

POA NOTEBOOK

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
To Promote the Ideals, Policies and Accomplishments of the Association and its Members

VOLUME 28

SAN FRANCISCO, FEBRUARY 1996



NUMBER 2



POA Moving On

by Chris Cunnie,
POA Vice-President

For the past five years Al Trigueiro, Gary Delagnes, Phil Dito and Steve Johnson have been a team. They've had a great five years...with many successes for the members they represent. Under their leadership, the union has grown to over 2,000 members and is still growing!!

As the leaders of our union, they knew their priorities: **better wages, working hours, health and dental benefits, fringe benefits, job security, job safety and other matters relating to working conditions.** They knew collective bargaining with binding arbitration was the road to travel to get our benefits up to par with law enforcement agencies throughout the state. Their efforts, along with others, helped this union win the right to collective bargaining through a ballot initiative in 1990. The negotiation and steering committee are currently negotiating our *second contract* under collective bargaining.

Although Prop. D (collective bargaining) was the most visible of their efforts on behalf of you members, it pales in comparison to the daily tasks they perform to serve the members of

this great association.

Through the restructuring of POA committees and changes in our by-laws, this team has made our association the most democratic union in San Francisco.

On Feb. 20th, the team will change. Gary Delagnes and Phil Dito are stepping down. Chuck Limbert will succeed Phil as treasurer and I will assume Gary's position of vice president. Al and Steve will remain in their present offices.

To say that the members of this association and their families are better off today because of the efforts of Gary and Phil would be an understatement. The dental plan we got in our first-ever contract is just one example. It was Gary Delagnes who put the team together seven years ago (Mike Keys, Layne Amiot, et. al.) that made collective bargaining a reality. The Tier II upgrade will happen because Gary and Phil will be there with us to make sure it happens. Gary and Phil plan to remain active. Gary will continue to chair the all-important negotiation committee. Phil will also be active on committees.

Gary Delagnes and Phil Dito, on behalf of the SFPOA, thank you and God bless!!

Barbara Taylor Is Trying To Pick A Fight

by Chris Cunnie

A recent Examiner article by Barbara Taylor titled "Mayors vow to take on unions and civil service — but don't" is a good example of the difficulties that confront anyone who has to tackle the job of trying to get the city to run better and more efficiently.

Actually, it's not the case that Mayors have vowed to "take on unions and civil service" as Barbara suggests. In fact, I checked as far back as Mayor Alioto. He, George Moscone, Dianne Feinstein, Art Agnos and Willie Brown all pledged to work together with city employee unions in attempting to resolve the City's problems in a manner that is fair to city employees.

Taylor's article has other inaccuracies. She complains that Mayor Willie Brown "is promising lush new

retirement plans and grievance procedures to police officers" and follows that up with the statement that the POA has "...gold plated labor contracts thanks to the City's last two would-be reformers, former Mayors Art Agnos and Frank Jordan."

Barbara Taylor has been around city hall a long time. Of course, that doesn't mean she has the answers to any of the City's problems. Her article indicated she is more a part of the problem than the solution. It's one thing to espouse a viewpoint, and Barbara is certainly entitled to express hers. Her bias against the POA and other city employee unions has been evident for some time, but that's OK, we can handle that.

However, it's another matter when she attempts to create false perceptions by reporting false information.

(See TAYLOR, Page 9)

Taxing Retirees

by Mike Hebel, Welfare Officer

Congress and the President have agreed to stop states from taxing former residents' pension and retirement plans. The City's Retirement System has urged the Internal Revenue Service to accept the System's position that payments made to industrially disabled police officers and firefighters are exempt from income taxation.

No More Source Tax

No longer do retirees who relocate to states with little or no income taxes need to worry about pension-grabbing from their former states. Federal law now prohibits states (such as California) where retirees earned their pension and retirement benefits from reaching beyond their

borders to tax plan withdrawals.

Under the old law, if you qualified for a pension by working for the City and County of San Francisco, you couldn't escape California taxes on your benefits when you moved out of state. Instead you would get a bill assessing the tax. If you did not pay, California would seize a part of your pension. At least a dozen states levied such a so-called "source tax" with California, Illinois, New York and Minnesota rated the most aggressive at pursuing them. California even hired bill collectors.

Effective January 1, 1996, this onerous practice of source taxing has been eliminated. The new law applies to income received from retirement pension plans, IRA's, SEP-

(See TAX, Page 9)

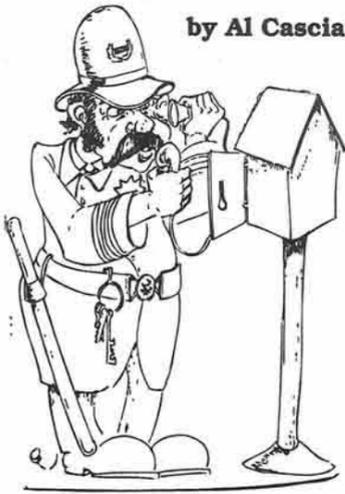
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Around The Department

by Al Casciato



... Wish Upon A Star:

On Oct. 11th **Frank and Evie Mah**, owners of Luka's Restaurant, sponsored a golf tournament to raise funds for the "Wish Upon A Star" project which helps terminally ill children. The tournament was a great success raising \$5,060.00 clear dollars. A big thank you and well done for the Mah's...

... Births, Births:

Cathleen and Robert Kaprosch, Ingleside Station, welcomed their 3rd lil' lady on December 21, 1995. Jane Marie Kaprosch, 7 lbs. 13 ozs., joined sisters Maureen, 4 and Maggie, 2 at 1540 hours.

Gail Barrett, FOB and **David Barrett**, San Mateo Sheriff's Office proudly announce the birth of their first child **Christine Liane**, 7 lbs. 7 oz., 19-1/2 inches, born January 10, 1996 at 2130 hours in Seton Hospital, Daly City.

On February 3, at 0910 hours **Daniel Dedet** of General Work and wife **Cathy** became the proud parents of their first child, **Caitlyn Danielle Dedet**. She weighed in at 8 lbs. and was 19-1/2 inches long. Mom and baby are doing great.

Congratulations to all and our best wishes for future happiness...

... Elevator Tales:

One of the most interesting, hilarious and enjoyable elevator rides one can take is the one that accompanies the off-going 1500-2300 Communications dispatchers — not only are they happy to have survived being cooped up, they ecstatically chant, "We're free, we're free" Smile!...

... Credit Union:

The credit union held its annual meeting at the Hall of Flowers on February 7. **Ray Mullane**, Investigations, showed off his new popcorn cart (his lil' business venture for retirement), retiree **Robert Mattox** was decked out in "S.T.O.P." program finery - could it be because son **Bob**, Co. K Solos is the founder of the program? — For the first time in a long time, there was a contested race for the C.U. Board. Tenderloin Task Force's **Jerome DeFilippo** ran

against incumbent retiree **John Costello**. John won the election and his wife the drawing's grand prize. The membership also won because some young officers have expressed interest in the running of the credit union. They are our future...

... November Election:

Anticipate two charter amendments on the November ballot. 1. To allow us to negotiate retirement benefits and, 2. the merger with the Airport Police. If you want these to pass, every day must be "campaign day". Every time you 903 a Muni bus, walk the beat, handle a run, will affect the outcome of the November election. Remember, the voters support us based on their personal contact with specific officers — a little smile and a few kind words today will payoff in November...

... Tier I Red Flag:

In running numbers for the Tier II upgrade, a glitch in the Tier I system has been discovered. Tier I retirees receive 50% of the dollar raise or the average of the large cities survey, whichever is greater. If S.F. salary moves into the state's top 10 and inflation stays flat, there could be a long period of no retirement increase since 50% of 0 is 0 and the survey would also be 0 because most of the cities over 300,000 population surveyed are not in the top 10. In simple terms, Tier I retirees could be forced to wage expensive elections to secure ad hoc C.O.L.A. raises. Also if Tier II gets the 2% compounded, those retirees could in a short time pass and out-distance the Tier I retirees. Not unlike what occurred in the 50's and 60's. Solution? None right now but the flag has been raised. Tier I retirees will need the help of the Tier II actives in negotiations to address the problem...

... "John Boy" Goes To Ireland:

On Thursday, February 8 several hundred friends of Inspector **John Fowlie** gathered at the S. F. Police Athletic Club on Hunter's Point. John is battling cancer and his friends gathered to raise funds so John and family can take a vacation to Ireland. Over \$14,000 was raised. John greeted all with a hearty handshake, a big smile, and a warm cheer - all the while sporting a button which read: "This ain't no scam". We pray John will recuperate fully and that he will visit the Emerald Isle many times...

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

POA Members Donate Turkeys

Several members of the POA generously presented their holiday turkeys (won in the annual POA Turkey Shoot) to various San Francisco charities. Their thoughtfulness allowed many needy people to enjoy a traditional holiday meal. The following charitable organizations received gift turkeys:

- Glide Memorial Church
- Hospitality House
- Hamilton House
- Third Baptist Church
- Koret Family House

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frank chavez

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THE MEMBERS SPEAK

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Get Off The Bus, Gus

by John Sterling, Co. C

Lately I have been listening to laments of our poor put-upon street cops who are increasingly dismayed with mission creep. It's the piling on of more and more duties while rewards shrink conversely. All the old chores are still there and won't go away. In our district we are already compelled to visit several times a day housing project offices and log in with the staff to authenticate our visit. This log is needed, you see, because as the lawyers Cochran and Dershowitz declare, cops are notorious liars. Although we have the regular Housing Police Task who should be doing this, it is too mundane and not part of their specialization.

And now, from the think tanks downtown comes another brilliant idea. The B.I.P. The Bus Inspection Program. It goes like this; we randomly pick a muni passenger bus plying through our sector and stop it for inspection. We request the driver to authenticate our unscheduled stop with a carbon copy receipt. Again, we are untrustworthy, remember? We then turn to the startled passengers and assuage them with a short speech. The script reads thusly, "Good morning ladies and gentlemen. This is a bus inspection conducted by the SF Police Department in cooperation with Muni Railway to ensure that you have a safe, enjoyable trip.

Anyone smoking or playing radios is in violation of the law and will be ejected from the bus. Thank you for your attention and time."

This process will take five to ten minutes. Although we have the regular Muni police who should be doing this, it is too mundane and not part of their specialization. I sympathize with the cops who turn to their sergeants responsible for their morale to ask complex questions of life. To them I say, pack your troubles, cares and woes, here you go, swinging low, bye, bye copper. Welcome the challenge! Right the unrightable wrong! New ideas should be tested. It's a feel-good concept and will bring citizens and cops closer together. As the TV commercial ditty tune goes, "Let's all come together and feel so good." Besides, young cops should develop their public speaking skills. As they climb up the promotional ladder, self confidence and the ability to face a friendly or hostile public with smoothness, affability, and aplomb are valuable assets.

Forced into center stage such as this will but cultivate articulation and urbanity. The swab and debonair.

There is a definite need for cops to build a rapport with the public. My only complaint is that the short speech is so dry and when repeated to the same crowd will become monotonous. We should have a repertoire of speeches. For example, "Ladies and germs, four score and seven years ago, our foremayors brought forth to this city a new Muni, conceived in liberty and dedicated to the proposition that all passengers are equal, etc. etc., etc."

Another example, "To be, or not to be, that is the question. Whether 'tis nobler in the minds of passengers to suffer the assaults and muggings of outrageous felons or take up arms against a sea of cops, etc., etc., etc." Or this, "Now is the winter of our discontent made glorious summer by the sun of da mayor, etc., etc., etc." Or yet, "Friends, pagans, and country persons, lend me your ears; I come to burn muggers, not to praise them. The evil that felons do live after them; the good is oft interred with their bones. So let it be with felons, etc., etc., etc."

How about this one, "All the world's a bus, and all the men and women merely passengers. They have their exits and entrances, and one man in this time plays many transfers, etc., etc., etc." As a finale cops should hand our tiny flags and break out in a chorus of "God bless da muni bus, ride that I love, stand beside her and guide her, etc., etc., etc." The possibilities are endless. How about, "T'was the night before the Oak St. route, not a felon was stirring, not even a rat, etc., etc., etc."

Well, you get the idea...Oh! oh! oh! One more, "My fellow Americans, this bus is for the people, to the people, and by the people, and never in the annals of history have so many owed so much to so few, meaning us cops." I can just see the standing ovation, the shouts of Bravo! Encore! Author! barely audible under the thundering din of clap, clap, clap...

Our Dismay

by James E. Gratz, Central

It was with dismay that we officers at Central Station read Lt. Joel Harms' (Muni) recent department-wide memo. In it he requests that, when negotiating our new contract, you seek to increase the disparity between Patrol Officers' pay and supervisory pay.

Bottom line: He plainly asks you to bargain for a larger raise for Sgts. and Lts. than Patrol Officers. Incredibly poor timing. In this time of fiscal restraint, with the city struggling to find money, we find an increasingly small pie to be divided between city departments. Lt. Harms' request that supervisors receive a larger percentage raise calculated on their already larger base pay is unfair and extremely self-serving.

On what does Lt. Harms predicate his suggestion? Does he make more arrests than Patrol Officers? Does he take more reports? Does he handle more runs? Does he work harder? We think not. Joel Harms' position will continue to divide an already fractured Police Department.

President Trigueiro, please don't muddy the waters and pit bosses against workers. We urge you to seek a simple, equitable and equal increase for all.

Unity is strength, division will cost us all our deserved raises.

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SFPOA Board of Directors' Meeting

Tuesday, January 16, 1996

Call to Order: 1400 Hours

Pledge of Allegiance

Roll Call:

Present: Deignan/Co A, Machi/Co A, Castel/Co B, Sorgie/Co C, Ellis/Co D, Pate/Co D, Canedo/Co E, Gardner/Co F, Dempsey/Co G, Limbert/Co I, Shine/Co K, Sylvester/Hdqtrs., Torres/Hdqtrs., Castagnola/Tac., Balovich/Invest., Fox/Invest., Ching/MTPD, Shawyer/TTF, Wright/Ret., Millett/SFO, Scully/SFO, Johnson/Secty, Dito/Treas., Delagnes/V-Pres., Trigueiro/President

Excused: Kaprosch/Co H, Cleary/Narc.

President's Report:

Contract Talks: President Trigueiro stated that the SFPOA Contract Steering Committee would be meeting this week to prepare for contract negotiations. The emphasis will be on correcting the Tier 2 retirement inadequacies.

Promotional Exam Results: The next Auditor Monitor meeting is scheduled for either 1/24/96, or 1/31/96, for the purpose of discussing the plans that were submitted by interested parties. The POA has submitted a plan for consideration that would maximize the number of rank order appointments consistent with the mandates of the Consent Decree.

SFPOA African-American Police Officer Committee: President Trigueiro announced the new formation of the SFPOA African-American Committee that will be affiliated with the AFL/CIO's A. Phillip Randolph Institute. Committee members: Leroy

Lindo, Michael Lewis, Glenn Sylvester, Yulanda Williams, Troy Dangerfield, Con Johnson, Valerie Matthews and Chris Fernandez.

SFPOA Citizen of the Month: President Trigueiro honored the SFPOA Citizen of the Month, **Mr. Harry Papadigambros**, for his generosity when he donated \$1,000.00 to a shelter for homeless children. The Board of Directors thanked Mr. Papadigambros for his charity and awarded him a special plaque honoring his thoughtfulness.

Return of the USS Missouri: Lt. Joel Harms addressed the Board requesting support for bringing the USS Missouri back to San Francisco. The ship would be docked at Pier 32 along with the Jeremiah O'Brien and other warships. The Board felt this move would be good for providing local jobs as well as serving as an economic boost as an outstanding tourist attraction and, as such, a motion (M/Ching, 2nd/Machi) was made to support basing the USS Missouri in our City. This motion passed unanimously by voice vote.

SF Health Board Nomination: Mr. Harry Paretchan, a retired SF Firefighter, is running to renew his election bid for the SF Health Service Board (a position he has held for the past 25 years) and a motion (M/Deignan, 2nd/Machi) was made to endorse him. This motion passed unanimously by voice vote. (This election will take place in either March/April, 1996).

3-Strike Campaign Initiative:

The Board considered a motion (M/Canedo, 2nd/Torres) to help retire the debt incurred by Mr. Michael Reynolds, the author of the 3-Strike initiative. The Board unanimously approved a \$500.00 donation for this purpose.

Department Donation: A motion (M/Pate, 2nd/Torres) was made to make a \$200.00 contribution to the recent ceremony honoring the appointment of Police Chief Fred Lau. This motion passed unanimously by voice vote.

Vice-President's Report:

V-President Gary Delagnes thanked all the Board members and everyone present for their support over the past several years. Gary will be leaving the Board of Directors and will be replaced by Chris Cunnie in Feb/96.

Treasurer's Report:

Treasurer Phil Dito also took the opportunity to thank all who assisted in our Association's needs over the years and introduced his successor, Chuck Limbert, who will also take office in Feb/96. The financial reports for Nov/95, and Dec/95, were submitted for review and discussion. A motion was made (M/Deignan, 2nd/Fox) to accept both reports as submitted. This motion passed unanimously by voice vote.

Secretary's Report:

Secty Johnson reminded Board members of new legislation that re-

cently passed requiring an affidavit be filed by anyone making a citizen complaint against a police officer. The SFPOA Executive Board will be scheduling a meet/confer session with the Department in order to discuss implementation and compliance. Secty Johnson will be working with the SFPOA Attorney, Kathy Mahoney, preparing a training session for all new POA representatives to cover representation at the Office of Citizen Complaints and at Management Control Division interviews as well as preparing and presenting disciplinary cases before the Chief—this training session is tentatively scheduled for Thursday, 2/29/96, and will take place at the SFPOA building - 510 7th Street. This training session will be open to all members. All members are encouraged to attend.

Legislative Committee: (Limbert/Chair)

Members of the SFPOA Legislative Committee strongly recommended an endorsement of Matthew Rothschild in his bid to obtain a position on the Superior Court bench. A motion was made (M/Deignan, 2nd/Delagnes) to support Mr. Rothschild and it passed unanimously by voice vote.

There being no further business before the Board of Directors, President Trigueiro adjourned the meeting at 1830 hours.

Submitted by: Steve Johnson
Secty/SFPOA

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Re-elect Harry Paretchan To Health Service Board

I wish to thank the members of the S.F. Police Officers Association for their endorsement for re-election to the San Francisco Health Service Board. As a retired Lieutenant of the S.F. Fire Department and a former police officer, I have served on the Health Board for the past 25 years. I have also served as a director with SFFD executive board in past years along with other employee groups. I believe my service is well-known among many of our colleagues both active and retired.

The fact that I am now retired should not be construed to believe that I only represent the retirees. My position on the Board has always been to represent **ALL** members of the system. This is what I have consistently done during my tenure in office. Keeping the system in a financially sound position is of extreme importance. At this time, the system is in the best economical state than it has ever been. This is because of sound negotiations with health providers. Bottom line, getting the best possible benefits for the fewest dollars spent. This all relates to your out-of-pocket costs. Retirees, unlike their active counterparts, are not receiving the same benefits. For example, retirees pay for their dependents' medical coverage. Retirees are not entitled to free dental care. They have to pay for it while receiving a lesser valued plan. This is also why it is important to have a person who is in tune with the retirees' needs. Active employees should be aware that someday you will also be retired. Unfortunately, when retired, the union will no longer be able to represent you in negotiating benefits. Many of the city-paid benefits you now enjoy will end with retirement.

All active and retired Police Officers will have the opportunity to vote in this election. **Don't waste your ballot or the right to vote.** Ballots will be delivered to your place of work, or if you are retired, mailed to your home sometime after March 25, 1996. After receiving and completing, the ballot can be sent through department channels to the Registrar of Voters. Please don't leave the ballot lying around your workplace unanswered. Retirees, you will have

to invest a 32 cent stamp to make your vote count while using the enclosed envelope. **The official election dates are April 8 through April 19, 1996.** Ballots received after the closing date will not be counted.

My endorsements to date include S.F. Police Officers Association; Veteran Police Officers Association; S.F. Fire Fighters, Local 798; Retired Firemen and Widows Association, SFFD; CCSF Retired City Employees Association

PROTECT YOUR SYSTEM! RETAIN 25 YEARS OF EXPERIENCE AND LEADERSHIP. VOTE TO RE-ELECT HARRY PARETCHAN TO THE HEALTH SERVICE BOARD. THANK YOU.

Harry Paretchan Responds To POA Endorsement

Al Trigueiro, President SFPOA

Dear Al,

I wish to thank you and the Executive Board of the Police Officers Association for your endorsement of my candidacy for re-election to the Health Service Board. As you know, I have held a position on the Board for the past 25 years and when re-elected will continue to strive for the increased benefits, we as members, are entitled to.

It will be greatly appreciated if your newspaper would indicate my endorsement during the next couple of publications as a reminder to the membership. Enclosed is copy of my candidacy that you may want to use for this purpose. Ballots will be distributed by the Registrar of Voters to your members on or about March 25, 1996 and the official election dates are between April 8 through April 19, 1996. Ballots returned to the Registrar of Voters after April 19, 1996 will not be counted.

Once again, my thanks to all of you for your support.

*Sincerely & fraternally,
Harry Paretchan, Vice President
San Francisco Health Service Board*

Testimonial Dinner Honoring Anthony D. Ribera

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Ballot Argument For Proposition A

Moscone Expansion Means More S.F. Jobs

The convention, trade show and tourism industry sustains more than 60,000 jobs in San Francisco, the vast majority of which are held by city residents.

These jobs include a wide spectrum of professions and trades: electricians and carpenters; restaurant and hotel workers; shopkeepers and retail clerks; stage hands and trade show installers; sign painters and many more.

With voter approval of Proposition A, the expansion of the Moscone Center will create hundreds of jobs for the construction and trade industries. Due to the increased number of conventions, trade shows and exhibits, the Moscone Expansion will boost the City's economy by over \$200 million a year. This means more jobs and more money for the general fund.

Proposition A will **create nearly 2,000 permanent jobs** for local residents.

Proposition A will **benefit ALL city residents** and the local economy.

Vote to save and create new jobs in San Francisco. Vote YES on Prop. A.

Al Trigueiro
San Francisco Police Officers Association

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**Interest Deductions Do
Make A Difference**

Can a mortgage payment make that much of a difference on taxable income?

You bet, which is why tax preparers many times recommend that their clients invest in real estate. These days, there's not a lot left to deduct any more, but you can use interest and taxes paid on some real estate as a tax shelter.

Home buyers, particularly those on the verge of making the transition from renting to owning, as well as those in the trade-up market, frequently seek information about how much they can save.

It is advisable to consult an accountant to find out how much your savings will be, as each person varies depending on their income, type of job, etc.

A simple illustration can give you a general idea why mortgage interest on owner-occupied property can relieve people from paying higher taxes. Take, for example, the couple who purchased their first condominium in Pacifica. They have a combined income of \$50,000 a year. They purchased the home for \$150,000 putting a 10 percent down and financing the remaining \$135,000 with a 30 year, 7.5 percent mortgage. Their monthly principal and interest payments amount to \$934.94 a month.

When comparing taxable income of \$50,000 a year to renting vs. owning, the homeowner pays approximately \$4,800 in federal taxes, while the renter pays approximately \$7,400

in federal taxes. The difference in tax payments is due to laws allowing homebuyers to deduct property tax, interest payments and points (the cost of a loan) from their gross annual income. Since the renter has less to deduct from their gross annual income, the renter is taxed on an income of approximately \$40,800. But the homeowner is taxed on an income of approximately \$27,925 the first year they buy a home.

Itemized deductions for renters include \$2,500 for state income tax, at 6 percent, and \$400 for contributions and other, as well as \$5,200 for a standard deduction and \$4,000 for two exemptions. This brings the taxable income to \$40,800.

But itemized deductions for the homeowner is a much longer list. There's \$1,700 for state income tax, \$400 for contributions and other, \$10,125 for interest payments the first year, \$4,050 for mortgage points, \$1,800 for real estate taxes, as well as \$4,000 for two exemptions. Taxable income is about \$27,925, resulting in a tax savings of \$3,510 for the homeowner. (These figures are for illustration only. Your personal figures may differ, so consult an accountant.)

If you are tired of paying Uncle Sam more than your landlord may be, then it could be a good idea to contact your tax advisor, real estate agent, or mortgage expert to evaluate your personal situation.

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TAYLOR

(Continued From Page 1)

Mayor Brown did not promise the POA a "lush new retirement plan." In fact the POA has not even proposed one. What we have proposed is the same old retirement plan that all other police officers have in this state, whether under CAL PERS or under independent systems. It's generally referred to as the Highway Patrol plan. Some police agencies, San Jose and San Diego amongst them, have far better retirement plans, but we haven't asked for anything like that. Mayor Brown's commitment to us was simply that he would assist our efforts to obtain, at some point, retirement benefits comparable to those generally provided police officers elsewhere. What's wrong with that?

As for our "gold plated contract", our President, Al Trigueiro, has started negotiations off on several occasions by announcing, on the record, that we would accept in their entirety, any of dozens of police contracts of the various cities around the state including all of the larger cities in the Bay Area; Oakland, Berkeley and San Jose. He can do that because Barbara is simply wrong. Because they all provide their police officers with far greater compensation than what is provided for by our contract, the City can't accept our offer.

Obviously, Mayor Brown is going to have a difficult time dealing with the real problems that fact the City — and Barbara Taylor's contribution will make that task more difficult.

TAX

Continued from page 1

IRA's, 401(k)'s, 403(b)'s, Keogh self-employed retirement plans, and 457's (deferred compensation plans).

Hooray! No more "source" tax.

IRS & CCSF

Occupationally disabled police officers and fire fighters receiving pensions, were recently greeted with a form 1099-R (pension distribution) from the City's Retirement System. Box 1 set forth the total dollar amount of the pension distribution; Box 2A stated that the taxable amount was not determined.

The Retirement System, by letter of January 5, 1996, informed the Internal Revenue Service (Oakland office's technical advisor team) that it would report, as tax exempt, pension payments made to industrially disabled police officers and firefighters (as well as to their survivors). This letter has been forwarded to the national office of the Department

of the Treasury in Washington, DC for review and issuance of an internal advice letter.

In its well reasoned letter, the Retirement System, through the Office of the City Attorney, set forth the many Revenue Rulings providing that the base disability payment is excludable from gross income under section 104(a)(1) of the Internal Revenue Code. The Revenue Rulings cited are: 85-104, 80-44, 72-44, 72-45, 83-1. The SF Charter provisions under which such payments are made are in the nature of worker's compensation payments and, therefore, such payments are excludable from gross income. This position is fully supported by federal case law such as *Take v. Commissioner*, 1986, 804.F.2d 553.

Hooray! Disabled police officers and fire fighters (and their survivors) were supported by CCSF Retirement System and the Office of the City Attorney.

Update: Drug Law

Briefed by M. Paganini

In re: Terry H., a Minor
Court of Appeal of California
Fourth Appellate District
Court #E015224
Filed: December 14, 1995

QUESTION: Does the statute barring possession of an imitation controlled substance with intent to distribute apply to blotter paper with imitation LSD?

ANSWER: YES.

FACTS: A Riverside County Deputy Sheriff went to the defendant's home in response to a call regarding possible narcotics at that location. On the kitchen counter were 10 ziplock baggies, each of which appeared to contain two "hits" (blotter paper size dosages) of what the deputy recognized to possibly be LSD (Lysergic Acid Diethylamide). The deputy also saw \$50 in cash and pay/owe sheets. The 17-year-old minor was advised of his Miranda rights, waived them and told the deputy that the blotter papers were "fake" LSD he was intending to sell in order to make money. The minor planned to sell the "fake LSD" at \$2

per square and expected to make a total profit of \$585.

DISCUSSION: The Appellate Court decision noted that Health & Safety code section 11680 provides that "any person who knowingly manufactures, distributes, or possesses with intent to distribute, an imitation controlled substance is guilty of a misdemeanor. . ." Under Health & Safety code section 11675, an "imitation controlled substance" means a product specifically designed or manufactured to resemble the physical appearance of a controlled substance as specified, or a product, not a controlled substance, which, by representations made and by dosage unit appearance, including color, shape, size, or markings, would lead a reasonable person to believe that, if ingested, the product would have a stimulant or depressant effect similar to or the same as that of one or more of the controlled substances included in Schedule 1 through V.

RULING: The Appellate Court held that the minor violated Health & Safety code section 11680 by possessing an imitation controlled substance with the intent to distribute.

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The Hebel Economic Forecast for 1996

by Mike Hebel, Welfare Officer

- Dow Jones Industrial Average: range 4750 to 6125

- Inflation (CPI): 2.5%

- Real growth of domestic product (GDP): 2.4%

- Average yield on money market funds: 4.3%

- Unemployment: 5.4%

- Interest rate movement: down .5%

- 30 year treasury bond yield: 5.8%

- 30 year fixed rate mortgages: 6.8%

- Increase in corporate operating earnings: 6%

The economy has been going strong for 5 years. The performance of the equity markets has been spectacular. Inflation is on a slow track; inter-



est rates will stay low. The economy is expected to generate 1.5 million new jobs in 1996 keeping unemployment well below 6%. Stocks will not soar as they surely did in 1995, but they shouldn't swoon either.

January usually provides a good clue as to whether the year as a whole will be up or down for stocks. Of the 32 January gains for the S&P 500 over the past 560 years, 29 (more than 90%) were followed by a full year gains. In January 1996 stocks were indeed on the upswing setting several records on the way. The market (DJI) sizzled — a 5.4% gain.

Stay focused and calm. There will be equity volatility this year. 5 years without a 10% correction is unprecedented; the biggest drop any time in the past 5 years (1991-1995) was 9% (1994). Remember patience and a long term perspective are your best allies.

by Mike Hebel, Financial Commentator

Every August I publish the CCSF Deferred Compensation Honor Roll. This prestigious listing is for those City employees and police officers who have achieved the top 10 account balances. For Police Department accounts the Honor Roll range, in August 1995, was \$163,000 to \$346,000. I asked four prominent members of the Hartford's San Francisco office to offer their advice to participants desiring to join the Honor Roll. I asked the Hartford advisors to make two assumptions for these participants: (1) a 25 year CCSF working career and (2) a desire to accumulate an account balance of at least \$200,000 contributing throughout their working career. Here is their wise counsel! To this I add my own: "Real wealth is created by participants who focus on the long term and who have the patience to invest for the long term."

The Catch-Up Provision Has Helped Many Make Up For Lost Time

by Pete Belardinelli, Field Director

Best Laid Plans

Nearly every Honor Roll member started their savings program early in their career and maintained their contributions over time. This is certainly the most ideal formula for becoming an Honor Roll member. However, life is not always



so predictable and many City employees, even you perhaps, may have been unable to participate in the Deferred Compensation Plan to the full extent. In some cases you may not have been able to participate at all. Does this mean that you can not become an Honor Roll member? No. A special feature called the "Catch-Up" provision can help you make up lost ground in your retirement savings battle.

Special "Catch-Up" Provision

Here is how the "Catch-Up" provision works.

Every year that you worked for the City (going back to as early as 1979) you could have contributed 25% of your salary, up to a maximum of \$7,500 per year, into the Deferred Compensation Plan. Any amounts which you were eligible to contribute-but missed, are eligible to be made up via the special "Catch-Up" provision. The provision is subject to the following IRS rules.

- Must be within three years of normal retirement age to start the "Catch Up".
- Public Safety — Age 50 and 25 years of service.
- Miscellaneous — Age 60 and 10 years of service.
- Maximum annual contribution during a "Catch-Up" year is \$15,000.
- Can be used for up to three consecutive calendar years.
- Can **not** be used during the final year of employment.

By utilizing the "Catch-Up" provision it may be possible for you to reach honor roll status, and more importantly, provide a significant boost to the savings that you will have available as you head into retirement and enjoy the rest of your life. For more details on the Catch-Up provision, contact an ITT Hartford representative.

THE "HEBEL FORECAST" FOR THE DOW JONES INDUSTRIAL AVERAGE FOR THE 1990s AND BEYOND

(published August 1992)

Year	Range
1992	3,400 — 3,700 (1992 high 3,413 on 6-1-92) (1993 high 3794 on 12-29-93) (1994 high 3978 on 1-28-94)
1995	4,700 — 5,000 (1995 high 5216 on 12-13-95)
1997	5,800 — 6,200
2000	6,900 — 7,700
2005	9,000 — 10,200
2010	12,400 — 13,700
2015	18,500 — 20,000



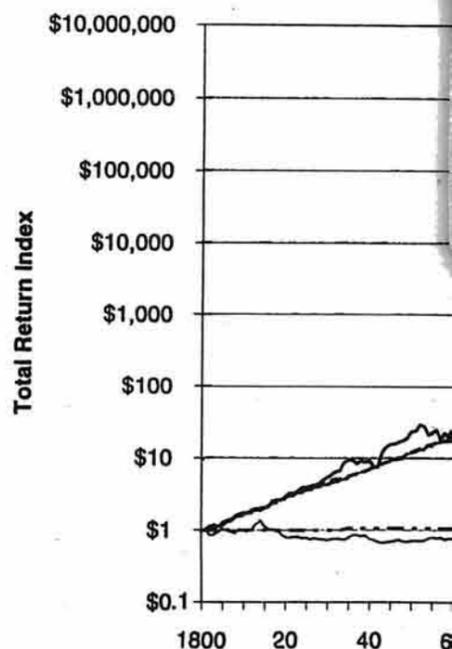
Long Term Investing Pays Off Hartford's Net Investment Performance

	1995	1994	1993	1992	1991	1990
Stock	32.6%	-3.1%	3.8%	8.68%	23.01%	-5.07%
Bond	17.1%	-5.1%	6.4%	4.23%	15.02%	7.06%
Advisers	26.9%	-3.9%	4.3%	6.89%	18.88%	0.01%
Capital App.	28.8%	1.3%	10.7%	15.56%	52.16%	-12.02%
Div. & Grt.	34.8%					
Mortgage	14.8%	-2.8%	3.7%	3.35%	13.31%	8.36%
Money Mkt.	4.6%	2.7%	.8%	2.35%	4.72%	6.76%
US Govt. MM	4.3%	2.4%	.7%	1.95%	4.32%	6.21%
Index	35.4%	.14%	3.6%	5.49%	27.93%	-5.24%
Calv. Resp.	28.3%	-4.4%	2.8%	6.28%	14.96%	2.90%
Int'l Opp	12.6%	-3.2%	9.2%	-5.62%	11.60%	-12.32%
20th Select	31.6%	-8.8%	9.1%	-5.32%	30.47%	-1.26%
20th Ultra	36.5%	-4.4%	13.4%	.34%	84.87%	8.43%
20th Balanced	20.4%	-0.9%	3.2%	-6.86%	45.62%	.95%
Fidelity Growth	32%	2.0%	21.1%	15.0%	42.7%	-1.7%
Fidelity Strategic	37%	-7.9%	19.7%	12.9%	23%	-7.1%
Fidelity Income	13.2%	-5.9	18.6%	9.2%	34.5%	-2.9%
Fidelity Overseas	7.8%	1.1%	3.7%	40.6%	-5.9%	3.3%
General*						

*Current annual rate on all new deposits is 6%; effective since 1/1/96

THE HEBEL DOCTRINE #1: "Compound Accumulation"

Total Nominal Return Indexes (1802-1992)



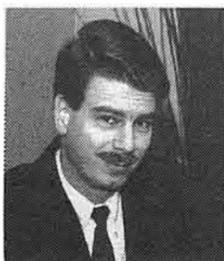
Source: Jeremy Siegel, Stocks for the Long Run

Honor Roll Compensation

Start Early And Let Your Returns Compound, Then Join The Honor Roll

by Gary Bozin
Account Rep — Police

There is no magic to getting your name on the Deferred Compensation Honor Roll. The secret to achieving success is time. Time can be your biggest ally as it allows your invested dollars to compound and grow faster.



Starting Early

Current Honor Roll members have one thing in common, they elected to participate in the program as soon as it became available to them. Since 1979 when the City and County of San Francisco implemented the Deferred Compensation Plan over 56% of the Police Department's personnel have opted to participate.

The Effect of Compounded Returns

Starting out early allows you to compound your returns. Compounded returns over time will have a dramatic impact on the growth of your deferred compensation account. The longer your time horizon, the greater the overall effect. For example, one dollar compounding at 7% will double in value in approximately 10 years, triple in value in approximately 16 years and quadruple in 20 1/2 years.

Academy Training Presentations

In order to make sure that each and every Police Officer is familiar with the benefits of the Deferred Compensation program, presentations are conducted during each Academy Training class. Cadets learn the value of saving for their retirement during these presentations. Many have elected to join the program right away.

Veteran Officers

If you are not currently participating in the Plan, remember it's never too late to save and enhance your retirement. If you are a current member, you should periodically review your account. You may wish to increase your contribution or reallocate your investments as your career situation changes. Periodic account reviews can help you achieve Honor Roll status.

Investing For Growth Can Help You Achieve The Honor Roll

by John Fitzgerald
Account Rep — Fire

So, you'd like to become a member of the Deferred Compensation Honor Roll? One powerful key which has helped many participants join this prestigious group has been the use of growth investments.



What is a growth investment?

A growth investment focuses on long-term growth instead of on short term safety. Stocks are considered to be the premier growth investment. A stock is ownership in a corporation like Coca-Cola or Microsoft, as represented by shares or units.

Why invest for growth?

Because over time stocks (as measured by the Standard & Poor's 500 Index) have greatly outdistanced inflation and many alternative investments. A \$100 corporate bond investment in 1926 would have grown to \$3,801 by 1994. However, by investing that same \$100 in the Standard and Poor's 500 Index would have compounded out to an amazing \$81,054 by 1994. Remember past performance can not guarantee future returns.

Are there risks involved in growth investing?

Yes, stocks by their very nature are a volatile investment. They are not advised when holding periods for an investment are of short periods of time like one or two years. However, when holding periods for stocks are changed to 10 years, or longer, risks are greatly minimized. In fact, there has never been a 20 year time span when stocks have lost money. A long term buy and hold strategy may help you minimize the risks involved in stock investing.

How do I invest for growth?

One of the best ways to invest for growth is through a stock fund account. Stock funds offer:

Professional Management — You have a portfolio manager who is educated, experienced and trained to make investment selection decisions for you.

Diversification — A stock fund spreads your money out over a wide range of companies, industries, and even countries; thus reducing your investment risks. Trying to diversify by directly purchasing individual stocks could cost many thousands of dollars. But in the Deferred Compensation Plan you have 19 investment options to choose from and you may allocate as little as 10% of your contribution amount to any one fund account.

In conclusion, if you are working towards becoming one of the members of the Deferred Compensation Honor Roll, you should consider investing for growth. If you have questions or would like to develop a growth investment strategy, an ITT Hartford representative can help you.

Commitment And Discipline Have Put Many On The Honor Roll

by Maria Kaplan
Account Rep — Rec & Park

Taking the Plunge

"Rome wasn't built in a day," nor is a sizable Deferred Compensation account. More than anything else, getting started is the most difficult decision a participant will ever

make. Procrastination is one of the biggest obstacles. Many potential participants delay the start of their saving until they feel they can commit to saving a significant amount on a regular basis. But what is a significant amount? It might be a lot less than what you think. Take a look below.

Looking at the Numbers

Starting small and increasing regularly is one way to reach the Honor Roll. By contributing \$25 per pay period and adding another \$25 to your regular bi-weekly amount each year, you will reach the maximum allowable contribution of \$7,500 annually in twelve years. You could accumulate over \$320,000 in 25 years if your investment returned 7% per year using this type of savings strategy.

Year	Bi-Weekly Contribution	Year-end Value (7% Return)
1*	\$ 25	\$ 673
5*	125	11,094
10*	250	46,016
15	288	108,690
20	288	197,053
25	288	\$320,988

*Contributions increase by \$25 per pay period each year until the \$288 maximum is reached in the twelfth year.

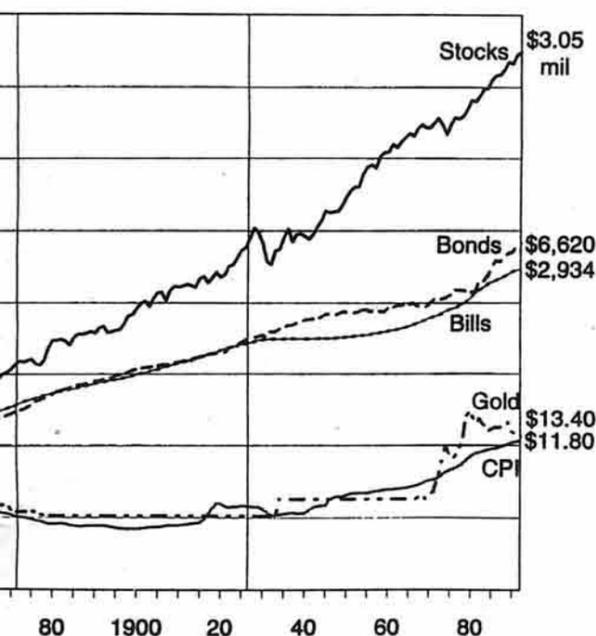
If you are fortunate enough to be able to start with the maximum \$288 bi weekly contribution and your account earned a 7% return each year, you could reach the \$200,000 honor roll mark in just over fifteen years. Continuing at that rate, you would have over \$500,000 dollars in 25 years.

Year	Bi-Weekly Contribution	Year-end Value (7% Return)
1	\$288	\$ 7,766
5	\$288	44,877
10	\$288	108,531
15	\$288	198,818
20	\$288	326,881
25	\$288	508,526

Once you've started a regular savings program, then comes the real test of commitment and discipline. You will be faced with end less out of the ordinary expenses that may tempt you to stop your savings.

Don't stop unless it's absolutely necessary! Stick with your plan and go for the honor roll — it's within your reach.

Stocks provide the best way, in the long term, to accumulate substantial wealth."



THE HEBEL DOCTRINE #2: "For those who have the patience and determination to accumulate substantial wealth, there are unimagined rewards."

Retirement Planning Reward

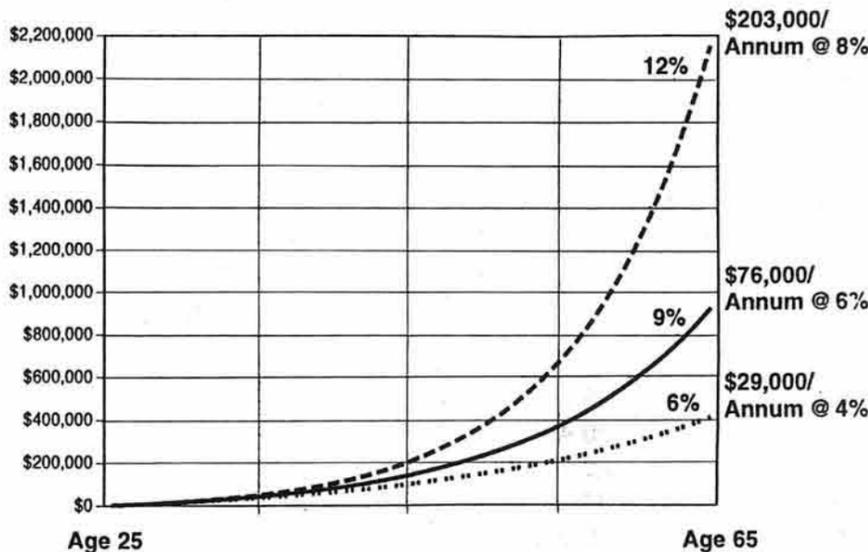
Assumptions:

\$2,500 invested per year age 25-65

Rates of return during accumulation: 12%, 9% or 6%

Retire at age 65 and live until age 85

Rates of return during retirement: 8%, 6% or 4%



Source: Twentieth Century Funds

SEIU Scholarship Programs

Scholarship materials for this year's program will be available in October. To apply, applicants must be SEIU members or children of members. Membership must be for three continuous years as of September 1, 1995. For recent affiliates to SEIU, membership in the affiliated union must be for three years. Applicants can apply for one of the following programs:

\$3,000 scholarship:

This program is open to high school seniors or college freshmen attending a four-year accredited undergraduate college or university. Eleven recipients will receive \$750 per year of study. Academic achievement (i.e. grades, SAT or ACT test scores) and faculty recommendations will be used to judge applicants.

\$1,000 scholarship:

Nine non-renewable awards are available to applicants enrolled as a sophomore, junior or senior at an accredited undergraduate college or university. This award can also be used at an accredited community college, trade or technical school. Applicants must submit a typewritten 500 word essay describing career goals, and their relationship to the union and labor movement.

To receive an application, members and/or their children must complete the scholarship coupon found in the Fall issue of Union magazine or in the SEIU scholarship brochure. Completed applications must be received by the International no later than **March 15, 1996.**



San Francisco Fellowship of Christian Peace Officers

Valentine's Day

by Daniel Hampton

Valentine's Day should be celebrated more than once a year. It was developed commercially for the purpose of selling cards, candies, presents and dining out lavishly in restaurants. It has a good purpose in bringing into focus the honoring of the person or persons we love by acts of appreciation. For those of you who are married or engaged this day is a reminder you have been blessed with someone special in your life.

The Christian perspective of Valentine's Day also adds a richer dimension. The one you married is actually one with you. In a Christ centered marriage it's a blending of personalities with the focus of following the teachings of Jesus Christ, unselfishly serving each other, for the purpose of establishing a Christ centered home and raising godly children. Yes, Valentine's Day can be everyday if we just put God first, others second, and ourselves third.

Speaking as a husband and father, there are many challenges in our Christian walk to make everyday a special day. Have I gone the extra mile to let my wife know that I love her? Do I tell her I love her before I leave for work, after a phone call, when I come home from work, or before I fall asleep? During the course of the year have I taken her out by myself for dinners, cafe lattes or cappuccinos, special nights out for dancing or other romantic get-aways? Do I communicate with her so that the plans and goals that we have for our children and ourselves stay in focus? Does she know that she's my best friend, confidant, and lover? The only way I can answer yes to these questions is to actually practice doing them. And these are the things I intend to keep on doing with the help of God.

Father in Heaven, help all of us to appreciate and unselfishly love and serve the spouse you have given to us. Help us to make every day a Valentine's Day.

Don't forget our special luncheon on Wednesday, February 21, 1996, time 12:00 P.M. It will be held at the Police Officer's Association building located at 510 7th Street. Our guest speakers will be David and Julie Lazar, the first Police Department Couple ever to address our group!

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Fellowship Of Christian Peace Officers
Theme: A Husband and Wife Team in the Department

Special Luncheon:
 Wednesday, February 21, 1996

Time: 1200 hours

Location:
 Police Officers Association, 510 - 7th Street
 (7th and Bryant Streets)

Guest Speakers: Officers David and Julie Lazar

One of the natural outcomes of a department having male and female police officers is that some members walk down the aisle of matrimony. In a mixed bag of different shifts, court testimony, stress on the job, officer safety, shrinkage of time for couples to spend together, and the difficulty of running a home and raising children; how does a couple survive in the Department? Won't you please attend this luncheon where David and Julie will share with us how they're working and coping with the daily grind to make their marriage a success. Both have been in the Department for several years. They have a daughter of six months named Adrianna. They attend the San Francisco Tabernacle Church located at Cambridge and Bacon. What's unique about this couple is that they're starting out as a young married couple in the early stage of their police careers. Let's hear a different perspective from them and come away with positive attitudes about recently hired officers.

Reservations:
Cost: The cost for the luncheon is only \$10.00 (ten) per person. You must pay in advance for this luncheon by **Thursday, February 8, 1996.** 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.

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

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From The Chaplain's Desk

Could You Just Listen?

by Mike Ryan

One of the greatest gifts we can give one another is the gift of listening... really listening to understand what the other person is saying. It has been my experience that most of us have never really learned what it means to be effective listeners; effective listening is a learned skill. What we will attempt to do in this article is address this important issue and offer some coaching points which will enhance anyone's ability offer a caring, understanding ear to our significant others. I often use the following anonymous statement to set up instruction on listening; read it and measure it against your own listening skills:

When I ask you to listen to me and you start giving me advice, you have not done what I asked.

When I ask you to listen to me and you begin to tell me why I shouldn't feel that way, you are trampling on my feelings.

When I ask you to listen to me and you feel you have to do something to solve my problem, you have failed me, strange as that may seem

Listen! All I asked was that you listen, not talk or do — just hear me.

Advice is cheap; 50 cents will get you Dear Abby and Billy Graham in the same paper.

I can do for myself; I'm not helpless — maybe discouraged and faltering; but not helpless.

When you do something for me that I can and need to do for myself you contribute to my fear of inadequacy.

But when you accept as a simple fact that I do feel what I feel, no matter how irrational, then I can quit trying to convince you and can get about this business of understanding what's behind this irrational feeling. When that's clear, the answers are obvious and I don't need advice.

Irrational feelings make more sense when we understand what's behind them.

Perhaps that's what prayer works, sometimes, for some people - because God is mute, and He doesn't give advice or try fixing things. He just listens and let's you work it out for yourself.

So please listen and just hear me.

And if you want to talk, wait a minute for your turn — and I'll listen to you.

The Bible tells much about listening. In James we are told to be "slow to speak and ready to listen." I often say that God gave us two ears and one mouth, indicating, perhaps the percentage of listening and talking we ought to be doing. In the Book of Proverbs, a variety of passages address this issue, including one which says that "he who speaks before he hears, it is a shame and a folly to him."

Being an effective listener is difficult because from the time we start uttering those mono-syllabic phrases as toddlers, the emphasis is on speaking, not listening. We tend to want to get our perspective heard. We want to say what's on our minds first. The problem is that when we're thinking about what we want to say, when we're more concerned about making our point, we aren't listening. So what can we do to be more effective listeners?

Dr. Sandra Glasser offers the following suggestions in a hand out prepared for an Advanced Officers' Training for S.F.P.D. Many of her points are common sense solutions; they are worth reviewing.

Guidelines To Improve Your Listening Skills:

Increase your listening span. Try not to interrupt. Show the speaker you are genuinely interested and want to listen. If you are not sure of the whole message, ask the speaker to repeat or clarify. Constantly evaluate your understanding of the message by offering your own feedback on what has been said.

Take time to listen. Convey the feeling that you want the speaker to take time and talk freely. Set the scene; be at a place and time when you won't be interrupted.

Give full attention. Be alert; look the speaker in the face, maintaining good eye contact. Your body language communicates (i.e. lean forward; nod your head in understanding; give encouragement by asking clarifying questions).

Restate the message. Say again the speaker's message, using your own words. This offers the chance for the speaker to clarify his/her meaning.

Avoid hasty evaluation. Try not to judge, evaluate, approve or disapprove of the other's perspective. Seek to understand and empathize with the speaker's frame of reference. Remember, understanding something is not the same as agreeing with it. Listening is more than hearing what you want to hear.

Don't over react to the content. Suppress any excitement and pre-

mature evaluation. Don't allow emotional filters to keep you busy thinking up arguments against what the speaker says.

Minimize or manage distractions. Take the phone off the hook; turn off your pager. Tell your secretary or your children not to interrupt.

Look for non-verbal cues. Facial expressions, body language, skin tone, voice inflections all communicate something. Notice these; listen to and ask about these. Often the deeper, real message being shared will be seen in these.

Listen to ideas and feelings, not just facts. Make an effort to understand what the facts add up to, weighing them and relating them to each other to see the key ideas and feelings about the facts.

Don't monopolize. Listening is more than merely waiting for your turn to speak. Real listening is focused; it is other-centered. Allow the speaker to finish and then expect them to listen to you.

Practice, practice, practice. Because it is a learned behavior, ask your partner and friends to give feedback and offer help when listening to one another. Give one another honest, loving feedback after a session of

sharing. Get some resources that can help; there are plenty of tapes, books, and workshops available to asset you. One of the best I've found is *Communication: Key To Your Marriage*, by H. Norm Wright, published by Regal Books.

Public Safety Support Services, Inc., the agency that employs me, offers instructional resources and information on becoming more effective communicators in our significant relationships. As executive director, I can offer additional counsel to assist anyone on become more effective, caring listeners. You can contact me at 415/591-3847 or write me at P.O. Box 1054, San Carlos, CA., 94070



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Or if you prefer, drop us a line: ITT Hartford, 455 Market St., 3rd Floor, San Francisco, CA 94105, Fax: 415-974-5090.

And don't forget to look for our Retirement Time Machine on the Internet: <http://www.itthartford.com/retire>.

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Police Department
 City and County of San Francisco

Dear Chief Ribera,
 I would like to take this opportunity to express my sincere appreciation to the San Francisco Police Department for the honor guard and motorcycle escort at the funeral of my father, Gino Marionetti. I am sure my father would have been proud. He was very proud to have been a San Francisco police officer. He loved his work and all of his friends in the department. To see the honor and respect bestowed upon him made me even prouder to have him as my father.

I would also like to thank all of the officers who called me to offer their help both before and after my fathers' death. I can truly understand why my father cherished his friendships in the police department.

I would also like to take this opportunity to ask that if anyone has any stories they would like to share with me about my father I would really cherish them. Either write them down and send them to me or give me a call.

I am sorry that this letter is so late in coming. Again, thank you to all who were so willing to offer their help.

Sincerely,
 Karin Murray
 Danville

Tom Flippin, Editor
 SFPOA Notebook
 cc: Editor,
 San Francisco Chronicle

I have been employed by the San Francisco Police Department as a civilian for 22 years — oops — that's 21 years, 9 months and 4 days (don't want Mr. Davis calling me a liar)! I have been acquainted with Chief Fred Lau for the majority of those years. Chief Fred Lau is one of the most honest, loyal and respected officers who has risen through the ranks. He is by no means a "lightweight".
 January 18, 1996 was a day

LETTERS

that the sun shined on the San Francisco Police Department. With the swearing in of Chief Lau and his "team" the rank and file, sworn and civilian alike, were united, proud and excited for the future of our fine department.

For Mr. Davis to sling mud, with slanderous accusations aimed at Chief Lau, is unconscionable. He would be hard pressed to find a member of the Police Department who would question Chief Lau's integrity.

If Mr. Davis is, in fact, upset that his "friend" Captain Cairns was not promoted, then I believe that there are two victims here. Not only has Chief Fred Lau's character been questioned, but Captain Richard Cairns has been identified as the probably reason for Mr. Davis' bitterness. Although it is true that Captain Cairns was also a deserving candidate for promotion, with "friends" like Jack Davis, he doesn't need enemies.

Patricia A. Rames
 Chief Payroll & Personnel Clerk
 San Francisco Police Department

SFPD
 850 Bryant Street

Dear Chief Ribera:
 On Wednesday, December 20, 1995, I was visiting in San Francisco. At Pier 39 two of my daughters found a taxicab across the street and my sister and I took the cab to Beach Street and Hyde to take the cable car back to the Grand Hyatt Hotel at Union Square. Unfortunately, I left my wallet on the back seat of the cab. While walking to get tickets for the cable car, I realized that I had left my wallet in the cab. Much to my surprise and bewilderment neither my sister or I could remember the name of the cab. My sister called the police department and Officer R. Sheehan, star no. 361, arrived at Beach and Hyde Streets to assist us. He took me back to Pier

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LETTERS

39 to see if I could see the cab. There were no cabs anywhere near Pier 39 when we passed by. He was very helpful and was so kind to me that I wanted you and your department to know how much I appreciated his kindness and his "above and beyond" performance of his duties. He certainly is a credit to your department. If all of the officers in your department perform their duties as efficiently as Officer R. Sheehan and are as kind as he is, you certainly can be proud of your department.

Sincerely,
Dolores Colburn

SFPOA
510 Seventh Street
San Francisco, CA 94103

Dear Friends,

Thank you so much for all your help in my campaign for District Attorney. I deeply appreciate your support. So many people of all different backgrounds came together to work on my behalf and we accomplished a great deal. The political pundits once gave me no chance at all in this race, but we made it into the runoff and we have a lot to be proud of.

I hope you will continue to stay involved in the process of politics in San Francisco. This is a wonderful city and we deserve people like you who care deeply about our future. We have elected new leadership for our City and they need and deserve our support and involvement.

I hope we will be able to work together again soon and my sincerest thanks for all your help and support.

Sincerely,
Bill Fazio

SFPOA
510 - 7th Street
San Francisco, CA 94103

Dear Friends:

Thank you for your contribution to the San Francisco Fire Fighters Toy Program in the amount of \$500.00.

We are fortunate to have friends who are there for us when we need

help in our endeavors to make Christmas a little happier for the children of needy families. Your donation will help brighten their lives.

This letter will serve as your receipt to substantiate your charitable donation for income purposes.

Sincerely,
San Francisco Fire Fighters
Toy Program
John Voelker, Director

SFPOA
510-7th Street
San Francisco, CA 94103

Dear Al,

The family of Lumsey Anderson acknowledges with gratitude your thoughtful expression of sympathy.

I would like to thank you very much for your prayers and flowers. My family and I really appreciate the thoughts and all you done, Al.

Thank you Again
Debra Anderson, Co. B

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

Dear Al,

Thank you very much for sending me a copy of your letter to Assemblyman Cannella regarding retirement health benefits as specified in AB 3299 (Cannella).

I was very much in favor of AB 399, and voted for it when it reached the Senate Floor. I would have wholeheartedly supported the veto override attempt, had it come up in the Senate again. Unfortunately, AB 399 failed in the Assembly.

Should this issue come before me again, be assured that I will continue to give it my complete support. In the meantime, I look forward to hearing from you on issues of interest to your members.

Cordially,
Milton Marks

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SFPOA
510-7th Street
San Francisco, CA 94103

Dear Friends,

This letter is to personally thank you for your support in this year's First Annual Wish Upon a Star golf tournament. On a beautiful "Indian Summer" day in Pacifica, we had 101 golfers tee-off for a fund-raiser dedicated to help enrich the lives of some very special children.

Because of the generosity of people like you, we raised over \$5,200.00, every penny of which will go toward fulfilling the wishes of children with catastrophic illnesses.

For the first time in the 13 year history of California Law Enforcement's Wish Upon A Star program, our finances have dwindled to the point that we have children on a waiting list for a grant. These children usually don't have the benefit of time to wait for wishes to be granted, and your financial help will go a long way toward reducing the backlog of children's wishes.

There will someday be a special place for people like you who dig into their pockets to help others in need. You have my respect and thanks.

Very sincerely yours,
Sergeant Rene LaPrevotte
SFPD Special Operations Group

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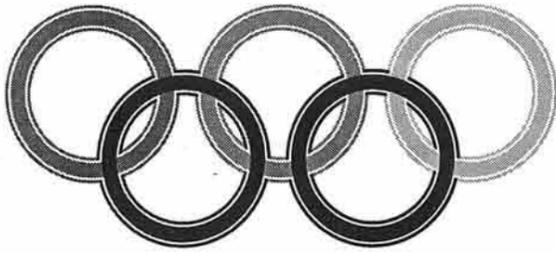
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Second generation San Francisco Police Officers Johnny Peterson and Ray Ragona, members of the Tenderloin Task Force, riding their bicycles just after the inception of the Department's Bicycle Program.

Photo by Mark Sullivan

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SPORTS



The Spectator

by Dennis Bianchi

Tennis Ace Jim Farrell Retires

Approximately one year ago I wrote about one of our members who seldom received the accolades he deserved: Inspector Jim Farrell, of the Juvenile Division. Last year Jim and his doubles partner were ranked the 5th best Masters doubles team in the nation, by the USTA. Somehow, they fell to 6th this year and Jim was ranked 46th in Masters Singles. This ranking is against all-comers, not just a small group of enthusiasts. I overheard a comment made by a Department member that had been thrashed by Jim in the past, telling Jim how so many people take one look at him and can't believe he's a real tennis player, only to find themselves on the wrong end of another whipping applied by Jim. His youthful appearance has also fooled many folks. He certainly didn't look ready to retire but retire he did. With more time to spend on his game, I wouldn't be surprised to see Jim's ranking go up again.

Another facet of Jim that people

seldom recognize is just how bright and well-informed he is. Jim is a very dedicated amateur astronomer and can keep you spellbound for hours with facts and predictions about the heavens above us. He's an avid chess player and never walks away from an academic challenge, as when he taught himself how to operate two different types of computers that were sitting at the Juvenile Division, not being sufficiently utilized. Jim became the guy people would ask to explain how those machines work. I could never get him to submit an article for this paper, but I have read other things he's written, and he is effective as well as witty.

Fortunately for the SFPD, Jim will continue to participate in the California Police Summer Games, keeping our Department one of the strongest tennis teams in attendance. Of course, along with Larry Pedrodalaso, much of that team's strength comes from retired members. You current members should take a hint from Jim and keep active. It certainly has served Jim well. Have a great retirement, Jim, and hats off to a modern-day renaissance man.

I happened to meet up with Marty Walsh recently, and does he ever look fit. I asked him how he did it and, once again, the explanation was simple. Five days a week he runs approximately five miles, along with another retired member, Hugh Emerson. If you ever needed to see a walking advertisement for the benefits of regular exercise, just check out Marty some early morning out by Lake Merced.

I guess the weather has put a dent in many members' exercise programs but don't look down your nose at gyms and health clubs. Due to problems I have incurred when running, I make it a point to get over to Gideon's Gym in Daly City where, in addition to plenty of weights, there are numerous aerobic machines, such as stair-climbers and treadmills. Most of these types of machines provide a great aerobic workout with minimal impact on the back, knees or feet.

I haven't been hearing from many athlete-members lately... so get on the phone or get out your writing tools and put a story on paper for all of us to share and enjoy. In the meantime, just go do it!

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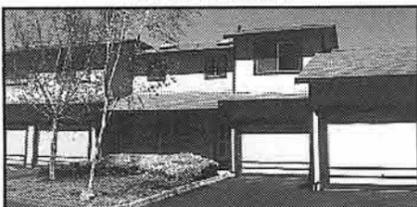
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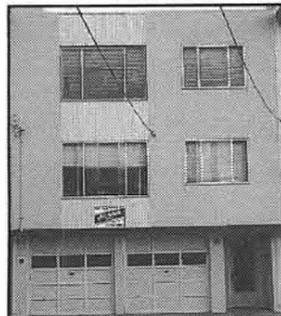
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I Apologize!

by Bill Simms, SFPD Mounted Unit

I wrote an article recently about the 1996 Grand national. It was printed in January's Notebook and I thought I had covered everything thoroughly. Well, come to find out I should have looked it over one more time.

I would like to personally apologize to the following folks: Officer Ron Artale, Mounted Unit. Sorry Ron, your help each year is really appreciated, and I'm sorry for leaving you out of the article two years in a row. To Charlie Coates and the entire staff

at the SFPD Police Range. Charlie and the gang were good enough to locate new wooden grips for our revolvers. It really made a difference. Thanks again guys. And finally to Hal and Judy at Butler's Uniforms. Along with the entire staff they made sure our dress uniforms were finely tuned and looking good. They all deserve recognition for a job well done.

Now to conclude. If for some reason my brain still hasn't got it right, feel free to fax me at 553-9296 and I will eat this last piece of crow on my plate.

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SFPD Basketball News

by Steve Ortiz, Co. B

This year's basketball season opened up with some interesting goings on! In November, CHP Co-op busted out to a 6 and 1 record. One strong performance was against a surprise, for '96, Mission team. Roger Spain found a small shooting guard named Bradley out of his Fremont CHP office. Bradley buried Mission with 25 second half points. Bradley finished the day with thirty-seven points and a win. Final was 78-71 over Co. D. Bradley since is in rehab for a leg injury.

Ingleside's win stopped CHP Co-op's run in December. Coach Shawn 'I'll Shoot It' Chase also lost Roger Spain, ouch, to the CHP Solos in Sacramento! Long commute.

I bet Shawn's feeling a little tight about the up coming playoffs. TTF recently beat CHP Co-op 64-54. Next up for CHP are the G-Men.

Now, Mission Station: new station, new team with three new starters. Mission has been playing like SFPD's strongest team this year. Bruce Lorin's kid, ex-Co. C player Guerrero, and this year's best free agent pick up, out of Richmond, Jake 'Big Country' Fagan. These three men are the reason Ed Yu's hair doesn't move. Have you noticed this?

The wins have been coming in. Ten and two with a loss to the CHP and the G-Men. Mission knocked off Southern. 62-60 in a close battle. That day our other MVP candidate scored a game-high twenty points. Yes, 'Big Country' — Jake Fagan. Lorin scored 12 and Guerrero 11 in stopping Rodney Tong and company.

Back to Ed's hair. It's rumored that this year Ed has the same barber as Dallas' Jimmy Johnson.

Southern has been hanging around third place. This year, and

scoring a lot of points. Southern is 9-2 going over one hundred points in a game four times. Their two losses have only totaled just three points. The fast break, high scoring offense is lead by Rodney 'How's My Physique' Tong. Tong has dished and rove his way in the paint for over two hundred points this year. Rod's favorite target is Southern's leading scorer Tom 'I'll be in Chicago' Walsh. Tom is averaging 22 points a game.

He's also shooting 80% on the line. This makes Tom an MVP candidate. Helping to keep those wins coming is a 16 point average by Edgar 'Puppet' Gonzalez. Ben 'The Un-retired' Spiteri and AJ 'You Know My Dad' Holder have really supported well.

Not to mention, off the bench are Sgt. Vince 'I'll Dive Anytime' Simpson and Chris 'Dribble The Ball' Piderini and last but not least Steve 'The Hack Commish' Ortiz. I have carried the Hack, DBA since the No. 1 Hack is not playing this year. You may know him as Matt Hanley. That's him. Of course our season is dedicated to Alan 'Where's My Beer' Honniball. Al suffered a heart attack but is doing just fine. He's working out with doctors and plans to return next year!

Well, I should mention the team who's leading the league at ten wins and no losses. The G-Men, the Feds are undefeated. FBI's last victim was Mission, a 65-60 win. The G-Men did this without John 'It's OK To Smile' Broadrick. Mission shot poorly but FBI's 8 for 21 foul shooting kept this one close. Then again, Jake 'Big Country' Fagan scored 27 points that day. Mission's Lorin was held to 3 second half points and 11 for the day. Guerrero scored 7 and Ed Yu's hair was all messed up as he scored 6 points.

Ingleside, 9-3 is contending for a

championship appearance. As long as Chin remembers to start the offense posting up Big Eddy 'Soft' DelCarlo. Things should go smoothly. 'Big Daddy' Freddy Williams is always his physical scoring self again this year. Boy, does Carl miss you! Others scoring on the court are Harry 'DP' Soulette, M. Gallegos, Fraizer and O'Neil to finish them off.

Rounding out the final eight top teams are Central, TTF and Daly City PD. It's good to catch an elbow or two again by Gerry 'Two Hips' Calgero. Central also has some welcome new blood on the team this year. TTF has been playing good enough. Hagan and Nocetti had better all around seasons. Both have busted for thirty in a game, which is how we're used to seeing them play when playing against them. Just a bit more consistency. And here come the playoffs. So don't count out Darcy and company.

Final four on Friday February 16th and the championship at Mission Rec Gym on Thursday the 22nd of February. 10:30 game time; luncheon to follow at 1300 hours, at the Basque Hotel on Romolo Alley.

BASKETBALL STANDINGS As of January 30, 1996

	W	L
FBI	10	0
Mission	10	2
CHP Co-op	9	2
Southern	9	2
Ingleside	9	3
Central	6	5
TTF	6	5
Daly City PD	6	6
Taraval	5	7
Narcotics	3	7
Airport	3	9
Northern	2	9
Potrero	3	10
Inspectors	0	12

Eight teams move to playoffs

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ON THE STREET / Tom Flippin



Funny . . . But True

by Tom Flippin, Editor



Even for the "Haight", a recent malicious mischief report (taken by yours truly) was pretty surreal. I responded to the crystal shop at Ashbury and Page and found the owner of the place holding a large, ornately inscribed dagger. He told me a neighbor saw a man stick the weapon into the door of his shop. The witness told me that he saw a new, red T-bird pull up in front of the store and watched as a tall, thin man dressed in flowing green robes decorated with astrological signs got out and began to perform an elaborate incantation. At the end of his magic spell the wizard strode to the shop and thrust the dagger into its door. The witness had taken down the weirdo's license, and when I ran it up and told the owner who owned the car the light dawned. He had done some business in "power" crystals with the suspect, and the guy complained that he'd been cheated. Evidently he was handling his complaint by placing a curse on the shop. Must not have worked...as of a few days ago the place was still in operation.

Another SF-based FBT happened recently to Solo Officer Dan May. He says he was going along Market when several passers-by pointed out a car whose horn was blowing incessantly. He could see the elderly female driver was, in fact, repeatedly hitting the horn button. Dan put on his light and siren and followed the car down the street. Neither the driver nor the passenger (also an elderly female) responded to his lights and siren. Finally, he pulled up alongside and waved them over. The woman rolled down her window, and Dan asked, "Why the heck are you blowing your horn?" The woman looks at him with a blank face. He asked again, "Why the horn..." The driver's face got a surprised look, and she hauled out a

hearing aid and put it in her ear. When he asked her once more about the horn, she said, "I was behind a very slow-moving car and I honked my horn, but it didn't work. I got so mad at my car that I was just pounding away on the button trying to make it work." Next, Dan asked the passenger why she hadn't told the driver that the horn was working. The woman just looked at him at first...then she too pulled out a hearing aid, stuck it in her ear and said, "What was that again?"

A man in Miami ran into a couple of young car-jackers who jumped into his car at a stoplight and told him to start driving. He did exactly what they told him, but the nervous punks kept yelling that they were gonna kill him. The guy believed them so, at the first opportunity, he steered the car onto the freeway and floored it. He drove briefly...building up speed...while the now-terrified duo jammed their guns at him and screamed for him to stop...then he plowed head-first into a traffic divider. When the cops took him aside (as the two car-jackers were being cut out of the car with the jaws-of-life) and asked why he deliberately crashed his car, the guy said, "Well, I knew that I had an airbag."

Authorities had been searching for Oliver since Dec. 23 when he fled from police who were trying to arrest him for an alleged burglary attempt. Oliver apparently had a shotgun stuffed in his pants that went off as he climbed a fence.

Neighbors reported hearing someone say, "Oh God. Oh God, no," police said.

Police have captured a wheelchair-bound fugitive who accidentally shot off his testicles during a failed burglary last month. Oliver was being held without bail at Stanislaus County Jail in Modesto and was scheduled to be transferred to the jail's medical ward, said Stanislaus Deputy Gary Vernon.

"This guy is probably not feeling too good right now," said Modesto California Highway Patrol officer John Bruger.

Three killers had cut through a foot-thick jailhouse wall in Dallas and were climbing down a rope made of braided bedsheets when a fellow inmate—possibly angry about being left behind—slit their rope with a razor blade and they tumbled to the ground.

"We found the razor blade near where they anchored the bedsheet. It was a clean cut," sheriff's spokesman Jim Ewell said. Inmates are allowed to have the razors to shave.

Investigators speculated that other

prisoners were angry about not being included in the breakout or thought that they would be blamed if the escape succeeded.

The injured men were discovered huddling in a courtyard Sunday night by a woman arriving at the jail to post bail for a prisoner. The temperature was in the 20s. The men were wearing white jail coveralls and were yelling for help. We think they could have easily frozen to death within minutes if she hadn't seen them," Ewell said.

The school of hard knocks: Western Illinois University might prefer to be known for academics rather than pugilistics, but they may get more money by selling ringside seats than charging tuition. This normally staid institution was embarrassed enough when the chairman of the black studies department went nose to nose on campus with the former president of the local NAACP, but the latest unscheduled prizefight is getting statewide notoriety complete with bumper stickers and posters billing it as "Prof vs. Prof — the WIU Circus."

The battle of the barristers, which occurred in the office of the dean of law enforcement and justice administration, apparently ignited when assistant professor Barry Anderson, 51, challenged the credentials of professor Robert Reinertson, 53. Reinertson, a former FBI agent, has been the target of criticism from other more scholarly staff who seem to feel that brutish ex-law enforcement types, even relatively blue-blooded federal agents, have no place teaching alongside "real lawyers." Reinertson has a law degree but has never been a practicing attorney—a big plus in many folks' books.

Nobody agrees on who threw the first punch, but there is consensus that Anderson was propelled into a cabinet, then socked in the chops smartly and frequently. Reinertson claims Anderson sucker-punched him with a right to the jaw, but failed to follow up with a good combination.

Asked about his reactions, Reinertson shrugged. "I've been trained to react when I'm attacked," he told the press.

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