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POA NOTEBOOK

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

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

VOLUME 28

SAN FRANCISCO, APRIL 1996

204

NUMBER 4

Arbitration and Police Discipline Cases

Mayor, Police Commission and POA Convene Seminar

by Chuck Limbert

A seminar to be conducted by some of California's most prestigious and knowledgeable arbitrators, led by former California Supreme Court Justice Joseph Grodin, is now being scheduled. The seminar is being sponsored jointly by the Police Commission and the POA — but it clearly would not be taking place were it not due to the involvement of Mayor Willie Brown.

The arbitrators invited to participate include Bonnie Bogue, Sam Kagel and John Kagel as well as Professor Grodin. The purpose of the seminar, which will be open to the public, is to have the arbitrators explain how arbitration works, particularly in police discipline cases and to respond to any questions or concerns that Commissioners or others may have.

The POA has long been advocating that disciplinary cases be finally decided by neutral arbitrators, rather than by the Police Commission. We have pointed out that having arbitration for disciplinary appeals is already the practice in all other city departments and that the Police Department currently provides it for all of its civilian employees. Berkeley, Oakland and San Jose also have arbitration for disciplinary cases, including those involving police officers.

The rationalization for disciplinary arbitration in cases involving police officers, from the POA's perspective, is the same as that provided by every other union that represents employees. Fairness requires that disciplinary appeals be decided by neutral decision makers. The San Francisco Police Commission, together with the Chief of Police and his top command staff, constitute the Police Department's management. They are not neutrals. Their responsibility is to manage the Police Department and impose discipline in appropriate instances. No one argues with this. However, they cannot simultaneously function as neutrals. This is particularly so of the Police Commission which is made up of five political appointees. They are expected to support the administration, including the Chief of Police and his command staff. This, too, is not inappropriate. However, it underscores the fact that these commissioners cannot simultaneously function as neutrals.

The POA seeks to have disciplinary appeals heard by neutral arbitrators with experience in police cases, just as all other unions have sought to have neutral arbitrators decide disciplinary appeals involving the employees they represent.

It is clear that Mayor Brown's con-

(See SEMINAR, Page 12)

Flags To Fly At Half-Staff On "Peace Officers Memorial Day"

The National Law Enforcement Officers Memorial Fund has issued a reminder to police and other government agencies, businesses and private citizens that all flags of the United States are to be flown at half-staff on May 15, "Peace Officers Memorial Day."

In 1994, the U.S. Congress and President Clinton approved the law, P.L. 103-322, requiring the American flag to be lowered to half-staff on May 15 as a special tribute to the more than 14,000 law enforcement officers who have died in the line of duty. The law was spearheaded by U.S. Rep. John Porter (R-10, IL) at

the request of the Memorial Fund.

"This is the rarest of honors," observed Memorial Fund chairman Craig W. Floyd.

"The only other regularly scheduled time for flags to be lowered to half-staff occurs when we remember those killed in our armed services, on Memorial Day." One police officer is killed somewhere in America every 52 hours, according to Floyd. That averages out to 166 law enforcement fatalities each year for the past 10 years. In 1995, there were 161 police deaths, which is the highest total for a single year since 1989.

Contract Negotiations to Change Transfer Policy

by Al Trigueiro

The POA's negotiating committee has proposed very substantial changes in the Department's transfer policy.

Currently under General Order P1, transfers occur at the request of members, on the direction of commanding officers or at the direction of the Chief of Police. The focus of your negotiating committee has been on these transfers that occur at the request of officers, the method by which most departmental transfers are accomplished.

The most significant change expected to occur will be to change the

selection procedure from one which was determined by the duration of the transfer request, rather than by seniority. For example, under the existing procedure, a transfer request to the solo unit made 10 years ago by a police officer with 10 years of services would be granted over a request submitted five years ago by another officer with 20 years of service. Under the proposal, the transfer request from the member with the greatest seniority would be granted.

Under the POA's proposal, this change would occur after January 1, 1997 and, prior to that date, the

(See TRANSFER, Page 12)

Tier Two Members — Read This Article

by Chris Cunnie

Over 80% of the members of the San Francisco Police Department are now covered by what is referred to as our tier two retirement plan. As most POA members are aware, this plan was established after the 1975 police officer strike.

It resulted from a punitive ballot measure that was intended by its sponsors, the Board of Supervisors, to punish police officers for going on strike. However, because employees have vested rights in their retirement benefits, the benefits of those already employed by the Department in 1975 could not be reduced. Thus, the inferior tier two benefits apply only to those hired after they were established in 1976 although, quite obviously, the 1,600 plus officers now covered by the plan had nothing to do with the strike.

Regardless of the motivation behind establishment of the tier two plan, the police officers covered should know exactly what it will mean to them if the disparity between their benefits and those prevailing for police officers throughout the state is not corrected. We prepared the comparisons set forth on page 13 to illustrate the extent of the problem.

The Retirement Projection exhibit shows what an officer's retirement allowance would be in the jurisdictions listed, assuming a \$4,500 monthly salary, a retirement age of 53 and 31 years of service. Los Angeles, San Diego and San Jose have their own retirement systems, while most police officers are covered by CalPERS. The CalPERS comparison assumes the prevailing PERS benefit level for police officers, i.e., the "2%

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Widows and Orphans Aid Association

The regular monthly meeting of The Widows & Orphans Aid Association was called to order by President Mark Sullivan at 2:05 P.M., Wednesday, March 20, 1996 in the Conference Room, Ingleside.

Roll Call of Officers: All present along with members Hazel Mannix, Ed Springer, Joel Clements, Patricia Correa and Past President L. Duffy and M. Kemmitt.

Minutes of Last Meeting: Approved as presented to the members in writing.

Communications: Letter from Mr. R. Hamilton. Thanks for invitation to President's Dinner. Donation from Jeanne McKevitt in memory of her husband Richard McKevitt.

Bills: Treasurer Parenti presented usual bills, benefits, salaries, taxes, etc. Approved.

Treasurer Parenti reported the following deaths: ERNEST CORYELL: Born in Los Angeles in 1905, Ernie drove a truck until joining the Department in 1935, age 30. He received his training at the Office of Night chief and was then assigned to radio Cars working various stations. In 1940, Ernie went to the Academy to receive training in crowd control prior to his being detailed to Treasure Island for the 1940 World's Fair. At the conclusion of The Fair he was sent to Potrero staying there for three years. The next seven years were spent at Southern, during which time Ernie was appointed a sergeant in 1948. From Southern to Park, two years, then to Northern, one year, Southern for two years and then to Mission from where he retired for Service in 1970 at age 65. He received the following awards: 1954 C/C arrest of suspect who had stolen diamonds from a jewelry store; 1969, 2nd grade for pursuit and arrest of armed holdup suspect wanted for numerous store holdups. Ernie was 90 at the time of his death.

ROLF HERRMAN: Born in San Francisco in 1927, Rolf was a student at SF State when he joined the Department in 1950, age 23. From The Academy to Park Station, 7 years, then to Ingleside for two years, Co K, 3-wheelers, three years. Granted one year of Military leave, Rolf returned to 3-wheelers for a year. Then to Potrero one year, Southern 2 years. In 1965 Rolf transferred to the Adult Probation from where he retired. He received a 2nd grade for arrest of armed suspect wanted for several armed robberies. Rolf was 68 when he passed away.

RICHARD MOORE: Another San Franciscan born in 1931, he was employed as a gun smith when he

became a member of the Department. From the Academy to Richmond for 12 years, then to Potrero, 7 years; Ingleside one year, back to Potrero for 5 years. Appointed a sergeant in 1979, Dick went to Park for a short stay, then back to Potrero 2 years. Detailed to Youth Services, Dick remained there until appointed Inspector in 1982, working in Robbery, Juvenile and from where he retired on Disability in 1984, age 53. He received the following awards: 1961 C/C rescuing an alleged insane man armed with a razor and threatening to kill himself and others; 1961 arrest of armed prowler wanted for many Hot Prowls and rapes; 1962, 2nd grade, Investigation and arrest of rape suspect; 1964, 3rd grade for arrest and disarming of suspect who had shot and killed a man. Dick was a young 64 at the time of his death.

Report of Trustees: Gary Jor, Vice President B of A, presented renewal of Trust Agreement to Trustees. Slight increase in the charge, but agreement was extended to four years instead of the usual one year term. 90 cancellation so Trustees approved Trust Agreement with possibilities for further offers. Mr. David Bricker, Vice President B of A reported on the Portfolio. Down slightly due to Bond Market, but stocks are performing well. Economy was stronger than expected, so interest rates were higher to forestall inflation. Recommend sale of Treasury Bond and purchase of Treasury Note. Approved by Trustees.

Unfinished Business: Motion Duffy, 2nd Jeffery that ART. VIII, SECs 3 and 5 be amended to increase salaries of Treasurer and Secretary. Approved by membership.

New Business: Brother Sturken said there is a possibility of Airport Police becoming members of POA. Would they be allowed to become members of W&O? Not unless there are sworn members of the Department. Have to wait and see.

Good of the Association: President Sullivan set next regular meeting for 2:00 P.M., Wednesday, April 17, 1996 in the Conference Room, Ingleside Station.

Secretary McKee reported that W&O and been given the time of 4:30 Thursday, March 28, 1996 to address the incoming academy Class.

Adjournment: There being no further business to come before the membership, the meeting was adjourned at 3:50 P.M. in memory of the above departed Brothers.

Fraternally, Bob McKee, Secretary
Come join the meetings. You might pick up some free investment advice.



Police- Fire Post #456 News

by Greg Corrales

*"Off with your hat as the flag goes by!
And let the heart have its say;
You're man enough for a tear in
your eye
That you will not wipe it away."*

Henry Cuyler Bunner,
"The Old Flag," 1888

As most of you know, Denver Nuggets basketball player Mahmoud Abdul-Rauf was recently suspended by the NBA for refusing to stand during the pre-game performance of "The Star Spangled Banner." Abdul-Rauf cited his Islamic beliefs and a conviction that the American flag is "a symbol of oppression, of tyranny..." Despite the fact that, almost without exception, Islamic leaders all over the country denied that honoring the American flag conflicted with any Islamic beliefs, Mahmoud vowed that he would never back down from the stand he was taking. His resolve must rival his intellect, because he punked out the next day. His convictions weren't as important to him as the \$1.6 million annual salary he was being given in this country of "oppression and tyranny."

The idiotic ranting of a basketball player are not really of any concern

to me. Mahmoud Abdul-Rauf wouldn't make a pimple on a veteran's rump! What should be of concern to all of us, however, is what the general reaction was to his disgusting antics. As I followed the story in the sports pages, I was extremely dismayed to see what the almost universal reaction was from the sports writers. On 15 March, Edvins Beitiks wrote in the *San Francisco Examiner* that "Mahmoud Abdul-Rauf gave America a chance to dump the charade it goes through before almost every sporting event...He gave them the option of sitting back to ask, 'Why are we doing this, anyway?'" Isn't that typical of the attitude of many people today? An ingrate dishonors the flag and the National Anthem, so what is their solution? Stop performing "The Star Spangled Banner" before sporting events. Then these pampered millionaires won't be inconvenienced! I think I have a better suggestion. Mahmoud Abdul-Rauf should devote his intellect entirely to putting a basketball through a hoop, and spending his \$1.6 million a year, and sports writers should restrict their intellectual exercises to reporting scores.

New U.S. studies confirm the links between exposure during the Vietnam War to defoliants such as Agent Orange and cancers and other health problems, a panel of scientists reported 14 March. In an upgraded report ordered by Congress, the committee of the U.S. Institute of Medicine found that there was sufficient

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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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San Francisco Veteran Police Officers' Assn.

"Keep in touch"

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

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

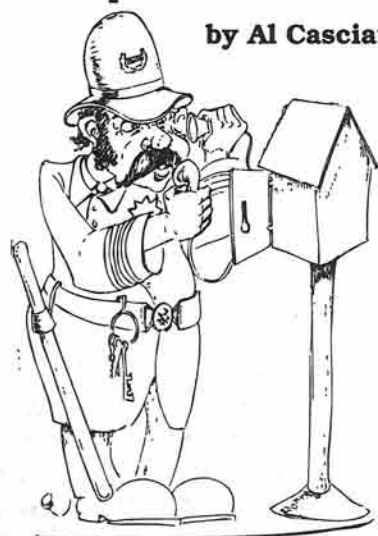


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Around The Department

by Al Casciato



Top Shooters:

Only 7 officers have completed the Baretta 40. caliber Conversion Course, having scored a perfect 60 out of a possible 60. The top shooters are Officers **Kent Dalrymple**, Co. H, **Gianrico Pierucci**, Co. G, **Ron Gehrke**, Co. I, **Stephen Spranger**, Co. H, **Susan Meyer**, Co. E and **Captain John Portoni**, Investigations. Great shooting...

Lt. Michael McNeill Retirement:

On Friday, May 17th, a retirement dinner honoring **Lt. Michael McNeill**, Tenderloin Task Force, will be held at the San Francisco Elks Club. The dinner will not only honor his retirement, but will celebrate his recovery from a massive heart attack on October 4, 1994. Come join the celebration — for tickets call **Phil Lee**, 558-5400 or **Mark Shea**, 557-6700...

Patch Call:

The Range staff has put out a call for patches to complete filling the border in the classroom. If you have extra patches, send them to the Range — doubles are okay. They'll trade for others...

Birth:

On March 13, 1996 at 1711 hours **Alexandra Sachiko Evans**, 7 lbs., 8 oz. 20 3/4" long made her debut at the Kaiser San Francisco Hospital. Proud parents are **Kim and John Evans** of Mission Station. Mother and lil' one are doing great while Dad is ecstatic. Congratulations and best wishes for the future...

Police-Fire Mass:

The Annual Mass will be held April 21st at St. Cecilia's Church. The service, which is ecumenical in nature, welcomes all faiths. The large turnout will go a long way in showing our support and love for the families of our fallen brethren...

Family Picnic:

The planning for the Police Family Day Picnic scheduled for June 2nd at the Lake Merced Pistol Range is in full swing. Volunteers can contact **Laurie Piscotto** at 553-1551. Retirees are encouraged to bring grandchildren...

Make My Day:

Taraval's **Charles Chan** was off-duty when he stopped to use an ATM machine on Stockton St. As he put a \$40.00 withdrawal into his wallet, he was approached by a man who said, "Stick 'em up and give me all your money" while simulating a gun in his pocket. Instead of giving up his money, Charles produced his off-duty gun and arrested him. A very surprised "211" man. Good work...

Prediction?:

Retirement Board records show Tier I and Tier II population figures as of:

| | POLICE | | FIRE | |
|--------|--------|---------|--------|---------|
| | Tier I | Tier II | Tier I | Tier II |
| 7-1-94 | 535 | 1298 | 616 | 849 |
| 7-1-95 | 483 | 1369 | 578 | 888 |
| 7-1-96 | ? | ? | ? | ? |

What will the '96 figures be? Will there be an inordinately large decrease in Tier I, or will the change be minimal?

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

Congratulations

We offer our congratulations to Captain Al Casciato who was elected President of the San Francisco Retirement System on Tuesday, April 9.

His election is critical to our efforts to improve retirement, health and dental benefits for all city employees.

— Al Trigueiro

A Former Tradition Is Being Revitalized!!

San Francisco Police Department Family Day Picnic

Chief Lau is a strong advocate for family, both on a personal and professional level and is looking forward to the **SFPD Family Day Picnic** as a time for us to relax and enjoy the day with our families and co-workers.

SFPD will be hosting this event for our department's sworn and civilian members and their families on Sunday, June 2, 1996, 11:00 a.m. - 4:00 p.m. at the Police Range (located at 700 John Muir Drive). The picnic will

include games and prizes for children of all ages, entertainment, police demonstrations and displays, and of course, the usual picnic fare — hotdogs, hamburgers, sodas, etc.

Volunteers, sponsors and donors are needed to help make this event a success. If you can assist in any way please contact the event coordinator, **Laurie Piscotto**, Chief's Office, 553-9360.

The San Francisco Police "Family Picnic"

Sunday, June 2, 1996

S.F. Police Range

11 am - 4 pm

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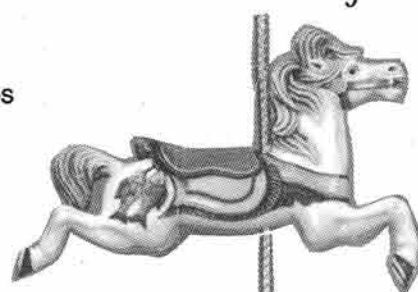
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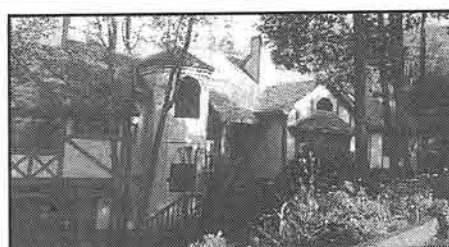


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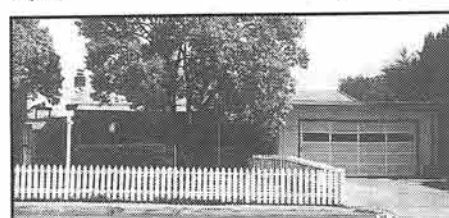
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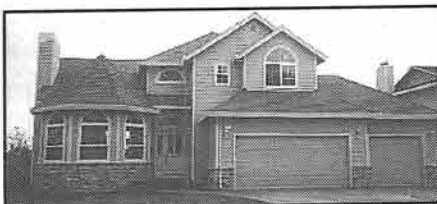
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Just listed. Totally remodeled home w/ country kitchen on oversized lot. RV parking. \$233,000

S.F. Police/Fire Disability Pensioners Defense League

by Anthony G. Sacco, President

This article is an update and a report to our members on our current progress and status. Currently we have 630 members. A constitution is about to be formalized and we expect to be a non-profit organization/corporation under section 501(c)(9) of the Internal Revenue Code. Our executive board is equally balanced between police and firefighters. The following are our current officers:

President — Anthony G. Sacco
(SFFD Ret) 415/587-1871
Vice President — Jesse C. Brown
(SFPD Ret) 415-488-1343
Sect./Treas — Robert A. Bergeron
(SFFD Ret) 707-539-1521
Director — George R. Huegle
(SFPD Ret) 707-585-8984
Director — Jim Pierce
(SFFD Ret) 510-793-0510
Director — Paul W. Husby
(SFPD Ret) 415-485-6995
Sect. Liaison — Joyce Chandler
(SFFD Widow)

The law firm of Tierney, Walden & Watson has been retained as counsel to our organization. They are the same firm retained by our Oakland counterpart in the Mabry Case. Together, with Mike Hebel (POA Legal Officer), they have provided to the Retirement Board, and to the City Attorney legal opinions supporting the tax-exempt status of disability pensions.

This has had positive results. Al-

though the Retirement Board has informed the IRS by letter that they will compute the taxable amount on future 1099-R's, they propose to do so by using the same computation that has been used in the past. In cases wherein the retiree has a Workmans Comp. Appeals rating at a higher percentage level then the pension amount, they propose to report the taxable amount as zero (0).

What does all this mean? A letter has been sent to the IRS by the Retirement Board citing IRS Revenue Rulings and Case Law on the excludable provisions of Industrial Disability Pensions. The letter is favorable and reflects our opinions. The IRS may accept, modify, or reject the position of the Retirement Board. It is extremely important for everyone not to be complacent. This issue is not resolved. The IRS has not signaled their agreement or acquiescence.

What should you do when filing your income tax? Unfortunately, we cannot give specific tax advice on this issue. Most of the retirees that we have spoken to intend to continue reporting their disability pensions as they have always done. However, if the IRS should prevail on this issue, persons continuing to exclude could be faced with taxes and penalties on the pension incomes. In any event, the statutes of limitations in these cases is three years.

This is an update and only. If you have any further questions please contact any of the board members for information. Should your tax preparer desire a copy of the letter by our counsel to the Retirement Board, or the Retirement Board's letter to the IRS, please call and we will make arrangements whereby the information will be made available.

NOTE: WE ARE STILL TAKING APPLICATIONS FOR MEMBERSHIP. CONTACT ANY OF THE EX. BOARD MEMBERS FOR INFORMATION.

Change in Tax Law

Dear ITT Hartford Plan Sponsor:

On January 10, 1996 President Clinton signed a bill into law which changed the way distributions are reported and taxed. The bill, known as H.R. 394, was effective January 1, 1996.

Prior to the passage of this law, ITT Hartford withheld state income tax on distributions in accordance with the state of issue of the group annuity contract. In general, the law now requires that the state income tax on all distributions be assessed based on state of residence of the participant.

We have modified our systems to

comply with the new law and have adjusted any distributions that were processed incorrectly. Any participant under your contract who was entitled to a refund as a result of the change in tax law has been issued a check with a letter of explanation.

If you have any questions about the new law or our processes, please call 1-800-5289-9009 and select option "2" to speak with an Account Service Representative.

Thank you for being a valued ITT Hartford customer.

Sincerely,
Lisa A. Franklin
Director, RPVA Administration
Asset Management Services

Monthly Activity Report for the City and County of San Francisco's Deferred Compensation Plan

Enrollment Activity Report, February 1996

| | Month | Year to Date |
|---|-------|--------------|
| New Participants Enrolled | 126 | 239 |
| Participants Increasing, Decreasing Stopping Contributions | 274 | 479 |
| Employee Counseling Sessions with ITT Hartford Account Representatives (includes personalized PC illustrations) | 317 | 558 |
| Group Informational Meetings Conducted (attended by 3 or more employees) | 22 | 36 |
| Phone Calls Handled (initiated by employee or ITT Hartford Staff) | 1,710 | 3,480 |
| Retirement Benefit Illustrations Prepared | 41 | 94 |
| Customer Complaints and Resolutions | 0 | 0 |

Bill Prohibiting State Income Tax on Retirement Income of Non-Residents Signed Into Law

H.R. 394, which amends Title 4 of the U.S. Code, was signed into law January 10, 1996. The bill, sponsored by Barbara F. Vucanovich (R-NV), will prohibit any state form imposing an income tax on the retirement income of any individual who is

not a resident or domiciliary of that State. This legislation covers income from 401(a), 408(k), 403(a), 403(b), 457, 414(d), 501(c) and 401(k) plans and will apply only to amounts received after December 31, 1995.

Similar legislation has previously been criticized by states which, while the individual worked, deferred taxation on the interest being earned in their pension account in a effort to encourage them to participate in a pension plan. Because that buildup was never taxed, source tax states argue that they have a right to collect the taxes when workers retire and begin drawing their pensions, regardless of where the retirees live.

To receive a full copy of the bill please contact NAGDA headquarters at 606/231-1899.

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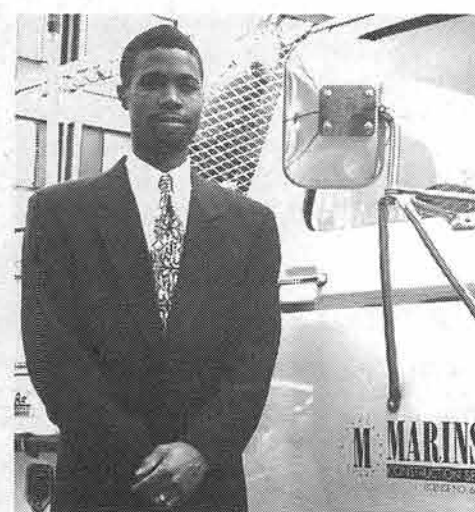
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Special Law Enforcement Services

North Embarcadero Expansion Of The Historic Streetcars

by John Hennessey,
S.L.E.S. Coordinator

The public transportation department is midway through the second major phase of the municipal railway's expansion of the historic "F-Line" streetcar service. This nostalgic route utilizes vintage streetcars from a variety of cities, which are painted in the colors of those transit systems. It is a unique concept that allows the city of San Francisco to expand public transportation service, while maintaining a special link with the past. The overall project began in February, 1995, and involved rebuilding and renovating the streetcar line from Market and Castro Streets, down to the Transbay Terminal. This preliminary phase was completed on September 1, 1995.



Derek Smith, owner, Marinship Construction Services, Inc.

The present phase, which is scheduled for completion in April, 1996, takes this historic streetcar service from Market Street, down the Embarcadero to Jefferson Street. It is an ambitious 4.2 million dollar project that has revitalized the Embarcadero with early era street lights, streetcar tracks lined with cobblestones, modern pedestrian islands in a smooth granite finish, and a freshly repaved roadway. This work also provides the intangible benefits of storm drain modifications, and improvements in the underground utilities in the project area. It is a vital improvement in municipal service, and has combined two local talents to do this job.

The contractor for this project-phase is a joint venture between Marinship Construction Services



John Peretto, Project Superintendent, Ghilotti Brothers

Inc., and Ghilotti Brothers Construction. Marinship Construction Services Inc. is owned by Derek Smith. Derek was born in San Francisco, and raised in Marin City. He received his B.S. degree in Mechanical Engineering from U.C. Berkeley in 1988. He graduated from Stanford University in 1990 with a Masters Degree in Civil Engineering. Mr. Smith started Marinship Construction by himself in 1992, literally running his company from his grandmother's home in the Bayview-Hunters Point area of San Francisco. Marinship Construction today employs between twenty-five and one hundred union workers, and has a staff of seven in their present Bayview-Hunters Point office.

Ghilotti Brothers Construction was founded by James Ghilotti in 1914, when he immigrated as a stone mason from Grozio, Italy. This company has been family owned for the last eighty two years, and it too had a very humble beginning. Starting with a single truck, and building walls out of stones he gathered in the hills of San Rafael, James Ghilotti started his company with a vision for his family. Today, Ghilotti Construction, a General Engineering Contractor, employs two hundred and seventy-five persons, with a fleet of vehicles that encompasses everything from pick-up trucks to earth movers. Ghilotti Construction boasts its versatility on the ability to "build anything from a patio to a super highway". Today, Ghilotti Construction is headed by a the son of James Ghilotti, and University of San Francisco alumni, Mario Ghilotti, his wife Eva, and their sons Mike and Dante. The

third generation of Ghilotti Construction, and Derek Smith's Marinship Construction are bringing us this new link of public transportation.

The north Embarcadero expansion has been yet another excellent example of private enterprise utilizing police services to assist their operations, and to provide very beneficial services to the residents and merchants in the construction project area. Utilizing police on an S.L.E.S. basis for control of vehicular and pedestrian traffic, and assisting with special problems that have arisen during the project, has made the presence of uniformed police officers a big bonus in the expansion. The contractor has realized benefits that surpassed their expectations, with officers mediating disputes, assisting tourists, and providing emergency police service.

The next phase of this program will take the historic F-Line down Jefferson Street to Taylor, east on Taylor to Beach, then north on Beach Street to the Embarcadero, and back to the beginning of the loop. As the work progresses farther into the Fisherman's Wharf area, even greater police participation is expected. Especially in light of the busy tourist season ahead.

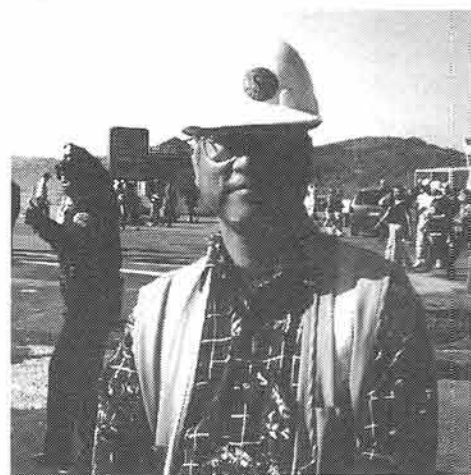
The Municipal Railway's senior project manager Donald Chee summed up the police performance on the project this way:

"We asked for officers to direct traffic and watch over the movement of the pedestrians during our project. They did that, and they turned out to be some of the best ambassadors of good will the city could have hoped for, especially when it comes to helping the many visitors to this area".

Project superintendent John Peretto related a similar feeling:



Don Chee, SF Public Transportation Dept. Senior Project Manager



Paul Chiu, SF Public Transportation Construction Inspector

"Ghilotti Brothers and the San Francisco police have been working together on various jobs throughout the city for over ten years. On behalf of Ghilotti Brothers Construction, I would like to say that the professionalism and expertise demonstrated by your officers has made our job much easier. They are not only prompt and courteous, but have gone out of their way to do a good job all of the time".

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Retired Members Column

by Mike Sugrue



Pre-Retirement Seminar

The History Of Police Retirement

The following information was taken from the book by John M. Violanti with permission to reprint by Virginia Meyer.

Through the late nineteenth century, most Americans opposed police pensions. The idea of paying a person for not working was a departure from the strong work ethic of the era. Pension opponents argued that officers knew of the risks in police work and were not entitled to further compensation. In 1892, politicians argued that retirement bills for public employees were Anti-American and created a privileged aristocracy.

Public opposition forced police officers to find other sources of retirement income. One source was voluntary police relief associations, which provided funds for disabled or retired officers. The Providence Police Association, for example, gave a daily allowance to members if they were unable to work and benefits to widows of deceased officers. Another example was the Kansas City Police Association, which covered members' funeral expenses and paid widows a monetary benefit.

Benevolent police groups worked well at the time because there were so few retired officers. As police numbers grew, however, associations could no longer fund such expenses. Many retired officers lived lives of poverty and could barely support their families. Police associations remained active, but assumed different roles. At present, their role has expanded to other tasks like police contract negotiations. The common form of this type of organization is the Police Benevolent Association (PBA).

As the number of police depart-

ments increased, perceptions of the police began to change. Police officers viewed themselves as military soldiers in a war against crime. The uniformed force, according to James Steward, Jr., Philadelphia police chief, was a standing army against the forces of evil. Even today, the police are thought of as "the thin blue line," signifying them as the last defense against turmoil and chaos in society. Officers rationalized that they deserved the same benefits as military personnel, the most valuable being paid retirement. The "Rochester Democrat and Chronicle" stated in 1887: "In return for faithful service, our local soldiers are entitled to maintenance in their old age, and care when disabled in the line of duty."

The police launched a rigorous campaign for retirement benefits during the last 19th century. They called for disability pensions and half-pay for officers who had reached the age of 55. Proponents continuously pointed out that being a police officers was not the same as other jobs; officers were exposed to unusual hazards, physical danger and sometimes disablement or death. Providence Police Chief Benjamin Child argued that police officers are "unfitted for patrol duty after 25 years of service." Police Commissioner William McAdoo argued that a 20-year retirement policy would help rid his department of "deadwood:" those officers who were old or disabled but kept on the force for benevolent reasons.

Next I would like to tell about the groups that pushed for police retirements.

The 14th Police-Fire Department Retirement Planning Seminar

by Mike Sugrue

As we begin to think about winding down our careers in law enforcement, most of us are aware of the pleasures but few are aware of the perils of retirement. One should look at retirement as the end of a particular life and the beginning of a new life.

One can view it as the dessert that follows the full course of our earlier life. Retirement will not always run smooth; it will consist of ups and downs and psychological detours.

That is why I feel it is so important for anyone contemplating retirement to attend the Retirement Planning Seminars. By attending you will be better prepared for retirement. All aspects of retirement will be discussed; also what one must do in order to be able to enjoy our retirement years to their fullest.

The 14th Retirement Planning Seminar will be held on May 25, 1996, at the San Francisco Police Academy's Community Room 100, 350 Amber Drive, San Francisco. The time will be from 9:00 a.m. to 4:00 p.m. The door to the Academy

will be open, from the back parking lot, by 8:30 a.m. The panel of speakers are chosen for their expertise on their respective topics.

The cost will be \$20.00 per person and will include a continental breakfast and a box lunch. This will be the first of two seminars to be held during this year. The second one to be held will be in October, the date to be announced at a later time.

Since the Community Room will only accommodate 48 people, it will be very important that those wishing to attend make reservations as soon as possible at the POA office. The phone number is 861-5060. Make checks payable to S.F.P.O.A. Retirement Seminar, 510 - 7th Street, S.F. 94103.

Checks must be received at the POA no later than May 17th. No checks can be returned for any cancellation after May 22nd. If you need to cancel before May 22nd, call the POA office at the above phone number.

This could be the best investment you have ever made. For further information, call the SFPOA.

14TH RETIREMENT PLANNING SEMINAR May 25, 1996 - 9:00 a.m. to 4:00 p.m.

San Francisco Police Academy's Community Room
350 Amber Drive, San Francisco

| PANEL OF SPEAKERS | | |
|--|---|-------------|
| Speakers | Subject | Time |
| Chief Fred Lau | Introduction | 0900 |
| Retired Captain Michael Hebel | Retirement Benefits | 09:15-12:30 |
| Lunch | 12:30-1:00 | |
| Off. Duane Collins | State & Federal Taxes | 1:00- 1:30 |
| Retired Deputy Chief Stan Cordes | Psychological & Emotional impact of Retirement & other problems in retirement | 1:30 - 2:30 |
| Retired Deputy Chief George Eimil | Wills and living trusts | 2:30 - 3:30 |
| Off. Mickey Shea Firefighter Tim Heffernan | Problems and Solutions that may occur in retirement | 3:30-4:00 |

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SFPOA Announces Annual Jeff Barker Scholarship Awards Program

The SFPOA is about to embark on its third annual scholarship awards for your college-bound dependents by offering a series of scholarship awards to dependents of SFPOA members, both active, retired and deceased who have held continuous SFPOA membership for more than one year prior to dependent's application.

Qualified applicants will be limited to 1996 high school graduates with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extra-curricular activities and, will be in-

vited to participate in an essay competition. Further details will be provided to those who qualify.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented in June or July 1996.

Take advantage of this opportunity to compete for the scholarship assistance awards for the 1996 Fall college semester.

Applications are available from the SFPOA office located at 510 - 7th St., San Francisco, CA 94103, (415) 861-5060.

Pick up your application or mail the request for application (below) to the SFPOA. Complete applications must be returned to the SFPOA no later than May 31, 1996.

REQUEST FOR SCHOLARSHIP APPLICATION

Scholarship Applications must be returned to the SFPOA no later than May 31, 1996. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

Home Telephone: _____

Name and Rank of SFPOA member who qualified you as a scholarship applicant: _____

ASSIGNMENT: _____ EXT. #: _____

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Your relationship to the SFPOA member who qualifies you as a scholarship applicant: _____

NOTE: This is not a scholarship application. It is a request form only. Applications must be obtained from the SFPOA at 510-7th St., San Francisco, CA 94103.



Martin Luther King Jr. March, Moscone Center, January 15, 1996. John Sanford presents Officer Yolanda Williams with the "1996 Living The Dream Award."

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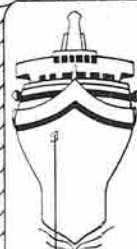
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| E Outside Double | 3980 | 2269 | 27 | At Sea | | |
| F Outside Double | 3870 | 2206 | 28 | Canal Transit | 7:00 a.m. | 4:00 p.m. |
| G Outside Double | 3765 | 2146 | 29 | Cruise Golfo Dulce | 10:00 a.m. | 1:00 p.m. |
| H Outside Double | 3650 | 2081 | 30 | At Sea | | |
| I Inside Double | 3650 | 2081 | 1 Dec. | Puerto Quetzal/ | | |
| J Inside Double | 3535 | 2015 | | Tikal, Guatemala | 6:00 a.m. | 7:00 p.m. |
| K Inside Double | 3415 | 1947 | 2 | At Sea | | |
| L Inside Double | 3265 | 1861 | 3 | Acapulco | 8:00 a.m. | |
| M Inside Double | 3155 | 1798 | Flight from Acapulco to LA and connect to San Francisco | | | |

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The San Francisco Police Officers' Association is proud to announce a Family Benefit Variety Show to be held at the San Francisco Palace of Fine Arts on Saturday, August 10, 1996. Proceeds from the fundraiser will support various Police Officer Association activity projects.

The Association has contracted with TBS Productions to promote and produce the show. All ticket sales will be handled via a telephone solicitation program beginning Monday, April 1, 1996. The hours of sales will be from 9 a.m. to 9 p.m. Monday through Friday, 9 a.m. to 1:00 p.m. on Saturday, and 5:00 p.m. to 9 p.m. on Sundays.

The Association has not been involved with a fundraiser for approximately one year; it is only reasonable to assume that there will be an occasional telephone inquiry from the public. The Association would greatly appreciate your cooperation in verifying the legitimacy of the campaign.

We would appreciate any questions or concerns about the Family Benefit Show to be forwarded to Al Trigueiro or Chuck Limbert at the Association's office at (415) 861-5060.

All ticket or show inquiries should be forwarded to:

TBS Productions
P.O. Box 2689
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Thank you in advance for your cooperation and support!

Sincerely,
Al Trigueiro, President
San Francisco Police Officers Association,
SEIU Local 911

Retired Airport Officers Win Right to Carry Weapons

As a result of settlement negotiations between the POA and the Airport, the following agreement has been reached in the above captioned matter:

1. The Airport has agreed that all honorably retired officers who have or will retire after January 1, 1994 for reasons other than a psychological disability shall either be issued a CCW endorsed identification or be granted a timely hearing, upon request, regarding whether there is good cause why such endorsed identification should not be issued. It will be the Airport's responsibility to notify all retirees who are initially denied a CCW endorsement of their right to request a show cause hearing and to inform them of the date by which such a request must be submitted. The Airport has approximately one month to implement this policy.

2. In regard to the issue of whether the amended penal code providing retired Airport officers the right to CCW endorsements applies to pre-1994 retirees, the parties will be bound by the outcome of the *Volis v. City and County of San Francisco* case which is pending before the California Court of Appeal, First Ap-

pellate District. In that case, the Airport is appealing a lower court ruling that the amended penal code does not apply retroactively to cover pre-1994 retirees. The agreement between the POA and Airport to abide by the *Volis* case in regard to pre-1994 retirees is in keeping with the federal court's known intent to follow the *Volis* decision in your case.

If Mr. Volis wins the appeal of his case, you and other pre-1994 honorably retired Airport police officers who did not retire because of a psychological disability will receive your CCW endorsed identification cards or the opportunity for hearings regarding whether there is good cause why such identifications should not be issued. We are hopeful that there will be an Appellate Court decision in the *Volis* in the next few months.

As a result of the agreements reached with the Airport, as summarized above, the POA and the Airport have entered a stipulation to dismiss the pending lawsuit to which you have been a party. The case will be dismissed "without prejudice," which means that your right to file a claim against the Airport on an individual basis is preserved if you so wish to pursue the matter.

A copy of the stipulation of dismissal has been enclosed. Please contact me if you have any questions.

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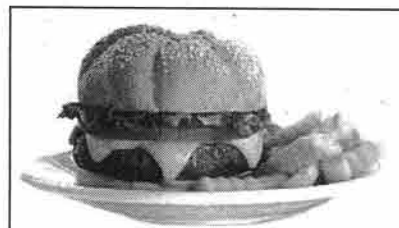
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by Gary A. Bozin, ITT Hartford Representative

"Inflation". We hear a lot about it in the newspapers and on TV. If you are asking yourself what inflation has to do with you, you might be surprised to find out that the answer is a lot!!

Everything costs more today than it used to. "Inflation" describes this increase in the cost of things that we buy and services we use over time. While none of us can control it, we can invest our savings with vehicles that take these increases in expenses into account.



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What can you do? When you are choosing investments for saving, pick those that are expected to grow at a rate higher than inflation which has been at about 4% a year for the past 15 years. Certain taxable investment vehicles which offer fixed rates of return are not keeping pace with inflation. However, contributions made to a Deferred Compensation Plan(DCP) on a pre-tax basis accumulate tax-deferred, thus reducing current income taxes.

So if you participate in a DCP, you may want to increase your contribution. If not, it's a good idea to talk with your ITT Hartford Representative about how a DCP can help you beat inflation. Just call 1-800-452-6708 or 415-995-3232.

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

*Figures based on a 4% annual inflation rate.
Source: Stocks, Bonds, Bills and Inflation, Ibbotson Associates, Chicago 1996 Yearbook

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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.

Bah, Humbug!

by John Sterling

Humor, my kind at least, is getting a bad rap lately. People don't like to be teased anymore. A woman, wiser than I said, "Humor is the slave against the abrasive elements of life." Humor is even funnier if turned on ourselves. I certainly welcome the jibes directed at me. Keep them cards and letters coming, folks. My kind of humor is parody and satire. Unfortunately, it makes others uptight in parts of their anatomy. Satire is an "exaggerated mantle wrapped around a core of truth." I don't make anything up. I write about what everyone sees, although I see it funnier than most. Others see it personally. If they want to flatter themselves as subjects of my humor, be my guest. I write my pieces in such a way as to allow for plausible deniability. I name no one.

They say my humor is hurtful and comparable to Amos and Andy, and Mickey Rooney aping a stereotyped oriental. Excuse me? What a leap in logic. I prefer a comparison with the Three Stooges, Stan and Laurel, Abbott and Costello, and Urkel. They have a way of cutting down to size people with notions of self-importance.

I blame my parents for my warped sense of humor. It began when I was born. My 'poppy'-cock exclaimed to my

caca-'mammy', look, honey, it's a buoy! Ever since then I've always heard clang-clanging in my head.

As I have said, since I haven't mentioned names, we should keep it that way and make it even all around. Let our imagination wander. My detractors moan about my references to promotions. The only ones happy about it are the ones fortune smiled on. My complaint is the dual process. There is the formal kind that gets litigated to death because it's wrapped in enigma and mystery. It seems to be that way to allow others to become fairy godmothers and wave their wand hither and yonder. Let's have one or the other. A formal process or an informal one. I grant you that the most virulent critics prior to the formulation become strangely mute when they find the wand pointed at them.. If it's arguably flawed in the beginning, it remains so at the end. The other point brought out about me is that I am anti-people not because of our different views, but because we are differently challenged from one another. If this is so, I confess to being anti-overweight, semi-Caucasoid bald men. I am anti-nudist because I disagree with men who flaunt showering in public. I am anti-christ because I am irreverent. I am anti-pasto because I think some Italian actors are bad. But I also confess to being pro-volone because I love hot dogs. Hey, let's all be happy and laugh all the way to the bank.

Patrol Pay

by John Ehrlich

We are currently negotiating a new contract. I feel that one of the benefits which should be obtained is a percentage increase in pay for being out on patrol.

The police officers who go out on patrol are the heart of all police services. When people talk with police officers it is usually with officers in the Patrol Division. If they are victims, witnesses, or suspects, their impressions of the SFPD are made by the patrol officers. When new policies or procedures are devised it is the street officers who are expected to implement them often with little or no training. When we came into the SFPD that is what we were all expected to do. Patrol officers are expected to respond to all calls that come over the radio and to handle them all keeping in mind the: U.S. Constitution, California Penal Code, various other California laws, Peace Officers Sourcebook, including updates, General Orders, FOB Orders, Unit Orders, Department Bulletins, OCC interpretations of the above, and to do so in a way so as to anticipate the emotional needs of the public.

For some reason many officers decide to leave patrol and do other jobs within the SFPD. There are many offi-

ers providing invaluable work for the SFPD who are not on patrol and this is not intended as a slight to their efforts. They do not face the same costs as those on patrol. The risks of injury, lawsuits, OCC complaints, and death are much lower. Then when promotional opportunities come along their resume shows that they have additional experience as well as fewer OCC complaints, accidents, and lawsuits. Why should an officer working nights in Support Services be paid more than a 20 year veteran working daywatch in the Mission? Why should they be paid the same?

I would like to propose that a 10% incentive be paid for those officers and sergeants in the SFPD at the District Stations who spend more than two-thirds of their watch on patrol. It would not include Station Duty or permit officers. This is a starting point for discussion. There are many questions which need to be ironed out.

I told POA officers about this idea but since this was not on the survey they need your input before this can be put on the table. If you like this idea talk to people on: the Steering Committee, Negotiating Committee and the Board of Directors.

I feel that an officer pays a higher cost being out on patrol and should therefore be compensated for those costs.

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SAFEGUARD DENTAL PLANS

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.

Do The Math, Lieutenant!!

by David W. Wright, Ingleside

I read with disdain your recent ramblings in the POA paper regarding the Muni Transit Co. and what they are capable of doing. Allow me to do some fairly simple calculations for you.

With a complement of 50 officers, to cover 100 lines, in teams of two, spread over two shifts, this is the way it works out:

50 divided by 2=25
25 divided by 2=12 1/2
100 divided by 121/2=8

Translation: Each team of two officers would have to ride eight lines per day to accomplish what you state is impossible. If gambling were legal, I would be willing to give you 100 to 1 odds, for any amount you would care to wager, that if I were assigned to the Muni Transit Co., I would be able to ride eight lines during my watch.

Reading your article in the Notebook, it was obvious that you have never had the pleasure of working with the supervisor that you demeaned. Having worked with/for the aforementioned supervisor for many years, I can assure you with complete certainty that he realizes what his role as a supervisor is, and approaches it in a perspective more positive than most. If every supervisor in this department had his knowledge, experi-

ence, work ethic, and morals, the department as a whole would be immeasurably improved.

You also suggested that he listen to PIC 8 to hear the Muni Transit Co. doing their work on the transit system. He will probably be unable to do that because he is busy on his channel, making felony arrests, patrolling high crime areas alone, and helping his subordinates improve their skills by example. Now, in addition to his other duties, he is charged with the task of making sure that no matter how traumatic his officer's day may have been, that they did ride Muni twice each shift.

You offer to show him what Muni Transit Co. has accomplished, should he find the time. As I have mentioned, my experience has been that he is busy doing police work, but if you would like to tell everyone what Muni Transit Co. has accomplished, write another article detailing these accomplishments. I'm sure that if you do this, any resentment or reluctance from the Patrol Division regarding helping the citizens of San Francisco feel safe when using the system will be eliminated. I look forward to reading about the accomplishments of the Muni Transit Company.

I will at this point repeat, in part, the title of your diatribe, INFORM YOURSELF, DANIEL.

On Forgiveness

by Sgt. Mark Swendsen, Co. I

Two years ago, when my son was killed in an auto accident, I found that terrible things were brewing in my heart. It was eating me alive. So I wrote the people who killed him, and told them I forgave them. Let Jesus bear this burden, I told them.

I never heard back from them. But I didn't forgive them for *their* benefit so much as I forgave them for *my* benefit. If you do not forgive, you cannot heal. I needed to heal, so I forgave.

So now Earl Sanders says some things which hurt us, and the question is, what should be done about it? Do we want to fight, or do we want to heal?

I am old enough that I am now supervising people who weren't even born when I came in the Department. Things went on around here before a lot of cops were born—things for which people need to ask forgiveness. Old cops still remember those things.

I used to think everybody got treated the same. I used to think that minorities were overly sensitive. They would say, "He was prejudiced. He didn't say anything, but I just know it." Overly sensitive, I thought. Then I adopted children, including some who are minorities. Overly sensitive, hell. For a quick education in racial attitudes, go shopping with a minority. I can go into some stores, and write a check, and never get asked for I.D., but my black son can go in with cash, and the clerk will take a full minute to check if it's counterfeit.

So now we have opened up old wounds. We have spoken the N word. We have set off The Bomb. We have referred to something which, in my experience, doesn't happen any more. We are like a family that meets twenty years after some old uncle died, and fights over the question of whether he molested the children.

Police brutality. As a general rule, it's gone.

It still haunts us, though. Like Banquo's ghost, the pain it caused keeps coming back, right in the middle of dinner; we can't get rid of it. Maybe somebody who isn't a cop will read this, and from what I have said so far you will know that I am telling the truth, even when it is painful, so I want you to know this also: it doesn't happen any more. Not here. Is there anybody still doing that? Maybe. I assume that someone, sometime, will do

something bad. But there aren't enough bad cops that I know any personally any more.

Two great cops I supervise, Obrochta and Bacolot, got assaulted the other day. Obrochta got hurt, painfully. The suspects were booked without a scratch. Wow, has this Department changed, I thought. I'm proud to work with those two.

It doesn't happen any more, and that's what angers Keys, Sterling and LaPrevotte. But it used to happen, and that's what angers Sanders and his audience.

The transition from the way we used to be to the way we are has been painful. Like reformed drunks, we are very proud of the way things are, and we want to forget the past. We don't want our maiden aunts secretly leaning over to smell our breath.

Earl is a great cop. Everybody respects him. Plenty of times, he stood up for cops in shooting situations. They needed a straight investigation, and they got it, from Earl. Sometimes, to do it was tough.

So now, he's shot off his mouth. It was wrong to say what he said. In his position, he needs to lead us, not to hurt us. We're hurt by those words. But maybe we wouldn't be *quite* so hurt by those words if there hadn't been a little truth in them. They aren't true now, but I can remember when those words had a much better lock on the truth.

He says he was quoted out of context, and that those few words don't represent what he meant. If Earl Sanders says that, then I am going to believe it.

I've also said things, things I wish I hadn't said. Maybe nobody else in this Department has ever said something that hurt people they love, something they later regretted, but I sure have. People forgave me. Let me tell you: forgiveness is sweet. It is like water to a man in the desert.


Maybe you never needed a second chance at anything. Maybe you never needed to live down anything. Maybe, to you, right is right, and an eye for an eye, because you never made a mistake. But as for me, I like forgiveness. Second chances are gold. If justice were on the basis of an eye for an eye, a lot of people in this Department would need a white cane.

Earl was always square when he investigated police shootings. There were situations in which it took a lot of guts to be square.

Earl never, ever humbugged anybody. That deserves something.

So maybe we ought to stand up for somebody who did a straight investigation of cops, when there was pressure to slant his findings. Maybe we ought to forgive somebody for saying something careless and hurtful. Maybe we ought to forgive people who revealed their bad attitudes toward minorities, when they thought nobody would ever know.

Maybe we all ought to forgive each other, so we can heal.



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THE MEMBERS SPEAK

Hungry For Policy

by Steve Balma, Narcotics

Within the last few years several grievances have been filed by various members of the Inspectors Bureau. All of these grievances have been written to address the single biggest problem that has existed and continues to exist within the Inspectors Bureau, members who are working out of classification. The two main reasons why members have been working out of classification are: 1) The Department's inability/indifference to give promotional tests on a regular basis, and then to make adequate promotions from these valid lists; and 2) The lack of clear, unambiguous written policy, that is enforced consistently throughout the entire Inspectors Bureau (including specialized units of the Inspectors Bureau: Narcotics, Vice, SID, Crime Scene Investigations).

I believe the misconception that has existed within prior department administrations and the POA administrations is that the Inspectors Bureau does not want, or like, change. I personally believe that there is nothing further from the truth. The truth is, the Inspectors Bureau is eager to change the past practices of prior administrations that have acted as they wished (forced transfers without cause, members working out of classification, etc.) with little regard for a member's labor rights. We all want the same thing. The single most important function of the Inspectors Bureau is to provide the citizens of San Francisco the highest quality and professional service we can. Instead, the past practices have resulted in creating dissension amongst fellow officers, driven a wedge between the administration and the working cops, and most importantly, been a disservice to the public. The Inspectors Bureau embraces change and is hungry for

clearly written, and consistently enforced policy to effect this change.

Currently, the administration and the POA are holding Meet and Confer sessions to resolve the above problems. I respectfully call upon Chief Lau and Deputy Chief Willet, as well as the current POA board, to take the lead and do what no prior administrations have been able or willing to do. I am confident that every effort will be made to correct the above problems, and that all of the negotiations are being done in good faith.

Finally, I would like to submit my personal solution to the problems that exist in the Inspectors Bureau. This solution is not necessarily shared by either the POA or the administration, but I feel that it addresses, and is a remedy for, most of the issues that have been raised by the grievances that have been filed.

*For the sake of clarification, when I refer to the "Inspectors Bureau", I am referring to the units commonly found on the fourth floor of the Hall of Justice (Homicide, Robbery, Sex Crimes, Burglary, Auto, etc.)

When I refer to the "Specialized Units within the Inspectors Bureau", I am referring to Narcotics, Vice, SID, Crime Scene Investigations.

First, immediately give an Inspectors test. Most of the problems that exist in the Inspectors' Bureau, and the grievances that have been filed are the result of the Department's inability/difference to give promotional tests on a regular basis and then to make promotions from these lists.

Second, immediately transfer all Q-50's, Provisional Q-50's and Q-2's out of the Inspectors' Bureau. All vacancies created by these transfers should be filled first through the Inspectors' P-1 transfer policy. The remaining vacancies would be temporarily filled through extended loans or a predetermined maxi-

mum time period, with members (Q-50 and Q-2's) who are selected to the temporary rank of Inspector. The selection process should be based on seniority, or on a rotating basis with consideration given to address the Department's Consent Decree obligations. While in the Bureau, the temporary inspectors will be able to perform any/all duties as an Inspector, including those duties that are supervisory in nature. Members who hold the rank of Inspector will be allowed to supervise Q-2's who are on loan to the specialized units of the Inspectors Bureau.

Third, the rank of Assistant Inspector should be eliminated. The Q-35 rank is an obsolete rank that creates dissension amongst dual rankers and single rank inspectors while each are performing the exact same job. Additionally, a situation is created whereby the recently appointed provisional sergeants who were temporarily assigned to the Inspectors' Bureau were making full sergeant's pay while sitting across a desk from an Assistant Inspector who had been at the Inspector's Bureau for twenty two months. The Provisional Sergeant was not supervising anybody, yet they were making a considerable amount more than the person who was training them to work an investigation. There is not a requirement for sergeants to serve a two year internship, so why must inspectors. Since the 1996/1997 fiscal year budget calls for 313 full rank Inspectors (no assistant inspector positions), no excuse can be made to justify paying anything less than full Inspector's pay to those who are performing the duties of an Inspector.

Fourth, establish minimum staffing levels at all the details within the Inspectors' Bureau, including the specialized units within the Inspectors' Bureau. Once the Inspectors' test is given, all vacan-

cies within the Inspectors' Bureau shall be filled with Inspectors off of this list. Q-2's will only be allowed to work in the specialized units of the Inspectors' Bureau (Narcotics, Vice, S.I.D., Crime Scene Investigations Unit). These Q-2 positions shall be strictly limited in each of the units, so as not to displace a budgeted Inspector's position. The Q-2 positions will be filled on an extended loan basis at the discretion of the Commanding Officer of the respective specialized unit. While on loan to the specialized units of the Inspectors' Bureau, the Q-2's will be allowed to perform any/all duties that are investigative in nature, under the supervision of an Inspector or a temporary Inspector. The Q-2's shall not perform any duties that are supervisory in nature. The selection process for Q-2's serving in the specialized units of the Inspectors' Bureau shall consist of, but not be limited to:

Posted sign up /interest list. Submit resume describing training and experience. Written test on relevant subject matter (eg. Search & Seizure Law, narcotic codes, etc./oral test. Background/good conduct/court appearance history. Secondary language/ethnic background.

Finally, seniority within the Inspectors Bureau and the specialized units of the Inspectors Bureau shall be considered based on the date of appointment to the rank of Inspector/temporary Inspector. Dual rankers (those holding the rank of Q-50) will continue to accrue their Sergeant seniority.

If the need arises, the senior Inspector will become the Like Work Like Pay Lieutenant.

During squad formation Inspectors/temporary Inspectors who also hold the rank of Sergeant will not wear their stripes on their jumpsuits.

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

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What do you call her?

a. Really ugly
b. Mrs. Porky
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TRANSFER

(Continued From Page 1)

Department would be required to fill all existing vacancies under the current provisions.

The POA proposal is very comprehensive and opens up all vacancies and opportunities to members at large, something that our pre-negotiations member survey indicated was a high priority to the POA membership. Thanks are due to the negotiating team subcommittee members who spent many hours hammering out the POA proposal language at numerous subcommittee meetings over a period of the past 10 months. Those members are Matt Castagnola, Ray Shine, Brian Canedo, Brian Olcemendy and Matt Gardner.

SEMINAR

(Continued From Page 1)

cerns go far beyond how arbitration may be utilized to assure fairness in the process. His statements to POA representatives on the subject indicate he is dissatisfied with the Department's entire disciplinary system and seeks to have it reformed in a way that eliminates unnecessary delays and assures accountability, as well as fairness, throughout the Department.

New disciplinary procedures are likely to be adopted shortly after the seminar is conducted. Al Trigueiro commented at a recent steering committee meeting: "The Mayor is clear that he wants reform and that he wants it accomplished without delay. The current system is outdated and sadly lacking in many respects. It needs to be fixed and the Mayor seems hell-bent on fixing it. The POA will welcome the reforms and suspect the public will as well."

The seminar will be announced by bulletin and all interested members are invited to attend.

POST

(Continued From Page 2)

evidence of a link to such concerns as soft-tissue sarcoma, non-Hodgkin's lymphoma, Hodgkin's disease and chloracne. The committee of experts also said that there was "limited or suggestive" evidence tying defoliant exposure to the congenital birth defect spina bifida in veterans' children and with a neurological disorder suffered by veterans. The limited-evidence designation means that while one or more major studies established a connection, the evidence is not yet conclusive. Other diseases in this category include prostate cancer, multiple myeloma and respiratory cancers.

Between 1962 and 1971 (I was there 1968-1969...too bad), the United States dumped more than 19 million gallons of defoliant over 10 percent of Vietnam, about 4.5 million acres, to make it harder for the Viet Cong to hide. In 1969, scientists found that a primary chemical used to make Agent Orange could cause birth defects in animals. By 1970, the United States stopped the spraying in Vietnam.

A female Navy SEAL? Damn right. Just because there's no such thing in the U.S. military isn't going to stop actress Demi Moore from playing one in the forthcoming flick titled...are you ready for this?... "G.I. Jane."

Hollywood would do much better

if they concentrated on someone like Carol Mutter, who joined the Marine Corps during the Vietnam War. Twenty-eight years later, the Colorado native is set to become the highest-ranking woman in American military history. Last week, President Clinton nominated her to the rank of lieutenant general. As the lone woman among 107 male three-star generals, she will be responsible for Marine Corps manpower and planning. "Limitations," she said of her career, "were not part of my vocabulary."

At heaven's Pearly Gates, St. Peter warmly greeted a lawyer, then took his jacket and offered him a drink, some soft slippers, and a comfortable armchair. After the attorney was seated and sipping a martini, St. Peter handed him a remote-control for the television and a map showing his Jacuzzi, his tennis courts, and his private spa, all in his 800-acre mansion.

The lawyer looked around in awe. "This is fabulous. Does everyone get this kind of treatment?"

"You're not just anyone, you know," St. Peter replied. "We don't often get a lawyer as distinguished and old as you."

"Old? Why I'm only 48," corrected the lawyer.

"Really? Well, isn't that funny. You've billed for so many hours we thought you were 90!"

Semper Fi, Jack.

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TIER TWO

(Continued From Page 1)

at 50" formula, with the base being the officer's "highest year," and a 2% COLA. (Several comparable police jurisdictions covered by PERS have higher benefits than those listed on this projection — none have lower benefits and all have significantly better benefits than San Francisco provides.)

The more thorough retirement benefit comparison on this page has been presented to Mayor Brown in connection with our contract negotiations. The twelve jurisdictions selected for comparison include the most populous cities in the state (S.F. is fourth — Long Beach fifth) and the most appropriate Bay Area cities with populations of 100,000 or more.

Improving the retirement benefits of our tier two police officers is the POA's top priority in its current contract negotiations with the City. However, we do not expect a resolution to be easily accomplished. A ballot measure will have to be passed and the support of each and every member will be necessary if we are to achieve our goal.

RETIREMENT PROJECTION

| JURISDICTION | 1994 | 1999 | 2004 | 2009 | 1024 | 2019 |
|--------------------|------|------|------|------|------|------|
| San Francisco (68) | 2907 | 3210 | 3544 | 3912 | 4320 | 4769 |
| San Jose (75) | 3375 | 3913 | 4536 | 5258 | 6096 | 7067 |
| Los Angeles (70) | 3150 | 3652 | 4110 | 4765 | 5524 | 6403 |
| San Diego (81.22) | 3655 | 4035 | 4455 | 4919 | 5431 | 5996 |
| PERS 2% (75) | 3375 | 3726 | 4114 | 4542 | 5015 | 5537 |

Assumptions:

Compensation\$4500 per month

Age53

Years of Service31

The number in () is the percentage of final compensation. Since San Francisco is the only jurisdiction which has 36 months averaging as opposed to 12 months an additional 5% was backed out. Therefore, the San Francisco formula was as follows:

$$\$4500 - 5\% + \$4275 \times 68\% + \$2907$$

The figures for Los Angeles and San Jose show the effect of the higher COLA (3%). Of course every jurisdiction has a better formula.

TOTAL COMPENSATION
POLICE OFFICER

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|---------------|-------------------------|----------------------------|-------------------------|-------------------|-------------------------|-----------------|---------------------|------------------|--------------|----------------------------|-------------------------|----------------|---|
| JURISDICTION | SALARY (top Step) | MAX. POST/ED INCENT. | LONGEVITY (12 Years) | UNIFORM ALLOW. | NIGHT SHIFT DIFF. | RET. PICK-UP | HEALTH ETC. INS. | PRESENT TOTAL | LEAD/ LAG | MAX. RET. 10 YRS. | MAX. RET. 20 YRS. | RET. HEALTH | 10 YRS. PLUS HEALTH LEAD/ LAG |
| Berkeley | \$4,423 | 0 | \$672 | \$50 | 0 | \$54 | \$415 | \$5,614 | 6.23% | \$4,704 | \$5,734 | \$295 | 38.02% |
| Daly City | \$4,245 | \$297 | 0 | \$42 | 0 | 0 | \$500 | \$5,084 | <3.95%> | \$4,191 | \$5,109 | \$91 | 18.22% |
| Fremont | \$4,749 | \$356 | 0 | \$120 | 0 | 0 | \$472 | \$5,697 | 7.80% | \$4,777 | \$5,709 | \$150 | 36.03% |
| Hayward | \$4,689 | \$352 | 0 | \$83 | 0 | 0 | \$762 | \$5,886 | 11.37% | \$,685 | \$5,710 | \$1,61 | 33.79% |
| Long Beach | \$3,635 | \$260 | 0 | \$43 | \$102 | \$410 | \$537 | \$4,987 | <5.98%> | \$3,654 | \$4,454 | 0 | .88% |
| Los Angeles | \$4,266 | \$15 | \$115 | \$54 | 0 | 0 | \$541 | \$4,991 | <5.89%> | \$4,186 | \$5,626 | \$300 | 23.85% |
| Oakland | \$4,474 | \$224 | \$123 | \$54 | 0 | \$439 | \$479 | \$5,793 | 9.61% | \$4,457 | \$5,542 | \$124 | 26.48% |
| San Diego | \$3,967 | \$140 | 0 | \$50 | 0 | \$303 | \$287 | \$4,747 | <11.33%> | \$4,381 | \$5,341 | \$167 | 25.57% |
| San Francisco | \$4,225 | \$130 | 0 | \$29 | \$84 | \$317 | \$500 | \$5,285 | | \$3,425 | \$4,175 | \$197 | \$3,622 |
| San Jose | \$4,526 | \$339 | 0 | \$53 | 0 | 0 | \$387 | \$5,305 | .38% | \$5,032 | \$6,762 | \$379 | 49.39% |
| Santa Clara | \$5,622 | 0 | \$141 | \$50 | \$128 | 0 | \$611 | \$6,552 | 23.97% | \$5,432 | \$6,621 | 0 | 49.97% |
| Sunnyvale | \$5,120 | \$256 | 0 | \$51 | 0 | \$605 | \$588 | \$6,620 | 25.26% | \$4,915 | \$5,991 | \$423 | 47.38% |
| Vallejo | \$4,947 | \$165 | 0 | \$43 | 0 | 0 | \$792 | \$5,947 | 12.53% | \$4,713 | \$5,745 | \$289 | 38.10% |

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Outgoing SF Police Credit Union chairman Duane Collins passes the gavel to new chairman, Dave Mayer

Announcement Of College Scholarships For High School Seniors

Italian American Federation
Of The East Bay, Inc.
4685 Telegraph Ave.
Oakland, CA 94609

Among the purposes of the Italian American Federation is furthering the education and welfare of persons of Italian origin. To this end, it offers college scholarships to high school graduates of Italian ancestry. It has organized the Italian American Federation Scholarship Committee to assist its educational, historical and literary work, and to receive and disburse funds for such purposes.

Scholarship Information

The Italian American Federation will award scholarships in the amount of \$300.00 each.

Applicants must be graduating high school seniors. One parent must be of Italian descent.

Scholarship seniors may attend any accredited, public or private junior college, four-year college, or university.

Applications must be completed by the applicant and given to the applicant's school principal or au-

thorized faculty advisor, who should send it to the Scholarship Committee at the above address, together with a transcript of grades certifying the scholastic standing, school activity record and character of the candidate.

Applicants will be evaluated and judged on the following factors:

Their scholastic record and other evidence of mental ability.

Their activity record and other evidence of leadership and character.

Their personal statements.

Recommendations of faculty.

Results of the competition will be announced early in June. Judging will be done by the Scholarship Committee.

Applications and all supporting documents must be received by the Scholarship Committee by April 30, 1996.

Note: If more information or applications are needed, please request them from the Italian American Federation at 4685 Telegraph Ave., Oakland, CA 94609.



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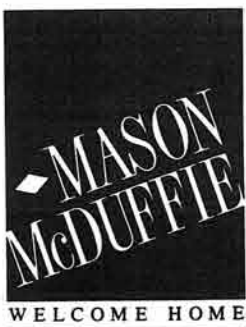
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CLOSE ENCOUNTERS

by Steve Johnson, SFPOA Secretary



Our members responded to 62 calls of people armed with guns during the first 10 days of March, 1996. Fortunately, all of the officers who responded to these deadly calls handled themselves with the professionalism in which they were trained and, as such, they were able to complete their shifts and return to their families.

There were, however, a few Close Encounters. . .

Officer Davin Cole and **Officer Moses Gala** were at St. Mary's Park in the Ingleside District checking out a group of known gang members who, the neighbors had complained, were creating a disturbance during the late night hours. As the officers approached, the group they were interested in split up and ran. Two of the subjects turned into a dead-end alley. As Officer Cole and Officer Gala turned the corner of the alley they were met with gunfire from a sawed-off shotgun. The officers just barely managed to escape being hit and took cover. There was a brief stand-off but the suspects knew that they would eventually be outnumbered and, since they had failed in their initial effort to kill Officer Cole and Officer Gala, they gave up. This was not one of the 62 gun calls mentioned earlier. . .

A few nights later, **Officer Pat Tobin**, **Officer Mike Rebolini**, **Officer Kim Reynolds** and **Officer Marquita Booth** responded to a domestic violence call with little information other than the angry husband had left the residence armed with a shotgun. They located the suspect described walking on 24th Street near Vermont. As the officers approached they ordered the suspect to show his hands. The suspect obliged, but unfortunately, he was holding a shotgun that he had partially hidden under his coat just prior to his being detained. The officers continued to verbally order him to relinquish his weapon, all the while being within deadly range of the shotgun's shells. The suspect, for the longest time, refused to comply but finally gave in and surrendered. This was not one of the 62 gun calls mentioned earlier. . .

Many of our detractors are so hyped up by the so-called Early Warning

System (a poorly constructed Office of Citizen Complaint plot to ruin officers' careers) it might be nice, for a change, to have an Early Recognition System for honoring officers who perform courageous acts.

Aside: The OCC Early Warning System is so poorly constructed that one commanding officer, notified that one of his charges had the magic number of OCC complaints that required counseling, made an appointment with the officer in question. However, the captain's inquiries showed that all of the complaints filed had already been investigated and had received a disposition of "Proper Conduct" by the OCC investigators themselves. The commanding officer, rather than counseling, congratulated the young officer and told him to keep up the good work!!

The Office of Citizen Complaints also recently filed an "Unwarranted Action" complaint against a highly respected member of our Investigations Bureau. The incident? The complainant was shooting a gun out of his window in the crowded downtown area of our City, an action which necessitated a full complement of S.W.A.T. officers to show up and capture the shooter (without injury). The suspect, angered that police officers would take such outrageous actions (i.e. arresting him for randomly firing his weapon in public, which is still prohibited, even in San Francisco!!) marched down to the Office of Citizen Complaints and filed a formal complaint against the Inspector claiming that his (suspect's) arrest was "Unwarranted." This complaint will now remain on the Inspector's record for the rest of his career with our Department. It was rumored that a former district attorney is now in charge of the Office of Citizen Complaints...must have been a real sharp guy in law school.

Does anyone have any control over the Office of Citizen Complaints? I would hope that our present Police Commission would call for another overview of the process one of these days...

Officer Steve Mulkeen, **Officer Mario Machi**, **Officer Bill Brunicardi** and **Officer Mike Phelan** also responded to a domestic violence call in the Mission during the early morning hours (7:00 a.m.) and were faced

with a boyfriend/girlfriend dispute over drugs in which one of the principals was armed with a rifle. The suspect and rifle are now in custody...this was not one of the 62 gun calls referred to earlier — the officers never had any idea of what they were getting into until they knocked on that door!

Officer Jim McGrath and **Officer Rob Walker** responded to a call of a person attempting to commit suicide at 18th/Castro Street and located a young man armed with a butcher knife who had secluded himself in a narrow corridor of a building. The armed individual was indeed intent on committing suicide as he had already inflicted several severe cuts on his arms and his neck. Jim and Rob were at a grave disadvantage in trying to prevent the subject from furthering his intentions as there was very little room to maneuver and, worse, the subject was bleeding profusely. Nevertheless, Jim and Rob courageously placed themselves in a position where they could have been stabbed by the armed subject but, instead, they successfully broke the subject's grip of the knife he was brandishing with their batons. Jim and Rob were then further exposed to the bloodied limbs of the subject who was still violently resisting but they managed to restrain him until paramedics could take over.

It's rumored that the SFPD and S.F. Airport Police might merge...everyone might think it would be a great change of pace to work at a nice, quiet airport, however...**Officer Steve Moss** and **Officer Richard Cirimele**, San Francisco Airport Police Department, were on-duty when they tracked down the suspect vehicle that had just pulled a robbery in an airport garage. The vehicle had three suspects on board and pulled over before the officers could get sufficient back-up. Everything turned out o.k., fortunately, with the officers recovering a fully-loaded .357 revolver on the rear passenger. Car, suspects and weapon in custody, ready to go, right? Slight problem...while inventorying the suspect's vehicle the officers found a live pipe bomb on the backseat with extra dynamite nearby. Their explosive ordinance unit responded and put a happy ending to this one.

Almost forgot about the close call **Lt. Dan McDonough** had the other night. He responded to a call of a family dispute and, while there was a slight language problem, he was able

to make out the one word we always hate to hear... "shotgun". The family members described the suspect and the weapon as best they could and pointed to the back room of the flat. Dan was proceeding to check on the entryway (the door was partially opened) but, fortunately, decided to look through an adjacent window. And it was through the side window that he could see a shotgun propped on a chair with the trigger tied to the door in a manner that it would have delivered a full blast to the first person who would have made an attempt to enter.

We have had far too many close calls lately and it's not getting any better.

162 police officers were killed in the line of duty in 1995, more than in any other year of this decade. California was the deadliest state in the nation for the law enforcement profession, with 18 police fatalities.

We need to show our respect for the officers who gave their lives in the line of duty and we can do so on **Friday, May 17, 1996**, in Sacramento, by attending the **Peace Officer Memorial Service**.

Besides, we will be having a special guest in attendance this year. . .

I recently had the opportunity to meet **Janine**, the daughter of deceased SFPD **Officer Richard Radetich**. Officer Radetich was killed in 1970, shot by an assassin who escaped justice. Janine was only 8 months old at the time her father, a San Francisco Police Officer, was killed. Janine never had the opportunity to meet her father, someone else prevented her from enjoying the things dads do for the daughters they love. Janine has graciously accepted our invitation to attend this year's Memorial Service, as hard as it will be for her, because she wants to meet the officers who now serve as her dad once did. She'd like to have a few memories she can tell her children. She'd like to pay her final respects standing with those who now wear the uniform of which her dad was so proud.

I will make all the arrangements so that we can travel, as a group, to Sacramento and participate in this Memorial Service. There are very few excuses I would expect to hear from anyone who doesn't attend this event. We participated last year and San Francisco Police Department lined the stairs of the State Capitol honoring the families of the deceased officers as they passed by.

It's important that you be there — you need to meet Janine.

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SFPOA Notebook

Dear Police Family:

I cannot say enough to adequately describe the support Bruce and I received from our police family.

It is virtually impossible for me to put words on paper that would completely express Bruce's and my feelings of gratefulness for all the time, patience and work that was volunteered to us. Bruce was in the Catastrophic Illness Program to which many of you donated hours.... He was so touched and would frequently cry asking "Why are they all being so nice to me"... I couldn't answer him. It was devastating to see my husband's health failing. But we were also blessed in having an additional 11 months after the diagnosis to spend together.

It would be impossible to acknowledge here all the people that assisted us so much, but I especially want to thank Steve Johnson for being there the first night at the hospital and making all the notifications and initial arrangements that were necessary, Ric Schiff for offering us both the only glimmer of hope with Bruce's illness and

going to great lengths so that Bruce could try an alternative medical treatment in Houston, meticulous travel arrangements and support by Jennifer Lee and Forest Fulton, airlines/hotels liaison with outside P.D. agencies. (St. Louis and Houston P.D. were amazingly compassionate and went to great lengths to make sure we were both as comfortable as possible.)

Numerous visits from Al Benner which would always lift Bruce's spirits. Frequent visits and much assistance from Ron Ray who continues to give his support. Special thanks also to Al Trigueiro, Mike Hebel, Duane Collins, Mark Hurley, the POA, the Crime Scenes Investigation Unit, and Widows & Orphans for all their assistance.

Cards, phone calls, visits, thoughts and prayers...so many people were involved. Almost daily I received cards or letters from co-workers in Communications. They always gave their support and would lift my spirits so I could better take care of Bruce.

Bruce, my husband, my partner, friend, mentor, confidant, a person I loved very much, often said you never know how long you will have....don't put off having fun till later.

He taught me how to, and left me with the legacy to go have fun. I am determined to try. I owe it to him.

From the bottom of my heart, a hearty thank you to everyone involved, for everything you did. Your actions have helped to make me a stronger, more compassionate person.

Marilyn J. Crayton

Mr. Robert Huegle
SFPOA

Dear Bob:

Thank you for your \$125 sponsorship (received March 14, 1996) in support of our 1996 Irish Invitational Golf Tournament, held Monday, March 25th at the Lake Merced Country Club in Daly City.

With your help we hope to raise more than \$20,000 in support of our new Library and Chapel Project, which is scheduled to begin construction in the summer of 1996. On behalf of all the students your donation will benefit, I extend to you a heartfelt thanks.

Please know that your kindness will also be recognized in the Spring edition of our SECOND CENTURY MAGAZINE, which reaches over 15,000 alumni, parents and friends.

Thank you again for supporting the Irish Invitational!

Sincerely,
John M. Vigo

Public Relations/Events

P.S. Thanks, as always, for your generous support. It's great to have the Department on our side!

SFPOA
510 - 7th Street
San Francisco, CA 94103

The Sonoma County Latino Peace Officers' Association would like to offer a sincere thank you for the gift to our Frank Trejo Memorial Scholarship Fund. Your generous gift will be added to the fund which is well on its way to completion.

Frank's family has expressed a desire that the college scholarship to be given annually in Frank's name to a student regardless of ethnicity. The student must be interested in law enforcement and have a strong desire to achieve higher education.

There is a candlelight ceremony in Frank's honor on the anniversary of his death the evening of March 29th, 1996 at 7 p.m. if any of your officers are able to attend. Please call (707) 577-0160 to obtain location and event particulars.

Sincerely,
Nan Wilcox
Fund Treasurer

LETTERS

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

Dear Al:

Thank you for your gift in the amount of \$400.00 received 3/5/96 for the Fourth Annual Frank Brennan Award Dinner. Your support of the Brennan Dinner was a thoughtful way to recognize the commitment of Frank Brennan and the extraordinary service of our honorees, Msgr. John Heaney and Olga Murray, and Ozanam Medal recipients Maryanne Murray and Bill & Jean Terheyden.

On behalf of the St. Vincent de Paul Society, I want to extend the appreciation of our clients who benefit greatly from your contribution. Your generous support enables us to provide direct services for our clients who are struggling to free themselves from homelessness, substance abuse, and domestic violence.

Again, thank you for your participation in this important fund-raising effort.

Sincerely,
Michael M. Sullivan
Executive DirectorTo the Members of
The San Francisco Police Officers' Association:

My family and I thank you for the beautiful floral arrangement which you sent in memory of my husband.

We thank you for your expression of sympathy at this time of great sorrow.

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged by the family of Dominique Olcomendy.

Gratefully,
The Olcomendy FamilyMr. Al Trigueiro, President
SFPOA
510-7th Street
San Francisco, CA 94103

Dear Mr. Trigueiro:

Thank you for your contribution to the "Yes On B" campaign.

Your support will help to ensure our success on Election Day, March 26, when we ask voters to allow a ballpark to be constructed at China Basin.

The ballpark will be a source of enjoyment for fans and residents alike. Privately financed, this state-of-the-art facility will be accessible by multiple forms of public transportation, create thousands of jobs and create \$125 million in economic activity for the City and County of San Francisco.

With your help and our success on Election Day, we will work toward the opening of an exciting facility in the year 2000.

Thanks again for your support.
John F. Yee
Treasurer, Yes On B Campaign

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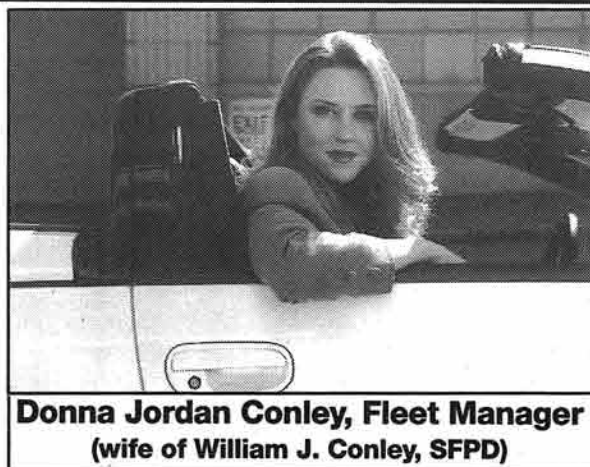
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LETTERS

Dear Mr. President:

I wanted to write and thank you for all of the support that the POA has extended to me and my family. You have shown how much a well-run organization can do for its constituency. Thank you very much for the banner, and donation.

Thanks again,
D. Reese

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

Dear Mr. Trigueiro:

On behalf of all the children, I would like to thank you for your generous donation of \$100. Because of donors such as yourself, Caring for Children is able to continue to provide solace to children whose lives are in turmoil. With your help and through the gifts of Teddy Bears, Identity Books and training, we can continue to provide emotional and psychological support to children that have been traumatized by abuse, neglect, homelessness or natural disaster.

As we approach our tenth anniversary, together we can create a community of caring in which all children will be able to cope with the difficult circumstances of their lives and grow to be strong, table members of society.

Once again, thank you very much for your support.

Sincerely,
Samantha Grier, MSW
President

Dear Al and Friends:

Thank you for your generosity and support. I am grateful for the trust you have placed in me as I run for the State Assembly, 13th District. Many thanks for your generous contribution. I appreciate your willingness to lend a hand. We're doing great thanks to you!

Supervisor Carole Migden

On behalf of the 3 Strikes Committee, Mike and I would like to personally thank you for your generous donation. Together we really are making a positive impact on our own public safety.

Mike & Sharon

Al Trigueiro
SFPOA Local 911
510 - 7th Street
San Francisco, CA 94103

Dear Al:

Thank you so much for your contribution. Your generous support means the world to me.

As Congress continues to give more and more responsibility to the states, we now need, more than ever, new leadership in the California State Senate. I will bring new

energy, determination, and a tireless commitment to our state and future. We have about twelve more days to get the message out there and I need your help to do so. Please remind your friends and colleagues to vote for me on March 26.

I greatly appreciate all of your support and confidence and, as always, I hope that you will continue to share your thoughts and suggestions with me. The best way to reach me would be at 415-346-3411.

Again, many thanks for your help.

Sincerely,
Angela Alioto

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

Attention: Robert Huegle

Dear Mr. Trigueiro:

I would like to thank you for the donation of \$100.00 for my volleyball club. I have raised close to \$1,128.45 so far.

Our team came in third place at the league qualifier held on 2/25/96. We will be playing weekly tournaments through June 23, 1996. I will keep you updated from time to time of the results of our tournaments.

Again, thank you for your interest and support.

Sincerely,
Kristin N. Richards

To: Steve Johnson
SFPOA

Dear Steve:

I am negotiating with PORAC, who has a Peace Officers Bill of Rights Act bill in the works, to incorporate into their bill, language, or similar language, to purge personnel files of complaints against officers that have been investigated and ruled to be unfounded.

We are attempting to meet with CPOA and the Sheriffs Association to alleviate their concerns to get a bill that will not be opposed by them.

I'll keep you informed as to our progress.

Bill Hemby, COPS

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Dear President Trigueiro:

I am aware that identification cards for retired Airport Police Officers is not one of the POA's higher priority items. I know that you deal with many important issues that impact active duty officers, especially now during the adjustment period you are experiencing with the new Brown administration and its various changes.

There are, however, a growing number of us retirees that have been denied I.D. cards by Airport Police Chief Ron Driscoll. I have written two letters of request to Chief Driscoll for my I.D. since I retired on an orthopedic disability on December 2, 1994. I have yet to receive acknowledgment from the Chief's Office regarding those letters. My only information since I retired has been word of mouth from current Airport officers that the Chief was holding off issuing retired I.D.'s pending the outcome of litigation concerning the CCW (Carrying Concealed Weapon) privilege that you profiled last year in the P.O.A. Notebook — a privilege that Chief Driscoll has refused to bestow on retired Airport officers.

I have a hard time believing that this simple, yet important issue is still not settled, and that 15 months after I retired I still have no I.D. card to show for 16 years of service. How difficult can this be, really?

Very Sincerely,
Bruce Estrin
Retired Airport Police Officer

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

Dear Al:

Tuesday, March 26, 1996 will long be remembered as the day San Franciscans voted by an overwhelming margin of 66% to 34% to add an additional 300,000 sq. ft. of meeting and exhibit space to the Moscone Convention Center Complex!

On behalf of the San Francisco Convention & Visitors Bureau, let me offer my sincere appreciation for the support you displayed in helping to achieve this significant victory.

Our campaign strategy, under the able guidance of John Whitehurst and Don Solem, was executed with great precision and highly targeted against a very defined audience of voters. Although press was limited throughout the campaign, our endorsements were not. It's very clear, not just in the result of Prop. A, but also in the polling we undertook during the campaign that San Franciscans feel very favorable towards our convention and tourism industry.

I hope you feel as good as I do about this victory, and please be assured that following design and EIR, you'll be receiving your invitation to the ground-breaking ceremony of "Moscone West."

Warmest Regards,
John A. Marks



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Yesterday, Today, And Tomorrow

(Author Unknown)

Submitted by Robin Matthews,
Ingleside Station

There are two days in every week that we should not worry about, two days that should be kept free from fear and apprehension.

One is YESTERDAY, with its mistakes and cares, its faults and blunders, its aches and pains. Yesterday has passed, forever beyond our control.

All the money in the world cannot bring back yesterday. We cannot undo a single act we performed. Nor can we erase a single word we've said — yesterday is gone!

The other day we shouldn't worry about is TOMORROW, with its impossible adversaries, its burdens, its

hopeful promise and poor performance. Tomorrow is beyond our control.

Tomorrow's sun will rise either in splendor or behind a mask of clouds — but it will rise. And until it does, we have no stake in tomorrow, for it is yet unborn.

This leaves only one day — TODAY. Any person can fight the battles for just one day. It is only when we add the burdens of yesterday and tomorrow that we break down.

It is not the experience of today that drives people mad — it is the remorse of bitterness for something which happened yesterday and the dread of what tomorrow may bring.

Let us, therefore, live one day at a time!



**San Francisco
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Peace Officers**

Eternity

by Daniel Hampton

Have you ever been told by your cardiologist that you failed your treadmill test and now must have an angiogram? I have. About a month ago, while I was skipping rope, I experienced dizziness, a fast heart beat, and heaviness in my legs which stopped me completing my twenty minutes. When I reported in for work my sergeant said I looked jaundiced and ordered me to see my doctor. For several days I was pale and felt fatigued. Immediate medical tests revealed no problems regarding an EKG, heart, x-ray, and blood tests. But a treadmill test revealed rhythmic abnormalities at the third level when running on the treadmill. What a downer it was to be given medication for possible heart disease (calcium heart blocker and nitroglycerin tabs). I felt kind of bewildered since my life has been disciplined in the food I eat and the routine work outs I perform. It wasn't easy for my family and friends either. I remember saying to myself, "We're all like grass, here today and gone tomorrow." Your mind can think the worse consequences when it involves your pump (heart). When my cardiologist told me I needed to take an angiogram to definitely exclude the heart for symp-

toms I experienced, I felt hesitant, but I agreed to the procedure because I needed knowledge to know for sure that I had heart disease. They would also have a team of doctors during this procedure to perform angioplasty and bypasses if necessary. I remember saying to myself, "Maybe the Lord wants me now." Yes, I do have faith in Jesus Christ and His promises to give eternal life to those who believe in Him and even those who believe on His name, this is what I hope and cherish. But I guess His promises become more important and dearer when your mortality (life) is in question because of poor health. Well, I took the angiogram and there is nothing wrong with my heart. I want to thank my relatives and friends who prayed for me during this time. Your kind words and prayers lifted my spirit. Yes, there are more medical tests for me, but since my heart is out of the picture, I can hope what caused the initial problem will prove to be minor and can be handled by medication.

You know our lives are short, let's draw closer to God and the ones we love. Remember, Our Lord has called on us to have relationship with Him and our fellow man. Let us not quarrel or fight, but without complaining or grandstanding, let us serve one another in brotherly love, find the good in each other, never question each other's motives, but regard the other more than ourselves. If we can follow these teachings of Christ, then there will be harmony in the Department.

The Female Police Officers of San Francisco

by Officer Gilbert Chang

From the rolling hills of the cable cars
From the God-given inner Mission to Hunter's Point
The female officers hold their statue
In grace and finesse
They are strong
More strong in heart than size
Size is nothing more
The will to survive is the strongest
From domestic violence to 913 to 2231
On domestic violence they can calm the situation in more time
Their presence suppresses the problem
They can hold their own
They are proud behind the 7-point star
You will find the finest female police officers in San Francisco

Dedicated to The Officers at Taraval Station

by Officer Gilbert Chang

We are the officers in blue of the City by the Bay.
We serve and protect the City
We love
We strive our best
We give our heart to serve
We give our life to protect
We go beyond our needs
The City
We and God created
Our life as officers
We live day by day
The love
We took behind our 7-point star
Each day
We give and live
Our life goes beyond
the heaven of God.

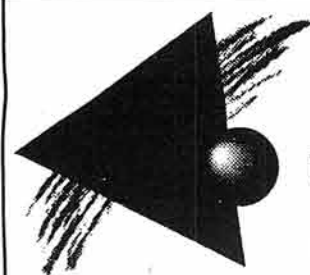


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SPORTS



Fifth Annual San Francisco Police Officers' Association Golf Tournament

Monday, July 15, 1996
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This year's tournament will be limited to the first 144 applicants. The \$175 fee (\$150 for Peace Officers) will include your golf, cart, continental breakfast at registration, range balls, lunch on the course, tee prizes and awards dinner to follow at the Olympic Club.

Those wishing to sponsor a hole are encouraged to contact the POA at 861-5060. Assure yourself a spot and register early. This year's co-chairmen are Insp. Phil Dito and Insp. Bob Huegle. Contact them at the POA office, for further information.

The Fifth Annual San Francisco Police Officers' Association Golf Tournament Monday, July 15, 1996

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THE SPECTATOR

by Dennis Bianchi

The Direct Link Between The SFPD And The U.S. Olympic Teams!

After reading last month's article regarding the phenomenal Department athlete, Damon Kieve, it must have been clear that there is a direct connection between the outstanding members of this Department and the World Olympic Games, but there is more! First, a note regarding Damon Kieve. More than 20 years ago I belonged to the S.F. Judo Institute, and while I was there I met one of the most interesting of judoka. He was exceptionally well-educated, friendly and claimed to be an ex-San Francisco police officer. As he and several other judoka from the institute threw me around the mats like a piece of boiled Italian pasta I learned who this fine fellow was. It was approximately 20 years later that I learned that this gentleman, Norm Kieve, was the father of one of the most successful judokas in the U.S., Damon Kieve. San Francisco may be one of the most beautiful and well-known cities in the world but it remains a small world.

By the way, Damon's father's friend, Joe VandeWeghe, was also a member of this Department. Joe was not a sworn member, but one of only two non-sworn employees to work at the range, and he later served diligently and with grace and class at the Legal Division where I had the great pleasure of working with him. Joe will, no doubt, be rooting for Damon very energetically this year, as we all will.

The Gough Family Connection

Damon Kieve is not the only SFPD connection to the World Olympic Games this year. As has been reported in this column for the past several years, Tom Gough, the son of our own Steve Gough, Co. G, has been winning competition after competition in the highly competitive world of Olympic Weight-lifting. Steve has a gym in Marin County where he helps coach Olympic lifters and this year that small gym has placed five members on the U.S. team to the Olympic tryouts, including Tom. There are only 30 members eligible,

so one-sixth of the nation is being represented by a very direct connection to this department. Steve Gough has every right in the world to be proud and happy to be so involved and successful. Keep your eye on is article in the future for results.

Boston Marathon

Three members will be running the 100th anniversary of the Boston Marathon this April 15: retired Captain Mike Hebel, John Newlin, and Steve Tittel. I haven't spoken with John for several years but I remember running the San Francisco Marathon approximately seven years ago when John was running his first marathon, and I have been trying to keep Steve Tittel focused for this event (no small chore) so I feel a real connection to the race. Age and injuries have precluded me from ever thinking about such an endeavor again but, these members have my admiration and, honestly, a bit of envy. We should all be pulling for them and let them know we appreciate their efforts. The Boston Marathon is to distance running what the Vatican is to devout Catholics, or Wrigley Fields to baseball fans. This is holy ground!

Etc.

Is it my imagination or have cops become younger and more health and physical minded? The other day there was a threat that protesters would attack Mission Station/Juvenile Division. Our building was surrounded by officers who looked to be about 18 years old, but every one was lean and obviously in good shape! Except for the urge to ask them if they were old enough to drive, I felt a great relief, knowing that the Department was headed in a positive direction. This group of new recruits' physical fitness being so noticeable, most likely owe much to those "greybeards" at the Academy, like Frank McKee, Joe and John Currie, Mike Conway and the positive leaders like then-Captain Melinda Pengel, who was no slouch on the athletic fields herself, and comes from a family of excellent athletes.

Well, I hope you have read this far so you can heed my standard goodbye and perhaps find time for yourself to just Go Do It!

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SPORTS



Damon Keeve Summer Olympics Fundraiser

by Nick "Nick At Night" Shihadeh

A large SFPD crowd gathered on Thursday night March 7th at Lake Merced's Boathouse Bar and Restaurant for a fundraiser for Damon Keeve. Damon is the USA's number one seed in judo (heavyweight division) and will participate in the Sum-

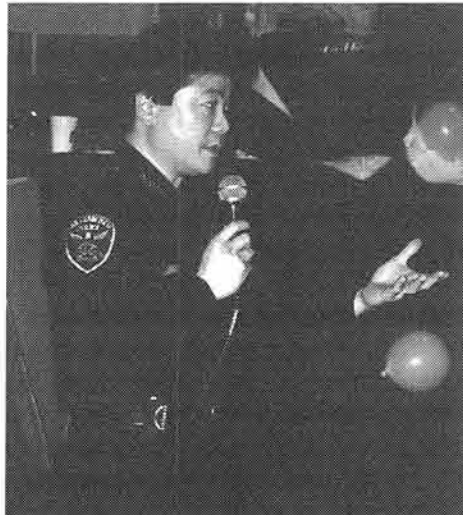


Damon Keeve giving his thanks for the fundraiser.

mer Olympics in Atlanta. Anyone attending donated \$20.00 to go toward Damon's training expenses, etc. and were treated to much food and drink provided by the Boathouse. A raffle would also take place with many great prizes, but first there were speeches to be made.

First at the podium was Chief Fred Lau who spoke very highly of Damon and his pursuit of a medal. Next was Damon's father Norman Keeve who is a retired police officer as well as high school science teacher. Norman sounded like a very proud father while talking about his son and then he mentioned the fact that one of his students at Galileo High just happened to be Chief Lau himself.

Brian "Moose" Canedo would hold the attention of the crowd next as he presented Damon with a check for \$1000.00 from the POA Sports Committee. It was a wonderful gesture that shows that we really try hard to take care of our own in this department. Damon took the stage next to show his utmost appreciation of all of the support he was receiving.



Chief Lau saying a few words in honor of Damon.

Accompanied by his lovely wife Katie (their young son Nathaniel was home in bed), Damon said his thanks to his family, to the Chief, to the POA, and to all who were in attendance as well. He also reserved special thanks to some of the academy staff who have been assisting him in his training regimen. This included Frank

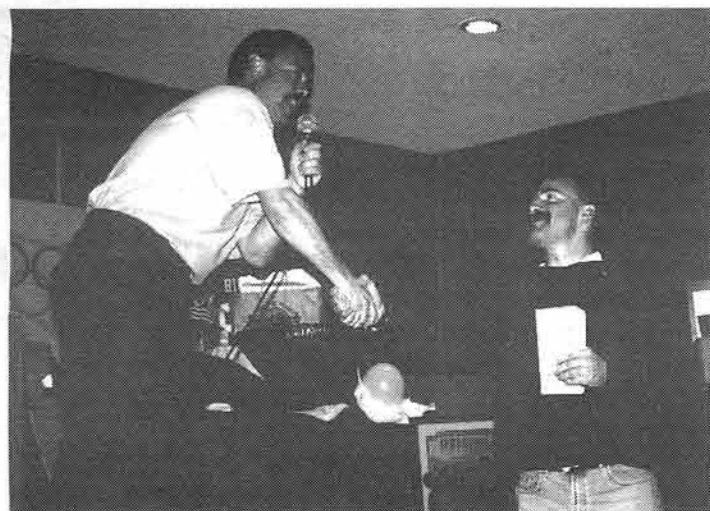
McKee, Steve Hustler, Joe Currie, and of course John Currie. Damon presented them all with a commemorative plaque and a big round of applause was given by all.

The raffle would take place soon after with an abundance of prizes from donators such as the SF 49ers, the SF Giants, Harris' Steakhouse, and the Hard Rock Cafe to name a few. It was a very successful event with a good time had by all...GOOD LUCK, DAMON KEEVE!

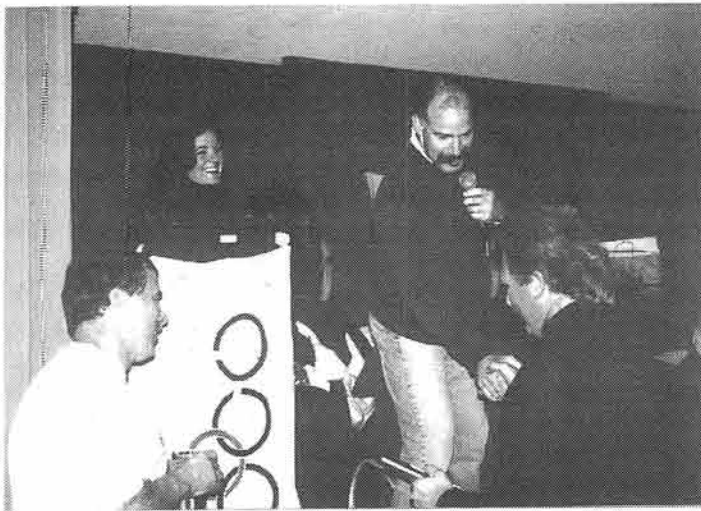
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Brian Canedo presents POA check to Damon.



Damon, accompanied by his lovely wife Katie, presenting a plaque to Steve Hustler (right), Joe Currie (left) and John Currie (not pictured).



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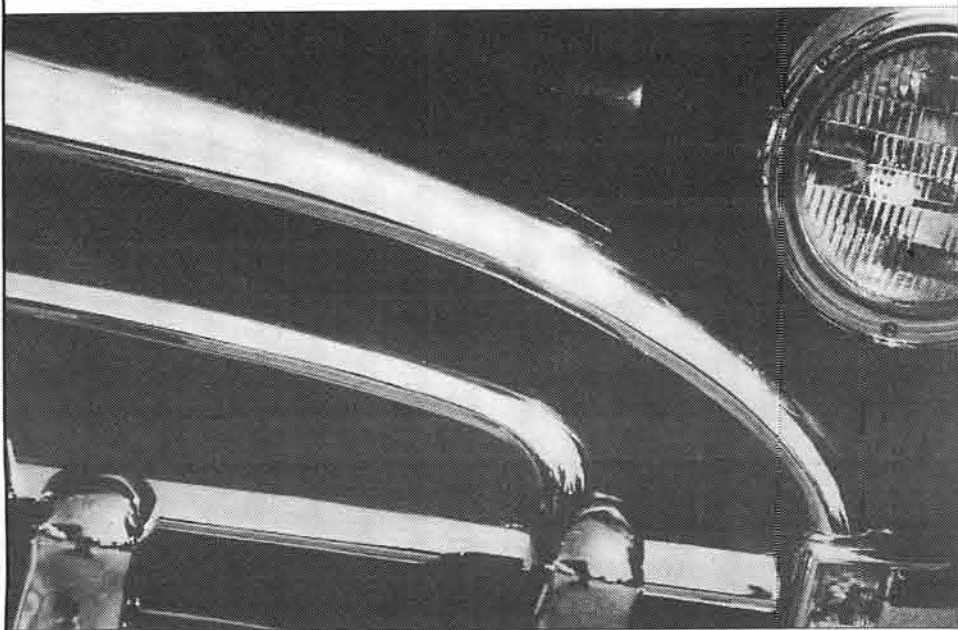
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'96 Department Softball League Under Way

by 'Nick at Night' Shihadeh

The SFPD Softball League has started for this year despite all the recent rain. Most teams in the A and B divisions have played three games and it looks like there will be some real dog fights in the playoff races.

The A Division consists of six teams battling for four post-season spots. These teams include: the Northern Bulldogs (run by Jeff "JR" Roth), the Tactical Squad (run by Bobby "Hammerhead" Miller), Mission #1 (run by Mario Machi), Ingleside Station (run by Tom Martin), the Paramedics/ATF team (run by Captain Bob Navarro), and finally the Inspectors/Narcotics combo team (run by Bob McMillan). There is much parity amongst all of these clubs who will play each other twice for a ten game season.

The stand out so far in the A Division is the Paramedics/ATF team at 2 wins, 0 losses. Their success is attributed to the many big bats seen throughout the lineup. It also helps that the Medics/ATF guys have been practicing regularly which can't be said about any of the other teams. They want to be the second team in department softball history to win the B Division one year, and the A Division the following year. This would be quite an accomplishment.

The only team to have won both division championships in consecutive years is the Bulldogs squad which is sporting a 1 win, 2 loss record. It has been inconsistent play that is responsible for their below .500 record, but one ball player who has been very consistent cannot take any of the blame. This is seasoned veteran Steve Collins. Besides his excel-

lent play in the outfield, Collins has dazzled at the plate getting mostly extra base hits in his first eleven at bats before finally being retired. His .846 batting average probably leads the league.

The Tac team is a very improved group that has some great new additions. This includes the likes of Johnny "SS" Mino at shortstop, Joe Allegro at pitches, and John Greenwood in the outfield. With the return of Al McCann and Jerry Donovan from last year, this team is very exciting and will definitely make a run for the top spot.

Moving on to the B Division you will find ten teams fighting for six playoff spots. These teams include: Northern Mids (run by Steve Paulsen), Mission/TTF Chiuaua's (run by Art Borges and Steve Morimoto), Potrero Station (run by Danny Manning and Andy Ting), Richmond/Central (run by Gene Traversaro), the Park Islanders (run by Brian "Monkey" Olcomendy), Southern Station (run by Steve Ortiz and Rich "Big Daddy" McNaughton), Daly City (run by Joe Crivello), Airport (run by Nick Allen), Muni/Taraval combo (run by Lindsey Suslow), and finally the SF CHP (run by Phil Grant and Sean Chase). These clubs are not as evenly matched as one would like, but it will all come out in the wash after they play each other for a nine game season.

Highlights from the B Division include what's going on with Southern who like the Islanders and Airport are running strong with a 3-win, 0-loss record. Much of the credit for Southern's great start goes to their young infield. At third base is Brian Philpott, shortstop has Edgar Gonzalez, at second base is Mike

Hara, and finally at first base is Tom Walsh. The aggressive play of this young bunch will keep the team near or at the top throughout the season.

Richmond/Central is a group of players mostly (if not all) coming from Richmond Station. They have a decent 1-win, 2-loss record and can thank the "geriatric" portion of the lineup. In addition to the very seasoned veteran Traversaro, long timers Joe Engler Sr. and Mike Dempsey have been pounding the ball into submission. The younger players are taking note and all should combine for an acceptable run at the playoffs.

Potrero is unfortunately bringing up the rear along with the Chiuaua's and Northern Mids all at 0-wins and 3-losses. They're having a good time just the same though as twenty players have been showing up for every Potrero game. Here is where the fun starts; apparently Manning and Ting have been including all twenty in the batting lineup which makes it very interesting for the opposing pitchers. Continued good luck wishes go out to Potrero Station as well as to all the teams competing in the 1996 SFPD Softball league.

A DIVISION STANDINGS:

| Team | Wins | Losses | GB | Pct. |
|----------------------|------|--------|-------|-------|
| Paramedics/ATF | 3 | 0 | | 1.000 |
| Tactical Squad | 1 | 1 | 1 | .500 |
| Mission #1 | 1 | 1 | 1 | .500 |
| Inspectors/Narcotics | 1 | 1 | 1 | .500 |
| Northern Bulldogs | 1 | 2 | 1 1/2 | .333 |
| Ingleside Station | 1 | 2 | 1 1/2 | .333 |

B DIVISION STANDINGS:

| Team | Wins | Losses | GB | Pct. |
|----------------------|------|--------|----|-------|
| Park Islanders | 3 | 0 | | 1.000 |
| Southern Station | 3 | 0 | | 1.000 |
| SF Airport | 3 | 0 | | 1.000 |
| Muni/Taraval | 2 | 1 | 1 | .667 |
| Daly City PD | 2 | 1 | 1 | .667 |
| Richmond/Central | 1 | 2 | 2 | .333 |
| SF CHP | 1 | 2 | 2 | .333 |
| Northern Mids | 0 | 3 | 3 | .000 |
| Potrero Station | 0 | 3 | 3 | .000 |
| Mission/TTF Chiuauas | 0 | 3 | 3 | .000 |

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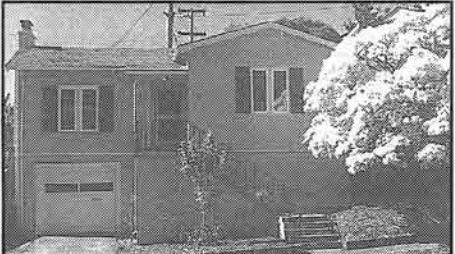
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Friend



1996 International Police Winter Games

SFPD Nordic Team Dominates Competition

by Steve Venters

On 02/26/96, the over-the-hill SFPD cross-country ski team ventured into the Sierras to take on the best the Police World had to offer. This may sound easy but with the youngest member of our team checking in at a spry 44 years old, and three of the five members already retired from the force, this was no easy undertaking.



"The SFPD Team" (left to right) Brosch, Venters, Otis, Kenny, Garry.

This year's Games saw over 250 competitors from around the globe converge on Lake Tahoe to compete for the elusive Gold. Not only were there competitors from all parts of the United States, but we also had people from Austria, Canada, England and for the first time, a very strong team from Australia.

The first day of our competition we were at Kirkwood X-C Center for two events. In the morning we were doing the ever-grueling Biathlon, and in the afternoon we came back for a 5 kilometer race through the meadow. In the Biathlon, we showed everyone we were not just a bunch of old guys from San Francisco. Of 15 medals awarded, we were able to grab 4, one for each of our competitors. We were

lead like always by the undisputed king of Ironmen, Jeff Brosch, Insp. Homicide (ret.), who crushed the competition and won the gold medal in the Grandmasters Division. He was followed by Walt Garry, Liet. (ret.) silver Grandmasters, and the ever-strong Ed Kenney, Insp. Homicide (ret.), with a fourth place bronze medal in the Grandmasters Division. Steve Venters, Northern Station, the youngest member of this tough team,

was able to grab a 3rd place bronze medal in the tough Masters Division.

After a light lunch and a little rest, we returned in the afternoon for our second race, a 5 kilometer ski. At the start of the race it was a bright sunny day. But the time the race was over it was a freezing, almost zero visibil-

ity snow storm. The Grandmaster race was a nailbiter dominated by the SFPD. Brosch was in a grueling battle with Roger Biggs from the Metro London Police. Biggs was able to put on a final surge at the finish to edge Brosch for the Gold. With Brosch getting the silver, he was followed by Walt Garry in 3rd, Ed Kenny in 4th, and Duane Otis, Insp. Robbery, in 5th. Almost a perfect sweep for the SFPD. In the Masters Race, Venters was able to grab a 4th place bronze against a very strong field.

The next day saw us traveling around the Lake to Squaw Creek Resort to compete in the challenging 9 kilometer race. The weather was great and the course was in excellent condition. Jeff Brosch bounced back



Walt Garry at Squaw Creek finishing the 9k race

with a super effort and crushed the competition enroute to his second Gold Medal. He was followed by Walt Garry, who was able to grab a 3rd bronze. Steve Venters was able to hang on against a strong field in the Masters Division and come away with a 4th place bronze.

Although three of our five members are retired, I think their tremendous success is possible because of

where he has a successful career with PG&E.

Well, we close the door on another enjoyable and successful Winter Games. Again I would like to invite anyone to come out and join us in our fun-filled quest for the ever-elusive Gold. We really have a great time, win or lose, and we sure could use some new blood because we ain't getting any younger.

continued activity after retirement. They all have moved on to very successful new careers. Jeff Brosch has moved across the bay where he has become an Alameda Co. DA Investigator. Walt Garry has moved to Sacramento where he is the Chief of the California State Police. Ed Kenney has moved into the private sector



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STREND® — A Sport For The 21st Century

by Mark Lundin, Co. F

"STREND"® is a combination of the words "strength" and "endurance." It is also a multi-discipline sport requiring high levels of upper body strength and cardiovascular endurance. Single-sport events such as power lifting or marathon running permit the athlete to focus on either strength or cardiovascular endurance, but do not require a balance between the two. That's why you see power lifters who can carry refrigerators like suitcases, but can't run more than a half-mile before pooping out, or marathoners who can run all day, but are built like Popeye's girlfriend, Olive Oyl.

The STREND® philosophy calls for total body fitness. The founder is Ed Bugarin, a U.S. Army veteran with almost 22 years of active duty, including 11 1/2 years with Delta Force, the Army's counter-terrorist unit. During this military career Bugarin has frequent contact with the members of other elite units such as the

SEALS, Britain's and Australia's SAS regiments and Germany's GSG9. He noted that those who had a good balance of upper body strength and cardiovascular endurance could perform their required task the best. He developed a program for himself that enabled him to attain high levels of strength and endurance for his own duties with Delta Force. This program became the foundation of the competition, the first of which was held in Hawaii in January 1993. Since then a number of STREND® events have been held at the various military bases in Hawaii to promote interest in the sport.

Competing in a STREND® event is hard work. An athlete must perform five upper body-disciplines (bench press, pull ups, seated military press, chin ups, bar dips) all in the space of 15 minutes, and one cardiovascular discipline (a 3-mile run) as quickly as possible immediately thereafter. There are three divisions for males and females, as shown below:

STREND® FITNESS CHALLENGE DIVISIONS

MALE

| DISCIPLINE | ELITE | OPEN | BASIC |
|----------------|-------------------|-------------|----------|
| Bench Press | 115% | 100% | 50% |
| Pull Up | Body Weight + 15% | Body Weight | Modified |
| Shoulder Press | 60% | 50% | 30% |
| Chin Up | Body Weight + 15% | Body Weight | Modified |
| Bar Dip | Body Weight + 25% | Body Weight | Modified |
| Run | 3 miles | 3 miles | 3 miles |

FEMALE

| DISCIPLINE | ELITE | OPEN | BASIC |
|----------------|-------------|-------------|----------|
| Bench Press | 80% | 60% | 30% |
| Pull Up | Body Weight | Body Weight | Modified |
| Shoulder Press | 40% | 30% | 20% |
| Chin Up | Body Weight | Body Weight | Modified |
| Bar Dip | Body Weight | Body Weight | Modified |
| Run | 3 miles | 3 miles | 3 miles |

Every 3 minutes you start a new exercise. You begin at the bench press and do as many repetitions as possible. If you tire before the 3-minute mark on any of the lifts, you can use the remainder of the time to rest for the new exercise. The next exercise is wide grip pull-ups, and strict form is a must. You have to touch your nose to the bar on each repetition. If your nose doesn't touch the bar, or if your legs swing forward more than 12 inches, the repetition doesn't count. Do as many pull ups as you can. At the next three minute mark you'll begin doing seated behind-the-neck military presses, again doing as many reps as you can. Following that, you'll begin doing chin ups (palms facing inward, little fingers touching), touching your nose to your fingers, without kicking or swaying. The final upper body discipline is the bar dip. At the final three minute mark you'll begin running 3 miles. Your score is determined by adding the total number of repetitions for each of the upper body disciplines, and dividing that number by your run time. The larger the STREND® factor, the better.

I competed in the 1st Annual

STREND® Fitness Challenge World Championships in Honolulu, Hawaii on March 22, 1996, after having trained for it for almost a year with a program designed by Bugarin. The competition was held at the USMC Camp H.M. Smith overlooking the city of Honolulu. We began the competition at sunset, following a salute to the flag during the national anthem. I had entered the Open Division with six other competitors. Most of them were in the military, and averaged 23 years of age, except for one sturdy youngster from Germany who was 19. I am proud to report that even at the age of 40 I took 2nd place in my division. At a body weight of 159 lbs., I did 23 reps on the bench press, 19 pull ups, 17 military presses, 16 chin ups and 28 bar dips. I then ran the 3.15 mile course in 20:51. (I can tell you, it's hard to run fast when your arms and shoulders are really tired.) Another dozen or so athletes, both male and female, competed in either the Team event or the Elite Division.

Despite the modest attendance at the 1st World Championship (the big Ironman Triathlon in Hawaii started with only 13 competitors), STREND® is an event which should become popular very quickly. It doesn't require a lot of equipment to get started. You don't need a fancy triathlon-type bike or need a pool or a large body of water to practice your swimming in. All it takes is hard work and lots of determination. Besides making you feel great, the level of fitness you achieve as a STREND® athlete is relevant to police work as well, whether you're working in patrol or a specialized unit.

If you'd like more information on the sport of STREND® or how to train for next year's world championships in Hawaii, you can contact Edward Bugarin at STREND® Corporation, P.O. Box 25518, Honolulu, HI 96825 (808/396-1501) or at STRENDed@aol.com or visit the STREND® homepage — <http://at-hawaii.com/strend>

Open Invitation To All Fencers

We are now in the process of forming the first ever, that we know of, American Police Department Fencing Team. Fencers who want to sharpen their skills, ex-fencers who would like to get back into the sport, and beginners who want to learn the sport of kings are all welcomed and encouraged to join us. Fencing will sharpen your reflexes, improve your cardiovascular system, and you will have fun doing it.

Our first obstacle is, as usual, finding compatible dates and times to practice for local competition. We hope to get at least two teams together and we will lobby to have

fencing included in the next Police Olympics.

Even if you don't want to join in competition, join us for the thrill and fun of fencing, without having to pay ten bucks a pop at local fencing clubs. Also, coaches are wanted and needed. We would like to be able to cover different watches and watch off groups.

Please contact either Robert Link, Mids, or Wendell Jones, Swings, at Co H, 553-1603. We will arrange a date and time for the first meeting, and we will also coordinate times for practice.

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Southern Champs!

by Steve Ortiz, Co. B

Southern caps a fine season with a solid 77 to 64 win over Ingleside Station. Ingleside started out fast from the gate. Sergio 'You Know I'm Cool, Right' Chin started the scoring with a 3 pointer. Wil 'Big Fred' Williams followed with 2 and Ingleside was out in front by 5 points.

Ingleside started out in a zone defense with big 6'5" Eddy 'Wear a Cup Net Time' Delcarlo. Big Eddy closed off the paint and everyone else lagged in tight forcing southern to shoot from the outside.

Tong had the hot hand and Southern connected from the perimeter. Rodney hit four first half three point shots and Ingleside was being beat from he outside jumpers.

Ben '5150' Spiteri stated he "could feel it" as Ben sank his own 3 point shot. Ingleside never came out to the perimeter to contest Southern's shots.

Southern forced Ingleside to the line, which paid off as Ingleside could only make 55% of their free throws. Going 11 for 20 Southern, in the first half, capitalized at the line making 3 out of 3 free throws in their 3 point plays.

Southern had 8 first half 3 point plays, making 5 three point shots, and totaling 24 points. Southern scored 43 first half points. Ingleside scored 36. Ben 'Speed Racer' Spiteri scored ten first half points and Rodney '□' Tong lead all scorers with 24 points.

Delcarlo called three first half time outs trying to keep Ingleside focused.

In the second half Ingleside kept Southern scoreless for the first 2 minutes. Ingleside cut the lead down to 3 points. Then Tong, Spiteri and AJ made 3 straight 3 point shots and Southern had a 12 point lead quickly.

Ingleside was then forced to play tough 'D' and lead to 6 points.

Southern continued to out score Ingleside down the stretch. Southern dropped in another 3 pointer and with ten of 12 from the line as well. Tong and company were on today and Southern had four players score in double figures.

Eddy-N-Freddy got 7 second half points from the rest of the team. Soulette hurt his calf muscle and sat out most of the second half.

Delcarlo and Wil made only 9 of 21 free throws that day. Rodney '1995 MVP' Tong scored a game high 33 points. 6 for 7 from the line, 5 three point shots, and a ring. Spiteri scored 13, Walsh 12 and SJ 11.

Southern on top, a fine 14 and 2 season.

The playoff week was a tough one as Southern played three games in eight days. Three wins, all by one point. Friday, a 55 to 54 win over the FBI, the 'G' Men's only regular season loss. Tuesday a hard fought 71 to 70 win over a quick Central team. On Friday, a 70 to 69 Final Four win over

Mission Station, and the top seed in the coming championship.

| | | | |
|----------------|----|-----------|----|
| Southern | 77 | Ingleside | 64 |
| 14-2 | | 12-4 | |
| Total Fouls 44 | | | |

SOUTHERN

| | Fouls | FTM-FTA | 3s | Points |
|----------|-------|---------|----|--------|
| Tong | 1 | 6-7 | 5 | 33 |
| Spiteri | 5 | 1-2 | 2 | 13 |
| Walsh | 4 | 4-6 | | 12 |
| Holder | 4 | 1-1 | 2 | 11 |
| Gonzalez | 4 | 2-2 | | 6 |
| Pedrini | 1 | | 2 | |
| Simpson | 3 | | | |
| Ortiz | 4 | 0-2 | | |
| | 26 | 14-20 | 9 | 77 |
| | | 70% | | |

INGLESIDE

| | Fouls | FTM-FTA | 3s | Points |
|----------|-------|---------|----|--------|
| Delcarlo | 1 | 5-11 | | 25 |
| Williams | 4 | 4-10 | | 18 |
| Chin | 4 | 2-2 | 1 | 7 |
| Frazier | 4 | 1-1 | 1 | 4 |
| Kaprosch | 2 | | 4 | |
| Gallegos | 2 | 3-4 | | 3 |
| Soulette | | 1-2 | | 3 |
| | 18 | 16-30 | 2 | 64 |
| | | 53% | | |

FINAL FOUR February 16

| | |
|----------|----|
| Southern | 70 |
| Mission | 69 |

| | Fouls | FTM-FTA | 3s | Points |
|-----------|-------|---------|----|--------|
| Tong | 4 | 3-5 | 2 | 17 |
| Fagan | 1 | 13-15 | 4 | 31 |
| Walsh | 4 | 7-9 | | 15 |
| Lorin | 3 | 3-6 | | 17 |
| Spiteri | 5 | 1-2 | | 15 |
| Ed Yu | 3 | 3-6 | | 9 |
| Holder | 4 | | 3 | 13 |
| Guerrero | 3 | 1-2 | | 5 |
| Gonzalez | 3 | 2-2 | | 6 |
| Clemons | 2 | 2-2 | | 4 |
| Ortiz | 5 | 2-3 | | 4 |
| DeLong | 3 | 2-2 | | 2 |
| Honniball | 1 | 0-4 | | 0 |
| Burkley | 5 | 1-1 | | 1 |

| | | | | |
|------|----|----|---|----|
| Suhr | 1 | | 0 | |
| | 15 | 25 | 5 | 70 |
| | 25 | 34 | 4 | 69 |

| | |
|-----------|----|
| Ingleside | 60 |
| FBI | 59 |

| | Fouls | FTM-FTA | 3s | Points |
|-----------|-------|---------|----|--------|
| Williams | 2 | 2-8 | | 18 |
| Kirk | | 4-5 | | 22 |
| Delcarlo | 3 | 6-8 | | 14 |
| Broadrick | 4 | 6-8 | | 16 |
| Soulette | 1 | 1-4 | 1 | 10 |
| Guy | 2 | 2-2 | 1 | 7 |
| Gallegos | 3 | | 6 | |
| Howard | 3 | 2-2 | | 6 |
| Chin | 2 | 0-2 | | 6 |
| Stutler | 4 | 0-1 | | 6 |
| Frazier | 2 | 1 | 5 | |
| Alston | 3 | | 2 | |
| Kaprosch | 3 | 1-2 | | 1 |
| Doorman | 1 | | 0 | |
| Marchand | | | 0 | |
| Black | | | 0 | |
| Merrill | 1 | | 0 | |
| Rouske | 1 | | 0 | |
| | 10 | 24 | 2 | 60 |
| | 14 | 18 | 1 | 59 |

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ON THE STREET/ Tom Flippin



Funny ... But True

by Tom Flippin, Editor



A desperado in New Zealand tried to terrorize the entire country...or at least, all the listeners of a local radio station. Police surrounded the station after the would-be terrorist broke in and took the station manager hostage. He claimed to be carrying a bomb. The 21-year-old man barricaded himself and the manager inside the station and proceeded to carry out the second step of his nefarious scheme: he demanded that the radio station broadcast the song, "The Rainbow Connection," for 12 continuous hours. The song, made famous by the Muppets, was played by the station until police were able to capture the man after he opened a door leading to the manager's office. Police said later that the man, who didn't have a bomb, wanted to "let people know how he felt."

A lucky Boston man turned his good fortune into a case of really rotten luck when he got too greedy. Phillip Cappella won \$2.7 million in the lottery, but he wasn't content with receiving \$135,000 a year. He and his tax consultant, Henry Daneault were arrested after an IRS audit found that they had attempted to defraud the government of a measly \$20 grand in tax savings. The two greedy guys claimed \$65,000 in gam-

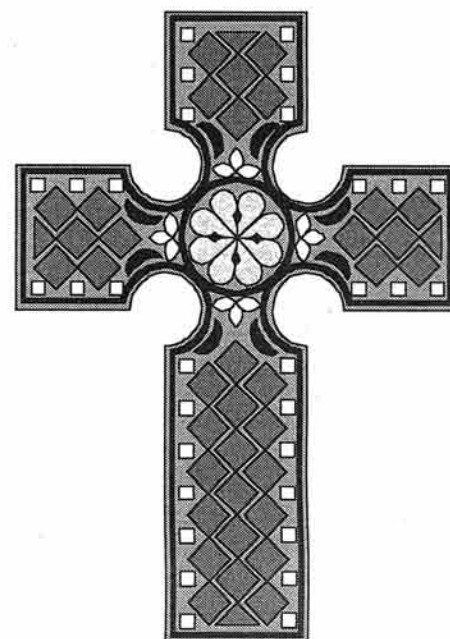
bling losses for the same year that ol' Phil had won the lottery. When they were audited, Phil and Henry produced 200,000 losing scratch-off tickets, saying that these represented Phil's gambling losses. That many tickets mean he'd have had to buy and scratch more than 550 tickets each and every day of the year. Suspicious IRS agents investigated and discovered that Cappella had actually paid an eccentric collector \$500 for the loan of the tickets. The collector even produced a note from Daneault promising to "return the tickets in the same condition we got them."

Captain Walt Cullop sends along several candidates for Dumb-Crook-Of-The-Month. The captain downloaded these accounts from the Internet.

First, an English customs agent got interested in a German tourist who showed up carrying a complete golfing outfit, including bag and clubs, but didn't seem to know much about the game. The agent, himself a golfer, was puzzled when the German didn't understand what a "handicap" was, but he got very suspicious when the "golfer" demonstrated his swing...backwards. Investigation revealed a sizable quantity of contraband in the golf bag.

Next, a Texas man was convicted of robbery but managed to convince the court to allow him to make restitution, thus avoiding a jail sentence. The man promptly paid up the \$9600...with a forged check. The previously-lenient judge sentenced him to 10 years.

Two guys in Kentucky decided to make a few bucks by breaking into a change machine. So they hooked up a chain from the machine to the rear bumper of their truck. Unfortunately, instead of pulling off the front of the change machine, they pulled off their truck's bumper. Taking fright, they drove off rapidly, leaving their rear bumper chained to the machine...with their rear license plate bolted to the bumper. Police managed to catch up with them without too much trouble.



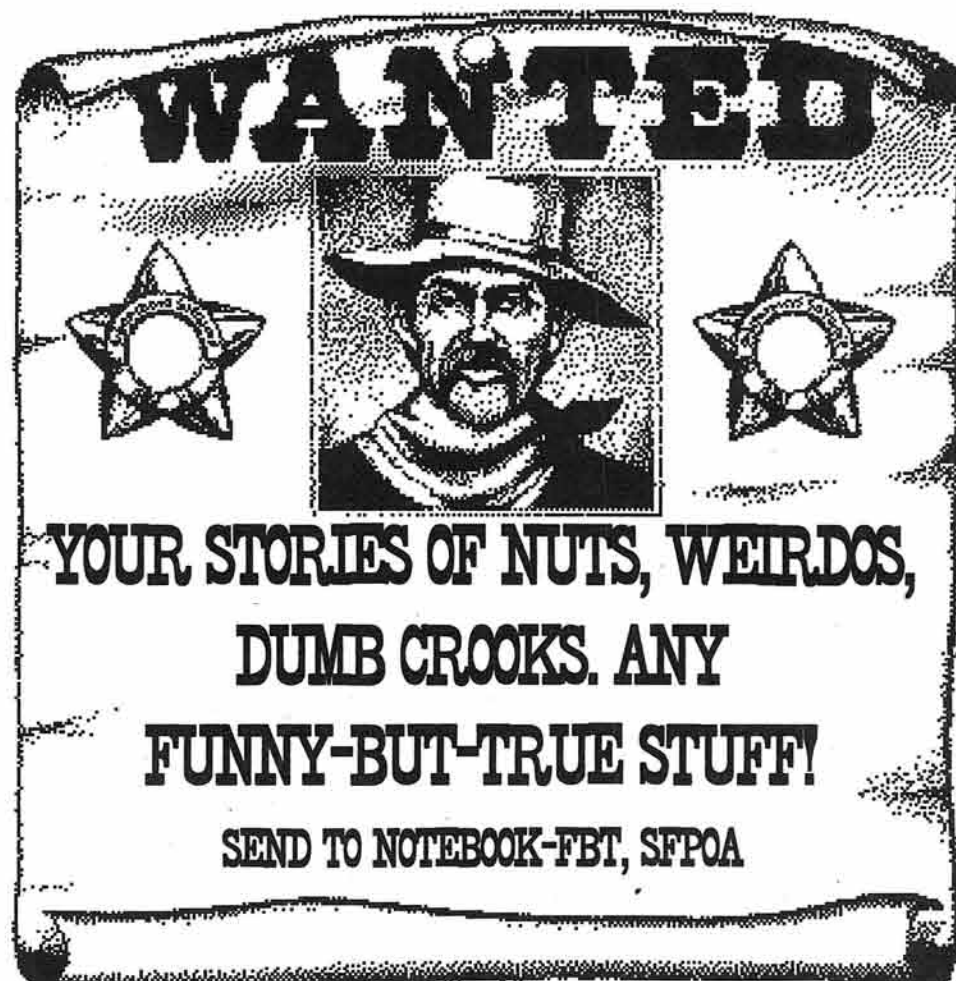
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