

POA NOTEBOOK

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

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

VOLUME 28

SAN FRANCISCO, MARCH 1996

204

NUMBER 3

Is It Time For A New Transfer Policy?

by Ray Shine

Department General Order 11.06 address the procedures for requesting transfers and assignments to the various units and details within the department. Most members continue to refer to this order by the name of its predecessor: P-1. The pages of current transfer requests for this or that unit are still referred to as the "P-1 lists."

P-1 was developed many years ago as a remedy to the unfair practices used at the time for making — or, in many instances, bequeathing — personnel assignments. The authors of the original P-1 developed a document of fair and equitable provisions. They did the membership a tremendous service, and for many

years thereafter, P-1 was effective and kept transfer abuses to a minimum.

But over the years the stature of the order has been diminished by various police administrations through a variety of political maneuverings, loop-hole opportunities, Consent Decree considerations, and blatant subversion of the P-1 provisions.

Promotions and Full Staffing

When P-1 was developed the authors realized that the cornerstone of the foundation on which the order was based was a necessary reliance on regular and frequent promotions. That dependence necessarily dove-

See TRANSFER, Page 11

Airport Police Officer Thornberry Successfully Appeals Suspension

In arbitration proceedings pursuant to his Memorandum of Understanding, San Francisco Airport Police Officer Forest Thornberry successfully appealed the imposition of a ten workday suspension imposed upon him by Airport Police Chief Driscoll and Airport Police Captain O'Neill. No longer held captive to the arbitrary and capricious rules of the Civil Service Commission, Airport police officers successfully negotiated for final and binding arbitration of grievances. In this case, Arbitrator Kenneth Silbert ruled that the Airport has no "just cause" to suspend Thornberry and ordered the Airport to provide Thornberry with backpay and other make whole relief.

In 1992, Airport police officers were allowed to leave Airport property to go to nearby restaurants to pick up food or to local ATMs. In late 1992, the Airport conducted an investigation into these excursions and found that 28 officers had regularly gone off Airport property to patronize nearby restaurants and banks; the Airport, however, did not discipline any of the 28 officers.

In Officer Thornberry's case, however, the Airport charged him with going to the Rolling Pin Donut Shop in San Bruno on September 22, 1992 in violation of Department rules and

regulations and in violation of an oral admonishment provided by Captain O'Neill. At the arbitration proceeding, Capt. O'Neill testified that he had received memos from other Airport supervisors who had "confirmed" Thornberry's presence based on their conversations with two San Bruno police officers who were allegedly present at the Rolling Pin Donut Shop on September 22. Furthermore, O'Neill testified that he provided a San Bruno officer with a photo ID lineup and the officer "identified" Thornberry as an Airport police officer who was present at the donut shop on the date in question. While there were significant *Skelly v. State Personnel Board* violations because the Airport did not provide Officer Thornberry with any of the above-referenced materials which documented his alleged presence at the Rolling Pin Donut Shop on September 22, the arbitrator did not rule on the "Skelly" issue. Arbitrator Silbert instead ruled that "singling the grievant [Thornberry] out for discipline when others similarly situated were not disciplined constitutes disparate treatment" and that Capt. O'Neill's oral admonishment was not sufficient to constitute specific notice to

See AIRPORT, Page 10

POA Contract Talks Resume

by Al Trigueiro

Contract negotiations began again last week, with Mayor Willie Brown taking over for the City. Unlike prior administrations, Mayor Brown is negotiating directly with the POA's negotiating committee and is the City's Chief Negotiator.

Pursuant to a mutual agreement, negotiations were suspended last October, both parties recognizing that there would be little progress until the election was decided. Our deadline is July 1, 1996, the last day of our current one-year wage freeze.

The POA is seeking to obtain in these negotiations wages and benefits that will bring us up to those provided police officers in similar jurisdictions. A major problem is in the area of retirement benefits.

The retirement benefit plan for our tier two members, those hired since 1976 — now approximately 80% of the Police Department — is the worst in the state. For example, an officer who retires from the San Francisco Police Department under the current plan would be receiving a retirement allowance, ten years into retirement, of approximately \$3,452. Police officers who retired with the same service and at the same age in

comparable jurisdictions would be receiving \$4,186/Los Angeles, \$4,191/Daly City, \$4,704/Berkeley, \$4,381/San Diego, \$4,457/Oakland, \$3,654/Long Beach, \$5,432/Santa Clara, and \$4,915/Sunnyvale.

It will be necessary to pass a charter amendment to bring our tier two members up to the retirement plan level generally prevailing in the state, the "2% at 50" formula. An amendment permitting this is being prepared for the November 1996 ballot. Our proposal is to have a reopener in the contract we are now negotiating, so that we can negotiate retirement benefit improvements if the charter amendment passes and for some alternative benefits if it does not.

Our negotiations with the Mayor are confidential, but members of our negotiating committee and our steering committee are involved. They are and will continue to be fully informed of all developments. They have been putting in a great deal of time and effort in developing proposals from our membership survey, responding to actions related to the negotiations and keeping us abreast of membership concerns. They are involved in all decision making and deserve credit and support for their efforts.

Steering and Negotiating Committees

Negotiating Committee:

Carrie Lucas
Gary Delagnes
Dan Leydon
Jim Deignan
Leroy Lindo
Jack Ballentine
Linda Wittcop
Phil Dito
Cliff Java
Troy Dangerfield
Chris Cunnie
Chuck Limbert
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Steering Committee:

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Randall Young
Gary Fox
Nelson Lum
Jim Millett
David Oberhoffer
Brian Canedo
Glenn Sylvester
Ray Shine
Denis O'Leary
Jim Seim
Brian Olcomendy
Michael Serujo
Layne Amiot
Matt Gardner
Matt Castagnola
John Minkel
Richard Bruce

IN THIS ISSUE

Widows and Orphans	Page 2	Board Minutes	Page 14
Police Post	Page 2	Retired Members	Page 15
Around the Department	Page 3	Letters	Pages 16 & 17
Members Speak	Pages 6-9	PAL	Page 19
Olympic Hopeful	Page 13	Sports	Pages 20-23

Widows and Orphans Aid Association

The regular monthly meeting of The Widows & Orphans Aid Association was called to order by Pres. M. Sullivan at 2:07 p.m., Wednesday, February 22, 1996 in Conference Room, Ingleside Station.

ROLL CALLOF OFFICERS: V. Pres. R. Milon & Tr. M. Hurley excused. All other Officers present with members Ray Crosat, Hazel Mannix, P. Pres. L. Duffy & J. Sturken.

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

SUSPENSIONS: Nine members suspected by Pres. Sullivan for being in arrears of dues for a period of six months.

COMMUNICATIONS: Donations from Mr/Mrs Sol Weiner in memory of Richard McKevitt; Mr. Von Dem Bussche, through Ins. G. Frederick, money recovered from strong arm robbery.

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

Treas. Parenti presented the following deaths:

JOHNE. LARSEN: Born in Astoria, Oregon, John was a shipping supervisor until becoming a member of The Department in 1960, age 30. From the Academy to Northern for a year, then to Mission for two years, Central for four years, after which he was assigned to Records & Identification. John finally wound up in the Warrant Bureau from where he retired on disability in 1977, age 47. He was awarded a C/C for the arrest of an armed suspect who had threatened to shot other persons. He was 65 at the time of his death.

RICHARD McKEVITT: Born in San Francisco in 1927, Dick worked as a bottler until he joined the Department in 1949, age 22. He was assigned to Park Station, remaining there for a year before being granted Military Leave 1950-1952. Returning Dick was assigned to Southern Station where he remained until his retirement on disability in 1957, age 30. He was awarded the following: 1952 C/C for arrest of two armed suspects in a taxi-cab holdup; 1953 - C/C arrest of armed burglary suspect; 1956 - 1st Grade for disarming & shooting of an alleged insane escaped prisoner. Dick was 68 when he passed away.

EDWARD MISKEL: Another San

Franciscan, born in 1904, worked as a Post Office Clerk before he became a member of the Department in 1929, age 24. No Academy at that time, so Ed got his training through the Night Chief of Police's Office. He stayed in Headquarters Company, assigned to Radio Cars. At that time, Radio Cars worked out of the Chief's Office and were rotated to the various district stations. After nine years of this duty, Ed was transferred to Northern Station, where he remained until his retirement on disability in 1969, age 65. Ed was awarded the following: 1933 - 1st Grade for arrest of two armed suspects who had burglarized a shoe store and were wanted for other crimes. Ed had a long life, living until the age of 91.

REPORT OF TRUSTEES: Mr. Bricker (B of A). Portfolio increased substantially, due to climbing market. No recommendations as cash is low and wants to build same to take advantage of probable good values, when market recedes. Expects inflation to remain about the same, along with interest rates. Will discuss possible investment in foreign securities at next few meetings.

SPECIAL COMMITTEE ERISA: Treas. Parenti reported necessity for another fireproof safe and a telephone at Credit Union. Approved.

NEW BUSINESS: P. Pres. Duffy/Motion, Jeffery/2nd to amend ART VIII, SECS 3 & 5 of the By-Laws, increasing salaries of recording secretary and treasurer. No increase in past eight years and more members and increased duties due to ERISA. 1st reading APPROVED. 2nd Reading March.

GOOD OF THE ASSOCIATION: Pres. Sullivan set next regular meeting for Wednesday, March 20, 1996 in Conference Room, Ingleside Station. ALL MEMBERS ARE INVITED TO ATTEND. COME AND SEE HOW YOUR DUES ARE INVESTED & SPENT.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 3:05 p.m. in memory of the above departed brothers.

Fraternally,
Bob McKee, Secretary

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Police-Fire Post #456 News

by Greg Corrales

"The brave man, inattentive to his duty, is worth little more to his Country than the coward who deserts her in the hour of danger."

Andrew Jackson

At the Battle of New Orleans to the troops who had abandoned their positions,
8 January 1815

It is last call for the 59th California Boys' State. I need the names of three outstanding high school juniors to attend Boys' State June 15 - June 22, 1996. The young men who attend will be housed on the campus of the California State University, Sacramento, with plenty of dorms, showers, athletic facilities, adequate classrooms, and plenty of good food. It is really a college atmosphere for the American Legion's school of government.

The American Legion believes that if our republic is to survive, youth must have conception of the ideals and objectives of government. Youth must know what results occur with the successful operation of government. These lessons are taught in

Boys State. The individual citizen of Boys State promotes good citizenship through his contribution to the program. The activity is characterized by self-imposed duties and responsibilities, rules and regulations, practices and abilities, which are essential to the maintenance of an orderly society and government in which the individual participates as an act of worthy citizenship.

The strength of a nation lies not alone in the size of its armed forces, but also in the character, loyalty and intelligence of its citizens. Citizenship confers many privileges, but it also imposes duties and obligations. If these duties and obligations are not understood and not fulfilled, the privileges may be lost. That person is a good citizen who understands his government; who recognizes his duties and obligations to it and who fully and intelligently participates in its problems and shares its burdens. In order to prepare the youth of today to become good citizens tomorrow and to qualify as intelligent citizens, voters and office-holders, they must be trained to understand the structure and workings of their government.

If you know of a "squared-away" high school junior who would like to attend Boys State this year, please contact me immediately. Police-Fire Post 456 will pay all the expenses for three young men. Call me at the Narcotic-Vice Division, Monday Friday, 0830-1730 hours (715-4900).

Who said recruiting duty wasn't

See POST, Page 10

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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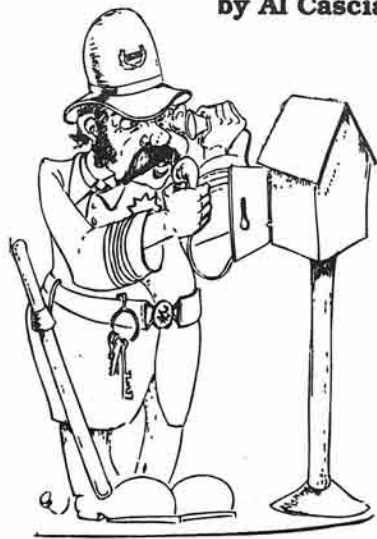
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Around The Department

by Al Casciato



...Attention Retirees:

The department is currently hiring retirees for special projects. The part time work is varied ranging from phone answering to background investigations. If interested call **Lt. Al Mould** at 553-9151; or better still write him at 850 Bryant St. SF 94103 c/o Personnel...

...C.A.D. Dinosaur:

The Computer Assisted Dispatch System (CAD) in computer age is now classified at being 200 years old. Technological advances are moving with such speed that government agencies are having great difficulty keeping up. We can only imagine what's in store for the next twenty years...

...Personal:

Harry, got your note — please read original document. Since you did not put last name, address or phone I was unable to reach you...

...Mission High Graduates:

The Mission High School Class of 1946 will be holding its 50th reunion on Saturday, June 1, 1996 at the South San Francisco Elks Club. Contact **Sol Weiner**, P.O. Box 905 San Bruno, 94066 for tickets...

...Police Family Day Picnic:

Chief Lau has scheduled a Police Family Day Picnic for Sunday, June 2nd at the Police Range — Lake Merced — 1 pm to 4 pm. In years past, the event was a favorite for children. Volunteers are being recruited to help — call 553-1551 if interested...

...Police-Fire Mass:

The Police-Fire Mass will be held Sunday, April 21, 1100 hours at St. Cecilia's Church, 15th and Vicente. The service will be ecumenical in nature and all members regardless of faith are asked to attend with their families. Class A uniform is requested...

...Births & Births:

It was a Christmas season Angel for **Bill and Sharon Simms** (Mounted Unit) with the birth of their second daughter **Kelly Christine** 9 lbs., 7 ozs., 21 inches on December 2, 1995

at 1542 hours. Kelly joins big sister **Katie** who is being a joy, helping Mom with all the chores...

Hit and Run's **Don and Kathy Bickel** have become Grandparents. On Sunday, Feb 4th, 1996, San Mateo PD Officer **Randy Bickel** (graduate of the 6th regional academy class of the San Francisco Police Academy in Oct. 1989) and wife **Julie** gave birth to a little girl **Danielle** 7 lbs., 9 ozs., 20 1/2 inches in Redwood City...

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

...Valentine's Day Cupid Report:

Jean Solomon, Co. D, was asked for her hand by **Rafael Labutan Jr.**, also of Co. D following a very romantic dinner...

David Dorantes, Co. D and **Jennifer Gardenev**, Co. F took advantage of Cupid's Day to become engaged during dinner.

To the happy couples, our best wishes and our heartiest congratulations. Romance is good for the soul!

...News from Wisconsin:

Recently retired Juvenile Inspector **Bruce Frediani** has moved to Wisconsin where he has become the C.E.O. of the Have-a-Heart Foundation, which specializes in "responding" to the special needs of children. Former S.F.P.D. Officer **Linda Flanders** is also involved with the foundation which is housed on an 18 acre ranch. For a copy of a full feature article on Bruce, Linda and the foundation, send a note care of Co. D.

...Boston Marathon:

On April 15 (Patriot's Day) the 100th running of the Boston Marathon will take place. This event is the oldest, continuously run 26.2 mile foot race in the world. Running this year and representing the SFPD — retired Captain **Mike Hebel**, Captain **John Newlin** (on loan to DPT), and Inspector **Steve Tittle** (Juvenile). Starting in historic Hopkinton and finishing in Copley Square (Boston), our three athletes will be amongst 25,000 official entrants participating in this international celebration of running. Televised — Mike, John and Steve will be waving as they assault the infamous four Newton hills (aka heartbreak) near the finish line. On April 21, POA attorney **Kathy Mahoney** will complete her first marathon in Paris.

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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Monsignor John P. Heaney Honored By St. Vincent de Paul Society

SFPD Chaplain Monsignor John P. Heaney is this year's winner of the Frank Brennan Award, bestowed by the St. Vincent de Paul Society. Fr. Heaney's long years of service to San Francisco were recognized Wednesday, March 13th, at a dinner at the St. Francis Hotel.

Many members of the Department were inspired to pursue a career in law enforcement by Msgr. Heaney when he was a teacher, coach, and school chaplain at Sacred Heart High School in the 1960s. While chaplain to the Department, Fr. Heaney helped to found the Stress Unit.

For the last 16 years, Msgr. Heaney served as the director of the Apostleship of the Sea and as port chaplain. He worked with longshoremen, Teamsters, merchant marines, and homeless men and families, providing them with food and shelter, and helping them to transition out of maritime industries through encouragement, education and job training.

The award is named for Frank Brennan, who in 1946 founded the Seven Seas, a support and treatment group for longshoremen and seamen

recovering from alcohol addiction. He operated the facility for 25 years, without public funding from any source, and transformed the lives of some 20,000 people.

Next, Brennan teamed up with the St. Vincent de Paul Society to establish the Mission Alcoholic Center, which became the Ozanam Center, providing shelter, counseling and referral services to more than 300 people a day. He and the Society went on to found the Arlington Hotel, with drug- and alcohol-free rooms for recovering alcoholics re-entering the job force and Rosalie House and Brennan House, two St. Vincent shelters for abused women and their children.

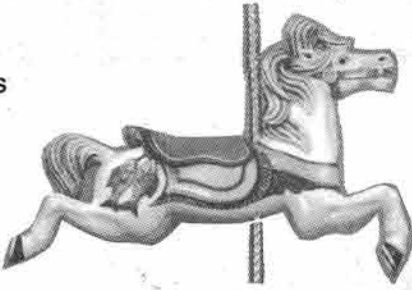
Through its programs, the St. Vincent de Paul Society in San Francisco, established in 1860, today provides shelter, food and case management services to 600 men, women and children daily. The Society also distributes food, clothing and household items through its thrift stores, and offers counseling and other assistance through its parish-based volunteers.

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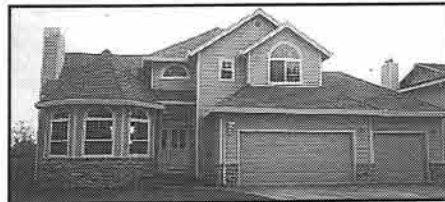
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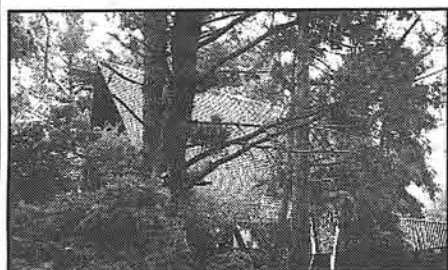
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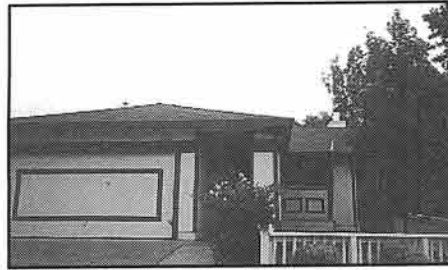
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New Orleans To Acapulco Via The Panama Canal

7th Annual SFPD Thanksgiving Cruise

by Jim Hennessy, SFPD, TAC

The 7th Annual SFPD Thanksgiving cruise will have an exciting new itinerary, the Panama Canal. I would like to invite all of you to join us. By all standards, Holland America's brand new ship, the Maasdam, is the finest ship traversing the Canal. My family and I had the opportunity to sail aboard the Maasdam to ports in Europe in August of 1995. We were completely satisfied and impressed with its unlimited amenities. We have secured excellent prices for this cruise. Some highlights of the itinerary include:

- Leaving from New Orelans and sailing 90 miles down the Mississippi River to the Gulf of Mexico.
- Sailing through the Panama Canal on Thanksgiving Day.
- The opportunity to visit ancient Mayan ruins located in Tulum, Mexico and Tikal, Guatemala.
- Early morning arrival in the world class resort city of Acapulco, Mexico.

By using Holland America's air/sea program, you will be taking ad-

vantage of an exceptional vacation value. Your airfare and transfers are included in your cruise fare, saving you a considerable amount of money. Holland America will assign the airline used and the route to be taken. All airline tickets will be issued by the cruise line and will be sent to you with your cruise documents. Your flight to New Orleans will connect through Dallas, as there are no non-stops that arrive in New Orleans in time to make the ship's departure time. The return flight from Acapulco will be a charter to Los Angeles with connecting flights home.

For those of you with time to spare, there is the option of extending your stay in Acapulco. This can be done by purchasing Holland America's post-cruise package which includes two nights at the Fiesta Americana Condesa Acapulco, transfers and baggage handling.

The per person cost for this package is \$125.00 (U.S.). Those of you who may be interested in flying to New Orleans a day or two early, should contact Don or Jack at Time

To Travel for information.

A few things that you may want to know:

1. The Maasam has a spectacular dining room, located on the Upper Promenade deck, with floor to ceiling windows. Breakfast and lunch are open seating; however, dinner requires seating and table assignments. Unless otherwise specified, all members of our group will be assigned second seating, no smoking. If you have specific requests regarding seating time, smoking arrangements and/or other individuals you would like to sit with, please indicate those at the time of booking. Every effort will be made to honor those requests.
2. Many people are concerned about what to wear and whether they have the proper wardrobe to go on a cruise. You can dress as you like. The weather is warm and summer wear is suggested. For evenings aboard ship that are designated as formal, suits for gentlemen and evening wear for ladies is acceptable. If any gentleman wishes to wear a tuxedo on the three formal nights, but does not own one, Mr. Ray Steinman of Selix Formal Wear (located on Kearny Street) has arranged an excellent deal especially for SFPD personnel taking this cruise. Just tell him you're with the SFPD Panama Canal Cruise.
3. There are a variety of questions you will have regarding your upcoming cruise. Three weeks prior to sailing each passenger will receive a booklet with his/her tickets providing essential information. This booklet contains pertinent information regarding dress suggestions, weather, availability of medical care, tipping requirements and much more. In addition, I will be aboard for the entire cruise to answer any other questions you may have.
4. When you receive your tickets, you will also receive a booklet describing the many shore excursions that are available in each port. You may choose to take a tour or not... it is entirely up to you. The booklet

outlines a description of each tour, what you will see, tour requirements and the tour cost. Tours may be booked once the ship has sailed from New Orleans. It is recommended that you plan ahead and sign up for the tours you are interested in as quickly as possible. On our last cruise, many sold out quickly. In order to aid you in your decisions, approximately one month prior to departure I will send a letter to all cruise passengers describing some alternatives to shore excursions that my family and I have discovered.

Anybody planning to go on this cruise should realize that this is a family oriented vacation. Everybody is welcome, including children, grandparents and those traveling alone. The only SFPD group-organized activities on this entire trip (not mandatory) are two hosted cocktail parties where you can meet and greet your fellow passengers. As well as offering an array of activities for adults, Holland America also offers specialized activities for children and teens. It is important to note that children (16 yrs & under) who travel as the third and fourth person in a cabin pay \$1049 each, including airfare. Adults traveling as the third or fourth person in a cabin (16 yrs & up) pay \$1225 each, including airfare. You should also note that prices stated do not include taxes, and you should check your brochure for other terms and conditions.

I shopped around to get the best prices possible. The special SFPD double occupancy rate is close to half the brochure rate in most categories. This special price is only available to SFPD personnel, their friends and relatives, provided to us in recognition of our continued use of Holland America Lines.

Anyone with any questions about this cruise, should not hesitate to call me at Time To Travel at (415) 421-3333 or you may reach me in the evening at (415) 242-1489.

I look forward to seeing you on the trip!

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Hidden Agendas

by Gary Delagnes

Without a doubt one of the most enjoyable aspects of no longer being the vice president of the POA is that I can now say and write exactly how I feel without worrying about whether I am being politically correct, or who's feelings I may hurt. Three years ago the POA was asked to respond to an administrative proposal which would consolidate the ranks of Inspector and Sergeant. The POA was skeptical but at the same time felt compelled to respond to the proposal as was our obligation under our MOU. I spent a good share of the next year working on a counter proposal that would be a good deal for our members, and at the same time a fair deal for all of those people that were currently in the Bureau of Inspectors and did not want their lives adversely affected. I came up with a plan that I believed, and still believe, would give our members more choices and more flexibility in planning their career path. I consulted members of the Inspectors Bureau every step of the way and every time a potential problem would arise I went back to the Chief and we worked it out. It was essential to me that the plan provided our people with more choices, but at the same time protected everyone in the Bureau who were content with their assignment and wanted to remain in the Bureau the rest of their lives. I wanted a plan that was fair and equitable to everyone and I believe I accomplished my mission. The plan had two key components:

(A) It would allow anyone currently in the Bureau of Inspectors to remain there for the duration of their careers. They even had the right to decline the rank Sergeant if they chose. All of their seniority rights were protected, as well their P-I rights. In other words nothing would change for them for the rest their careers unless they wanted it to change. They could not even be transferred for punitive reasons. It was written in the contract! Furthermore~ anyone who promoted to the next rank and wanted to go to the bureau for the rest of their careers could do so.

(B) The plan for future testing would involve giving one test that

would test both your supervisory and investigative skills. As a result of this test their would be one promotional list. Appointments to both the rank of Sergeant and Inspector would come off of this list. If you chose the streets you could put in a P-I request for the Bureau and make up your mind what to do when your name came up for transfer. The opposite would also be true for Inspectors wanting to someday consider going to the streets. You would have the flexibility to move back and forth if you chose to do so but would not have to move if you did not want to. IT WAS ALL VOLUNTARY!!!!

The plan accomplished three very important things:

(1) Everyone in the Inspectors Bureau was completely protected from ever having to leave their assignment unless they chose to leave.

(2) It would have eliminated the rank of Asst. Inspector thereby giving all promoted candidates an immediate pay raise to the level of Sergeant/Inspector.

(3) It would give people the ability to take the promotional exam for lieutenant having to pass only one exam, not two. This is the way it is done in L.A. which is the last police department in the state of California, other than us, that still has two separate ranks. At the same time it would give people the opportunity to move back and forth from the streets to the bureau through the P-I process. Again it WOULD BE COMPLETELY VOLUNTARY!!!!

I really believed in my heart that it was a great opportunity for the membership, and still feel that way today. As cynical as I am, even I was not prepared for what was to follow in the next few months.

A small group of Inspectors set

about to defeat the plan by directing personal attacks at Phil Dito and myself, while at the same time lying to the membership by misrepresenting the plan with scare tactics and untruths.

They told the members it was a diabolical plot by the POA in conspiracy with the administration to get rid of the rank of inspector. They said Phil and I were out for ourselves on bulletins they did not even have the guts to sign.

A small group from the General Works Detail would convene their daily "Knitting Circle" thinking up new ways to defeat this evil plan. This self-appointed group of elitists really only had one agenda the whole time — THEMSELVES!!!

You see while these men and women of great integrity were telling you it was about tradition and the sanctity of the rank, they were telling me that they would vote for it in a New York minute, if the agreement would allow them to immediately qualify for the next Lieutenant's exam. And of course, as we have learned from past performance (Talk to the guys in Night Investigations about when these same people came after them) it's always about their pocket books. So much for the sanctity of the rank. Of course there is one more lingering fear that is constantly present in some of their minds. They would face the ultimate insult of having to actually put on a uniform and go back to the streets.

This of course could never have happened under our plan, but they didn't even want to listen. Another one of the ring leaders, a dual ranker, even admitted that his real agenda was avoiding additional competition in the next Lieutenant's exam. So as

you can see, all of these men and women of unquestioned pride never really gave a damn about the sanctity of the rank.

It has always intrigued me that some people would fight so hard for so long to stay out of a uniform, but would race to get that uniform on when those Lieutenants bars came rolling in. I could never understand why they thought being a street Sergeant was below them but thought it was completely acceptable to put that often times brand new uniform on when they passed the Lieutenant's exam. One of the leaders of this movement has been juicing his way around this Department his whole career — spending less than 6 months in a uniform his entire career.

Another thought so much of the tradition of this fine Department that he quit to become a fireman, only to return when he found he had passed the Inspector's exam. The only reason I even mention these people is because these are the ones you decided to listen to. The sad thing is that you believed their lies and voted down a measure that would have benefited my people in the future.

I am not going to revive this issue. I have moved on. However if any of you do decide to revive it, I will support you.

I guess the main reason I have written this article is to warn you to be careful who you listen to. Think about who really cares about you and is there when you need them. Please don't let these people fool you again if the issue is put before you. Anybody on the Sergeant's list between 121 and 221 should think about what I have written, because it cost you a job!

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by Gary A. Bozin
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THE MEMBERS SPEAK

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

Editorial Aside

Evidently a dialogue has been established, which we are being allowed to share.

Our next contestants...

John Sterling vs Mike Slade!

Do Diapers Come With The Whine?

by Sgt. Michael Slade

I've always enjoyed reading the various articles here in the Notebook. It gives me the opportunity to absorb the various value-based judgements, and opinions on everything from politics, new policing ideologies, to promotional exams.

Some of the opinions are well thought out, and intellectually thought-provoking. However, some are merely emotional diatribes, based on cowardice, and undermining.

Undermining is destructive and does nothing to build an organization. It instead, seeks to destroy the organization from within. Underminers are usually cowards, who will not express their opinions to your face, but misuse this paper to foster discontent.

The authors of these articles use this paper as an opportunity to tear at the very fabric that is designed to hold us as officers together, and that's discipline.

Discipline is not punishment, but a standard of excellence that a unit or organization holds itself true to. The first and primary place that the standard should be exhibited is with the sergeants and command staff. The officers under their command will adhere to the standard of excellence if empowered to do so. They will also fail to achieve that standard if their supervisor's enable them to.

That is my issue with Sgt. John Sterling's last article, "Get Off The Bus". If the article offered some helpful suggestions of how to better utilize our manpower, I could have appreciated what he was writing the article for. Instead, he vilifies everything from specialized units to Department command staff. Sorry John, but your roll as a supervisor de-

mands more mature behavior than this. I may not agree with every command decision that comes down the pike, and I have been known to challenge a few. But, I expect the troops as well as myself to maintain focus of the job at hand, and work with any officers they can to see that the job is done.

This is called worrying about your own circles of influence and control. I can't control what happens on the fifth floor, but I can influence what goes on in my own backyard (the troops). That is why when you whine about specialized units such as Housing and Muni, it seems very immature, and looks as if you are turning your back on being a leader.

Specialized units such as Housing are sorely under staffed (seventeen officers) for twenty-one housing sites throughout the city. These officers have been called upon for everything from search warrants, playing dog catcher, eviction of trespassers from urine and feces laden units, drug arrest operations, or working with other investigative units such as burglary, or homicide. Why we even had to assist your district station with Third and Newcomb street on a six week detail.

Tell me John, what housing projects are on those two corners? You had an entire station for those two corners, we've got 17 cops for an entire city. I don't blame those officers John. They work the toughest district in the city and I'm damned proud of them. I blame supervisors like you who point fingers instead of offering your troops the assistance that they need. They don't need your commiseration, they need you to synergize with other units or agencies, and empower them to get the job done. I realize that the troops are swamped with calls for service from dispatch, just as housing officers are swamped with all of the political and bureaucratic demands of the Housing Authority. How about a little communication between the two to see if we can help each other out?

The bottom line is, when this housing unit was formed, there weren't many officers willing to work in the projects exclusively. Also the projects aren't the

most desired place to respond to by district station officers. It's your job as well as mine to let our troops know that housing residents deserve the same services as any other part of the city. But the truth is unless you have the attitude of Bolte, Lozada, McMillan, Nash, or the Pott or Sean O'Leary, (they get out of the car and get to know people) most officers act as though the projects are another planet. They only go in when they are made to do so.

The fact that your officers have to sign in at the housing offices only gives testimony to the residents' beliefs that their neighborhoods are seen as "no zones". That is "no" police services, no street cleaning services, no department of parking and traffic, no recreation, no cable, no anything.

Next, you ragged on Muni cops as if they are not out there as well. Once again, there are only so many cops, and way too many bus lines. So what if officers have to conduct a couple of bus inspections? The mayor has committed to putting at least a 1000 more cops on the buses. Serious crimes occur on buses on a daily basis, but pass by us virtually unnoticed. We are soldiers dedicated to "service". Why do we look upon such tasks with disdain?

The truth is, I hope the powers that be commit to 1000 extra officers traversing public housing in the course of their shift. Team work would be a novel concept amongst us, with all of the sniping and back biting occurring amongst our command staff, and it's filtering down to our troops.

My message to you John is it's time to get on the bus and pay for the ride you've been taking. I welcome responsible and helpful suggestions to aid in our plight, rather than the caustic bilge I've been reading. You'd think you had learned your lesson after impugning a well-liked hard working cop's reputation just because you didn't like the promotional process. You don't fly off half cocked without knowing the facts.

John, as a sergeant, you are a driver of the bus. Your troops want to know where you are taking them.

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THE MEMBERS SPEAK

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1996, A Very Good Year For Whine

by John Sterling

My dear Mr. Slade,
Your riposte is appreciated. You state your case well, yet you doth protesteth too much. You have taken to heart my statement that some tasks are too mundane for specialize unit such as yours. Why should that wound you to the extent that you convulsed all over the place? Defensive! Defensive! Prosecution lawyers have an axiom: He who proves too much, proves nothing. There is one affliction that cops should never contract, the loss of humor. It's a joke! Lighten up! We should take our job seriously, but never ourselves. I wouldn't normally respond directly to you, but since you address me by proper name (which I always avoid myself) I thought you may want an on-going dialogue.

Never A Good Year For Whine

by Sgt. Mike Slade,
Housing Task Force

Hi John,
I never thought I'd be writing a Dear John letter but low and behold here we are. I received your response to my article, entitled "A Good Year For Whine," and once again as in your first article "Get Off The Bus," you have missed the point by a mile! I will try to enlighten you in a minute, but first let's correct some falsehoods of yours.

First, it is false to think that you wounded me personally, or that I am defensive about what you have to say. I am dealing with an issue, and that issue is leadership.

Secondly, what is your concept of humor? What is the end result of that humor? I can laugh and joke with the best of them, but I will not garner laughter at the expense of another's reputation. If the joke allows us to lighten up and not take ourselves too seriously then it's a good thing. But let's look at the other side of that coin.

What if that humor fosters misconceptions of how someone actually is?

For example, in the movie "Dragon, The Bruce Lee Story", there is a scene where Bruce Lee's future wife takes him out to a movie to see "Breakfast At Tiffany's". During the course of the movie, there is a scene where a Chinese tenant of an apartment building is protesting being disturbed by another tenant. The Chinese man is portrayed by a Caucasian male (Mickey Rooney) whose eyes are drawn tight, skin tinted yellow, and teeth are bucked to the point of protruding garishly over his bottom lip. As he speaks in a mocked accent and broken English, the Caucasian audience is roaring in raucous laughter. You can see that Bruce Lee is deeply offended to the point of tears.

Also, for years, people laughed at the Amos and Andy radio and t.v. series, but most African-Americans found this program to be demeaning. I often look back on those days and how other non-minorities would point and imitate these two buffoons in my presence. There was

nothing humorous about this.

You see John, this is the type of humor that you seem to promote, and it is having an effect on the troops that we supervise. On Thursday, 02-29-96 two of my officers were towing numerous vehicles up on Westpoint and Middlepoint. When they ran out of tow slips, they checked the CAD for 10-8 Potrero Units to bring them tow slips. Although there were 10-8 units, not one unit would respond to dispatch and render assistance. What happened to teamwork?

Another one of my units enters your station and is confronted by a rookie with all of three months in the business and starts talking mess in an angry tone about Housing!

I have talked with some of Potrero's officers who also have stated to me that until they found out how many responsibilities we actually have, and how many arrests we make in projects throughout the city, they had a negative view of the unit. They now know there were wrong.

What happens John, if one of our troops needs the other's help but through misguided loyalty and discontent fails to respond. Will you take responsibility for that officer's demeanor and actions? I doubt it. The first thing you'll do is say you had nothing to do with this!

I always believed that the John Sterling that I knew was better than this, and capable of leadership. However, you are showing the classic symptoms of an underminer. The underminer uses humor as a weapon of discontent, and when held accountable for his actions, or the results of the actions of those he has stirred up, he always used the cop out "Lighten up, it was a joke." Sound familiar?

You see John, undermining is not courageous, it does not foster unit, and allows your troops to lose focus on the real issues, and they are leadership and teamwork.

I noticed that your second response does not deal with the issues that I raised. I invited you to unite with me to bring about some solutions and ideas so that the troops can feel like they are on the same team. I still await that response.

Inform Yourself, John

by Lt. Daniel McDonagh,
Muni Transit Co.

I read with disdain your recent ramblings printed in the POA paper regarding the Muni Transit Co. and what we should be doing!!

As a platoon commander for the Muni Transit Co. I can tell you my officers are on the buses, LRV's and cable cars!!! Every day!!! But we do have one slight problem. The Municipal Railway puts out over 1,000 vehicles every day to service more than 100 hundred lines!!! Simple mathematics shows with a complement of 50 officers in teams of two spread over two shifts, we cannot be on every bus, let alone every line!!

The citizens of San Francisco want to be safe when using this system. The mayor and our administration have recognized this. So the patrol force has taken on another task. The Muni Company would love to be able to relieve the officers of this role but we don't have the

resources. The members of the transit co. are very grateful for the assistance the patrol force is providing. The response from the community to the extra police on the system has been overwhelmingly positive.

Most of the officers I talk with have taken this added time in their day with stride and have approached it in a positive members knowing that they are helping the citizens of San Francisco. I would hope that at some point you would realize what your role as a supervisor is and start approaching it from a positive perspective so that you are part of the solution and not part of the problem.

In closing I can only say that if you will listen to PIC 8 sometimes you will hear the Muni Transit Co. doing their work on the transit system. Should you find the time I would gladly show what this unit has accomplished so that you can be better informed before you do your fellow officer a disservice.

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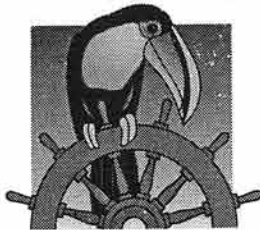
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The Enemy Within

by Rene LaPrevotte, Co. K

As a police officer toiling in the tough streets of San Francisco, your very survival depends upon your ability to recognize your enemies. Those enemies come in all forms and persuasions, some might be obvious ... armed robbers, abusive husbands and boy friends, armed psychos and some are less obvious ... the A.C.L.U., liberal media, and Assistant Chiefs of Police.

I agonized long and hard before I sat down at my typewriter, because I've known Assistant Chief Sanders for a lot of years. I've never had anything but respect for the man, as I've personally seen him go to bat for members of this department who have been involved in on-duty shootings. Earl never has thrown the officer/shooter to the dogs because of media attention or the race of the officer or wounded suspect. This was because Chief Sanders was one of us, and I thought he respected what the men and women of the SFPD represent ... I was wrong.

Every cop in this department has by now heard Chief Sanders' statement to a black neighborhood group. "When I take this uniform off, I'm just another nigger to these cops". I don't know, is it proper to use that filthy racial slur in public as a member of this very enlightened department? Let alone the implication that the men and women of this department regard non-police minorities as targets for God knows what treatment Sanders was referring to. I suspect that a member

holding a less-lofty position in this department would certainly be typing memos to Management Control for "bringing discredit upon the department" and "Conduct unbecoming an officer". Besides, Chief Sanders wore a uniform for five years, at which time he was transferred to Homicide where he spent his entire career. How many times was he assaulted or threatened by police in that plain clothes capacity?

After a well publicized closed-door meeting with Chief Lau, Chief Sanders apologized to the SFPD and said he regarded our members as a fine group of people. Who then could the Chief have been referring to? He lives in San Francisco so what department could be the one beating non-police black men?

Perhaps Chief Sanders was referring to the BART police department again. You remember, when he was testifying for a criminal defendant (Yes, paid by a defense attorney to discredit another police agency) the number two man in our department referred to the officers employed by BART as a bunch of racist morons who botch their arrests as a matter of course.

I no longer consider Assistant Chief Earl Sanders as a friend. I consider Sanders an opportunistic windbag who has discredited not only the San Francisco Police Department, but the fine men and women of the BART Police agency.

Chief Sanders owes several thousand of the finest cops in this state (on both sides of the bay) an apology, not self serving excuses.

Duke, Duke, Duke of Earl

by John Sterling, Co. C

My heart was sad and heavy when I read that the new, but greying, leader of our Department made sweeping and pandering statements, in bad grammar at that, disparaging the ethics of our young cops. I will concede that his life's experience has many sad tales to tell, but he should not forge that into a knife and slash and cut away at shadows. Most of us have similar sad tales, and I for one, can make him weep with my trials and tribulations. Yet they are all tales of yesteryear. They do not entitle us to compensation nor to vengeance on our tormentors who are long gone. If we meet his statement with silence, it will ascend from being merely a factoid to a virtual official declaration, and tacitly admitted as such by us all. For a new leader to assert that his department, handed to him on a platter, is a brute and that he, himself, as soon as he takes off his uniform, which he has not worn in more than twenty years, can meet violence from the next cop that comes along is absurd, shameless, and insulting to our intelligence. You cannot get any closer to bringing discredit to the Department than this.

I may not have as many years as this embittered leader, but I can still make a responsible observation and conclusion. I have been exposed to both sides of the line, in uniform, in plainclothes, and in undercover work. I have even been jailed just to feel and learn what is it like. This gives me legitimacy in making educated assertions of my own. From this vantage view, the notion that any citizen is a potential punching bag of any drive-by cop is ridiculous.

The cops I know and associate with are decent and respect the law. The ones that are not must avoid me because I do not know any of them. I read about them so they must be there, and from what I read they come in all colors of the spectrum. I don't mind it said that bad cops exist, but I mind when a few bad cops are extrapolated into the entire department. Indiscriminate labeling is a product of lazy minds. If I am an ordinary citizen listening to a police official declare that when in civilian clothes and minding his own business, his own safety against predatory cops is measured only in mathematical odds, I would seek residence elsewhere. But the answer to this police official is that people still come here, legally and illegally, and they show appreciation and respect for cops. They know that when they need help, ordinary cops, not carapaced police generals, will come to their aid. Perhaps this new leader should increase his circle of friends and

include others with pleasant experiences with cops. As to that bus driver who claimed he was savaged by cops, it would enlighten everyone to review both his criminal and civil trial case. He was judged by a jury of his peers and found deficient in his claims. As to police-car-chasing lawyers, what more can be said about their credibility. They will defend anyone who screw up as long as there is money in it. I am not saying that lawyers have no conscience, but only that cops have more.

This leader I speak of may have legitimate gripes against the department he joined long ago, of which he still entertains painful memories, but what has that got to do with the new breed on the street now? I know them to be conscientious, intelligent, and dedicated, and I often see them bruised. I do not have the luxury of making comments from a safe distance. If he wants to see a true picture of present cops, I suggest to him to read the compliments of grateful citizens, the commendations by their supervisors, and the recognition from the Police Commission. Does he know that the cops he maligns do voluntary work in the community? Every Christmas, we in the stations collect money and buy hefty food bags and give them out, unannounced, to families in our district. The same cops who give generously one day cannot be the same cop who maliciously "beat up" out of uniform chiefs the next day.

Our desire to do what is right will not change and we will continue our annual food drive and our voluntary work, but if the cops we usually depend on are less charitable next year, we will understand. It would not be so much as compassion fatigue as leadership disgust. The isolated tragedies that are often cited as proof of cops' disregard for human dignity are just that, isolated. They are not common. Remorse and regret are more often felt by cops when they lose it than any enjoyment of sadism. The tragedies result from and are exacerbated by lack of self-restraint, anger, and paranoia by those very people to whom the cops are called to restore order and normalcy. Cops are also human, capable of erring, and when pushed to extremes can lose control of the situation and themselves. But to sling mud irresponsibly on them by their own leaders sows the seed of discontent and disrespect for that same leader who knows little of their present condition and is dismissing of their morale. What we will reap is a command divided between the old and the embittered on one side, and the young and the restless on the other. I wish the symbol of this year's Chinese New Year Calendar was something else. This year's symbol is ominous.



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THE MEMBERS SPEAK

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Sanders Must Go

by Mike Keys, Co. C

It's been about a month, but by now all or most officers in the department are aware of the outrageous, inflammatory, let alone stupid, statement made by Earl Sanders at a public meeting that without his uniform he could just be another nigger beaten by the police. This statement made by a person who holds the rank of Assistant Chief clearly shows he is unfit to command and should be made to resign immediately.

One might wonder why Sanders, who by the good fortune of an election and the juggling of the books was given the high position of Assistant Chief of Police which will allow him to retire with a hefty pension, would not use his new found fortune to learn administrative skills and do his best to improve this department. Instead Sanders uses his position in a public forum to expound racial bitterness. He may have received a standing ovation from that audience, but it caused nothing but hard feelings among the of-

ficers of this department.

For this department to try to function at a high level of efficiency, it must have confidence and respect for the command staff. Sanders' actions clearly show his feeling toward the officers and there is no way he will ever have any credibility or respect from the majority of this department's officers.

For Sanders to make that kind of statement while wearing the uniform of a San Francisco Police Officer was disgraceful. Sanders' actions, at the very least, exhibited unofficer-like conduct and clearly brought discredit upon the department. Will the Chief take Sanders before the Commission? Will the Commission take it upon themselves to handle this issue? (Okay, quit laughing. I'm trying to be serious.) We know that almost anyone else who made that type of statement would already be on the Commission calendar. It is no secret that there has been a double standard in this department for a long time regarding discipline of certain officers and some inci-

dents that have been overlooked because of who was involved. It will be interesting to see if Sanders is held accountable for his actions or if the standard mentioned above will be exercised again. To condone Sanders' actions would set a bad precedent for actions and statements made by officers in the future. I am sure that many officers in addition to myself will be watching to see how this incident plays out, but then again, in reality, we all know what will most likely happen.

Our department, which is now has a

great diversity in nationalities, beliefs and life-styles, a position on the command staff must remain impartial regarding department matters and incidents involving officers until facts are known. It is certainly apparent that Sanders is not impartial. Earl Sanders should resign or be forced to resign and take his bitterness with him. The members of today's San Francisco Police Force do not relate to Sanders' comments of beating people. This is not Alabama in the 60's, this is San Francisco in the 90's. We have moved on.

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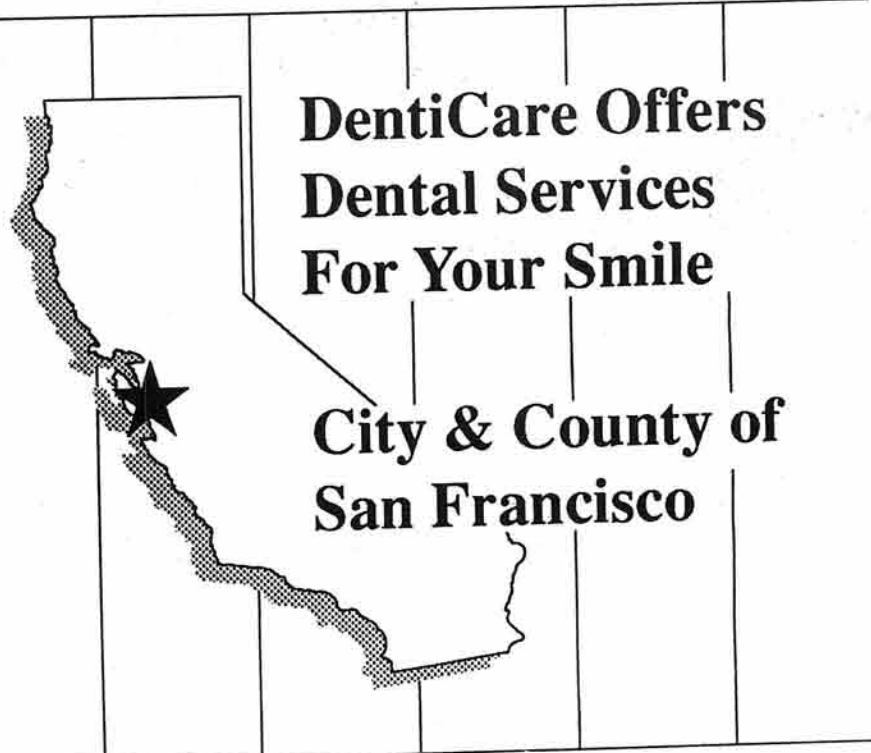
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POST

Continued From Page 2

hazardous duty? On 21 February, in Leesburg, Florida, a woman trying to decide which service to join talked to Army and Navy recruiters. "The Army told her that we couldn't guarantee her training for a job in intelligence like we had said. One of our people went over and told the Army recruiter that 'yes, we could,'" said Chief Petty Officer James Hutchins.

About an hour later, three Army sergeants, one swinging a crowbar, tried to trash the Navy office next door, said police Captain Hal Reeves. Two Marines heard the ruckus from their own recruiting office, and rushed over to defend the honor of the Naval Service. One of the Marines was hit in the head with the crowbar, treated at a hospital and released. The three Army recruiters were hauled off to jail. Two were charged with battery, the third was charged with felony aggravated battery, simple assault, and criminal mischief. "We're all pretty-shocked and amazed by all this," Hutchins said. "Sure, there is rivalry among the services to get recruits, but none of us has ever seen or heard of anything like this."

The remains of Staff Sergeant William J. Bordelon, the first San Antonio, Texas, native to win the Medal of Honor recently laid in state in the Alamo. SSgt. Bordelon was posthumously awarded the medal after being killed in action during the battle for Tarawa, November 20, 1943. His body was originally buried on Tarawa and later moved to the National Memorial Cemetery at the Punchbowl in Hawaii. Bordelon's family for years

had expressed a desire for their Marine's remains to be re-interred at Fort Sam Houston National Cemetery. On November 19, 1995, formal honors were rendered inside the Alamo by members of 4th Reconnaissance Battalion and attended by 50 relatives and more than 2,500 people. The following day, 52 years to the day after his death, Staff Sergeant Bordelon was buried for the final time, at home. Rest in peace Bill, in honored glory!

Would you like to hear the good news or the bad news? The good news is that on 1 February, an animal rights group was assured by Chairman of the Joint Chiefs of Staff General John M. Shalikashvili that neither the United States nor NATO would use sheep to test for land mines in Bosnia. In December, People for the Ethical Treatment of Animals (PETA) wrote to Shalikashvili after receiving reports of the "horrifying injuries land mines cause." We no longer have to lose sleep over the "sacrifice of defenseless animals that way." I don't have to tell you what the bad news is, do I?

Please try to attend a Post meeting. We meet on the second Tuesday of every month at 1800 hours. Meetings are at the POA Building. At the conclusion of business refreshments are served. Attend a meeting and see old comrades.

"The mere title of lawyer is sufficient to deprive a man of the public confidence...The most innocent and irreproachable life cannot guard a lawyer against the hatred of his fellow citizens."

John Quincy Adams, 1787

Semper Fi, Jack.

AIRPORT

Continued From Page 1

Thornberry that the trips to Rolling Pin were forbidden because they were made with the express permission and knowledge of Thornberry's supervisor. The arbitrator ruled that the Airport lacked sufficient cause to discipline grievant as a result of his visits to the Rolling Pin in the Fall of 1992.

The Airport also cited to two other incidents to justify the ten-day suspension. One incident involved Officer Thornberry leaving his beat while on Code 7 status to meet other officers at the Airport Hilton Hotel which was located on Airport property. In this instance, the arbitrator noted that Thornberry properly obtained approval for Code 7 status and that while Airport rules prohibit employees while on Code 7 status from leaving the Airport while on duty, they do not prohibit employees from leaving their beats nor does any written policy, procedure or directive specifically require officers to notify their supervisors of their whereabouts while on Code 7 status. The arbitrator concluded that "the record requires a finding, to the extent the Airport contends that officers were required to report to their supervisors when they left their beats during Code 7 status, such a rule was not clearly communicated to the officers or their supervisors, was not followed in practice, and was not enforced." The Airport also cited to Chief's Order 81-6 which relates to the obligation of officers to be available for immediate response to emergencies. The arbitrator noted that it prohibits officers from "leaving the Airport boundaries" without permission from their supervisors" but that "it does not prohibit them from leaving their beats while on Code 7 status."

The arbitrator thus ruled that the

Airport lacked sufficient cause to discipline Officer Thornberry as a result of his presence at the Airport Hilton Hotel during his Code 7 meal break on November 25, 1992.

The third and final incident involved Officer Thornberry consuming a cup of water in the Fog Bank Lounge and Bar located on Airport property. The arbitrator ruled that this conduct constituted a violation of Airport rules and regulations which clearly and unambiguously prohibit officers from consuming food or beverages while in public view. Pursuant to Section 22 of the Memorandum of Understanding between the S.F. International Airport POA and the Airport, "in the event of unsatisfactory work performance not amounting to serious misconduct or dereliction of duty, an employee will be given at least one written warning and an opportunity to improve." According to the arbitrator, the single proven violation at the Fog Bank Lounge did not constitute either "serious misconduct" or "dereliction of duty" and that the maximum penalty therefore permitted by the MOU was a warning letter.

The arbitrator concluded that there was no "just cause" for the suspension imposed on Officer Thornberry and sustained the grievance. As a remedy, the arbitrator ordered the Airport to reduce the suspension to a warning letter related to Officer Thornberry's consumption of a beverage in public view at the Fog Bank Lounge on November 25, 1992 in violation of Chief's Order 84-13. Officer Thornberry shall be made whole for all wages and benefits lost as a result of the ten-day suspension, less interim earnings, if any. All documentation relating to the disciplinary suspension shall be removed from his personnel file.

Officer Forest Thornberry was represented by SFPOA panel attorney Daniel S. Connolly of the law firm of Clisam & Sortor in San Francisco.

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TRANSFER

Continued from Page 1

tailed into a reliance on consistent maintenance of full-staffing levels for the department. Those two considerations were critical to the dynamic of the order. Without regular promotions and full staffing P-1 could not produce the lateral movement that it was designed to generate. P-1 relied heavily on vacancies created by promotions for its fluidity and inherent fairness.

Full staffing is also crucial to creating lateral movement. If the Department does not maintain full staffing levels the assignment of personnel into specialized units is most often put on hold. Vacancies in those units can go unfilled for years at a time because the staffing levels are too low to allow the department the luxury of filling them. Station staffing levels are always a priority, and will probably continue to be in the future.

DGO 11.06 embraces most of the essential aspects of the old P-1. But it also relies on frequent promotions and full staffing for optimum effectiveness. The promotional history and fluctuating staff levels of the department have not been accommodating to the provisions of the order. But aside from the problems generated by the consent decree and games of fiscal hide-and-seek, other administrative practices have been detrimental to the policy of fair and timely transfers.

New Units and Details

Take, for example, the sudden — and often unannounced — creation of a new unit, task force, or detail. The personnel assigned to such a unit are usually earmarked for the position long before the membership at large is even aware that the unit exists. If there is an effort to announce the creation of a unit prior to its deployment, that effort is half-hearted at best and rarely disseminates to the entire Patrol Division. Even the timeliness of such a department-wide notification can often be called into question. If the announcement happens to include a deadline for applicants to submit resumes or transfer requests, there is often an unreasonable amount of time available to meet the time requirements specified in the bulletin.

Supervisors and administrators contend that they need to assign persons to these units whom they know to be good workers, have an expertise in the area, and will help to get the new unit up and running quickly and effectively. While there is some validity to that argument, the

inequities inherent in such a limited process of personnel selection are ultimately a disservice to the department, to the new unit, and to the unit supervisors. Unless the entire field of available personnel is surveyed and screened, those persons charged with deploying the new unit will never really know that they absolutely do have the most qualified people working under them.

This practice of untimely and unreasonable notification of the formation of a new unit or detail subverts the inherent fairness of the P-1 standard. Individuals who are as qualified as anyone else to enter the new unit are excluded by reason of an artificial ignorance imposed by the failure of the Department to announce the assignment opportunity in a timely and comprehensive fashion.

Personnel Loans

Another flagrant abuse of P-1 is the increasing administrative practice of loaning personnel from one unit to another. A position in a specialized unit that is vacant due to a personnel loan cannot be filled by anyone waiting on the P-1 list. Meanwhile, the person on loan has his or her cake, and can subsequently eat it, too! Loaned personnel enjoy the novelty and invigoration of the detail to which they are temporarily assigned, while knowing they will eventually return to their old job and its comfortable environment.

Again, administrators will argue that the efficiency of the department often depends upon short-term loans of this nature in order to address unique, temporary personnel needs. This is true. However, abuse occurs after the immediacy of the personnel situation has been accommodated and the loaned personnel remain in the "temporary" positions for weeks, months, or even years without any demonstrated need for their retention. And while they are on loan, neither their old position nor their loan position gets filled with a fresh body, and so the P-1 list continues to stagnate.

Long Waiting Lists

Another reason P-1 does not run smoothly is because it is too weighty and cumbersome and is considered nearly unworkable from an administrative standpoint. The various lists are too long because many officers have signed on to several lists, hoping to catch the first assignment that is offered.

Another problem, quite frankly, is the lack of accounting for a person's qualification for assignment to a particular unit. There currently are no practical criteria established for the

individual units. The policy allows for anyone to sign-up for any unit regardless of whether they are truly qualified for the assignment. This often makes the department reluctant to transfer a person into a position because of the expense and time needed to train that person and bring them up to speed. If the person entered a particular unit with most of their training accomplished the department might be more willing to make the transfer, knowing that the down time and expense of training would be kept to a minimum. Criteria should be established and met prior to a person placing their name on a transfer list. This would eliminate many names and shorten the lists considerably. Of course, this also requires complete cooperation from the department in that they must make the unit criteria common knowledge and must accommodate fair and regular training for all officers.

Waivers

Another problem is the abuse of the waiver system. Persons remain at the tops of lists for years, waiving an assignment many times because they are already in a comfortable and favored position. This frustrates the people below them and makes anticipating and planning a transfer difficult. Waivers should be allowed only for sudden medical and short term DP situations, and for reasonable

periods of maternity leave.

Station Assignments

We must also consider addressing and rectifying the bottom line in the discussion of any transfer policy: People seek transfers to escape the stations. This should not be the motivating reason for requesting a transfer. Why should working at a station be considered an unfavorable assignment?

There are insufficient incentives for remaining in patrol. There is no reason that an assignment to patrol can not offer comparable premiums and working conditions similar or equivalent to those found in many of the specialized units. If patrol assignments were more attractive in terms of career advantages — perhaps even salary premiums — there would be fewer people seeking to leave.

The engine driving a fair and dynamic transfer policy is old and tired. The existing policy can be made to run as efficiently as possible with frequent attention and lots of fine tuning. But eventually there must be a complete overhaul of the entire machine. The P-1 committee of the POA is working on a few ideas for such an overhaul. If anyone has any thoughts or comments about streamlining the transfer policy please send them to the committee via the POA office.

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Balancing Police Work And The Olympics

by Damon Keeve

I wanted to write an article for the POA paper and help relieve some of the conjecture about the "Olympic thing" and voice my deep appreciation for all those involved in a true team effort. On January 12, 1996, through the culmination of a couple of years perseverance, I qualified in a "struggle" for the 1996 Olympic Judo team.

In 1992, I was fortunate to have the opportunity to compete for the United States in the Barcelona Olympics and finished 7th in the world, one match away from the bronze medal final. I was a bit disappointed in some of the politics of the Olympics, but determined to remember my Olympic experience in the most positive light. I planned on retiring from judo the following year to pursue my police career. However while I was at the Olympics, I was informed by the department that I was not an adequate candidate and was denied entrance into the Academy. I waited a year disappointed but determined. I persisted and eventually entered the Academy with the glorious 172nd class (three years after I took the test, and six days before our list was to expire).

It was in the Academy during the PT/DT training that I was reminded of my Olympic experience. The Academy's discipline and the presence of Frank McKee, a former national judo competitor, made me feel as if my old body might hold up to some further judo competition. Due to this curiosity, I participated in the 1994 National Judo Championships. In truth, it was mostly because they (the nationals) were being held on the west coast, and I wanted to try some of the stuff I had learned at the academy. To this day, I believe that I prevailed at the tournament due to the incredible conditioning effort the academy staff put forth on my behalf. Their renewed enthusiasm combined with my prior experiences allowed us to win the national championship. The road to the 1996 Olympics was opened to me that year, primarily by the SFPD.

My education was just beginning. I went onto Mission Station briefly where I learned what a huge influence great bosses have on the attitude of the rank and file. I learned the value of a work ethic and how police work and judo can co-exist. The few people who knew of my judo goals were extremely supportive and I started to think about the Olympics again.

From Mission it was on to Potrero. I think the working environment at Potrero station and the pride of the people I worked with made it possible to pursue my judo goals. Working with arguably the best bosses in the business and an incredible night crew (including the great R. O'Reilly), I felt like the station was accepting of me and my strange hobby. I was always part of the team at Potrero. I was never more or less than my work ethic displayed. The night time crew put you in your place, whoever you were, and openly embraced people willing to work. Whenever I returned from a tournament or training, any success was **our** success as everyone caught me up on recent events. It was wonderful to work with people who shared success and cared for each other. I truly owe a great thanks to all the people at Potrero who created such a great environment in which to work, learn and train.

In mid '95, I had a wonderful opportunity to enhance my judo training and share my martial knowledge by working with some of the incoming academy classes. I was reunited with the academy staff on my off hours and encouraged to train the new cadets as I conditioned myself. What a great group of people, it was like having 50 training partners. Two squads an hour, each one fresh and ready to challenge me. As I was pushed on the track by the recruits, my other off days were guided by grueling weight training sessions with Steve Hutzler and Sgts. Joe and John Currie. As the '96 Olympic trials neared, the staff at the academy provided me with an in-depth training plan designed to take me up to the day of the tournament.

I was sent to Northern station by the end of '95 after more than a year at Potrero. I was only months from the Olympic trials and feeling the pressure (new partner D. Bonnel can tell you.) A new station always has a certain break-in period but fortunately most of the guys at Northern were helpful, and the station had facilities I could use after work to fine tune some things.

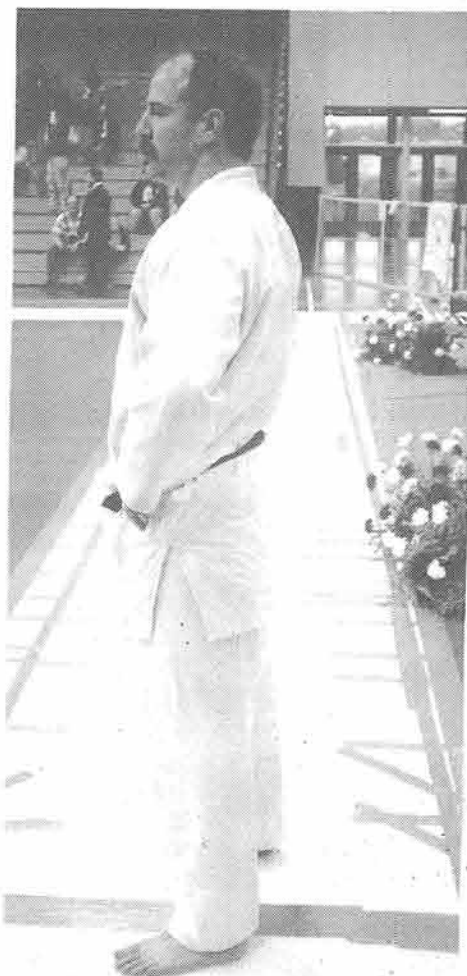
The pressure to make an Olympic team is intense but almost manageable when spread out over the course of a couple of years of training. Finally January 12 was here and the pressure had reached its peak. In the trials there is no tomorrow for you and no tomorrow for the guy you're fighting. The pressure of knowing you have invested everything and

given up a couple of years of your life for this particular day is insurmountable. In some cases, like my main competition, he (Jim Bacon) had been living and training at the Olympic Training Center for this day since 1985.

The basic trial procedure for Judo in the United States is a one-day winner takes all tournament, where the top six people in the states are invited. There are seven weight divisions for men and seven for women. Only the top finisher in each division is sent to the Olympics. There are five ways to win a judo match: (1) By **throwing** your opponent to the ground in a severe fashion (each time receiving points); (2) **Pinning** your opponent on the ground for 30 seconds; (3) Arm baring or breaking your opponent's arm; (4) **Choking** your opponent unconscious; (5) Winning a **judge's decision** if the match goes the distance and there is no score.

I was fortunate to beat my opponent (Jim Bacon) on that January 12th day, which was in Colorado Springs, Colorado. I executed a series of throws and prevailed over him in two matches and became the United States heavyweight representative (6'2" 240 lbs.) in the judo competition at the Atlanta Summer Games.

The Olympics will be in July/August this Summer. I am proud to say I am a San Francisco Police Officer first and an Olympian second. The department has provided me with the rigorous mental training and the foundation to make my goals pos-



Damon preparing for qualifying match for '92 Olympics.

sible. I hope by making the team that I have brought honor and respect to a department which has provided so much for me.

The truth of the matter is, is that I may receive the attention of the high visibility of the Olympics but it is the efforts of all the people mentioned and numerous others, that have made the difference.

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SFPOA Board Of Directors' Meeting

Tuesday, 2/20/96
1400 Hours - 510-7th Street

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, Kaposch/Co H, Shine/Co K, Sylvester/Hdqtrs., Torres/Hdqtrs., Balma/Narc., Catagnola/Tac., Balovich/Invest., Fox/Invest., Ching/MTPD, Shawyer/TTF, Wright/Ret., Millett/SFO, Scully/SFO, Johnson/Secty., Limbert/Treas., Cunnie/V-Pres., Trigueiro/President

President's Report

President Trigueiro introduced Mr. John Kagle, an attorney and a highly respected member of the American Arbitration Association, then issued the oath of office to the members of the executive board who will serve a 3-year term of office: Al Trigueiro, President, Chris Cunnie, Vice-President, Chuck Limbert, Treasurer, and Steve Johnson, Secretary.

Sergeant's Exam: The mailings with candidate scores will take place on Friday, 2/23/96.

The SFPOA Legislative Committee made certain recommendations concerning several ballot measures that will come before the voters of SF in March/1996. The following issues were discussed:

Proposition A: Ballot measure that would increase the size of Moscone Center and help create an increased labor market for our City. M/Deignan, 2nd/Canedo to endorse — motion carried unanimously by voice vote.

Proposition B: Ballpark Initiative. This ballot measure, if passed, will also help our City's labor market. M/Ching, 2nd/Gardner to endorse — motion carried unanimously by voice vote.

Kevin McCarthy, a candidate for Superior Court of SF, had requested our Association's consideration. After discussion, a motion (M/Deignan, 2nd/Canedo) was made to endorse Kevin McCarthy — this motion carried unanimously by voice vote.

The following motions were made for political contributions:

M/Scully, 2nd/Balovich, \$500.00 for Carole Migden for Assembly campaign. Motion passed unanimously by voice vote.

M/Deignan, 2nd/Machi \$250.00 for Matthew Rothschild for Municipal Court bench. Motion passed unanimously by voice vote.

Re-election of Congresswoman Nancy Pelosi — \$1000.00 donation. M/Cunnie, 2nd/Catagnola — motion passed unanimously by voice vote.

Fundraiser for Angela Alioto in her bid for California Assembly. \$250.00 donation. M/Ching, 2nd/Shawyer — motion passed unanimously by voice vote.

Fundraiser for John Burton for California Assembly. \$250.00 donation. M/Ching, 2nd/Shawyer — motion passed unanimously by voice vote.

The following motions were made for related issues:

Dinner honoring Police Chief Fred Lau sponsored by the Lew Family Association. Cost: \$100.00. M/Deignan, 2nd/Sorgie, motion passed unanimously by voice vote.

Chinese American Democratic Club New Year's Dinner. Cost: \$120.00 M/ Shawyer, 2nd/Dean, motion passed unanimously by voice vote.

Officers for Justice Installation Dinner. Cost: \$750.00 M/Machi, 2nd/Deignan — Motion passed unanimously by voice vote.

COPS (California Organization of Police/Sheriffs) Golf Tournament. Cost \$125.00 sponsorship. M/Sylvester, 2nd/Scully. Motion passed unanimously by voice vote.

Officer Damon Kieve will be competing for a chance to participate in the Olympics in Atlanta. A motion (M/Canedo, 2nd/Gardner) was made to assist him in his efforts with a donation of \$1000.00. The motion passed unanimously by voice vote. There will be an additional fundraising event for Damon at the Lake Merced Boathouse on March 7, 1996.

The Board then entertained a motion (M/Gardner, 2nd/Sylvester) due to the constant demands of time and travel, to provide the President of the SFPOA with a leased vehicle. This motion passed unanimously by voice vote.

Secretary's Report

Secty. Johnson discussed the issues the Association will be dealing with as far as the Early Warning Personnel system is concerned as well as the problem with all of the backlogged cases at OCC. There will be a representative training session held on Thursday, 2/29/96, at the POA building between 10-1200 hours.

Treasurer's Report

Treasurer Limbert just took office and is working out the final details in computerizing the financial statements.

There being no further business before the board, President Trigueiro adjourned the meeting at 1730 hours.

Submitted by Steve Johnson,
 Secretary

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BOB LEE	Co. A	553-1532
LEE DAHLBERG	Co. B	553-1373
SYLVIA HARPER	Co. C	553-1021
RICH STRUCKMAN	Co. D	558-5400
BOB FORD	Co. F	753-7280
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Retired Members Column

by Mike Sugrue



A year or so ago Gino and I decided to change the format of our Retired Members Column from one of biographies of individual members every month, to one that would include some information about the retirement history in police work. Gino had so many friends in the police department that he couldn't keep from writing. Although Gino is gone I plan to keep this "Retirement Column" active, using information on the early history of police retirement itself and other related information.

Over the years we have been writing this column and conducting seminars, different people have sent us articles and books which they have written. I would like to share this information with you. I hope that those of you who are thinking about retirement, or have made the decision to retire will find these articles interesting and helpful.

Retirement. The work itself denotes a sense of ending, of termination. It conjures up visions of sitting in an easy chair or behind a fishing pole at a peaceful lake. These are common perceptions of retirement. For many of us, retirement is far from comfortable chairs and afternoon naps. Our productivity does not necessarily end with our work lives; we go on to new horizons and goals.

For the police officer, retirement is far from the end. Eligible for retirement at mid-life, police officers are faced with the difficult decision of staying in police work or returning to civilian life. Police officers also face a problem not found in other occupations; the difficulty of separation from the "brotherhood" of policing. Civil-

ian life can bring a feeling of fear and isolation and to many retiring officers, leaving is similar to losing a family. They are no longer "one of the guys," in there helping with the battle against crime, and they yearn to be part of the action once more. During that first year, officers may find themselves wondering why they ever left the job. An older officer once said: "you can't get the job out of your system, forget it."

Other perils of the civilian world await after retirement. There is the matter of finding a job. Some officers may think it is simple to find work but it is not. They find themselves taking anything that happens along, even a minimum wage job. Income is lower after retirement and some may think they made a terrible mistake in retiring from police work.

The experience of retired officers emphasizes the need for preparation prior to leaving police work. Policemen tend not to plan for retirement, but wait for some special insight to tell them when to leave. Many times we have heard the comment from other officers "You will know when your time to retire comes." Unfortunately, insight does not necessarily make for a successful retirement.

Next month's article will continue with information excerpted from Dr. Violanti's book which concerns some history of police retirement that I found interesting.

Police Retirement, the Impact of Change by John M. Violanti and published by Charles C. Thomas, Springfield, Illinois. Published in 1992. Permission to use article given by Virginia Meyer on 02/22/94.

John Burton for State Senate

by Mike Sugrue, Coordinator Pre-Retirement Seminar, SFPOA

In case you don't know it, John Burton is one of San Francisco's state Assemblymen. John is running for the State Senate in the March 26th Democratic Primary Election. John deserves the support of every active and retired San Francisco police officer. He is endorsed by the POA, PORAC, and COPS.

John was elected to the State Assembly in 1964 and served there until he ran successfully for Congress in 1974. But John, being a dyed in the wool San Franciscan, didn't like Washington, D.C., so he gave it up and came back home. In 1988, John ran again and was elected to the State Assembly where he continues to serve.

Over his career, John Burton has done everything in his power to represent the interests of San Francisco police officers. As a member of the Assembly he opposed every Republican and insurance industry attempt to take away our Workers' Compensation heart, hernia and pneumonia presumptions. Of late, those attempts are a yearly occurrence.

Police officers and firefighters are the only public and private employees who enjoy special presumptions in the Labor Code that makes heart attacks, pneumonia and hernias work related. Burton also supported the cancer presumption that was added to this law. Over the years, these presumptions have resulted in millions of dollars in benefits and health care savings to police officers throughout the state. These are police officers and deputy sheriffs who were able to retire on a Workers' Compensation Disability pension,

rather than being kicked out of the business with nothing.

John wrote legislation prohibiting forced polygraphs of police officers. He also supported the Peace Officers Bill of Rights act which, and still is, the greatest job protection law ever enacted.

While in the Assembly, John helped force local cities to pay for the cost of police uniforms and weapons, rather than the individual officer. As an officer who had to buy all of his uniforms, gear, and revolver, I can tell you that was quite a savings to me and my family. I can remember when I came into the police department the only thing I was given was six bullets when I went to the police range.

When John Burton was a member of Congress, he strongly supported the \$50,000 death benefit for police officers killed in the line of duty. He also coauthored, with Congressman Mario Biaggi, the National Police Officers' Bill of Rights Act.

In San Francisco, John Burton supported the POA initiatives for collective bargaining with arbitration, night differential pay, time and a half for overtime, elimination of Tier II retirements for new officers, and opposed measures that would have increased the power of the Chief of Police to summarily suspend police officers.

For these reasons, John Burton deserves our support. I ask that everyone of you who live in San Francisco, Marin and southern Sonoma support John Burton for the State Senate in the March 26th Primary Election.

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Courtesy of a Friend

Tom Flippin, Editor
SFPOA Notebook

Dear Editor:

As many of you may know, I am the latest victim of D.A. Hallinan's housecleaning, or in his words, "reorganization." I would like to take this opportunity to set the record straight on my firing.

On December 13th, the day after my brother Bill was narrowly defeated in his bid for D.A. I attempted to contact a certain reporter for a local throwaway rag. I first called the reporter's office and was told he was out. Using the SF phone book, I obtained his home number and placed the call, from my home on my off duty time. A message machine came on and invited the caller (me) to "leave a message and we'll have a nice chat." In my frustration at not reaching the party, I left a terse, albeit expletive-laden message, along with my name and phone number. I had intended to speak with this "reporter" about some recent lies and innuendo-filled stories his paper had printed about my brother, and about his dragging my family's name through the mud. I had also intended to confront him about crashing the previous night's election party, along with one of his photographers, all the while eating our food and partaking in our hospitality, until he was recognized and promptly thrown out.

I never did get a response from him, but instead was brought in for questioning of a "threatening phone call case." I was played a copy of the recorded message, and willingly ID'd my voice and admitted having made the call. However, my name and phone number were conveniently missing from the copied tape. A few days later I was informed that the A.G.'s office found no evidence of a threat and ordered the case closed. This was not good enough for then lame duck Arlo Smith, as he turned this

non-event into a full blown internal investigation, complete with interrogations and formal report to the Chief Investigator.

Weeks passed, nothing happened, no disciplinary action was taken or contemplated to my knowledge. I assumed it was a dead issue.

Then, out of the blue, on February 9th I was called into Hallinan's office and handed a letter of termination, while being told by Hallinan that I should have been expecting this and that it should come as no surprise. Needless to say I was quite surprised, particularly since the termination letter listed no reason for my firing other than an office reorganization. Now, I know enough to know that under the Peace Officers' Bill of Rights, (Government code section 3300, et sec.) I am entitled to Skelly proceedings and a full hearing prior to any disciplinary action. I was simply terminated on grounds of services no longer needed and was to clear out by 5:00 p.m. that very day. (It was already 1:00 p.m.)

Later that day, Hallinan told the press that I had been fired because of a "blot on my record," specifically the phone call, not because of political fall-out or revenge. Keep in mind, in fifteen years I have had **no** disciplinary actions, **no** reprimands, and **no** adverse evaluations. Also keep in mind that the investigator's office is riddled with investigators having been involved in every thing from internal violations such as assisting in the defense of homicide and grand theft suspects to DUIs to 5150 suicide attempts, **all** of whom are still working.

Hallinan can not have it both ways. I intend to fight this unlawful termination on all fronts and to expose just exactly what this man is doing not only to the office of the D.A., but to the city as a whole.

In closing I would like to thank the POA for their wonderful support of Bill's campaign and for your members to know that the Fazio brothers shall return, stronger than ever and hungry to regain what was wrongfully taken from us and to obtain that what is rightfully ours.

Joseph Fazio

Brother Jim Gratz
Central Police Station
766 Vallejo Street
San, Francisco, CA

Dear Jim,

I read your letter in the POA newspaper. Your response was based on a letter I wrote to the president of our association. Unfortunately only your letter appeared in the *Notebook*. It certainly gives only one side to an argument, so I'll address the issues you cited and then request that this letter be printed in our paper. (Just to make sure my thoughts get out to other members of our

LETTERS

association, I'll also share my comments by sending copies of my original letter and this letter to stations and bureaus, for posting.)

Am I asking for a significant raise? Yes, I certainly am! I hope you are, too. I am tired of pay freezes and furlough days and being paid thousands and thousands of dollars less than police supervisors in other jurisdictions. I think San Francisco Police Officers should be paid at least as much as they make in Vallejo, or San Jose, or Oakland — I think our police supervisors should also make a comparable wage.

You ask on what do I base this position. Do I write more reports than you or make more arrests? Jim, I don't think you are proposing that we go to "piece work" for our compensation. Believe it or not, I too was a patrol officer, and police officers today work much harder than I ever did. So on what do I base my proposal? Prevailing wages and standards in the industry: rock-solid labor principles. That is what the POA is, isn't it? A labor union.

My request is not outrageous or new. I'm just asking the POA to do what they proposed in the last contract (Please refer to Section 32 of the last contract) The POA agreed to reopen the issue of "salary differentials between classes", because they recognized that San Francisco's pay scale did not meet prevailing wages and industry standards. The POA failed to follow through on their promise.

It is fair that supervisors make more money than police officers? I don't know, but they do, everywhere. When you negotiate a pay package, you negotiate based upon what others in the industry are paid. We do this all the time. F.T.O., Solo, Bomb Squad, P.O.S.T. and Canine premiums are all examples of salary increases which are not available to us all.

We have two pension plans. Is that fair? I don't know but those are the standards in the industry.

Jim, the POA divided us into two bargaining units in the last contract — that was an incredibly bad move. They established the precedent for separate contracts and benefits in the last contract by providing an additional week of fitness time for those below the rank of lieutenant. They further divided us by not letting lieutenants and above vote on certain issues. Having done so, they now have a fiduciary duty to bargain for supervisors based upon the prevailing wages. Their failure to do so would be a breach of that duty.

Will I benefit if supervisors get a larger raise than patrol officers? Yes, I will, but so will every sergeant, inspector, lieutenant and captain. And so will every one of those ranks in the future - including the 135 police officers soon to be promoted to sergeant and the 100 police officers who will make assistant inspector next year.

Jim, I realize the pie is shrinking and I wouldn't want one dime of it to come from the police officers' contract, but I don't mind taking a huge slice from the fire fighters. Look at their salary and prevailing wages—after all, they endorsed Frank Jordan.

Fraternaly yours,
Joel Harms

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LETTERS

Joel Harms
Muni Transit — Turk St.

Dear Joel:

You are invited to attend a meeting of the POA's negotiating committee, scheduled for March 20, 1996 at 8:00 a.m. at the POA offices.

I am concerned that you are distributing incorrect and misleading information to the general membership. As a member of the POA, you are entitled to input and access to our democratic processes. You also have responsibilities, however, which we will make clear to you at this meeting and which include abiding by those processes.

Please let me know in advance if you cannot attend this important meeting.

Sincerely,
Al Trigueiro
President, SFPOA
SEIU Local 911

I am responding to the letter submitted by Brother Joel Harms.

First, I support President Trigueiro's invitation to Lt. Harms to come to the steering committee and express his concerns directly to them. Our POA is extremely democratic and all members have the opportunity to have input to any of our committees. Joel might even find out that the members of your negotiating committee and steering committee are not all ignorant regarding labor negotiations, particularly as they relate to police officers. He might even learn something from in the process.

Our negotiations began with a membership survey. The steering committee, which includes our negotiating committee, used that and other resources to put together your proposals. I was involved in the process and think they did a very good job. The steering committee meets almost weekly during negotiations and sometimes more often than that. They often debate the propriety or wisdom of proposals and carefully deliberate over the numerous issues before them. They also do their homework and know what they are talking about.

I strongly urge all members to communicate with any of the members of these committees if you have a question — or even a constructive criticism. If they can't answer your inquiry, they can bring it to one of our meetings and we can get a response for you. That's how negotiations work best for all of us.

In addition, beware of informational letters or bulletins from those who, for whatever reason, choose not to be involved in the process. They generally don't know what is going on. The job of conducting negotiations is difficult and there is a great deal of misinformation in the local papers and else-

where regarding what is occurring. We don't need confusion caused by anyone else publishing misinformation and such conduct could undercut our efforts.

Fraternally,
Chris Cunnie,
Vice President, SFPOA

Mr. Al Trigueiro, President
SFPOA
SEIU Local 911

Dear Mr. Trigueiro:

Thank you for your recent letter to the Secretary of the Navy concerning donation of the battleship MISSOURI. I am responding for Secretary Dalton.

Your interest in acquiring this historic ship for public display in San Francisco is greatly appreciated. Other organizations in Bremerton, Washington, Honolulu, Hawaii and Long Beach, California, with strong public support, have also completed their own applications for this ship. This pronounced interest in MISSOURI creates a competitive situation comparable to the Navy's experience with the aircraft carrier Lexington in 1992. In order to be equitable, the Navy will conduct an independent comparison and evaluation of all battleship donation applications. Details of this donation evaluation process will be formally announced.

If I may be of further assistance, please let me know.

Sincerely,
Gordon I. Peterson,
Captain, U.S. Navy
Director,
Congressional and Public Affairs

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

Dear Al:

Because no one chose to run against me for the open seat on the Health Service Board, there will not be an election for that seat. Why no one wished to participate in the election is unknown at this time. Perhaps it was because I went out early and got endorsed by many of the major employee organizations and unions such as yours. For this reason, I will automatically be re-appointed and retain the position I have held on the Board for the past 25 years. I wish to thank the Executive Board and the members

of the POA for their thoughtful consideration in endorsing me for re-election. I would appreciate your informing your membership as to the outcome and my appreciation. As stated before, I will continue to work for the betterment of the System and its members both active and retired.

Sincerely,
Harry Paretchan, Member
Health Service Board

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

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

Dear Al:

I want to thank you and all my SFPOA brothers/sisters for your kind expression of sympathy at the passing of my father.

He was always a strong proponent of the labor movement and your recognition of him is very much appreciated by my family.

Sincerely,
Tom Mulkeen

Tom Flippin, Editor
SFPOA Notebook

Dear Tom,

I would like to take the time to thank the POA (especially Al, Gary, Phil, Steve, and Chris) for all their help and participation in the luncheon and raffle put on for John Fowlie. Their assistance was invaluable in making this event a success.

I'd also like to thank Don O'Connor, Bob Huegle, Phil McKee, Joel Harms, and Tom Jones for their help.

Special thanks to Joe McKenna for acting as Master of Ceremonies and to Mark Hurley for the use of the SFPAC and for all the logistical support he provided.

Finally, I want to thank each of you whose participation in this worthy cause made it a rousing success.

Thanks again,
Jerry D'Elia

Andrew Au

Certified Public Accountant

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**San Francisco
Fellowship of
Christian
Peace Officers**

Purity

by Daniel Hampton

For the next couple of weeks our church is emphasizing purity among junior high and high school students attending Sunday Bible Classes. The youth pastors are hitting upon scriptural doctrine that emphasizes chastity and saving oneself for that special person which God has reserved for them in marriage. I've peeked in the high school bible class and it's packed with teenagers. The whole church has rallied behind this theme and adults and parents on Sundays will wear white ribbons on their lapels showing support for the teenagers. The series will culminate early in the month of March, with teenagers coming forward during the worship service pledging their commitment to remain pure until they are married to that special person. The timing could not have been any better. Remember I told you in a previous column that I promised my daughter, Laura, I would buy her a gold ring on her fifteenth birthday? And that ring would represent a commitment on her part to remain a virgin until God would send to her that Christian man who would marry her. Well, last week I took her to the jewelers and put a down payment on a lovely gold ring, shaped in the form of a heart,

inset with a 3 dimensional Christian cross, and to the right side of the heart an emerald flush stone. I'm hoping the ring will be ready when she steps forward in the March worship service pledging her commitment to purity. You know these teenagers are really zealous to make this commitment before the congregation. It is apparent, when you have youth pastors, parents and adults supporting teenagers who want to do the right thing and follow the teachings of God regarding purity, that this experience is explosive and wonderful. The classes are literally packed with teenagers, praise God!

On a side note, I'm taking my daughter to a Father/Daughter dance at her high school. Of course I'm one of many fathers who will attend. I'm excited about the event and will have a corsage ready for my daughter that special night and will also take her out to dinner before the formal event. I'll make sure that I dance with my daughter as much as I can and treat her special as a Christian father should treat his daughter. I will not mingle with other fathers at the dance causing my daughter to become a wall flower talking with other daughters whose fathers are too busy talking to other fathers at the dance. Why? I want my daughter to know how it is to be treated special by a Christian gentlemen. I don't want her to feel neglected and I'll talk and listen to her during these special times and other times when I take her out to lunches or dinners. You see I want my daughter to know that she is treated very special by her father, so that in the future she only will take in marriage a Christian man who mirrors her father. She won't settle for less. This is what I hope and pray for her.

Our next guest speaker for our April 10th Luncheon will be Officer Yulanda Williams from Potrero Station. Watch for her flyer in this issue.

Fellowship Of Christian Peace Officers

Theme: **"DOOR KEEPER IN THY COURT"**
Special Luncheon: **Wednesday, April 10, 1996**
Time: **1200 hours**
Location: **Police Officers Association**
510 - 7th Street, (7th and Bryant Streets)
Guest Speaker: **Officer Yulanda Williams**

What can I say about Yulanda Williams? She's been on the force almost six years, lives in the Bayview District and works at Potrero Station. She is totally involved in community service participating in the S.F. Middle School Law Enforcement Program, Drug Education Program, S.F. Youth Courts Program, and the Turf Group. Yulanda received the "My Favorite Cop" award in August 1994, the 1996 Martin Luther King "Living the Dream Award" and on January 10th of this year was featured as a guest on a local television program called "Current Affairs". She is known for organizing a fund raiser for a young girl she found crying in school. This young girl has a disease which prevents hair growth on her scalp and was being teased by her peers. Yulanda rallied support for this girl's plight nation and world wide. Funds came from around the globe which helped provide a custom hair piece for the young girl and also a computer. Needless to say this young girl's self esteem and joy abounds. Yulanda, we are proud of you. Please share with us your joy in serving the community where you live. Tell us where you get your servant's heart. And may your unselfish strength and attitude rub onto all of us.

Reservations:

Cost: The cost for the luncheon is only \$10.00 (ten) per person. You must pay in advance for this luncheon by **Friday, April 5, 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 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.

NAME: _____

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The Fellowship of Christian Peace Officer's Luncheon held on February 21st, was successful. Our guest speakers were David and Julie Lazar. Forty-five plus persons attended and enjoyed the topic, "A Husband And Wife Team in the Department." Both related how their lives were before Jesus Christ and His teachings became significant in their lives. I enjoyed hearing how they first met at the Department's physical agility training courses prior to employment. But most of all I was blessed when they revealed how their lives and marriage changed for the better when they asked Jesus Christ to come into their hearts, and determined to follow His teachings. And now David has made the promotional list for Sergeant. David and Julie, Christ has given you His grace and blessings in this place of time, space, and history. May both of your testimonies to be disciples and followers of Jesus Christ follow you throughout your careers, until Christ calls all of us, and brings us into His Kingdom.

I know the food was enjoyed by all. There was prime rib, chicken breast cooked in wine, ravioli, mashed potato and gravy, plenty of salad, and five pies. I'm grateful to the persons who tell me they're enjoying the guest speakers and meals. Our only purpose is to glorify Jesus Christ and His teachings.

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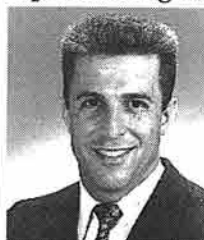
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PAL Soccer

The PAL Soccer season will begin on Saturday, April 13th. All games will be on Saturdays and will be held at Beach Chalet, West Sunset, Louis Sutter, and Polo Fields courtesy of San Francisco Recreation and Park Department. Over 100 teams with children ages 6 through 17 are expected to play in this spring league.

SF PAL Outstanding Person

Over the years, SF PAL has had many outstanding coaches, assistants, boosters, donors, but never quite like John Filipello.

Mr. Filipello arrived from Torino, Italy in 1963 and settled in Sonoma. He went to work for a winery at \$1.22 per hour. In 1965 he opened an antique store in Sonoma and subsequently in San Rafael and began buying real estate. He opened J. Filipello Antiques in San Francisco in the last 1960's. Today Mr. Filipello still works at his storage business and manages his real estate portfolio.

John Filipello is a successful business man and known to be an astute investor as well as a fair and honorable man. Mr. Filipello is also extremely generous as he donated a building to PAL located at 3309 26th Street which will house the Judo Program. In the works are martial arts classes and weight training. We hope to have more programs in the future. We honor him for his generosity and his concern for the youth of San Francisco.

PAL Judo

Beginning March 4th, the PAL Judo Program moves to the PAL Building on 3309 26th Street which was donated by John Filipello. Classes will be Mondays, Wednesdays and Fridays from 5:30 p.m. - 7:30 p.m. Children ages 7-18 are eligible to participate. Bill Wong, Head Instructor directs this program along with Tom Morris, SFPD retired (currently recuperating from major surgery).

San Francisco PAL Activities League

1996 Schedule of Activities
For information, call 695-6935

Baseball:

Call S.F. Rec and Park 753-7029 for sign-ups.

T-ball: 6-8 years

Pinto: 7-8 years

Mustang: 9-10 years

Bronco: 11-12 years

Pony: 13-14 years

Basketball:

Boys and Girls

6th Grade, 7th Grade, 8th Grade

Season: October and November, December play-offs

Football

(ages 8-14)

Cheerleading

(ages 5-15)

Sign-ups: April, May & June

Practice/conditioning: August

Season: September, October & November

Judo

Boys & Girls 7-18 years

Mon/Wed/Fri: 5:30 - 7:30 p.m.

PAL Gym, 3309 26th Street

NCJA Affiliation Fees:

Ages 7-16 \$60/year

Ages 17-18 \$100/year

Law Enforcement Cadets

Jr. Cadets: H.S. Sophomores, Juniors & Seniors

Sr. Cadets: Ages 18-21

Meetings every Wednesday, 7 p.m.

Police Academy, 350 Amber Drive

Soccer

Boys and Girls

Season: April, May, June

For team and individuals sign-ups, call 1st week in February.

San Francisco Police Activities League

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PAL Invitational Golf Tournament at GREEN HILLS COUNTRY CLUB

Where: End of Ludeman Lane, Millbrae, California

When: Monday, May 6, 1996
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Format: Individual play. Players with established handicaps will compete in low gross and low net play. Players without handicaps will compete in low gross and blind bogey play.

Cost: \$185. Includes green fees, tee prize, golf cart, lunch & dinner

Hole Sponsorship: \$100. Staked signed at a specific hole on the golf course to identify you or your company.

Donation Of Prize Or Contribution:

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Proceeds from this tournament support the Summer Training Program for San Francisco PAL Cadets.

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SPORTS



1995 Basketball Season

by Steve Ortiz

The 1995 Season Playoffs in February were fantastic! This year's new blood of athletes have made our league increase its level of competition. The playoffs were wide open at the final four junction.

As it started out, first round semi-final game with #1 seed FBI vs #8 Daly City PD. The FBI played a lackluster 49 to 26 win. Even Ken Kirk, FBI, had an off day. Ken, along with John, or is it Jay today, he's such a skits-so, Broadrick and Tom, Addams Family, Alston scored only ten points a piece, well below Kirk's and J's average.

The G-Men may have been a little weary from their 55 to 52 loss to Southern just four days prior. Southern handed the G-Men their only league play loss. The G-Men finished with a 12+1 record. This game had 24 fouls called.

Southern spoiled their bid for an undefeated season. The FBI thought that this was going to be a cake walk, but the G-Men still win the conference title trophy for a fine season.

Number two seed, Mission, 11-2, beat TTF with a come-from-behind win to continue to the final four. Hagan of TTF scored thirty points but Jake 'Big Country' Fagan pumped in thirty-three to lead Mission to a 67 to 66 win. Mission lead 9-8 early on, and did not see the lead again until three minutes left in the game. Lorin backed up 'Big Country' with twenty-two points of his own. This game ended with 38 fouls.

Another semi-final nail biter was Southern's 71-70, come back from a twelve point deficit, to win. Tong and company spotted Central to a 12 to 0 run in the first five minutes of the game. Schaffer and Palada were too quick for Southern's man defense.

Old 'Doc' Ross was seen scoring two easy lay-ups on Ben 'Like My Smile' Spiteri. Southern fought back from this first half deficit to squeak

out a one point win. This game saw the return of Alan 'How's My Heart Rate' Honniball.

Al's lost 11 pounds and is in better shape since his heart attack. The doctor has Al running up to a half hour straight. Doing sit-ups and watching and counting his calories. The doc even gave his blessing for some training on the parque floor. In this come back Honniball scored ten points while Rodney and Tom scored 19 points each and AJ scored 11 points. This game produced 45 fouls and a Southern win.

Ingleside's first game was an easy second half game ending 80 to 73. Azzoparty, CHP Co-op scored a game high 28 points. John 'All League' Kallass scored 18 with 4-out-of-4 from the line. This was not enough as Big Ed Delcarlo's large 24 point out put. Big Daddy, Freddy Williams dropped in twenty seven points with a 5 out of 7 from the line. Bobby and Sergio sank their freethrows down the stretch to preserve the win. This game had 37 fouls called.

The table was now set for the final four. #1 FBI vs Ingleside and #2 Mission vs Southern.

The first of two evenly matched games, this game was a neck and neck Ingleside, FBI shoot out. At half time the FBI had a slim 32-30 lead. Ingleside shot poorly from the line only making 10 of 24 shots. A sickly 41% FBI's Ken 'For Hair Care' Kirk had a game high twenty-two points. Broadrick scored 16 points, but Ingleside played better in the second half, winning a close 60-59 decision.

'Big Daddy' Williams hit 18 and Delcarlo 14 and Soulette 10. Ingleside did have Chin and Gallegos hit big baskets down the stretch to ice the game.

This was the Febees second year with straight losses in the playoffs, keeping them out of the championship game. It appears they miss their old man in the paint. How's Ed Gurinsky's legs holding out? 37 fouls today.

In the other cliff hanger of a gam, Southern avenged an early season loss to Mission Station. It was a great 48 foul game. In this game, one foul in particular was the call against Eddy 'Like My Hair' Yu. The controversy was the referee blowing his whistle as Eddy, whose shot fell short hitting the front of the rim, was called for traveling. Walsh rebounded the ball with one second to go. The game ended Southern 70, Mission 69. Both teams had fine performances.

Mission's Jake 'Big Country' Fagan lead all scorers with thirty one points. Fagan hit eighteen first half points which helped put Mission ahead at halftime 38 to 27.

Lorin scored 11 first half points along with Clemon's four. Mission worked a 9 point lead at the half. In the second half Southern admin sited some strong defense and hitting with

timely fouls against 'Big Country'. Ortiz and Spiteri defended fagan made only two second half field goals, but Jake made eight of ten free throws, and ended 13 for 15 for the game.

The Little Deputy Chief, aka 'AJ' Foyt held another of Mission's strong players to only two second half field goals and 2 of 3 from the line. Geary 'Good Sport, Not' Lorin finished with seventeen total points.

Mission fell short as only Lorin and Big Country scored in double figures. Southern had four players in double figures as AJ scored thirteen, Spiteri 15, Walsh 15, and Rodney seventeen.

Gonzalez and Ortiz combined scored 10 points. Southern scored 43 second half points in their comeback victory. Mission could only score seventeen second half points from the field. Second half free-throw shooting was 66%, fourteen for, twenty one. Seven lost points. What would "Harry Jerry" say, Moose!

Southern played with 3 of its 5 final players carrying four fouls down the stretch of the game. Spiteri fouled out late and Ortiz fouled out with ten minutes to play in the ball game. Imagine that! But just ask Lorin or Big Country about that. Tong lead Southern down the stretch and Holder's three pointers were also big. Holder sank 3 straight 3-point shots in the second half.

About those forty-eight fouls — wow! The most of any game played. I looked up past score book too. The playoffs, minus the championship game averaged 38 fouls per. That's each player with 2 1/2 fouls a piece. I remember telling our guys not to breath too hard on Mission's players that day.

I think this established the fact why we do not shoot a penalty, second free-throw after ten fouls against a team. Looking back at past score books I counted a twenty-five to thirty-five fouls spread in calls per game. Oh well, is there anyone else?

1995 PLAYOFFS

FBI	49	Mission	67
Daly City	26	TTF	66
Southern	71	Ingleside	80
Central	70	CHP Co-op	73

FINAL FOUR

Ingleside	60	Southern	70
FBI	59	Mission	69

CHAMPIONSHIP GAME

Southern	77	Ingleside	64
----------	----	-----------	----

Southern Champions 1995
14-2

1995 FINAL STANDINGS

	W	L	Playoffs
FBI	12	1	1-1
Mission	11	2	1-1
Southern	11	2	3-0
Ingleside	10	3	2-1
CHP Co-op	9	4	0-1
✓ Central	7	5	0-1
✓ TTF	6	6	0-1
Daly City	6	7	0-1
Taraval	5	8	
✓ Narcotics	3	8	
* Northern	3	9	
* Airport	3	9	
Potrero	3	10	
Inspectors	0	13	

*Leaky roof, game rained out
✓ Narcotics vs TTF & Central not played

Texas Challenges California

The Texas World Police Games, Houston

by F. J. Pyland, Officer, HPD

Calling all California Police athletes. If you want to participate in the best police games ever held on this planet, call 1-800-624-9752. You're invited to the Texas World Police Games, June 9-14, 1996, a celebration honoring the 20th anniversary of the state of Texas police games.

The Texas World Police Games in a "nutshell" are 30 sporting events spread over five days with a whole bundle of hospitality tossed in. The Houston based games are centered around the excellent athletic facilities at Rice University. The host hotel is the Sheraton Astrodome which shares the same parking as the as-

trodom and Six Flags over Texas-Astroworld. The organizers, the Texas Police Athletic Federation have secured reduced rates for the hotel and the theme park (up to 43 percent).

The police-athletes from Texas are ready to defend the Lone Star state, sort of like John Wayne and Davy Crockett at the Alamo. In June of 1996, we promise a pretty good time but your best game will be needed.

The time to get on the mailing list is right now. Call 1-800-624-9752 and we'll send the sports patrol application package right to you. The participants can contact Thompson Travel at 1-800-200-2983 for additional information on lodging, car rentals, etc.



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SPORTS



First Annual Officer Jim Guelff Memorial Winter Trip To Yosemite

by Stephen Venters

On Friday, December 15, 1995, I, along with Officer Eileen Murphy of Northern Station, was privileged to take a van full of inner-city youth from Galileo High School to Yosemite National Park for the first annual Officer Jim Guelff Memorial Winter Trip. We were going to stay in the Yosemite Institute where the youth would receive instruction in cross-country skiing, snowshoeing and activities that would help them get a better understanding of the great outdoors.

This first annual trip was put together by Officers Walter Scott & Roger Keenan, Co-Directors of the SFPD Wilderness Program and the staff of the Yosemite Institute to honor the great contributions made by Jim. Officer Guelff donated a lot of his time leading young people from San Francisco on rope courses, backpacking trips, and river rafting adventures with the SFPD Wilderness Program. Jim was able to take inner-city youth out into the wilderness and using his street smarts combined with a great love for the outdoors he was able to show them a side of life that they did not know existed.

Our trip started from Northern Station and after a lunch stop in historic Groveland, we found ourselves in the middle of a snow storm just miles from the entrance to Yosemite. This would not have been a problem, but I could not get the chains on the van. Luckily the snow stopped and we were able to drive slowly to the entrance of Yosemite where there was a chain installer who was able to get the chains on the van so we could continue. We finally arrived at the Yosemite Institute just before dark and the kids were shown to their spartan lodging; a single room bunk house heated only by a wood stove. After a hearty dinner in the dining hall we formed a circle and played numerous games and activities lead by the Institute staff. It was

very interesting to watch the many walls and barriers of the inner-city come slowly down as the evening went along.

The next day we all got on cross-country skis and we were lead into a meadow for our first lesson. In less than an hour, the kids were flying around like old pros. The leader then took us on a two-hour tour through the meadows and forest. That afternoon saw us again learning something new. This time the leaders had us strap on snowshoes and take off into the woods to climb a hill. It was quite an experience watching this group head out into the wilderness like they were all seasoned veterans. When we finally reached the summit, we partook in a good old-fashioned snow ball fight, with fun had by all.

That evening, after dinner, we again were involved in numerous activities that really opened up everyone's minds. The night ended with a candlelight talk about why we were there and who we were honoring. The Yosemite Institute ended the program with the presentation of the first annual scholarship to the Officer Jim Guelff Memorial winter trip. The first year's winner was Officer Eileen Murphy, for her unselfish giving of her time and energy working with the youth of San Francisco through her daily assignment and her vast contribution to the SFPD Wilderness Program. Eileen Murphy's name will be added to the Jim Guelff Memorial Plaque that is permanently fixed to the wall of the Yosemite Institute's dining hall.

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REMINDER!

POA Golf Tournament

**5th Annual SFPOA Golf Tournament
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Monday, July 15, 1996

Olympic Club, Lake Course

**Further
information
to follow.**



by **Rene LaPrevotte**

Winter is waning and the riding season is fast approaching. I've been in contact with Officer Dean Lawrie of the Sacramento Police Department who is the coordinator for the 1996 Police Memorial Ride. Last years ride started at the Police Memorial at the State Capitol where eight hundred riders rode to Strawberry (in the Sierra foothills) where we had a Bar-B-Que and live music. All profits are applied to maintenance of the State police memorial which honors our fallen brothers and sisters.

This year's event will host an expected one thousand motorcyclists at a party Friday, July 26th then the ride is Saturday, July 27th leaving from the State Capitol to a site above Placerville where we will have a ca-

tered bar-b-que and entertainment by the Elvin Bishop band. I will update you in future articles regarding a San Francisco meeting spot and times.

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The Loon's Nest

Wismer & Dort are 1996 Two Man, Best Ball Champions

by Ed Garcia, Co. E

All flights in and out of the Petaluma Municipal Airport were cancelled. Small craft warnings were broadcast on this 24th day of January, as it was not a fit day out for man nor beast. High winds, downpours, snarled traffic and flooded roadways. These conditions might have been enough adversity to cause some golf organizations to cancel a tournament. Some clubs yes, but not the Loon's Nest Golf Club. Forty-six players, making up twenty-three teams teed off in the club's 6th edition of the Two Man, Best Ball Championship. The tournament was played over the 6886 yard Adobe Creek Golf Club in Petaluma.

The defending 1995 champions, Earl Wismer and Jeff Dort came determined to defend their title against all comers. Through the first nine holes, Wismer & Dort were hot, posting a team net score of 28. Several teams started to make their move to catch the leaders, as the Anzores (Charlie & Ed), the Lorins (Bruce & Gary), Senkir & Williams, O'Connor & Balma and Wong & Chang all started to pick up ground on the leaders. But Wismer & Dort knew that this would be their day, as they posted six more net team birdies on the back side. Wismer & Dort finished with a net team score of 59, a Loon's record that will probably stand for many years. Finishing in 2nd place with a score of 64 were two veteran Loon's from the Juvenile Bureau, Jerry Senkir and Jere Williams. Looking to third place, the Lorin team and the Anzore team finished with matching 65's. The tiebreaker went to the Lorins along with 3rd place. John Wong and Armando Chang finished with a score of 66, as did the team of Balma & O'Connor. The tiebreaker went to Wong Chang for the final prize.

Looking to individual efforts on the day, Gary Lorin posted the low gross score with a 76, a fine score considering the tough conditions and



Earl Wismer and Jeff Dort, 1996 Two Man, Best Ball Champions

high winds. Lorin won both "closest to the hole" contests, both side pots and also won the long drive contest. Gary hit a drive on the 4th hole that was paced out to 271 yards. Steve Balma took a 2nd in one of the "closest to the hole" contests on hole #5 and Lou Landini (current club champion) took a 2nd on the 12th hole with a shot that stopped 7'6" from the hole.

Team scores

Wismer & Dort	59
Senkir & Williams	64
Lorin & Lorin	65
Anzore & Anzore	65
Wong & Chang	66
Balma & O'Connor	66
Fee & Siebert	66
Voeth & Omholt	66
McCann & Neeson	67
Cordery & Banksen	68
Mahoney & Ballard	68
Davis & Rist	68
Landini & Wyman	69
Sheehan & Holland	69
Pearson & McMillian	69
Lum & Brown	69
Garcia & Hanacek	70
Diodati & Gogol	70
Mar & Yee	70
Morris & Curran	71
Roualdes & Bowen	72
Renteria & Panina	73

SFPD Specialists Do Well In Sniper Competition

by Mark Lundin, Specialist Team

Specialist Team member Benny Fong and I garnered a second place trophy in the 1st Annual Northern California Sniper Competition, held on February 26th in Livermore, CA. We competed against 15 other sniper teams from Northern, Central, and Southern California in a series of

events requiring precision shooting at targets from known and unknown distances, shooting under time constraints, target identification, and knowledge of external ballistics.

Despite our narrow loss to a tough Department of Corrections team from Tehachapi in Southern California, Benny and I are confident we can take it all at the 1997 competition.



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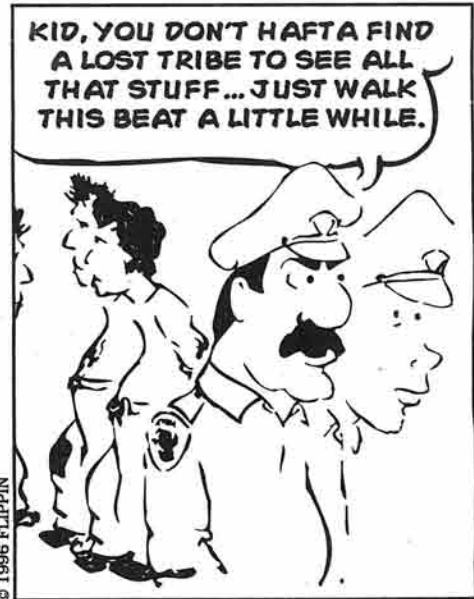
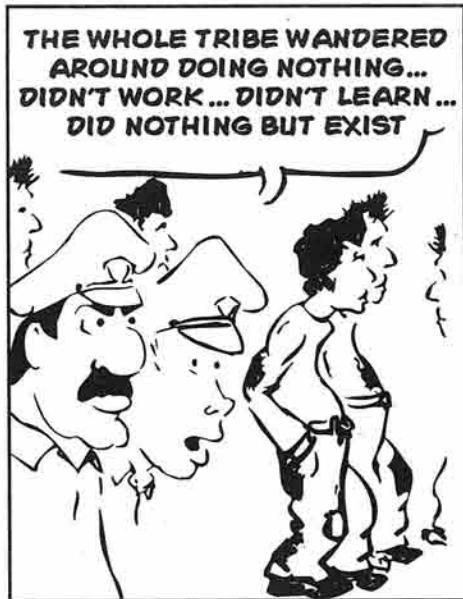
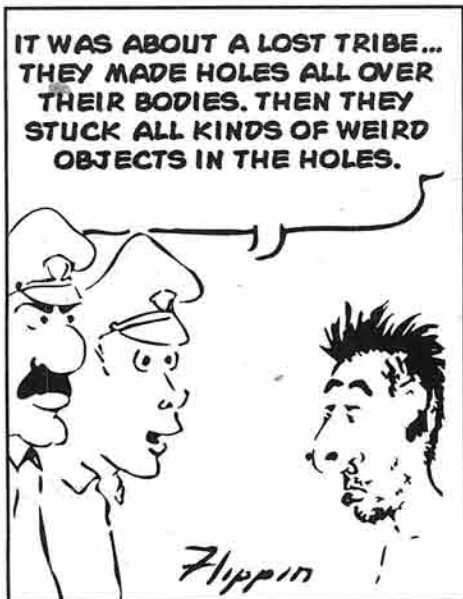
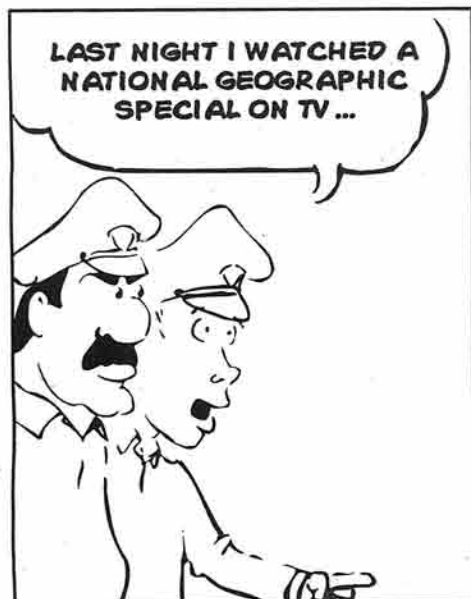


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ON THE STREET/ Tom Flippin



Funny . . . But True

by Tom Flippin, Editor



The Dumb-Crook-Of-The-Month is a well-established tradition in this column, but this is the first Dumb-Victim-Of-The-Month story that has been sent in. Phil Fee, of Co. F, sent me a copy of a report that his recruit, Tracy Boes, took involving what must be the dumbest cabby in San Francisco. This cab-driver picked up a fare, a Chinese guy, about 2:00 in the afternoon. He told the driver that he was Tommy Toy, the "famous restaurateur," and that he had business to take care of in several different bars. He asked the driver if he would drive him around all afternoon. The cabby acquiesced, and the adventure began. They hit a couple of places in the Mission, then went up to a bar on Portola. Upon arrival, "Mr. Toy" borrowed \$25 from the driver, saying he didn't carry cash but promising to repay him. "Toy" then entered the bar and bought a round for everybody there. He came out and told the driver to go to a place on Mission St. where he had friends and could get money to repay him. When they got there, no one seemed to know "Toy", so he hit the cabby up for another \$60, and made new friends by buying several rounds for everybody. After taking "Toy" to a few more dives and watching him buy "a round for the house" at each place, our hero finally began to get a little nervous. While his fare was buying rounds in The Gold Cane on Haight Street, the hapless hackie flagged down Phil and his recruit. "Mr. Toy" had run up more than \$75 on the meter and, of course, still owed the \$85 loaned him by our hero. When the cops took on "Mr. Toy", he said he'd be happy to take care of his debts, whereupon he pulled out all the money he had left...less than three bucks! They booked him for defrauding a taxi driver under the name "Tommy Toy"...he had no ID but continued to

insist that he was the restaurant owner.

A Fresno crook tried to steal the wrong car and wound up paying for his crime in the worst way. Raul Perez decided to carjack a vehicle by pointing a gun at a 3-year-old child and demanding that the child's uncle turn over his keys. The uncle handed them over, but the thief's troubles were just starting. He couldn't get the car started, so he ran to a nearby street to start over. Pointing his gun at a kid had worked so well the first time, he did it again...this time choosing an 8-year-old girl and taking her father's car. Unfortunately for Perez, the car was equipped with "The Club," so he couldn't steer and crashed into a wall. Meanwhile, the girl's father had roused the neighborhood...local residents jumped Perez, beating him severely...someone in the crowd even stabbed him in the chest...then the father showed up with a pistol and shot Perez in the leg. Responding police said they did not plan to file charges against any of the neighbors or the vehicle's owner, but they do plan to book Perez for robbery...when he is released from the hospital where he remains in critical condition at present.

OK, OK! Here we go with the Dumb-Crook-Of-The Month contestants:

First, we have Stefan Wolozon of Alameda...he was on trial for rape but, clever boy that he is, decided to fake insanity. Now, after 20 years in a state mental institution, he's figured out that if he'd simply pled guilty in the first place, he'd have been out years ago. He has petitioned a court for a sanity hearing, saying, "I'm really, really not crazy; I just said I was to avoid being locked up!"

Next up, the 14-year-old girl who pled not guilty to charges of stealing a CD-player. She was doing OK until the prosecutor put her on the stand, showed her a photo of a CD-player and asked, "Is this the CD you stole?" Little Miss Muffet sat on her tuffet and said, "Well, it's similar but not quite the same...oops!" Guilty, as charged!

Then we've got the thief who started throwing a concrete block through jewelry-store windows and then helping himself to the contents. Everything was working out just fine 'til he came to a store that had replaced its windows with plexi-glass. Our hero tossed the concrete block, which bounced back off the plexi-glass and struck him on the head...knocking him totally unconscious and allowing the cops to make an easy arrest.

Although not exactly involving a dumb crook, Roger Farrell, of Co. G, sends a report involving one of the stupidest situations I've heard of lately. Roger and several others were sent on a call of a man with a gun. Upon arrival they talked to David Butler who said that his room-mate, Jack Wusthof had threatened him with a gun. When they talked to Wusthof, he admitted owning a gun but told Roger that he only grabbed the gun because Butler had threat-

ened to kill him. Butler admitted pounding on Wusthof's bedroom door early in the morning, but he told the cops that he couldn't stand Wusthof's annoying behavior anymore. It turns out the whole imbroglio developed over Wusthof's habit of noisily passing gas. Butler was admonished, Wusthof was cited for brandishing a gun, the gun was booked and both men were released to return to their smelly house.



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