidest crimes in the annals of law-enforcement history."

Many wanna-be bad guys are strong candidates for "Stupidest Crook."

There was the thief who cleverly broke a jewelry store window using a manhole cover. Unfortunately for this dummy...as he left, he fell into the open manhole.

We can even argue about which is the stupidest "McDonald's-related" case. It could be:

The Poulsbo one (above), mentioned in the book "Jay Leno's Police Blotter."

One that's mentioned in the Chuck Shepherd book, "America's Least Competent Criminals." Fleeing suspects decided to evade arrest by blending into a crowded McDonald's in La Verne, Calif. Amid the 30 suburbanite customers, police managed to pick out the tattooed guys trying to hide the money bulging out of their socks.

Other entries in our Stupid Crooks contest qualify by leaving their identities behind. For instance:

One robber (obviously, he was a

little new at it) wore a his work shirt when he pulled his hold-up. You know...those shirts like mechanics wear...this one even had his name embroidered over one pocket.

Another bad boy (again, he was probably just breaking in on this kinda work) decided his motorcycle helmet would be great for hiding his face. It had a really dark face shield...nobody would be able to get a good look at him. But, this dodo forgot the helmet also had his name painted on it...in large, bright letters.

A slightly wiser robber covered the license plate of his car before he used it in a robbery. However, he left the "for sale" sign in the car's window. The resourceful cops called the phone number listed on the sign and asked our boy if he had a van for sale. He said sure, he gave them his address, they dropped by his house and arrested him."

One guy was arrested for breaking into vending machines. He got up in court and swore up and down that he was being falsely accused. The judge heard him out and put the case over for more investigation. When the judge set a \$400 bail, dumb-dumb paid right up...in quarters.



Here are some sub-categories in the "Dumbest Crook Contest"

How Did The Cops Find Out My Name?

At one robbery site, the crooks left their checkbook, their wallet and even their prison work-release papers.

Another suspect in a robbery blurted out in court, "There's no way he could identify me. I had my hat pulled down over my eyes."

A really stupido liked the looks of the teller at his bank's drive-through window. He flashed her before driving away...evidently, he forgot that he had just deposited a signed check with the teller at the same window.

Getaways That Didn't Quite Work

This hold-up man made his getaway on foot...running out the door was a good start. But, since he weighed more than 300 pounds, he got only a few dozen yards before slowing to a walk. Responding officers managed to catch up to him with very little trouble.

A guy with the a similar problem shoplifted 27 packs of cigarettes from a little corner market. He too tried to run away, but he became short-of-breath so quickly it was no contest for the cops who showed up.

A Connecticut bank robber parked his getaway car in front of the bank. He went in, got the money and quickly made his exit. A successful stick-up, right? Not quite...his luck ran out and he was left holding the bag. Seems he left his car running to facilitate a speedy getaway...but somebody came along and stole it while he was busy in the bank.

Finally, a husband-and-wife team successfully robbed a local drug store. The two made a speedy getaway...no doubt congratulating themselves...they had forgotten one little item, though. In their haste, they left their 6-year-old son behind. The helpful child gave police his parents' full names and threw in his address as a bonus.

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Tuesday, December 10

Wednesday, December 11

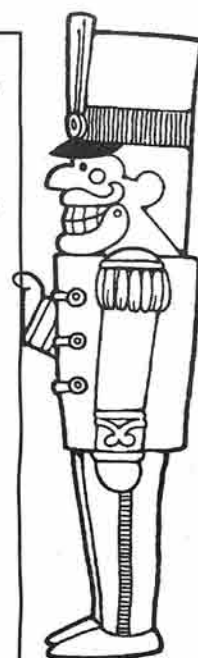
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POA Building, 510 7th Street
(Across from the Hall of Justice at 7th & Bryant)



Mission Station's Annual Christmas Dinner and Dance

Thursday, December 19th 1996

The Basque Cultural Center

599 Railroad Avenue, South San Francisco

Dinner Banquet Includes:

Salmon Buerre Blanc (appetizer), Soup, Salad, Coffee and Dessert

Choice of Entrees:

Prime Rib with Scalloped Potatoes and Vegetables

or

Breast of Chicken Chasseur with Vegetables and Rice

Wine Included with Dinner

1830 hours

No Host Cocktails

1930 hours

Dinner

2030 to 0030 hours

Dance, Raffles and ???

Groove to the funky sounds of the "Ramacue" Band with their tight horn section and DJ.

Semi-Formal Attire, Please!!!

Price: \$45.00 per person (before Friday, December 6)

\$50.00 per person (after Friday, December 6)

For tickets and information, contact

Jean Solomon, Roland Tolosa or Ray Austin at Co. D, 558-5400

No tickets will be sold after Friday, December 13

Seating is limited and no tickets will be sold at the door!