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POA NOTEBOOK

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

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204

NUMBER 5

Sweeney Speaks at SF Economic Summit

by John J. Sweeney,
President, AFL-CIO

The following remarks are excerpted from a speech by John J. Sweeney, President of the AFL-CIO, to the attendees of the Economic Summit held in San Francisco on April 16, 1996.

I'm a little at odds about how to get started. I was supposed to make a big announcement that would have the Mayor jumping up and down, but the Examiner scooped me and ran the story on Friday. I was supposed to break the news that the AFL-CIO Housing Investment Trust and our Building Investment Trust are investing \$100 million in three new San Francisco housing and commercial developments which will create over 500 jobs and over 500 housing units.

So I got scooped, but I know the Mayor is especially interested in one of the projects and so I brought the papers with me and I'm ready to sign if he is ready to sign. It's a project that will replace one of the City's biggest headaches with 150 units of livable, affordable housing and create an additional 200 to 250 units of family and residential housing in the surrounding neighborhood. I'm talking about Geneva Towers and our investment is symbolic of our faith and trust in this great city and its great Mayor. Mayor Brown, will you come up here and sign?

I am the president of the AFL-CIO, the only organization in this country that speaks expressly for working Americans and their families. So I'm going to say the same thing to you that I say to audiences all across the country. I'm going to talk about what we can do together to improve the American economy, American companies, and American wages in the new world economy. And, most important, I want to talk about what we can do to bridge the growing gap between the great majority of Americans who are working longer and harder for less and the fortunate few who are prospering as never before.

For almost 30 years after winning World War II, we all prospered because we prospered together. We were concerned with raising the standard of living for all Americans—not just accumulating money for a fortunate few. Our social compact was a formula for the strongest economy, the largest middle class, and the most successful society this world has ever known.

But now, those days are gone—long gone. You all know what happened: The oil embargo of 1973. Global economic competition. New technologies. The deregulation of the domestic economy, from transportation to communications. The decline of basic industries, from auto and steel to electronic appliances. In response, corporate America made a fateful decision to compete in the new global economy, not by American team-work and American know-how, but by driving down labor costs.

That is why, from 1978 through 1995,

the buying power of workers' hourly earnings fell by 12%. American families tried all kinds of coping mechanisms. They sent husbands, wives, and teen-age kids into the labor force, they took second and third jobs. They went deeper into debt.

But, in spite of it all, median family income fell 5% between 1989 and 1994. And more than 12 million workers at the bottom of the wage structure are in even bigger trouble, victims of a federal minimum wage that in real terms is now 25% below its 1981 level.

Meanwhile, the wealthiest Americans are doing better than ever. Between 1980 and 1995, the Dow Jones Industrial Average rose 404%. That provided huge payoffs for investors—but no wage gains for workers. Corporate profits have risen 205% since 1980. Corporate chief executive officers are raking in 360% more—and now they earn 187 times more than the average worker. And that's in spite of the fact that workers' productivity has risen 24% since 1979—while their real wages fell!

And now, instead of merely depressing wages, profitable corporations are wiping out jobs. The stories are becoming all too familiar. Mobil Oil announces big layoffs and their stock goes up. Chase Manhattan and Chemical Bank announce a merger that puts 12,000 people out of work and their stock goes up. AT&T says they plan to lay off 40,000 men and women and their stock goes up. Does a rising tide now sink all ships—except for the luxury yachts?

And how about this picture, closer to home: over a period of nearly 50 years, organized labor is an outright sponsor of the Kaiser Permanente as a low-cost, high-quality health plan for working families. We bring members in by the hundreds of thousands through our Taft-Hartley plans because Kaiser promises to buy union, build union and hire union—a great social compact. Then suddenly, HMOs enter a new world of competition, similar to what corporations encountered in the early 1970s. Kaiser decides to take the same low-road to the bottom by slashing labor costs—restructuring, outsourcing, closing hospitals and changing patient care standards without consulting either the plan members or the workers that deliver their care.

What happens? A huge labor-management crisis is created. We now have 30,000 AFL-CIO union members with open contracts in the HMO that labor built. Kaiser has inflamed the situation by cutting off dues deductions and circulating membership withdrawal forms—something that never would have happened 10 years ago, certainly not in San Francisco. I've offered a strategic partnership to David Lawrence to try and end this conflict before it gets out of hand, but so far he hasn't accepted and thousands of working families and millions of Kaiser plan members are facing an anxious summer.

For American workers and their fami-

(See SWEENEY, Page 13)

POA, Mayor's Office Work to Strengthen Bargaining Rights

by Al Trigueiro

Mayor Willie Brown is now urging the City's employee unions to back a broad collective bargaining Charter amendment that does away with many of the Charter's current "carve-outs" from bargaining and, with them, much of the complex language that has frustrated police and firefighter efforts to improve retirement benefits.

On Friday, May 17, members of the POA's MOU negotiating committee met with Mayor Brown to present an updated draft of a proposed Charter amendment that the POA has been developing in cooperation with the other unions that represent employees of the City and County of San

Francisco. The proposed new measure would make plain the authority of the City's police and firefighter unions to bargain for improved retirement benefits and elective arbitration of most discipline appeals, along with other contract improvements. At the same time, it would eliminate the many exceptions from collective bargaining that the Charter currently applies to the City's miscellaneous employees. With so many employees and unions standing to benefit from the broadened language, its chances of approval are stronger than if the police and firefighter unions simply seek voter approval of more limited language re-

(See BARGAINING, Page 13)

Nut Cutt'n Time

by Al Trigueiro, SFPOA President

If there was a time for this Association to unite it certainly is now—this is as the saying goes, "Nut Cutt'n Time!" For over a year, the members of the Negotiating/Steering Committee have met with Department/City representatives and amongst ourselves dealing with a host of contractual proposals, many of which were developed by the Committee after an extensive and comprehensive survey of the membership.

In our negotiations with the Jordan administration, a number of contractual proposals were dealt with, but the majority of issues remain to be worked out with Mayor Brown and with our Department's current administration. Our Committee during the transition period between administrations continued to meet and to work on drafting counter proposals and refining our own.

Meetings with Department representatives and the Mayor continue with the expectation that all remain-

ing contractual issues be resolved soon and a contract in place by July 1, 1996. The Negotiating/Steering Committee is representative of the entire membership and is doing an outstanding job despite all of the obstacles that it faces. Long hours and dedicated commitment to providing the membership with the best contract continues to be the goal of this committee and they have proven time and time again that they are up to the challenges negotiating a complex, multi-year agreement requires; especially considering that the Committee is now dealing with an entirely new administration. Proposals such as P-1 and the Time Bank concept continue to be refined as the Committee representatives meet with the Department's administration. Mayor Brown indicated to the Committee that he would negotiate directly with us on economic issues and that is ongoing.

It is frustrating for the Committee

(See CUTT'N, Page 13)

IN THIS ISSUE

Widows and Orphans	Page 2	Members Speak	Pages 6 & 7
Police Post	Page 2	Union News	Pages 8 & 9
Around the Department	Page 3	Board Minutes	Page 10
River City	Page 4	Letters	Pages 16-18
Retirement Column	Page 5	Sports	Pages 19-23

Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by P. Pres. W. Hardeman at 2:00 p.m. Wednesday, April 17, 1996 in Conference Room, Ingleside.

ROLL CALL OF OFFICERS: Excused: Pres. Sullivan, V. Pres. Milon, Tr. Hurley & Jeffery. Among members present: Ann Mannix and Patricia Correa.

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

COMMUNICATIONS: Donation from P. Pres. L. Duffy for assistance by members of Co. A at funeral of Anton Canepa.

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

Treas. Parenti reported the following deaths:

ANTHONY ARRIETA: Born in San Francisco in 1920, Tony was working as a machinist before joining the Department in 1948, age 27. From the Academy to Taraval for a year, Southern for two years, Central, five years, Northern, three years. He was transferred to Narcotics, then made Assistant Inspector in 1959. Promoted to Inspector in 1971, Tony went to the Bureau where he remained until his retirement for service in 1976, age 56. He was awarded the following: 1964 - C/C Investigation and arrest of suspect wanted for numerous hot prowls and rapes; 1967 - 2nd Grade, Arrest and disarming of a suspect who had just held up a restaurant. Tony was 75 at the time of his death.

ARTHURSTACHNICK: Born in San Francisco in 1922, was a compression operator until he became a member of the Department in 1950, age 27. From the Academy to Taraval, four years, Northern, three years, Traffic Fixed Post for 14 years. Art was assigned to Police Garage, from where he retired for Service in 1976

at age 54. Art was 73 when he passed away.

REPORT OF TRUSTEES: Gary Joe, BofA, reported on portfolio — down slightly, but to be expected due to bond market & volatile stock market. Increase in interest rates causing market value of Bonds to drop. Much profit taking on the stock issues. Expect 2nd quarter to improve in production, but if Fed increases interest there might be another slow-down. Bank wishes to have a night meeting with Trustees & Officers to have a deeper discussion of investing in foreign equities. Date of Friday, May 16, 6 p.m., at Trade Center, approved by Trustees.

UNFINISHED BUSINESS: Treas. Parenti reported Credit Union approved placing of phone in our small office, but Pac Tel had not been contacted.

Secty. McKee reported Pres. Sullivan and he had spoken to new Academy class and had a sign-up of 39 out of 40. Other candidate was over age (45).

NEW BUSINESS: None.

GOOD OF THE ASSOCIATION: Acting Pres. Hardeman set next regular meeting for 2:00 p.m., Wednesday, May 15, 1996 in Conference Room, Ingleside Station.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:40 p.m. in memory of the above departed brothers.

Fraternally,

Bob McKee, Secretary

CORRECTION: Treas. Parenti did not present Richard Moore as a departed Brother, as he was not a member of The Widows & Orphans.

REMEMBER: Keep us advised of CHANGE OF ADDRESS OR CHANGE IN MARITAL STATUS.

ALL MEMBERS ARE INVITED TO ATTEND THE MEETINGS. FIND OUT HOW YOUR MONEY IS INVESTED AND SPENT.



Police-Fire Post #456 News

by Greg Corrales

"Every citizen [should] be a soldier. This was the case with the Greeks and the Romans, and must be that of every free state."

Thomas Jefferson

Several weeks ago our nation lost a dedicated leader and public servant. Before Secretary of Commerce Ron Brown began to climb the ladder of achievement in civilian life, he devoted four years to serving his country in uniform. For the remainder of his highly active life, that experience served him well and enabled him to move among and be readily accepted by active military and veterans alike.

Having been one, he knew the GIs. His last gesture, of loading 800 McDonald's hamburgers on board his 737, hauling them to Tuzla and heartily chowing down with the troops, was vintage Brown. The grunts and airmen knew it was not just some scam on the part of a big shot passing through in search of a photo op.

Secretary Brown, born in Washington D.C., and raised in Harlem, had parents who expected him to achieve. They provided the where-

withal for his education so that he could do great things, and they were not disappointed by their son. An impressive list of "firsts" bears witness to his tenacity, energy, intellect, diplomatic and social skills, as well as his innate capacity to view a scene through others' eyes. Secretary Brown's "firsts" include being the first black student admitted to Middlebury College in Vermont, the first black chief of staff of a major Senate committee, the first black deputy chairman of the Democratic National Committee, and the first black Secretary of Commerce.

Captain Ron Brown. . . Rest in Peace.

Rep. Matt Salmon (R-Ariz.) and the American Legion presented an American flag on 6 April to Fabian Montoya, 11, the boy who, with his father, folded up an American flag which, as part of an outrageous exhibition at the Phoenix Art Museum, had been placed on the ground as a floor mat.

Also among the 80 works in the exhibition, titled "Old Glory: the American Flag in Contemporary Art," which began 16 March, is one involving an American flag draped over a toilet in a jail-like setting.

The American Legion, House Speaker Newt Gingrich, Salmon, and numerous veterans have expressed their outrage at the museum for mounting this exhibit. "This exhibit is a shameful embarrassment to Phoenix and the Phoenix Art Museum," Salmon said. "A patriotic 11-year-old knows it, and our nation's

(See POLICE-FIRE POST, Page 14)

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.

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.

The San Francisco Police Officers' Association

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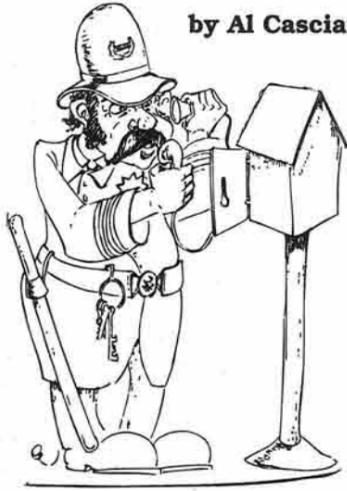
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Around The Department

by Al Casciato



On the Mend:

During this past month **Officers Darryl Deen** (Co D), **Doug Foss** (Co K/Solos) and **Sgt. Joe Allegro** (Hondas) were involved in incidents that resulted in their hospitalization. "Dee" was struck at 16th and Mission Sts. by a crazed parolee who had kidnapped a prostitute. Dee managed to get back in her radio car and chase the suspect all the way to Daly City, where he was captured. Doug and Joe were both stopped for a red light at 6th and Howard Sts. when they were struck from behind by a drunk driver. The drunk driver was taken into custody by officers from a nearby movie detail, who had been alerted by witnesses. As of this writing, Dee and Joe are still hospitalized, but on the mend. Doug is at home recuperating. Calls and visits are appreciated....

...Richmond Connection:

22-year Richmond P.D. Officer **Joel Thompson** is not only connected to the SFPD by virtue of being the husband of Co B's **Lt. Marsha Ashe**, but professionally as well. His professionalism was honored by the City of Richmond, which awarded him the "Medal of Merit" this past March.

The medal, only the second in the history of the Richmond PD, hailed Joel's accomplishments — capturing armed suspects, community policing, use of dirt bikes for narcotics enforcement, acquiring a police boat, etc., etc., etc. Joel credits much of his success to his brothers and sisters in the SFPD, especially the Hondas who trained him, the technical assistance on the boat project and the support of the SFPD when his partner, **Officer Leonard Garcia**, and **Officer David Haines** were killed in the line of duty.

We are proud of Joel and are grateful for his sharing the honor with us....

...Big Fish Story:

It's that time of year again. The Tenderloin Task Force's Annual Fishing Derby, which raises funds for youth in the T.L., will take place Monday, June 24th, at Lake Merced. Lots of prizes, plenty of big (li'l) fish stories and lots of fun for a very good cause. Call **John Centurioni** or **Mark McDonough** at 557-6700.

...Out of Gas:

In the old days, if you ran out of gas, all you had to do was prime the carburetor, put in gas and you were on your way. If you run out of gas while operating one of our new vehicles, the electrical systems short-circuit — a very costly and time-consuming repair. Keep the gauges well above "E"....

...Births, Births, Births:

Central Station's **Andre** and **Kirsi Fontenot** are the proud parents of their first child, **Joshua Alexander**; 8 lbs., 20-1/2 inches, who was born on April 1, 1996 at 1102 hours.

Brian and **Linda Boyd** of Northern Station proudly announce the adoption of **Caitlin Hope-Liang** on April 8, 1996. Caitlin was born September 30, 1995 in Chang-Sha, China. This little lady is very blessed for the love she will receive from the Boyds.

Mission's **John** and **Susie Lewis** were blessed with their second daughter April 24, 1996. Making her debut at 1319 hours, **Brittney Alice**, 6 lbs. 12 oz., 20 inches, joined her big sister, **Courtney**, as the joys of their parents.

Northern's **Nick** and **Jaimie Shihadeh** welcomed little **Nicholas Shawki**, 7 lbs. 11 oz., 20-1/2 inches, into the world on Monday, May 6 at 0145 hours. Nicholas joins brothers and sister **Sean**, **Jessica** and **Patrick**.

Juvenile Bureau's **Jack** and **Betsy Gleeson** became grandparents for the 5th time on May 5 1996. Their son, **John**, and his wife, **Jolinn**, were blessed with the birth of **Ryan John**, 7 lbs., 20 inches.

On April 19 at 0518 hours, **Molly Bridget McFadden**, 8 lbs. 4 oz. 20 inches, was born to **Joseph** and **Mary McFadden**, Tactical. She joins brother **Michael** (2 years old). All are doing fine.

Congratulations and best wishes to all....

...Wedding Bells:

Officer **Hector M. Sainez** of the Narcotics Division will marry **Amanda C. Torres** on May 25, 1996 at St. Cecilia's Church. Congratulations!

...U.N. Commendation Certificates:

Commendation certificates were issued last month to all of us that worked last June's "UN 50" celebration. The officers who really deserve recognition are those who remained in the stations, responding to calls — serving as a very thin blue line for all the regular citizens.

...New Lawyer:

Tom Murphy, former officer (Mission/T.T.F.), has passed the Virginia bar exams and will be hanging out the shingle soon. Tom will be flying out May 17th to attend **Lt. Mike McNeill's** retirement dinner, and looks forward to seeing his old friends. Congrats, Tom, and good luck...

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

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Get Your B.A.

Golden Gate University is offering discounted tuition to Association members who may be interested in completing either their Bachelors Degree or other Advanced Degree.

Course classes will be offered at the Police Academy if sufficient membership interest is generated.

There will be an informational meeting for those members interested in this offer on Thursday, May 23, 1996 at 4:00 p.m. at the POA office.

Professor Leonard Kooperman will be at the Association to address any questions and concerns.

Golden Gate University Programs in Public Administration

Golden Gate University is preparing to offer a Bachelor of Public Management at the S.F. Police Academy beginning Fall semester for a cohort of 25 students at the discounted tuition of \$435 per 3 credit course (regular tuition is \$819 per course). The classes can be offered once per week for an entire trimester (15 weeks) or in an intensive monthly format (two four-day weekends with two weeks in between each weekend).

Golden Gate University is also preparing to offer a Doctorate in Public Administration under the same format for a cohort of 12 students at the discounted tuition of \$1200 per 4 credit course (regular tuition is \$2268 per course).

There is a \$40 application fee for the undergraduate program and a \$60 application fee for the doctoral program. In addition, each semester there is a \$40 registration fee and a

\$30 technology fee for use of the computer labs.

The Bachelor of Public Management (BPM) is offered for students interested in broad understanding and overview of public management within the institutions of American governance. The degree program will introduce the student to a relevant set of management skills which accompany work within the public sector. Toward this objective, the program seeks to describe and explain institutional relationships in government by using an interdisciplinary approach, as well as introducing students to strategies, methods, and techniques appropriate for effective public sector management. Graduates of this program will meet all the course requirements for admission into the Master of Public Administration program. The degree program requires successful completion of a total of 123 units.

The Doctor of Public Administration degree is designed to meet the educational needs of professional administrators who wish to attain an advanced level knowledge in the discipline of public administration and assume leadership roles in public service. It also is intended for those who wish to prepare for a second career in consulting, public service education, policy analysis and applied research. Students in the program learn to apply research-based theories, methods and principles to the complex, and in many cases, unique issues of public administration in the 1990s. The program also provides students with an opportunity to study the international dimensions of public administration and to develop their preparation for careers in international public service. Applied research, evaluation and communication skills are developed through activities and assignments designed to identify, investigate and report on problems or public issues relevant to the profession. Graduates of the program acquire a shared professional commitment to the advancement of public administration and the highest ethical standards of public service.

Right Here In River City

by Bill Hemby, COPS Legislative Advocate



Getting Tough on Young Criminals

At long last, legislators are realizing juvenile criminals are not your little boys and girls out joyriding and stealing candy bars. Law enforcement officers today are faced with the most vicious of young men and women, committing crimes as atrocious as any committed by hardened criminals.

I have sat in on hearing for many years, listening to politicians discussing youth crime. These discussions centered around the rehabilitation and protection of young people. The main consideration was keeping youngsters from becoming career criminals, and protecting them from themselves — whatever that means.

Well, the times, they are a-changin. Youth gangs — killing, raping, burning and pillaging in the countryside have burst the bubble of the "misguided youth gone wrong" theory. The public is fed up with coddling our young offenders. The results of being murdered by a teenager is certainly the same for the victim, as being murdered by an adult.

A day doesn't go by that newspapers and TV news aren't filled with some senseless killing, drive-by shooting, or other vicious crime committed by a "misguided" youth.

A criminal, is a criminal, is a criminal. The biggest failing of our criminal justice system, is the number of freebies these young thugs get on their way to career criminal status.

It is not unheard of to have juveniles with rap sheets a mile long, before the courts take serious action. Juvenile crime is running rampant. Young criminals are not only street wise, they are "system" wise. They know full well the criminal justice system will give them numerous chances before they make the big time. They are willing to take the risks, and play the system. Being young, they know they are indestructible, so if they spend a few months in juvenile hall, big deal.

While adult crimes are decreasing, the juvenile crime rate has skyrocketed. Not only are more crimes

being committed, but those crimes are becoming more vicious.

The juvenile court system is as messed up as our adult courts. Waiting lists for hearings are getting longer and longer. Juvenile facilities are filled to the brim. Teenagers arrested for criminal activity are out, and on their way home, before the arresting officer has completed his paperwork.

Let's face it folks. The system isn't working. It is in need of an overhaul. While there are many young people who make mistakes, and deserve another chance, multiple chances only exacerbate the problem.

Juvenile delinquents must be held accountable. The first criminal act must be punished. The courts should have broad discretion in dealing with first time offenders, but they have to receive some meaningful and disagreeable penalty.

Peer pressures is a great tool for treating juvenile crime. While it may be a sign of courage, in gang circles, to do time, it is also distasteful to have your name plastered all over the news media.

I think it high time we publish, photograph, and broadcast information about young criminals to the public. The legislature has moved in this direction, but not fast enough.

Law enforcement agencies have discretion to release information concerning juvenile offenders in certain circumstances, but again, it is not enough. It should cover all serious crimes, and it should be mandatory. Information about juvenile offenders should be released to the media, and the media should broadcast it.

Penalties for juvenile crimes are slowly being increased, but the legislature cannot stop with just increasing penalties. The juvenile justice system must be adequately funded. We justify building prisons, to the extent we cannot even staff them, however in an area where intervention has an opportunity to work, we fail to adequately address the problem.

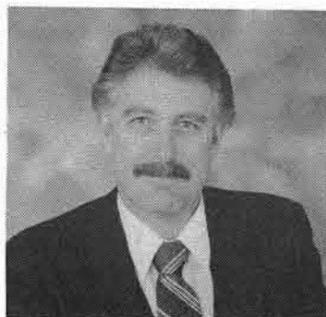
Intervention, especially at an early age, can work. Community based programs can work. Turning a young boy or girl away from criminal activity saves considerable funding of the justice system now, and down the road. Because these programs don't have the immediate appeal as locking 'em up, funding is not forthcoming.

Yet there is hope. The Legislature is moving in the right direction. Sitting in the Republican controlled Committee on Public Safety, chaired by Paula Boland, R-Granada Hills, I hear terms like: "punishment", "restitution", and "incarcerations". That, at least is a refreshing change. But don't look for any quick fixes.

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Retired Members Column

by Mike Sugrue



The People Behind Police Retirement

The police crusade for early retirement would have stalled were it not for two powerful groups: the political machines who ran large cities, and the progressives who evolved from middle and upper classes of American society. Big city politicians saw retirement as an opportunity to increase turnover in police departments and expand patronage. They could supplant retired officers with party loyalists and establish a large power base in the police forces. Sometimes politicians would actually force officers to leave, persuading department supervisors that such retirements were in the best interest of the department.

The progressives seemed a bit more honorable with their motives. Progressives viewed early retirement as a way to allow younger, more vigorous persons to join the police force. Retirement benefits would attract qualified recruits and would discourage experienced veteran police officers from leaving. The progressives may thus be credited with the concept that police work is only for young and physically agile. This idea still guides police organizational policies today.

Under pressure from lobbyists, most municipalities adopted police service retirement plans by 1910. The first pensions appeared to be fashioned by military standards, offering retirement at half-pay after 20 or 25 years of service and at age 55. Jurisdictions financed these pensions from a variety of resources, including fines levied against police officers, rewards from citizens, sales of unclaimed property, fees from liquor and dog licenses, salary deductions and property taxes.

Early police retirement systems were not without problems. Pensions, for example, were not vested. Police officers could not collect benefits or any part thereof until they reached their prescribed years of service. In some cities, officers were required to be at least 55 years of age before they could collect pensions. Pensions were not transferable. Calculations for retirement time started from the beginning if an officer moved to another police department.

Such shortcomings prevented competent officers from leaving and encouraged incompetent ones to stay. If officers were brought up on charges, neither Civil Service Commissions or local courts were likely to sustain them if it meant the loss of a pension. It was becoming clear that retirement was causing problems for the efficiency and upgrading of police departments.

Just prior to World War II, most

police officers in the United States were financially better off than other unskilled workers. It has been argued that police officers in the 1930's enjoyed a higher degree of security than most other workers. Officers had control over important aspects of their jobs, including transfers, promotions, and raises. If they felt that salaries or retirement benefits should be increased, they could urge the Police Benevolent Association (BPA), or another fraternal association to lobby for them in government. If none of these methods worked, they would threaten to join labor unions. The average unskilled worker of this decade had no such luxury of controlling working conditions.

Much of this changed for the police in the 1940s. Their salaries increased slightly less than the cost of living and much less than factory workers. Retirement benefits also followed a downward trend. Officers began to find it increasingly difficult to support their families on full salary, let alone a retirement pension on half-pay. A consequence was the exodus of good officers forced to leave police work to seek higher paying jobs in industry.

By 1950, reformers realized that an increase in police salaries and benefits would be the only solution to prevent turnover. Within 10 years, police compensation had caught up and surpassed that of most other workers. Departments like Detroit gave police beneficiaries an extra 2% per year; St. Louis provided an additional 3% per year; while San Francisco went up 8% per year. Other departments not only increased monetary benefits but reduced retirement age. Although this trend was good for the individual officer, it led to financial crises for many departments as fringe benefit costs rose from 60-80% during the 1960's.

To add to the problem, many departments turned away applicants over 30 years old. Officers were joining police departments in their early 20s and retiring in their mid-forties. Where retirees in the private sector collected pensions for 10 to 20 years after retirement, police officers were collecting for 30 to 40 years. It has been commented that the cost of retirement has become so staggering that cities were now supporting two police departments: one made up of active and another of retired officers.

Next month I would like to tell about retirement as an event.

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

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	9:00
Retired Captain 12:30 Michael Hebel	Retirement Benefits	9 : 1 5 -
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

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

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B Deluxe w/Verandah	4630	2639	24	At Sea		
C Outside Double	4240	2417	25	Playa Del Carmen	7:00 a.m.	7:30 a.m.
D Outside Double	4130	2354		Cozumel, Mexico	8:00 a.m.	3:30 p.m.
E Outside Double	3980	2269	26	Grand Cayman	NOON	7:00 p.m.
F Outside Double	3870	2206	27	At Sea		
G Outside Double	3765	2146	28	Canal Transit	7:00 a.m.	4:00 p.m.
H Outside Double	3650	2081	29	Cruise Golfo Dulce	10:00 a.m.	1:00 p.m.
I Inside Double	3650	2081	30	At Sea		
J Inside Double	3535	2015	1 Dec.	Puerto Quetzal/		
K Inside Double	3415	1947		Tikal, Guatemala	6:00 a.m.	7:00 p.m.
L Inside Double	3265	1861	2	At Sea		
M Inside Double	3155	1798	3	Acapulco	8:00 a.m.	
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THE MEMBERS SPEAK

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A Dangerous Job

by James Taylor

Having completed twenty five years of service in November of 1995, I thought I had endured just about everything the City could throw at me and always came out on top. I have been through a labor strike, out lasted Charlie Gain, lived through the White night riots and got to see Uncle Fester, I mean Tony, get his just desserts. We just got a new administration that I feel is pro-patrolman, then the bomb is snuck in and dropped. What am I talking about?? The toilet paper... Man, what is going on with the City. A new supplier?? The old paper was bad enough, but this new stuff is down right dangerous. I checked out a roll the other day and could actually see wood chips in the stuff. If this paper is not folded correctly it could lead to a cut, that in all probability would need stitches to close. (The size of the wound would be correlated to the size of the immediate area in question. Since we have no weight standards, I can tell you there are some whoppers out here.) No kidding, if this is the best the City can do in this particular area, I would recommend that we be allowed to grow trees in the bathrooms and be issued "Bolo" knives so we can trim off whatever foliage we need to complete the job. We would appreciate your attention to this matter. Perhaps Cunnie, who we never see here at the station, could take this matter to the bargaining table. I'm sure a check with other stations would result in a unanimous opinion that something has to be done.

Thanks for your time and attention to this very sensitive matter.

The Real Hidden Agenda

by Ben Spiteri

This article is in response to Gary Delagnes' piece that appeared in the March 1996 edition of the Notebook titled "Hidden Agendas". It has become increasingly popular in recent articles to attack the messenger instead of the message. It is not my intent to launch a personal attack against Gary by replying with subterfuge and clouding the issues just like our politicians do in big government. I simply want to address the issues at hand.

The article sternly supported the initiative for the combination of the ranks of Sergeant and Inspector. In a nutshell? the article stated that the 500 plus members who voted against the initiative missed out on a great deal. It passionately told us about a select few of anonymous inspectors in the General Work detail who swayed the vote on the initiative by distributing fliers, or "hit pieces", aimed at Gary and the "goings on" in the POA.

I was not responsible for writing those "hit pieces" and I did not agree with the manner in which they were distributed. Valid questions were raised. Unfortunately, not putting your name on the dotted line gives your opponent an out to not respond to the allegations and automatically dismiss them as having no weight, no validity. Though I cannot really blame the anonymous authors, for to come forth will probably bring more enemies than friends. In this politically oriented department, we all know that enemies can severely hinder one's career development.

Remember a year ago or so, a booklet entitled "Career Development" which surfaced throughout the stations and details? Upon first glance, this booklet had some interesting ideas. A new rank for the patrol force called 'Corporal'. This new rank came with a pay raise. It also called for the elimination of the rank of

Inspector, which would be combined with the rank of Sergeant. There were many other items of career importance contained in this booklet. Rumors of an upcoming vote on this booklet or initiative were abound all over the department. Several weeks passed and the rumor mill was really churning. Several questions were raised regarding the logistics of how this 'Career Development' plan would be implemented. Was this just another open door for the many Groups of Juice? The questions kept surfacing, the answers never came.

Two weeks prior to Easter 1995, we were advised that we were going to vote on an initiative. This initiative was called 'The Combination of the Rank of Sergeant and Inspector'. What happened to 'Career Development'? Were we not to vote on it? What is going on? The two weeks leading up to the vote were exciting. More "hit pieces". The POA endorsed the initiative (only three POA representatives were not in favor of it). The administration writing their own positive spin, endorsing the initiative in pamphlet form. The Chief, Anthony Ribera promised 125 first day appointments to the rank of Sergeant, if the initiative passes! Surely the members would pass it. The votes were tallied. The initiative... lost!

At the next monthly POA Board meeting, nary a smiling face could be found (except for three, of which mine was one). You see, at that meeting, a member of the executive board was visibly upset and very prepared. He brought one of those large paper tablets that sits on a stand. The tablet paper was covered with extensive notes. In a tone of voice reminiscent of an angry father scolding his children, we were told what a mistake it was that the initiative had failed. We were shown figures of the wages that our members would lose over a projected period of time without the rank of "Corporal" and many other issues outlined in the "Career Development" booklet. Excuse me, but I thought we had only voted on the "Combination of the Ranks of Sergeant and Inspector". I did not remember reading anything about Career Development in the ballot initiative which we voted on.

I find it ironic that the article was entitled "Hidden Agendas". Every member who sat on the Board when this initiative was being discussed and voted on, knew what it really was. I am sure that at least three Board members advised their constituents of the "Real Hidden Agenda". If this initiative was well written, one which had all of it's I's dotted and T's crossed, it may have passed. If it answered more questions than it had raised and ensured the protection of it's members with well

defined checks and balances it may have passed. To blame it's failure on a handful of Inspectors is ludicrous. In doing so you sell short the intelligence of our members. The initiative was vaguely written. It did not address the issue of the transfer policy which is currently in place. It did not guarantee a promotional test every three years as we were told. The initiative read: "the City will do it's BEST to conduct a promotional test every three years". We all know how good the City's best has been in the past. There was an inherent problem with the rank of Corporal. To be considered for the rank, you needed three times more qualifications than is required to take the Sergeants' test. Then the candidates would go in front of a panel for the final selection. We have already seen a preview of this process with the provisional sergeant's debacle. The article claimed that the decision for an inspector to put on the stripes and hit the streets was ALL VOLUNTARY. That may have been true, however, there is a flip side to every coin. Not only does the inspector/sergeant become the junior sergeant on the street, if he/she ever wishes to return to the bureau, this decision is left to the whims of the chief who need only give a valid reason to potentially ban the person from ever returning to the bureau. I could go on, but why? The initiative lost. If all of the members knew the Real Hidden Agenda and was given the time needed to absorb this complex initiative, it would have lost by a landslide.

It does not matter what side of the fence you sat on in regards to Career Development or what was called the combination of the ranks of Sergeant and Inspector. What really does matter is that we, the members of this department who are the POA., are given all the details in every ballot initiative. Whenever management and the labor representatives agree on an issue, especially as complex as this issue was, we must look at it with both eyes wide open. We must read every word on every page. We must ask the hard questions and they must be answered. We must be given the time to dissect and digest the initiative in it's totality. We are grown men and women, not a herd of sheep led by the whims of the Board of Directors. Without a doubt, this initiative was the most, or one of the most, important initiatives that we have ever voted on. This initiative would have changed the look and direction of this department for decades to come. We had the undeniable right to know every detail and consequence of this initiative before we voted. Especially when it involves our CAREER DEVELOPMENT.

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THE MEMBERS SPEAK

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Mistake?

by Ray Shine Co. K

I found two significant errors in your article, "Contract Negotiations To Change Transfer Policy", published in the April edition of the Association newspaper. I then reviewed the latest draft (4th) of the POA P-1 proposal and found that the same errors are present in that document as well. I believe that the record should be immediately amended to correct the language in the proposal, and that the questionable provisions be clarified.

The most significant error is an omission of what I believed was a stipulated exemption for the Honda and Solo P-1 lists. Section 1. D. of the draft proposal states in part that all vacancies within the department will be filled by January, 1997 under the old provisions of P-1, and thereafter be filled under the new provisions.

As I recall the discussions in committee, the Honda and Solo P-1 lists would be exempt from the initial 5-year sign-up period called for in the draft proposal, and that all vacancies in those units would continue to be filled from the existing P-1 list, and in accordance with existing policy, until January of the year 2002.

The rationale for this was to accommodate as many persons as possible who have been waiting on those lists, for an inordinate amount of time, particularly those persons who will become eligible for retirement within the next several years. I recall that the committee members agreed to this exemption because it was understood that a pay and retirement issue clearly exists with regards to

transfers into these two units.

Using the current Solo list as my reference, the projection for a fully staffed unit and for immediate replacement of retired or promoted members would accommodate 30-35 Q-2's and 8-10 Q-50's from the existing P-1 list over the next 5-6 year period. That projection was based on the assumption that senior members of the unit would retire with no more than 30 years of service, and on the full-staffing plan for Co. K submitted to the administration over one year ago. To fill that many vacancies it would probably be necessary to drop down 50+ positions on the P-1 list. (Due to retirements, promotions, turn downs, etc.)

The committee also anticipated that persons on the list who are past the projected pick up numbers might have availed themselves of other transfer opportunities within that five year period of time, thereby further relieving the demand for entry into the Honda and Solo units.

In any case, it is important and necessary to have the full-staffing levels of the Solo and Honda units bound by contract language prior to adopting the proposed policy revisions. The current police administration would need to agree to these staffing levels in order for these projections to be valid.

The second error was found in section 1.3.b. of the 4th draft proposal. In that language a transfer into a specialized unit would require the submission of a resume and be subject to an interview process.

Again, as I recall, there was to be only a few rudimentary physical skills require-

ments, and no interview process, for entry into the Honda or Solo units. I had conferred with the Solo unit training officer prior to meeting in committee and he was of the opinion that a few basic physical skills—such as righting an overturned motorcycle and straddling a motorcycle with both feet touching the roadway, etc.—were reasonable requirements. I agreed with him because they clearly are issues of officer safety.

However, I do not agree that an interview process is necessary for entry into the Solo unit, and most likely is not necessary for the Hondas either. Because entry into those two units involves direct wage and retirement benefits to a member, I take the position that the entry process should be as objective as possible, particularly as it applies to the existing P-1 list. Any criteria imposed should speak directly to issues of officer safety and physical skills. An approval or disapproval determined by an interview process can only be subjective, regardless of the good intentions of the interviewer.

There may be other units or details in the department that should be subjected to the resume/interview process, but I believe all entry criteria should be generated from the unit itself, be reasonable, and structured to keep the subjectivity of the process to an absolute minimum.

If I have been remiss in my role in the development proofreading of this or any prior draft I apologize to you and the committee. But please do not pass the 4th draft of the P-1 proposal into contract negotiations until you have convened a meeting of the committee and the language is amended to clarify these points. Thank you.

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1996 SEIU Calendar

JUNE

7-8 Local Union Organizers Meeting, Chicago, IL

JULY

17-20 APRI 27th Annual National Education Conference, Washington D.C.

26-28 Eastern Civil and Human Rights Conference, Washington D.C.

7/29-8/1 CA Labor Federation 21st Biennial Conv. and Pre-General Election Conv., Los Angeles, CA

TBD Western Union Skills Program

AUGUST

6-7 AFL-CIO Executive Council Meeting, Chicago, IL

15-16 WV AFL-CIO 20th Special Convention, Charleston, WV

16-18 Central Region Civil and Human Rights Conference, Cleveland, OH

SEPTEMBER

4-6 Illinois AFL-CIO 32nd Convention, Chicago, IL

20-22 Western Region Civil and Human Rights Conference, Los Angeles, CA

NOVEMBER

11-15 IUD Twentieth Constitutional Convention, Lake Buena Vista, FL

Union News

1996 AFL-CIO Union-Industries Show Heads For Las Vegas Huge Display Of Union-Made Goods And Services May 31 - June 3

The 1996 AFL-CIO Union-Industries Show — a huge, four-day exhibition of union workers' skills and millions of dollars worth of union-made, American-made products — will be held at the Las Vegas Convention Center, May 31 - June 3.

Held in a different city each year, this will be the first time in the Show's 58-year history that it has been staged in Nevada.

A showcase of the quality and variety of union-made, American made goods and services, this year's exhibition will cover floor space the equivalent of five football fields. Admission is free.

The Show will feature well over 300 unions and companies with union-represented employees, including many from the Las Vegas area. On display will be their products and services and the skills involved in producing and performing them. From glass blowing to iron working and computer graphics to cake decorating — and much more — the full range of union members' skills will be exhibited.

Show goers who have ever wondered about what goes through a fire fighter's mind as he or she enters a burning building, or what is involved in producing the special effects for a science-fiction movie, or what it's like to be an airline pilot, a welder or a bricklayer, will be able to get their questions answered.

And scores of show goers will take

home with them tens of thousands of dollars worth of the union-made goods that are on display — big-ticket items, small-ticket items, and those in between, from cereal products and ice cream to household appliances and motor vehicles, and more.

The AFL-CIO Union Label and Service Trades Department, which produces the Show, plus the Nevada State AFL-CIO, the Southern Nevada Central Labor Council, and individual Las Vegas-area unions who are helping with this Show are issuing special invitations to young people to attend.

"It's an educational and entertaining experience for the whole family," said Charles E. Mercer, secretary-treasurer of the Union Label and Service Trades Department. "The exhibits, demonstrations and prizes offer something for everybody. For young people, in particular, the Show is a great place to get a first-hand look at the wide range of good union jobs that are available for those who prepare for them."

The cooperation and extra effort being put forth by Las Vegas area labor and community leaders in preparing for the Show was praised by both Show Manager Dennis Kivikko.

Show hours are Noon - 8 p.m. on opening day, Friday, May 31; and 11 a.m. - 7 p.m., on Saturday, Sunday and Monday, June 1 - 3.

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Service Employees Union Elects New National Leaders And Adopts Bold "Committee On Future" Programs

More than 1,000 SEIU convention delegates sweep a diverse new leadership team into office and commit to build power for workers through massive organizing and political action

Meeting in Chicago for SEIU's 75th Anniversary Convention on April 22-25, more than 1,000 local union delegates from the United States, Canada, and Puerto Rico cast their ballots for the most diverse leadership team in the history of the union, launching a new era of leadership opportunities for women and people of color in SEIU.

Hundreds of cheering and clapping delegates elected Andy Stern International president and re-elected International Secretary-Treasurer Betty Bednarczyk by acclamation vote on Tuesday. Stern and Bednarczyk ran unopposed on the "New Voices for SEIU" slate.

And in a move that dramatically expands the diversity and scope of SEIU's top officers, delegates also approved the creation of three new International executive vice president positions, opening the door for the election of New Voices candidates Pat Ford, executive director of Alameda County, California Local 616; Eliseo Medina, executive director of San Diego Local 2028; and Detroit Local 79 President Paul Policicchio. Creation of the new slots transforms the top leadership structure for the first time since the founding of the Building Service Employees International Union 75 years ago.

Also elected were a broad new team of SEIU International vice presidents and executive vice presidents, nearly half of whom are women and people of color.

"I will kick open every door, and make sure that regardless of the

color of your skin, the language that you speak, your country of origin, your age, your gender or sexual preference, you are welcome in SEIU," Stern vowed in his acceptance speech.

Stern, 45, becomes SEIU's ninth International president, succeeding Richard W. Cordtz. Cordtz stepped down as SEIU president after serving out the unexpired term of John Sweeney, who was elected president of the AFL-CIO last October. Since Stern was appointed SEIU organizing director in 1984, he has led 50 affiliations and organizing drives, adding 500,000 members to SEIU. A former social worker and active steward, Stern rose through the ranks to become president of SEIU Pennsylvania Local 668, the Pennsylvania Social Services Union.

Bednarczyk, the first woman to hold a top leadership position at SEIU, was elected International secretary-treasurer last December. Long-time head of Minnesota Local 113, which represents 11,000 healthcare workers, Bednarczyk has for the last four years chaired the SEIU Committee on the Future. The committee's recommendations, also adopted at the convention, calls on the International and local unions to organize on a faster and larger scale, expand political action efforts, coordinate multi-union initiatives, and recognize the union's racial and cultural diversity. It also called for increased support for local unions to help carry out those programs.

"One of our most important recommendations is to build a culture of participation throughout the union," Bednarczyk told delegates as they prepared to debate and vote on committee's recommendations.

As an office worker, new executive vice president Pat Ford helped orga-

nize and found Local 616 in Alameda County. Ford recently led Local 616 in a hugely successfully organizing campaign among 6,000 county homecare workers. Eliseo Medina, a former crusader for the United Mine Workers, went on to become president of the SEIU California State Council and head of Local 2028 in San Diego, where he spearheaded the drive to organize thousands of low-wage janitors. Paul Policicchio, an SEIU leader for more than 20 years, heads the 17,000 member Local 79 in Michigan, which has a large and growing healthcare and building service membership. As chair of the SEIU Healthcare Division, Policicchio played a key role in SEIU's nationwide Dignity, Rights, and Respect campaign to organize nursing home workers.

One of Stern's first actions was to kick off a nationwide organizing and whistleblowing campaign aimed at corporate greed in the healthcare industry. Surrounded by SEIU nursing home and HMO members who work for Beverly Enterprises, Vencor/Hillhaven, and Kaiser Permanente, Stern said at a news conference, "In the business of healthcare, profits rule—and cheap healthcare wins out over quality healthcare. We're going to hold corporate giants' feet to the fire. And we're going to unite all union members in the crusade for accountability and patient care standards."

The following day, Stern and the rest of SEIU's new leadership team headed up a massive SEIU march and rally for a living wage in Chicago. More than 1,000 delegates and guests

stormed the downtown streets in support of SEIU union members and community activists who have been fighting nearly a year to win a living wage law in Chicago. The SEIU-backed ordinance would require that businesses receiving city contracts or subsidies pay a minimum \$7.60 an hour.

Throughout the week, delegates heard from an impressive line up of speakers that included President Bill Clinton, AFL-CIO President John J. Sweeney, and U.S. Labor Secretary Robert Reich. Speaking via satellite, Clinton called SEIU the nation's "most dynamic and innovative union," and said he welcomed organized labor's plans for a dramatically stepped-up presence in the 1996 elections. Clinton challenged Congress to pass legislation raising the federal minimum wage, and declared his intent to sign the bill.

Sweeney, who received an emotional welcome from Convention delegates, said U.S. corporate greed is creating a huge chasm between executives who receive exorbitant salaries and the tens of thousands of workers laid off as the result of downsizing and other profit-driven moves. "The solution is a bigger, stronger labor movement," Sweeney said, "a union movement that fights for American workers as well as American values."

Before adjourning, delegates cast ballots for the candidate of their choice for SEIU's presidential endorsement. By an overwhelming margin, they favored a Clinton endorsement.



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SFPOA Board Of Directors' Meetings

Tuesday, March 19, 1996 — 1400 Hours

510 7th Street

Call to Order: 1400 Hours

Pledge of Allegiance

Roll Call: Present: Machi/Co A, Castel/Co B, Sorgie/Co C, Ellis/Co D, Canedo/Co E, Gardner/Co F, Dempsey/Co G, Kaprosch/Co H, Shine/Co K, Sylvester/Hdqtrs, Torres/Hdqtrs, Balma/Narc., Castagnola/Tac, Balovich/Invest., Fox/Invest., Ching/MTPD, Wright/Ret., Scully/SFO, Johnson/Secty, Limbert/Treas., Cunnie/V-President. Excused: Deignan/CoA, Pate/CoD, Shawyer/TTF, Trigueiro/Pres.

Vice-President's Report

V-Pres. Cunnie chaired the meeting as President Trigueiro was ill. Contract negotiations are proceeding along the lines expected and we will be gearing up for the November/1996, ballot, along with many other city representative groups, in order to combine our efforts to pass a proposal that will allow for fair representation in a mediation setting in several areas not already covered.

Treasurer's Report

Treasurer Limbert gave an overview of where we stand financially addressing our main concerns with pending litigation involving members' disciplinary cases.

Secretary's Report

Secretary Johnson addressed the continual problem we have been experiencing at the Office of Citizen Complaints. Some OCC investigators are overstepping their bounds and, even though we have filed formal complaints to their supervisors, this practice continues. Board members were urged to make sure that every officer summoned before OCC is adequately represented.

Financial Requests

The SFPOA was asked by the Department Administration to help subsidize an extremely worthwhile community project, the SFPD Youth Fishing Program. This program is an excellent opportunity for the youths of our City to participate in an out-

door adventure under the guidance of SFPD officers. Cost: \$3,500.00. Motion/Castagnola, 2nd/Machi. Motion passed unanimously by voice vote.

The SFPOA was asked by the Department Administration to help subsidize the annual Police/Fire Mass celebration that took place on Sunday, 4/21/96, at St. Cecilia's Church. Cost: \$250.00. Motion/Gardner, 2nd/Castagnola. Motion passed unanimously by voice vote.

There was a request to help subsidize a parade float representing both the SFPD and SFPOA in the upcoming Carnival Celebration. Cost: \$1500.00 Motion/Limbert, 2nd/Sorgie to fund. This motion passed unanimously by voice vote.

Proposition B - Build the Ballpark Proposition. The SFPOA was requested to help sponsor this ballot proposal. This proposal would not only be good for the tax base of the City but it will mean more jobs for labor. There were other incentives related to our position that should be explained by each respective POA representative at the unit level. Cost: \$1500.00 Motion/Machi, 2nd/Balovich - Motion passed unanimously by voice vote, with 1 No vote placed by Representative Castel/Co B.

There was an opportunity to advance our standing within the Asian community of our City by securing an advertisement in the Asian Week publication at a cost of \$450.45. A motion was entertained (M/Balovich, 2nd/Cunnie) to fund this venture. This motion passed unanimously by voice vote.

The SFPOA entertained a motion (M/Cunnie, 2nd/Castagnola) to purchase two tables for the Testimonial Dinner held on April 6, 1996, at the Hyatt Regency Hotel honoring Police Chief Fred Lau. This motion passed unanimously by voice vote.

There being no further business before the Board, Vice-President Cunnie adjourned the meeting at 1800 hours.

Submitted by: Steve Johnson
Secty/SFPOA

Tuesday, April 16, 1996 — 1400 Hours

510 7th Street

Call to Order: 1400 hours

Pledge of Allegiance

Roll Call: Present: Machi/Co A, Castel/Co B, Ellis/Co D, Pate/Co D, Canedo/Co E, Gardner/Co F, Dempsey/Co G, Kaprosch/Co H, Finnegan/Co I, Shine/Co K, Sylvester/Hdqtrs, Torres/Hdqtrs, Castagnola/Tac, Balovich/Invest., Ching/MTPD, Wright/Ret., Millett/SFO, Johnson/Secty, Limbert/Treas., Cunnie/V-Pres., Trigueiro/President.

Excused: Deignan/Co A, Sorgie/Co C, Balma/Narc., Shawyer/TTF, Fox/Invest., Scully/SFO.

President's Report

President Trigueiro reported on the latest contract negotiations (please see your respective representative for specific information). There are many issues that the SFPOA Negotiation Committee are dealing with, many of them extremely complex, and that is why it is taking time to complete the process.

There will be an additional Board Meeting to further the discussion and resolution of the temporary inspector issue. The Administration has made overtures that they intend to utilize senior patrol sergeants to fill approximately 40 of the most-needed inspector positions in the Investigations Bureau. There are reportedly 120 vacant Inspector positions. Our goal is to ensure that the Inspector test is given in a timely manner. Our intent is to further ensure that if patrol officers are selected to fill these temporary inspector positions, that they be fully compensated in the equivalent rank they would be representing.

The SFPOA will also be pursuing the implementation of a similar program such as the previous STEP class to teach the duties and responsibilities of those holding the rank of inspector to candidates interested in pursuing this promotional rank.

Like-Work, Like-Pay Issue: This benefit will continue under circumstances that will be enumerated in a department bulletin, soon to be issued.

Treasurer's Report

Treasurer Limbert gave the Board an overview of our current financial standing.

Secretary's Report

Secty Johnson urged all Board members to attend the Peace Officer Memorial Service that will take place in Sacramento on Friday, 5/17/96. The SFPOA will be providing transportation to this event and we will also be sponsoring a luncheon at the State Capitol for all SFPOA members in attendance.

Financial Requests

Donation of \$100.00 to the event honoring Captain Croce Casciato, Mission Station, held at Don Ramon's Restaurant on 4/29/96. Motion/Balovich, 2nd/Canedo. Motion passed unanimously by voice vote.

A member of our Association is a principal in the fund-raising golf tournament that benefits the United Scleroderma Foundation. A motion (M/Johnson, 2nd/Pate) was made to purchase a foursome to be raffled off to the Association membership. (Tournament will take place on Friday, 5/17/96). Cost: \$500.00 Motion passed unanimously by voice vote.

There was a motion entertained (M/Balovich, 2nd/Dempsey) to purchase 15 tickets to the Women In Command Dinner that was held on 4/25/96, honoring Commander Melinda Pengel, Captain Heather Fong, and Captain Sylvia Harper. This motion passed unanimously by voice vote.

The American Legion Police Post will be honoring Sgt. John Payne as their Officer of the Year on 6/28/96. A request was made from members of our Association who are also involved in this event to sponsor a Hospitality Room at a cost of \$350.00. A motion was made (M/Gardner, 2nd/Torres) to approve the request. This motion passed unanimously by voice vote.

Mark Hawthorne, Crime Scene Investigations Unit, informed the Board of Directors of a national crime scene investigators' conference being held in San Francisco. A motion (M/Ching, 2nd/Canedo) was made to assist in the sponsorship at a cost of \$250. This motion passed unanimously by voice vote.

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

Submitted by:
Steve Johnson/Secty SFPOA

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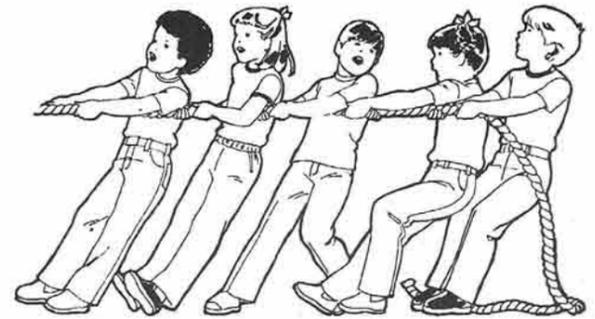
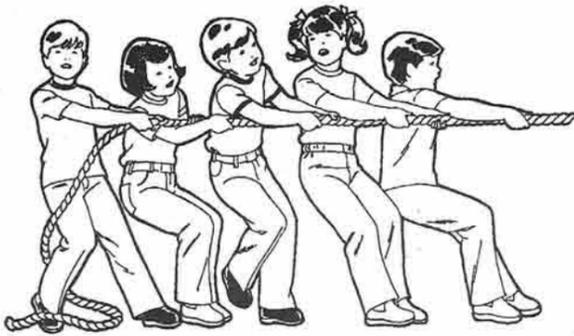
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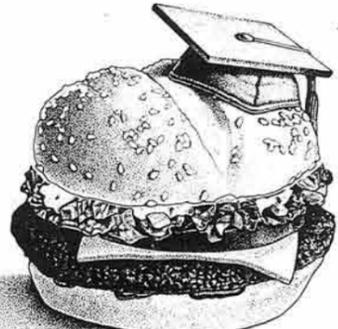
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The High-Speed Chase Syndrome

by Kevin Mullen

As occurred with the Rodney King beating case, a number of advocacy groups, along with the usual assortment of professional pundits, instantly discerned the cause of the videotaped beating of illegal immigrants by two Riverside County deputy sheriffs.

The attacks were rooted, we are informed, in racism and the climate engendered by proponents of Proposition 187, the 1994 state ballot measure that would deny education and health services to illegal immigrants. It supposedly sent a message to law enforcement officers: Open season on immigrants.

It's not always easy to agree with the American Civil Liberties Union, but this time they have it right.

ACLU spokesman Allan Parchini says post-chase assaults by officers are explained by a phenomenon known as "high-speed pursuit syndrome," which, we might add, has little to do with race or ethnicity.

"What happens," he says, "is officers get so angry and pumped up, and the adrenaline rush is such that again and again... you see violence visited on suspects at the end of a pursuit."

None of which excuses the beatings if, after a full investigation, it is determined that there were no extenuating circumstances. One way or another, the two officers are going to suffer greatly. And does anyone doubt that the fleeing illegal immigrants will be rewarded handsomely? Talk about messages.

Following the Rodney King beat-

ing, the U.S. Department of Justice announced loudly that it would conduct an analysis of all police brutality complaints for the previous six years to identify "any geographic or systemic patterns of violence."

The report, issued more than two years later, was a disappointment. Because of the way data were collected, no valid conclusions could be drawn about the geographic distribution of incidents.

And as to "any systematic patterns" of brutality, Rep. John Conyers, D-Mich., complained that the Justice Department did not attempt to find out what percentage of the victims of police brutality were black.

Neither, for the same reason, did the researchers identify accused officers by race or ethnicity, despite strong anecdotal evidence that excessive use of police force cuts across racial and ethnic lines.

So we are left with the uncontested assertion that these incidents are almost always committed by whites on "people of color."

If, as the ACLU spokesman contends, such incidents happen "again and again," there should be a data base somewhere that lends itself to an ethnic analysis of who is doing what to whom.

In any event, experienced police managers are aware of the danger of overreaction inherent in the hot chase and insist that supervising officers respond immediately to stop anything before it starts — regardless of race, creed or color.

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SWEENEY

(Continued From Page 1)

lies, these are snapshots from hell. They paint an ugly portrait of a country that has lost respect for workers and the jobs they do. American workers are running out of money, running out of options and running out of hope. They've exhausted their savings accounts and they are loaded with debt. They see the stock market soaring and profits roaring and they wonder, "Who the hell is getting my share?"

The result of all this is that American workers are frustrated and bitter and their anger is exceeded only by anxiety over possibly losing their jobs. Because of the wage and the wealth gap, America is becoming edgier, angrier and meaner. Until we ease the growing gaps in work, wages, and wealth, we will be reading more dispatches from a wounded nation—more militia movements, more bombings, more hate crimes, and more of the quiet anguish of Americans losing their sense of a common destiny and a common purpose. America will become more like the trouble spots where we send our sons and daughters to keep the peace.

So what can we do about it? Of course, American businesses must change, and I'll get to that in a minute. But American labor must also change. That is why I ran for President of the AFL-CIO, and that is why I won. We understand that, while the world and the workplace have changed, labor stood still and lost ground.

Here's the truth: The weakness of labor encouraged employers to take the low road. And only by rebuilding our strength can we bring American business back to the high road of high wages. That is why I am challenging every union to put millions of dollars into organizing from the health care to high tech. That is why we are rebuilding our grassroots political strength, training candidates, and training political organizers.

We know we have to reach out to businesses, to management—from a position of strength—because that is the only way we can build a stronger, high-wage economy. We can no longer afford the luxury of pretending that productivity, quality, and competitiveness are not our business. They are our business, our jobs, and our paychecks.

As labor becomes stronger and smarter, we will be in a position to offer business a challenge: take some of your profits and invest them in growing in the American economy, American workers, and American wages. Offer your workers the training they need for tomorrow's jobs—not just the big-shots in the executive suits, but all your employees.

Work with your employees and their unions. Give us a voice in decision-making. Give us half a chance to improve the quality of our goods and services. That is the path to lasting prosperity—and we want to walk down that road with you. Our challenge to management is to avoid conflict, not promote it, let's spend our time and our money pursuing higher profits and higher wages.

Here in San Francisco we have a chance to do just that. The recovery is now reaching California and the Bay Area, so let's make sure it doesn't leave anyone behind. Fortune Magazine says this is the number-one place to do business in America, so let's get down to business. Our challenge to big business: take a cue from big labor and invest in San Francisco. Stop pulling jobs out of the City. Pay people enough so they can spend and save and support the thousands of small businesses that are struggling to survive. Take a stand against renegade employers who buy hotels and then fire the entire staff in order to go non-union. And stop beating up on the public employees who make this city one of the greatest places to live and work in the entire world!

This year, we will begin to offer these challenges not only to the leaders of labor and business, but to all Americans. The AFL-CIO will hold a series of town hall meetings on failing living standards in 29 communities across the country to put the issue of wages and wealth at the center of political debate. We will ask working men and women what is happening to their jobs, their paychecks, and their family budgets. We will use what we learn from the town hall meetings to educate candidates running for local state and federal offices. We're going to ask every politician we support to hang a sign in their campaign headquarters that says, "It's wages, stupid."

As we go through this election year and demonstrate that working Americans are regaining our political power, we want to issue a challenge to our federal government: Restore some sanity to a tax code that has reduced taxes on millionaires by one-third over the past 15 years while raising taxes by a similar amount on middle-income Americans. Put some new parameters around the Wall Street wizards who are operating dangerously beyond the fringe of current regulation. Stop stealing from the poor, the young and the elderly. Beef up Social Security and Medicare, don't destroy them. When the Baby Boomers got ready to go to kindergarten, we didn't tear down schools, we built more! And for God's sake, honor the wishes of 83% of the American People and raise our paltry federal minimum wage to \$5.15 an hour.

In every speech I give, from the San Francisco Economic Summit to the picket lines, I'm trying to make this simple point: America needs a raise. And the sooner we get together and deliver one, the better off we will be, labor and management alike. So, let me offer, through you, a final challenge to American business: Labor's victories can be your victories, too. With decent paychecks, we can buy your products and services.

With a little respect—as that song says—we can help business compete in the global economy. We are going to challenge American business to use our brains as well as our backs, to let workers and their unions contribute to the decision-making process, to let us help you make the hard choices that affect our family budgets as well as your bottom lines.

As you all know, the AFL-CIO recently endorsed Bill Clinton and Al Gore for re-election, the earliest endorsement in our history. We did so because we believe President Clinton is our best hope for restoring some balance to the debate over who gets what in our country. He has done a good job of bringing down the deficit, growing the economy in a macro sense, and creating new jobs. With a little help from his friends in business as well as labor, I think he is capable of reaching down for those who have been left behind and righting the millions of boats that have been capsized.

Here in California, here in San Francisco, you have a chance once again to lead this nation to greatness. Let's get together and pass the Health Care Patient Protection Act so workers and patients and employers can have a say about what happens inside the hospitals and HMOs we patronize. Let's get together and pass the Living Wage Initiative so people can have more time to spend with their families and more money to spend on the boats, and blue jeans and refrigerators and mobile homes workers build and business sells. And let's get together on the most important thing business and labor can do in this pivotal year, and that is reject the politics of division and despair and re-election Bill Clinton and Al Gore.

Let me close by recalling the mistake Samuel Gompers made when he was asked, "What does labor want?" Gompers replied, "More," and went on to give an eloquent answer that included, "more schools and less prisons." But only the "more" is remembered and it is usually cited as an example of greed.

That's not what labor is about at all. What we want is to work together to build an America that holds true to the values we honor in our homes and in our houses of worship. We want an America where you can raise a family without having to hold down three jobs to do it. Where you don't have to spend so much time at work that you have no time left to go to church or to a ballgame with your kids or grandchildren. Where your lot in life is determined by what you do, and not by the color of your skin, the accident of your birth, or the selection of your partner. Where our children and grandchildren can look forward to pay raises instead of layoff notices. To going to college instead of into a dead-end job. To enjoying life more, not less, than we've been able to.

My idea of a just society is one in which honest labor raises the standard of living for all, rather than enormous wealth for a few. My notion of a moral nation is one which cares for its young, its old and its poor and leaves the rich to fend for themselves. And my vision of a perfect labor movement is one which constantly examines and corrects its own imperfections.

We should expect no less from business or from government.

BARGAINING

(Continued From Page 1)

versing the recent court decision that police and firefighter retirement benefits are not negotiable or subject to binding arbitration (contrary to the voters' intention when they enacted Proposition D in 1990).

Expressing strong support for City employees' collective bargaining rights, the Mayor urged the POA representatives to broaden the proposed measure still further. Stressing that "simplicity wins," Mayor Brown pointed out that complete elimination of pages' worth of rigid and cumbersome Charter provisions that are inconsistent with collective bargaining would make the measure more understandable and therefore more appealing to voters. By approving a single straightforward Charter amendment that makes collective bargaining available to all the City's represented employees on virtually all subjects within the scope of state-mandated bargaining, the voters, along with the administration and the unions involved, will finally realize Proposition D and F's aims of being able to make reasonable changes in compensation and working conditions without having to go through the expensive exercise of amending the Charter for every such change.

The Mayor has assigned his staff

to work with the POA, and with other city employee unions, about the broader approach. While the language of the proposed measure is being revised, the Mayor has asked Supervisor Shelley to introduce a "skeletal" ballot measure in time for the May 20 deadline for November 1996 Charter amendments. Supervisor Shelley was pleased to take on this important task on behalf of the POA and the other City unions.

CUTT'N

(Continued From Page 1)

to learn of a few members with what I believe are personal agendas attacking aspects of the negotiations without bothering to truly educate themselves with the facts. Members are encouraged to ask questions of their committee representatives and educate themselves on the proposals. The Committee has and will invite interested members to the regular meetings to have questions answered and concerns addressed. In the weeks ahead a contract should be finalized and work will begin in earnest on a ballot measure that will allow us to negotiate all benefits and working conditions including retirement benefits. This entire Association must pull together to accomplish these goals and be successful. Put aside your grumblings and get to work because it's Nut Cutt'n Time!

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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. #: _____

Active _____ Retired _____ Deceased _____

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.

POLICE-FIRE POST

(Continued From Page 3)

veterans know it. Why can't the Phoenix Museum figure it out? This is not about censorship. It's about common sense. It warms my heart to think our great nation may still produce patriots like the young Fabian Montoya. I know the American Legion is proud to join me in honoring his spirit and courage," said Salmon.

Everything you need to now about Agent Orange and other Vietnam-related issues is contained in *The Legacy of Vietnam Veterans and Their Families* (\$34, Superintendent of Documents, (202) 512-1800). For more information, contact: James Hudson, Publications Coordinator, Agent Orange Class Assistance Program, P.O. Box 27413, Washington DC 20038-7413, (202) 289-6173.

The perennially popular VA publication *Federal Benefits for Veterans and Dependents* has been revised to include changes in law for 1996. The 90-page handbook details benefits available to veterans and their dependents, including medical care, education, disability compensation, pension, life insurance, home loan guaranty, vocational rehabilitation, and burial assistance. Eligibility re-

quirements are explained and claims procedures outlined. The publication, selling this year for \$3.25 a copy, also contains updated information on benefits for Persian Gulf veterans, homeless veterans, and women veterans.

Addresses and telephone numbers of all VA benefits offices, medical centers, national cemeteries, counseling centers, and other facilities are listed by state, but the toll-free number to call for the nearest benefits counselor is (800) 827-1000.

The devil went to the office of Tom Brown, a lawyer, with a proposition. Folding his tail under him, he sat down in the office and leaned forward.

"I'd like you to sell me your soul," he said wickedly.

The lawyer drummed his fingers on the desk.

"And what are you prepared to offer?"

"In exchange for your soul, I'll give you all the money you could ever want, plus fame, power, and respect."

The lawyer pondered the devil's words for several minutes.

"Hmmm," he muttered. "There must be a catch."

Semper Fi, Jack.



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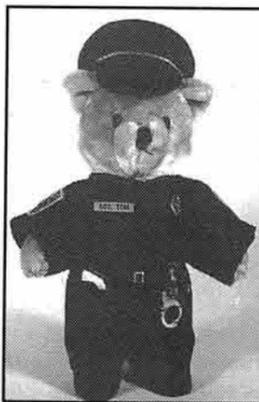
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**San Francisco
Fellowship of
Christian
Peace Officers**

Honoring Those Who Have Retired

by Daniel Hampton

It is proper for us to honor retired police officers who have served our City so well. They have been found faithful in service and are hopefully enjoying the fruits of retirement for a job well done. I admire each and every one of them because what was found in their hearts when on the force was dedication to protect life, property, society and the Constitution of the United States. These that have retired have left to us a rich legacy that we must hold onto. We must take on their mantle as in the passing on of a baton in a relay race. It is important for each of us to reflect upon the foundation which these retired officers have laid down for us to follow... a foundation of professionalism, sacrifice, servant hood, compassion and mercy. They were dedicated to protecting the defenseless and innocent, and to bringing the criminal element to justice. We must take the time to listen to those who have gone before us, so that the rich police culture of our Department is not forgotten. Now, I'm asking all police officers, retired police officers, and friends of police officers to attend the next Fellowship of Christian Police Officers Luncheon to listen to Retired Lieutenant James Hampton. It will be held on Wednesday, June 12, 1996, at the Police

Officers Association, 510 - 7th Street (7th and Bryant Streets). It is appropriate to hear Jim reflect upon his police career and also to see and talk to all the retired members who will hopefully attend. I'm asking all of you who are reading this article to call all retired officers you know and tell them that this luncheon is really in honor and appreciation of them. We who are currently in the Department want to attend the luncheon because charity or love really begins at home. And isn't it really true that these retired members are part of our police family and will always have our respect and support. (See Jim's Flier for details).

Our last luncheon with guest speaker Yulanda Williams was a great success. Just to let you know there were 50 plus persons attending and everyone told me they enjoyed the message and fellowship. As I listened to Yulanda's message I saw the raw courage and conviction of her faith in Jesus Christ. She is directed by a spiritual force from God which impels her to perform good works toward her fellow man. Oh, Yulanda! I pray that the Holy Spirit of God will enter into every member that works in the Department. Keep up the good work!

On a sad note, Brother James Higgins, passed away on April 13, 1996. He served in the Department for 39 years. Besides being a great investigator (inspector) his greatest achievement, as he told everyone, was to co-found the Fellowship of Christian Police Officers (Cops for Christ). His witness for Jesus Christ touched literally hundreds of individuals. Father God, thank you for electing Jim for the gift of eternal life. Please hold in your hands his family and friends until we are united again in heaven. Amen.

Fellowship Of Christian Peace Officers

Special Luncheon: **Wednesday, June 12, 1996**

Time: **1200 hours**

Location: **SFPOA Office, 510 - 7th Street**

Guest Speaker: **Lieutenant James Hampton, Ret.**

Jim Hampton served in the Department for twenty-eight years. He started out as an undercover narcotics officer and eventually was given the rank of Inspector in that position. He was an Inspector for twenty-four years and worked various details. Jim was a field sergeant at Potrero Station and was respected by the officers for his fairness and work ethic. He served for two and a half years as Chief of Police of San Francisco General Hospital, and eventually retired from the Department as Lieutenant serving his last commissioned post at Potrero Station. Jim has always had the reputation of being an aggressive, hard working, innovative, and intelligent police officer. He would like to share with you how he was able to rid himself- of the anger and frustrations that occurred when he was in the Department. Please come and listen to the wisdom of a retired veteran officer. Let's learn from his experience of twenty-eight years!

To all retired police officers please attend. We want to acknowledge your service to our City, to bless, and to thank you.

Reservations:

Cost: The cost for the luncheon is only \$10.00 per person. You must pay in advance for this luncheon.

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

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

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Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro:
 I have been made aware of the San Francisco Police Officers' Association generous donation to the Friends of the San Francisco Police Department to be used for our San Francisco Police Department Family Day Picnic.

Thank you for your expedient response as well as the assistance of members of the POA in assisting in the planning phase of the picnic. I hope to see you and the members of the POA at this event.

Sincerely
Fred H. Lau
Chief of Police

Mr. Chris Cunnie
SFPOA
510-7th Street
San Francisco, CA 94103

Dear Chris:
 I read with great interest your front page article on tier two in the recent edition of the Notebook. The exhibit on total compensation for police officers was very informative and gives our members an idea of what we need to accomplish in these current contract negotiations.

To keep our membership fully informed, I believe you should publish the same type of graph for the ranks of sergeant, lieutenant and captain in the next edition of the Notebook. We now know how far behind our police officers are; I am very interested in the same information for the supervisory ranks. I believe that our members would be shocked by the disparity in compensation between police supervisor in San Francisco and those in other jurisdictions. I look forward to your next article on this subject.

Very truly yours
John R. Goldberg

SFPOA
510-7th Street
San Francisco, CA 94103

Dear Members

Thank for all the support over the years. The Dep. Chief Star I received with help from the membership will be worn over my heart with pride because it came from the troops. My door is always open and I will never forget where I came from

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Community Services Fund
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Dear Friends of The Foundation:
 On behalf of the San Francisco AIDS Foundation and California AIDS Ride 3, thank you for your recent gift in support of those affected by HIV/AIDS. Your generosity is greatly appreciated.

Your gift will help the San Francisco AIDS Foundation to continue to offer essential services to our clients with disabling HIV and AIDS and fight for more funding as the demand for AIDS programs, services and prevention escalates.

We will continue to be a leader in the battle against AIDS: in prevention to stop the spread of HIV/AIDS; in direct services for people with disabling HIV and AIDS in our community; and advocacy to protect the human rights of all people affected by AIDS and HIV.

Thanks to the continued support of our community and donors like you, the Foundation is able to keep our doors open for the more than 3,000 people who come to us for services, information, support and advocacy every year.

Federal tax law requires us to certify that you have received no economic benefit as a result of this gift. Therefore, your donation is fully tax deductible. Again, thank you for support of our work.

Sincerely,
Pat Christen
Executive Director

Mr. Al Trigueiro, President
SFPOA

Dear Al,
 I want to express my heartfelt thanks for your crucial support in making our 11th Annual Victim's Memorial in observance of National Victim's Rights Week and outstanding success. I feel I should share with you some of the praises I received regarding the event. When I was in Sacramento on April 22 Don Novey of CCPOA had already heard about what you did for us. Even the Governor asked about the memorial, knowing of your contributions. The assistance from your secretary Laverne was remarkable. She is a wonderful person and a pleasure to work with. I asked Laverne to send me the bills — I was able to collect some funds.

JMV will always stand by law enforcement and in our book SFPOA is #1!! Thank you again form all of us!

Sincerely,
Harriet Salarno, President
Justice for Murder Victims

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LETTERS

Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro:

Inspector Jim Higgins — Star 132
And Now

And now the Inspector's file has been returned to its cabinet — case closed.

The holster, the badge and the uniform are hung in their locker — work's done.

The iron's been pumped, shower taken, the muscles relax — silence falls on the weight room.

The soil's been turned, the roses trimmed, the garden attended. Inside, the brush lies still on the easel —

For the story's been told
 The laughs taken
 The example set —
 The man's man has mastered life,
 The pipes are calling —
 And he has followed.

Jim went home to be with his Lord on April 13, 1996 and we, Jim's family wish to express our gratitude to the San Francisco Police Officers' Association for the beautiful flowers and the magnificent display of support from the members of the SFPD who participated in the services.

Thank you,
Jean Higgins and Family

Al Trigueiro, President
SFPOA

Dear Al,
 Please let the members of the Police Officers' Association know how much we appreciate your generous donation of \$250 to this year's Tenderloin Walkathon. Your support means a lot to us — and the children and families we work with.

Cordially,
Midge Wilson
For TYA & BAWCC

Letters to the Editor
San Francisco Examiner

The articles written in the Examiner about the Chief Medical Examiner, Dr. Boyd Stephens, have been very unfair. There has been almost no effort made to present Dr. Stephens' side of the story.

Anyone who accuses Dr. Stephens of being insensitive to gays or to survivors at death scenes is either deliberately lying or has been badly misinformed.

I investigated hundreds of homicide cases with the help of Dr. Stephens. I know him to be a very kind and considerate person. He always treated members of the public in a compassionate, sensitive, courteous and professional manner, regardless of sex, race, or life-style.

I know I can speak for all of the members of the S.F. Police Homicide Detail, both active and retired, when I say that Dr. Stephens is highly respected by his peers.

I do not have any personal knowledge of Dr. Stephens practice

LETTERS

of co-mingling private and public funds. But everyone of us who worked closely with Dr. Stephens considers him to be a person of integrity and honesty.

I can say from personal experience that Dr. Stephens donated many hours to the City and County of San Francisco performing functions that were not required by his duties as the Coroner of San Francisco.

One example: My partner and I were working a particularly brutal murder and attempted murder case. We showed Dr. Stephens photographs from the crime scene of bloody shoe prints. Dr. Stephens was not satisfied with the quality of the police photographs. He went back to the scene with us on his own time and took new photographs of the bloody shoe prints himself. He then developed the photographs at home in his own photo lab.

When the suspect was taken into custody about one week later he was wearing shoes that had a very distinctive shoe pattern on the soles. The sole of those shoes matched the bloody shoe prints found at the scene. This important piece of evidence helped to convict the suspect of murder and attempted murder.

Dr. Stephens has been a very dedicated and professional public servant and he deserves better treatment than he has received from the S.F. Examiner.

Lieutenant Jim Crowley
SFPD (Retired)

Al Trigueiro, President
SFPOA

Dear Al,

I hope this letter finds you and yours well.

In today's society it is few and far between that people take the time to write a letter of thanks of compliment. I felt compelled to write this one.

Recently I was injured on the job, running after an 851 suspect. I sprained my knee and bruised most of my thigh. I had never gone to Mt. Zion for treatment; only the St. Francis room, which was a nightmarish experience.

I was seen by the doctor in the emergency area with minimal paperwork and promptly. I was given a follow-up appointment at the Occupational Medicine Clinic at 1515 Scott St. I was seen by Dr. Diane Liu.

Again, I was seen promptly and was treated with respect and dignity. Dr. Liu spent time with me actually listening to me and not rushing me through. Dr. Liu sent me to physical therapy. The physical therapists were also professional and extremely effective.

I can't praise these professional enough. I felt I was in the hands of people who really know what they're talking about and who actually cared about my injury.

I am back to work now. However, I owe my short stay on disability and professional diagnosis to a truly professional and caring staff.

Al, I am a hard worker, however, admittedly, I am always the first to

whine and complain. I have no complaints about my experience at Mt. Zion. I hope we continue to use their services.

Respectfully,
Russell Gordon, Co. D

SFPOA
510 7th Street
San Francisco, CA 94103

Dear SFPOA,

Thank you all so much for the beautiful flowers. They made my return to work a warmer more welcoming event.

I will never be able to thank all of your enough and certainly you will be in my heart forever.

Marilyn Crayton, D-51

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

Dear Al:

Thank you for your \$100.00 donation for a message of support in our 15th birthday dinner program book.

I'm sorry you won't be able to attend our dinner on April 30th.

We're quite excited about this anniversary celebration. To have been able to serve the people of the Tenderloin for all this time has been both exhilarating and a struggle. But because of people like you, we're not only still here, we're making plans to acquire new buildings and continue in our mission to prevent homelessness and rebuild this vital community.

Thank you so much for your support. It means that what we're doing is important to you, too. All of us here at TNDC—and in particular our tenants and all the other individuals and families who use our services—are truly grateful for your help.

Thanks again.

Sincerely,
Brother Kelly Cullen,
OFM Executive Director

Al Trigueiro, President
SFPOA

Attention: Robert Huegle

Dear Mr. Trigueiro:

I would like to thank you for the additional donation of \$100.00 for my volleyball club. I have raised close to \$1,328.45 so far.

Our team came in second place at the Stockton Spring Classic held on March 23 & 24, 1996 in Stockton, CA. I am looking forward to the week-long tournament that will be held at Davis June 23rd through the 29th. I will let you know how well we do.

Thank you for your continuing interest and support.

Sincerely,
Kristin N. Richards

Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro:

On behalf of the children of Edgewood Children's Center, I would like to thank you for the generous donation of \$100 to the College Scholarship Fund of the Independent Living Skills program.

ILS gives at-risk teenagers of our relative caregivers an opportunity to achieve their potential through a variety of academic, career, social and vocational strategies. Involvement in this program offers them a positive alternative to drugs, violence and gangs, and the tools necessary to become capable and responsible adults. When a student displays a desire to attend college, the ILS program provides the structure, guidance and support necessary to apply and get accepted into the university system. The College Scholarship Fund provides support for the students who possess the determination but lack the resources to attend college. The fund underwrites books, tuition, room and board expenses.

Without the support of the San Francisco Police Officers' Association, we would not be able to provide the vital community services we do for troubled children and their families.

Thank you for believing in our work.

Sincerely,
Morris Kilgore
Executive Director

Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro,

Thank you once again for your help and support for the Yes on Proposition A campaign which will provide the Moscone Convention Center with additional meeting and convention space by the year 2000.

Because of your assistance, the campaign was a tremendous success, culminating in an overwhelming victory on election day. The last votes were counted yesterday, and the final results are:

Yes on Prop. A 66.1 %
No on Prop. A 33.9 %

Not only did we win at least 60 percent of the votes in every neighborhood, we did not lose a single precinct out of 650 city wide!

Our initial polling indicated that unless we successfully bridged the information gap among voters relating to Moscone Center's role in the San Francisco economy, we would lose by double digits. The fact that we won by a two to one margin (despite needing only 50 percent plus one vote) speaks clearly to the fact that the campaign was on target and communicated the right messages to San Francisco voters.

The results also speak to voters' desire to create jobs, grow the City's economy and increase resources available for important city services. With the passage of Proposition A, we have the unique opportunity to accomplish these goals at no cost to city taxpayers. Your support was essential in helping us communicate this message and reach key undecided voters.

The S.F. Convention & Visitors Bureau has done an outstanding job attracting business to San Francisco since the Moscone Center was built. The City will soon have the potential to host more conventions and visitors, thereby nourishing San Francisco's top industry and generating money for services on which we all rely.

The entire campaign staff is grateful for your commitment and your support. Thank you once again for joining us in this effort.

Sincerely,
Don Solem
Mark Klein
Jennifer Solomon
Lisa Hill
Maggie Muir

Al Trigueiro, President
SFPOA

Dear Mr. Trigueiro,

We gratefully received your donation of \$100. I want you to know the support of Local 91 1 helps many people to improve their lives. From time to time we are able to share their stories in our *Current* newsletter, which we will send you. Thank you for making a gift to help them.

Throughout the coming weeks we will be busy preparing for the Cameron Carnival. This year on Saturday May 4th Cameron House friends, family, and alumni will be celebrating with the 48th annual Carnival. All the Carnival favorites will be there: concessions, dunko, goldfish, and more. I've enclosed a colorful poster as a reminder of the date. I hope that you will be able to join in the fun.

Thank you for thoughtfully sharing your support to help those less fortunate.

Sincerely,
Harry Chuck
Director/Pastor

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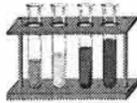
Shoji Horikoshi Retirement Dinner



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No Host Cocktails - 6:30 p.m.
Dinner - 7:30 p.m.

Ticket Price
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Tickets are available in Room 400
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LETTERS

Al Trigueiro, President
SFPOA

Dear Al:

I want to thank you and the membership of the SFPOA for their help and endorsement during my recent Senate Campaign. I could not have achieved such an overwhelming victory without the help and support of your membership.

Peace and friendship,

John Burton
Assemblyman
12th Assembly District

SFPOA
Community Service Fund
510 7th Street
San Francisco, CA 94103

Dear Friends:

On behalf of the guests, staff, and volunteers here at St. Anthony Foundation, thank you for your gift of \$500.00 to our Foundation, which was forwarded to us by Washington Square Bar and Grill from the proceeds of their Penny Pitch. Your support provides vitally needed basic services. This gift is tax deductible, to the extent of the law, since you did not receive any goods or services in exchange for this donation.

When St. Anthony's opened its doors 45 years ago, our founder, Fr. Alfred Boeddeker, established a simple practice of providing basic services for people with no questions and no sermons. He recognized how difficult it is for people to receive free services and how vulnerable people are when they are in need. Recently, a former guest in our women's shelter reminded us of the profound impact this practice has on our guests. "I came to St. Anthony's several years ago, when one of your staff asked me if I needed assistance, my head said no, but my mouth said yes. I was unemployed and lost my housing. I had to put my trust in St. Anthony's. I stayed in your shelter and your employment program helped me find work and get back on my feet. I am now employed. I am grateful my work allows me to help other homeless women get back on their feet."

As we move into this new year of

possibilities, may our Franciscan tradition of respect and dignity be a source of inspiration for our nation and community in finding real solutions to poverty and homelessness.

Gratefully,
Jeanne Zarka Brooks
Executive Director

Tom Flippin, Editor
SFPOA Notebook

Editor:
An open letter to Sgt. Mike Slade

I read your response to John Sterling's criticism of Da Mayor's/ Muni Transit Unit proposal on how to combat crime on the Muni Railway. I disagree with John's disdain of this proposal, before even giving it a chance. But, to infer that John is a coward because of his disagreement of the Muni program is nonsense.

I've known John for many years, and believe me, he's not a coward - far from it! I don't think a coward would work the streets of the Potrero.

John criticized an idea, which is his prerogative; but to personally attack him (John) is out of line. It doesn't seem right to me.

Your final comment in "Do Diapers Come With the Whine" was another cheap shot that had nothing to do with the Transit/ Crime proposal.

You're taking the criticism too personally. Take John's advice - "lighten up." Occasionally, even John may be right.

Sincerely,
Frank "Cic" Williams

Al Trigueiro, President
SFPOA

Dear Al,

Each of us at Sacred Heart Parish and Elementary School ...Fr. Ken Westray, the Pastor, Eileen Murphy, the Principal, all the Teachers and Parishioners, and myself, Br. Jack Graham, S.J. want to thank you for your loyalty and generosity in support of our annual fund raising dinner and petitions to help our needy Families who wish to send their children to a school which has both high quality Scholarly and Ethical standards.

Each of you is in our prayers that the Good Lord will bless each of you with His Choicest Graces this Holiday Season. Your Love and Generosity will bears a rich harvest.

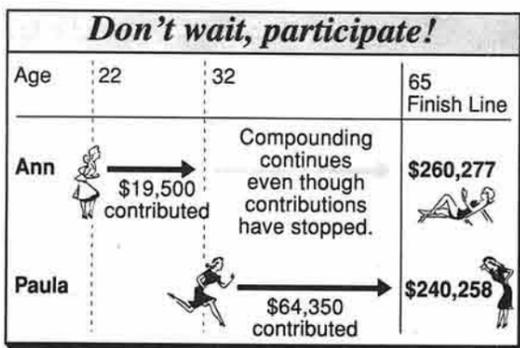
Peace and Love
Always,
Br. Jack Graham S.J.

COMPOUNDING: HOW YOUR MONEY CAN MAKE MONEY FOR YOU

by Gary A. Bozin, ITT Hartford Representative

Is it harder and harder to earn — and keep — a dollar? Compounding can help your money work harder for you.

How does compounding work? Let's look at the Wilson twins. Ann starts contributing to her Deferred Compensation Plan at age 22. Each pay period she puts \$75 in her account for 10 years — a total of \$19,500. She stops contributing at age 32. Assuming Ann's investments earn an annual effective return of 7%, compounded daily, her account balance will be \$260,277 when Ann turns 65.



Waiting can cost you! Paula, however, waits 10 years until she is 32 to begin contributing. Each pay period Paula contributes \$75 dollars for 33 years — a total of \$64,350. At 65, she retires. Although Paula contributed \$45,000 more than Ann, her account balance at retirement will actually be less than Ann's. If she also earns a 7% return, her balance will be \$240,258.

Your Deferred Compensation Plan can help. Let your ITT Hartford Representative explain the power of compounding and how your DCP can put compounding to work for you. Just call 1-800-452-6708 or 415-995-3232.

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

The deferred compensation program is available under a group variable annuity contract issued by Hartford Life Insurance Company and underwritten by Hartford Equity Sales Company, Inc., and, where approved, Hartford Securities Distribution Company, Inc. This presentation must be preceded or accompanied by a currently effective prospectus.

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SPORTS



The Loon's Nest Report

by Ed Garcia, Co. E

Tom O'Connor Is 1996 Spring Champion

Sonoma Golf Club, April 16th, 1996, 0730 hrs., Loon's Nest club president Ed Garcia and tournament director Glenn Mar were standing on the driving range, looking at the skies. Dark clouds were tightly packed overhead, swirling winds and unstable temperatures. Rain had fallen over Sonoma County for three hours that morning and predictions were for



Victorious Loons: Radanovich, Williams, Miranda, Morris, O'Connor, Bronfeld, Yee and Coates.

more rain. The decision was made to start the tournament as scheduled, as 59 Loons and guests were arriving for the 7th addition of the L.N.G.C. Spring Championship. Examining the course, we found it in excellent condition, as the fairways and greens had been cut the day before and there was no standing water. We just had to pray we did not get soaked as we did at Adobe Creek earlier in the season.

After the front side was finished, two players made the turn in the lead. Former club champion's Mike Yee and Mike Renteria both carded even 40's. Tom O'Connor and John Wyman, both of Co. K, posted 41's. On the back side, Mike Yee picked up a birdie on the 16th hole, but had faltered and posted a double bogie on the par 5 13th hole. Renteria and Yee both posted 41's on the back side, while O'Connor picked up a stroke by posting a 40. This left the three players in a tie at 81. Breaking the tie by matching scores from hole number one, O'Connor was declared the champion, with Renteria taking second place and Mike Yee picking up third place.

In First Flight Low Net there was a real battle between Charlie Coates

of the Police Range and new Loon Mike Radanovich. Coates started the day with a front side gross score of 42, four strokes ahead of Radanovich, who posted a 46. Coates finished the back with a 44, giving him a gross 86 and net score of 69. Coates looked like a sure winner with other players still on the course, but Radanovich was ready to charge on the back side. Radanovich had five pars on the back side and finished the back with a fine 39, a gross total of 85 and a net 70. This left Coates with a one stroke victory and 1st place. Radanovich took second low net and Perry Morris from juvenile took third with a net 74.

In Second Flight Low Gross action, it was a battle between members of Ingleside Station. Ed Del Carlo and Al Miranda. Del Carlo had a one stroke advantage over Miranda at the turn. Miranda evened things up on the back

and the two players finished with matching 93's. The tie breaker went to Del Carlo and second place to Miranda. A returning veteran Loon of many years made his comeback, as Mark McDonough of T.T.F. fired a 94 to take third place low gross in the flight. Mark is a former two-man Loon's champ and it was a pleasure to see him back on the links.

Second Flight Low Net was a tie, which had to be broken by matching cards. Jere Williams of Juvenile and Lou Bronfeld of Burglary had matching net 74's. Brother Williams has taken home several Loon's trophies over the years, but this was "Sweet Lou's" first trip to victory lane. Bob Voeth of Sonoma County took third place with a net 75. Voeth has been a continual trophy winning machine for several months and shows no indications of slowing down his pace.

The two "closest to the hole" winners were Mike Yee of Fry's Golf Shop and John Wyman of Co. K. John and Mike split the big side pot and also took home dozens of balls as prizes. Tom O'Connor added to his great day by winning the long drive contest. Tom unleashed a 278 yard drive into a strong cross wind.

Fifth Annual San Francisco Police Officers' Association Golf Tournament

Monday, July 15, 1996
Lake Course • Olympic Club

Benefiting Community Service Scholarship Fund

Two Hole-In-One Prizes:
*\$10,000 Cash

*Custom Made Golf Clubs



This years' tournament will be limited to the first 144 applicants. The \$175 fee (\$150 for SFPD Peace Officers, active & retired) 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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To Benefit Community Services Scholarship Fund

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Low Gross Scores Flight One

Loss Gross Scores Flight Two

O'Connor	81	Lorin, P.	91
Renteria	81	Anzore	91
Yee	81	Smith	91
Carpenter	82	Landini	92
Landi	83	Hamilton	92
Pearson	84	Siebert	92
Radanovich	85	Spranger	94
Coates	86	Mar	95
Lorin, B.	86	Eterovich	96
Lorin, G.	86	Fee	98
Garcia	88	Davis	101
Morris	88	Johnson, M.	102
Wyman	90	Balma	106

Del Carlo	93	Etechveste	105
Miranda	93	Sullivan	106
McDonough	94	Parry	108
Voeth	94	Parashis	108
Wong	97	Ballard	109
Johnson, K.	98	Ziegler	109
Williams	99	Bronfeld	110
Chang	100	Calrk	111
Brown	100	Diodoti	112
Lum	102	Lannign	112
Berti	104	Cleary	120
Roualdes	104	Barber	120
Senkir	105	Gogol	135
Curran	105		

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SPORTS



1996 SFPD Softball League

Softball Playoff Races Tightening Up

by "Nick at Night" Shihadeh

Playoffs are just around the corner in department softball with close races in both the A Division and B Division. The regular season has come to an end and all that remain are make-up games. These games are very important to many teams either trying to hold on to their playoff position or jump into one.

The A Division pretty much has five teams battling for four playoff spots with the sixth place Inspector/Narcotics club (1-win, 6-losses) calling it quits and folding for the year. Despite the enthusiastic play of the likes of Rick Parry, Dom Celaya, Jerry Williams, and Rich Dalton, Inspector/Narcotics were being dominated by everyone else and couldn't pull themselves out of the cellar.

Holding onto first place is the Tactical Squad who have won five in-a-row after losing the first game of the season. With the help of Dave Seid-"Less Grapes" and Ed "I'm In Charge" Callejas, Tac hopes to stay on top. The Paramedics/ATF team is only percentage points behind with a 6-win, 2-loss record. Thinking that they were going to run away with the division, the Medics ran into a two game losing streak when starting pitcher Bob Navarro was injured. With Navarro returning after a short respite and thanks to clutch hitting by Dan Heenan (ATF), the Medics rebounded nicely with a three game winning streak.

Mission #1 is staying competitive with a 3-win, 3-loss record. veteran pitcher Mike Flynn — "Stone" is the backbone of this team that came up a little bit short of winning it all in the '95 season. Other standouts include the shortstop/second base combo of

Gary "Golden Boy" Lorin and Eddy "Muscle Shirt" Yu, as well as outfielder Mike "Bugsy" Moran. These guys are tired of playing middle-of-the pack softball and would like to make another run at the championship

The Bulldogs out of Northern Station just can't seem to get it together this season considering they are the defending champs. They've been getting consistent play from another shortstop/second base combo, Steve "Hoover" Roche and Ben "Hansi" Vigil, but at 3 and 4 are barely hanging on to the fourth and final playoff spot. Maybe a spark from newcomers Rob "Otter" O'Sullivan and Scott Warnke can light a fire under this team so they may capture last year's form.

Finally in fifth place just a half a game behind the Dogs is Ingleside Station. They have a tough make-up schedule ahead against Tac and the Medics and pretty much have to win them both to have a chance at post season play. Al Miranda is a pitcher sporting one of the best arcs in the league, but he will be looking for help in these games from guys such as infielders Eddy "D" Del Carlo and Mike Gonzales as well as outfielder Dave Maron. It will be interesting to see if Ingleside can pull it off and somehow turn their season around.

As far as the playoff picture in the B Division is concerned, the top four teams are basically locked in for their respective runs at the championship. They include Southern Station, SF Airport, Muni/Taraval (all at 6-wins, 1-loss), and the 5 and 2 Park Islanders. The remaining six ball clubs will have to fight it out for the last two spots.

Southern would like to get back to the championship game after losing

in last year's affair, and have some wily veterans to complement the very good young talent that they have. These vets are Lee Dahlberg, Steve Bosshard, Carlos "The Rooster" Recinos, and of course outfield great Ross "My Daughter's A Niner Cheerleader" Laflin. Airport is right there with them as coach Nick Allen is guiding his club high above the clouds. The key players doing the job all season long are Pat Lynch and "Big John" Scully.

The dark horse team of the B Division is Muni/Taraval who have won six straight after losing their first game. Besides having a rookie sensation who does it all named Kevin Rector, Muni/Taraval is also getting fabulous play from Joe Cognac. Shawn Walleye, and Al "POA Prez" Trigueiro.

The Islanders seem to have the same strong team every year, but they never are able to get over the hump and win themselves a championship. Layne "Boss Hog" Amiot, Mike "Mickey" Morley, Walt "Don't Call Me Wally" Cuddy, and Mike "Sea Bass" Siebert are just some of the very fine players on this club. They will definitely have to look deep inside themselves and see if they have what it takes to become proven winners.

Middle-of-the-pack teams in the division include SF CHP, Daly City, and Richmond/Central who at 3-wins and 4-losses might have the right stuff to make a run at it. The "right stuff" is referring to the young talent that is abundant on the squad—there's shortstop Jake Fagan, first baseman Pat Barrett, and of course there's out field sensation Mike Alexander. With a little luck, Rich-

mond/Central will make the playoffs and show the department who they are.

Bringing up the bottom of the division are the Potrero Pitbulls, Northern Mids, and Mission/TTF (Chihuahuas). It's the Northern team that has been the biggest disappointment of the league. Once a top contender year in and year out, they are just cellar dwellers at this time. The Northern Mids team has to be admired though as they still go out and do the best that they can. Regular players include Tony "Wheels" Manfreda, Steve "Crazy Legs" Caniglia, Brian "Barry Bonds" Boyd, and of course there's Dave "Cup of Coffee and a Cigarette" Pollitt...The season continues...

SOFTBALL NOTES: Get well wishes go out to two fine members of the SFPD Softball League. This would be Joe Allegro and Herman Digs. Everyone is hoping for a very speedy recovery for both of you.

On a lighter note is the congratulations to Nick "Smoggy" Shihadeh and his lovely wife Jaime on the birth of their new son on May 6th. His name is Nicholas Shawki Shihadeh at 7 lbs. 11 ounces and 20" inches long. "Someguy" Shihadeh helped celebrate his wonderful new arrival the next day by slamming a 2-run homer to help the Bulldogs defeat Inspectors/Narcotics 17-16 in a come-from-behind victory.

Final softball note is the announcement of the 1996 Softball Banquet to take place on Tues. June 18th at City Forest Lodge on Laguna Honda. This will be a stellar affair and everyone is encouraged to attend.

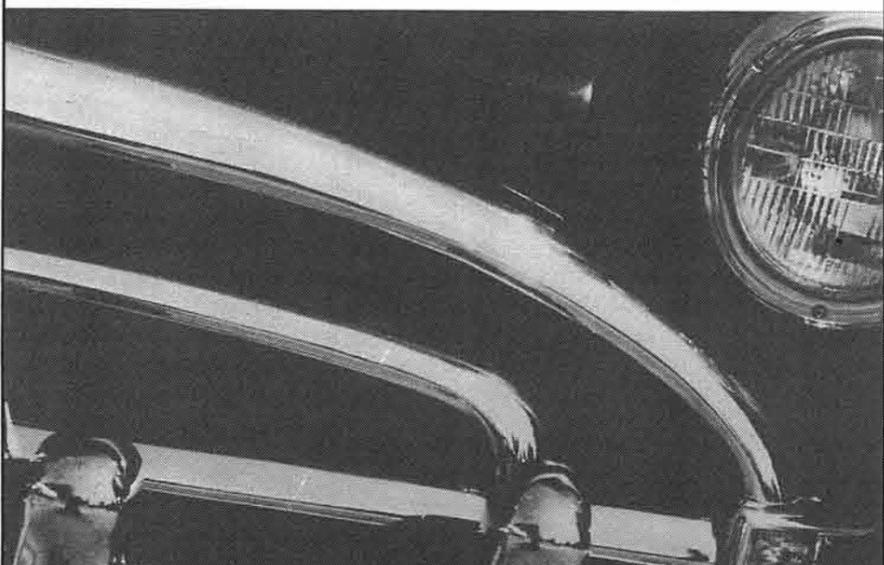
A Division Standings:

Team	Wins	Losses	GB	Pct.
Tactical Squad	5	1		.833
Paramedics/ATF	6	2		.750
Mission #1	3	3	2	.500
Northern Bulldogs	3	4	2 1/2	.429
Ingleside Station	3	5	3	.375
Inspectors/Narcotics	1	6	4 1/2	.143

B Division Standings:

Team	Wins	Losses	GB	Pct.
Southern Station	6	1		.857
SF Airport	6	1		.857
Muni/Taraval	6	1		.857
Park Islanders	5	2	1	.714
SF CHP	3	3	2 1/2	.500
Richmond/Central	3	4	3	.429
Daly City PD	2	5	4	.286
Potrero Pitbulls	1	5	4 1/2	.167
Northern Mids	1	5	4 1/2	.167
Mission/TTF Chihuahuas	0	6	5 1/2	.000

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The Spectator

by Dennis Bianchi

The Return of Perez

After a five-year hiatus, dedicated to being the best Sergeant he could be, Lou Perez is returning to the fields of competitive triathlon, distance running and swimming. For those of you who have seen Lou compete in the past you **know** he will be bringing home gold medal after gold medal, although he claims that he feels to be a year away from "gold-medal shape." Lou will truly be something to behold if he continues to train at his current level. He lowered his body fat to 6.3%, recently broke the SF Police Academy record for the mile-and-a-half at 8:16, and raced in the April Showers 10K Run and won his age group with a time of 35:57 (that is an average speed of 5:47/mile!). How does Lou do it? Simple. Hard work. Every week he swims 10,000 yards, cycles 160 miles and runs 35 miles.

Lou said he found the inspiration to get back to competition when his father died five months ago. I could identify with that sentiment. As Lou said, it was his father who gave him half of the genes that have allowed him to be so physically successful. Listening to Lou talk about how he wanted to do well to honor his father's memory had me recalling my own intention to do well for my father's memory. Well, I tried but Lou has definitely succeeded and will continue to do so. This year at the California Police Summer Games, held in Long Beach, Lou has entered the Triathlon, the marathon, the open water swim and numerous other track and field events. If you are planning on attending the Games I strongly recommend you find time to watch at least one of his events. I have run on the same course while he was running and I have watched him from the stands. He reminds me

of the great Cuban runner from the 1970s, Alberto Juantorena, better known as "El Caballo." Both men are truly like proud, powerful, spirited horses who just can't get to the finish line fast enough. Good luck, Lou.

Boston Update

No doubt one of the competitors from the Boston Marathon will write a more complete article, recounting his experience, but in case you were interested all three SFPD members, Mike Hebel, John Newlin and Steve Tittel completed the historic run, and it really doesn't matter what their times were. This year was the 100-year anniversary of this hallowed marathon. The race usually attracts 6,000 to 10,000 runners, most of whom qualify. Because of the importance of this special running, an estimated 40,000 runners participated. Steve Tittel came back to work so completely pumped up that he had me thinking I could get out and try a marathon again. Well, sanity has sneaked into my tiny brain and tempered my goal but Steve has me attempting to get into better shape and to try a race again soon.

Unless you have trained for and attempted a marathon it is hard to understand the feeling of accomplishment, of downright elation that visits you as you cross the finish line. The Boston Marathon is always magic, but this year the spell was still working on Steve, days later, as he related to me how happy he was, how eager he was to get started again and how he will train smarter as well as harder to improve his time. I felt a twinge of jealousy listening to him go on but the truth is, I felt a great deal of respect and happiness for all three of the competitors. Congratulations Mike, John and Steve, and a special thanks to Steve for in inspiration.

Well, it's time for me to Go Do It. Hope to see you out there.

BOSTON MARATHON 100th Running



Steve Tittel, Mike Hebel and John Newlin received their gold & blue medals for successfully completing the 100th running of the Boston Marathon on April 15. This celebration run of the world's oldest, continually run foot race found 40,000 participants on the 2 lane road from historic Hopkinton to downtown Boston. While neither Steve, Mike nor John placed within the first 100, they are truly winners for running in this 26.2 mile event. Steve is preparing for the London marathon in 1998, John for the Athens marathon in 2000, and Mike for the 125th Boston marathon in 2021.



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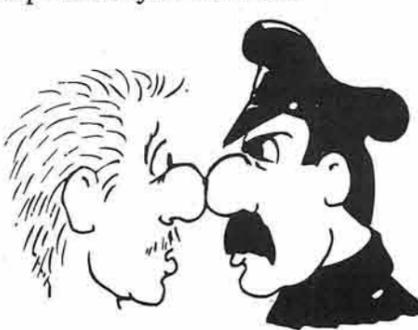
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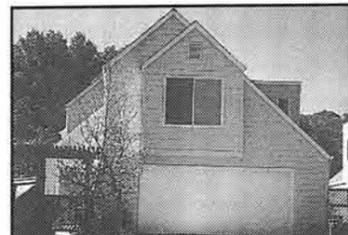
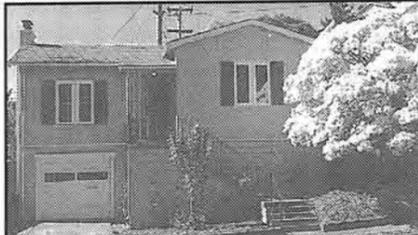
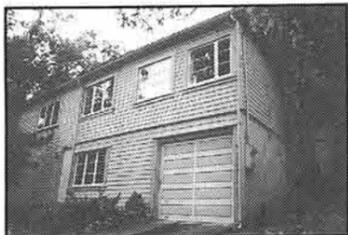
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SPORTS



Mission High Inducts 11 Athletes At 1996 Hall-Of-Fame Ceremonies

Eleven former Mission High School athletes were inducted into the Mission High School Athletic Hall-of-Fame on Friday, May 3, 1996.

The 1996 Mission High School Athletic Hall-of-Fame honorees are: (Current residence is in parenthesis. * — denotes deceased).

BOB BARBI — 1936-1938. Baseball, Basketball (Millbrae, CA)

JOHN CAVALLI — 1939-1941. Baseball (Sonoma, CA)

WILLIAM "Bill" DIFU — 1935-1938. Baseball, Basketball, Track (San Jose, CA)

PHILDOUGHERTY — 1931-1934. Football (San Jose, CA)

ALANGALLAGHER — 1960-1963. Baseball (Bend, Oregon)

AL GIOVANETTI — 1935-1937. Basketball, Baseball (SF, CA)

DICKGREENBERG — 1947-1950. Basketball, Baseball (SF, CA)

* JOHN HERNANDEZ — 1938-1940. Baseball

* JOHNNY SWANSON — 1931-1934. Football.

LARRY VAUGHN — 1929-1931. Football (SF, CA)

W.A. "Al" WOLFF — 1932-1935. Football, Track/Field (Los Gatos, CA)

John Cavalli ranks as one of the City's and Mission's outstanding baseball players during the pre-WWII years. He was a member of the 1940 championship team, playing third

base and was All-City first team in 1940 and 2nd All-City team in 1941 (had a back injury that season). He batted over .300 for Mission during those seasons.

Following his graduation he signed with the SF Seals and played for Salt Lake City and later semi-pro ball. During WW II he was in the Coast Guard stationed at Government Island, Alameda.

From 1944-1946 he played for the Pacific Coast League (SF Seals, Hollywood Stars, and San Diego Padres) and later played in Victoria (Far West League).

Cavalli returned to San Francisco and for the next 30 years was a member of the SFPD. He also organized a Big Brothers League, a baseball league for high school students who could not make their varsity teams and brought into baseball the first lady baseball managers (Thelma Williams, Lou Rosa, and Anita Fadee).

Cavalli retired from the SFPD in 1978 and now lives in Sonoma, relaxing and playing golf as well as having a part-time job conducting tours at the Sebastiani Vineyards. He and his wife Maj (also a Mission HS graduate) have been married for 54 years and are the parents of two grown sons, Robert and Steven, and four grandchildren, two boys and two girls.

TRAFFIC SAFETY DAY



VS

St. Louis Cardinals

Saturday, June 8

Game Time: 1:05 p.m.

Event Sponsored by Mitsubishi Motors

Proceeds From Tailgate Party Go To
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\$10.00 Cost

includes game and tailgate BBQ • Seats in Family Pavilion Section*

COME EARLY TO BROWSE DISPLAYS AND ENJOY OUR TAILGATE PARTY

TRAFFIC SAFETY DISPLAYS at Main Lot 10:30 to 12:15
TAILGATE PARTY at C Lot FOOD AND DRINKS 11:00 to 12:15

FOR YOUR TICKETS, CONTACT: Lt. Don Carlson, FOB

Tickets at SFPOA Office, 510 - 7th Street

Deadline Date For Payment Is May 29, 1996

After first 1,500 tickets sold
additional seating will be available in upper reserve sections.

If his name is Porky
What do you call her?

a. Really ugly
b. Mrs. Porky
c. Bess

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June 23rd-29th, 1996

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Long Beach Police Summer Games Office
1119 Queens Highway, Box 117
Long Beach, CA 90802-6389
(310) 570-1318 or 570-1319, Fax: (310) 570-1320

Law Enforcement Day At The A's 1996

Law enforcement agencies and the Oakland A's have once again teamed up for our day at the park. As usual, we will attempt to make this year's event bigger and better than last year.

The date set for **June 1, 1996, Saturday**, and the Oakland A's will be playing the New York Yankees.

We will again have the entire law enforcement pre-game show, which will include: motorcycle units, mounted units, honor guard unit and a police officer singing the National Anthem.

Our annual tailgate party will be put on by the Sports Assoc. of Alameda County Deputy Sheriff's and the Oakland Police Officers Assoc. You are welcome to join us for the normal cost of \$2.00 per person, which includes: hamburger or hot

dog, chops, soft drinks or beer. But if your association wants to hold their own, you can do that.

Ticket prices for the game will be as follows:

1st Deck: \$13.00 ticket for only \$11.00

2nd Deck: \$11.00 ticket for only \$9.00

So get your orders in as soon as possible, for the best seats.

For further, "Law Enforcement Day" information (tickets, tailgate party info or anything else about the event), please call me at the following listed numbers:

Lou Lozano
Alameda County Sheriff's Dept.
(W) (510) 667-3615
(0730-1600 hrs)

(H) (519) 733-5249

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ON THE STREET / Tom Flippin



Funny . . . But True

by Tom Flippin, Editor



So, here we have a couple of SF's finest. The two partners are riding a radio car...working the midnight shift in the Park District. We all know what the midnight tour can be like...long, slow hours of nothing much happening. It's so easy to relax and let things slide a little. But these two are good cops. They're alert and ready for whatever comes along. Lo and behold, along comes a car...going a little too fast perhaps...it's late, and maybe the driver isn't paying enough attention...he runs a red light! Our heroes (being the alert, wide-awake pair that they are) see the transgression. They could just ignore it. Remember, it's late...nobody around...the driver didn't really endanger anyone. But they know the right thing to do...after all, this guy will probably run another light and maybe hurt someone. So, they put the radio car in gear, turn on the emergency lights and pull the offender over: a classic Traffic Stop! These two are professionals...they know good procedure, and they use it: one officer approaches the car, the other covers from the radio car. The cover officer reads the car's plate and runs it...

"Hmm, a personalized plate...is this guy from Florida or something (at least, I think Orlando is in Florida)...a fancy new car...why is a guy from Florida with big bucks living in Suisun City?"

(Editor's Note: Suisun is a nice little town about halfway to Sacramento, right next to Fairfield...a nice place, but not a place where the rich people hang out.)

The other officer deals with the driver. He's very cooperative...he hands over his license and registration without any argument...but he does seem a little surprised when it becomes obvious that the officer is

going to issue him a citation. The cop takes the ID back to the radio car...the partners confer briefly.

"Hey, that name seems familiar!"
"Oh, really? It doesn't ring a bell with me."

"Yeah, I know that name from somewhere."

"What did the computer check show?"

"He's 10-32 all around...but I'm sure I've heard that name somewhere."

"Oh well, I'm gonna write the ticket and let him go."

"OK, go ahead...maybe I'll remember later."

The driver takes his citation without dispute. He still seems a little surprised about getting a ticket, but he goes quietly on his way. As the unhappy driver leaves, the cop behind the wheel of the radio car finally remembers where he has heard that name before. He can hear the announcer's voice coming over the loudspeaker...

"And now... coming to the plate... is...

Orlando-o-o... Cepedaaa!"

Our next item concerns a man that Gary Constantine, working in the Housing Unit, says is a shoo-in for the Dumb-Crook contest, although this dummy may be more of a dumb-and-desperate-type. Gary and his partner, Bob Leung, were in the Hunter's Point area when they saw a car make an illegal turn. They stopped it and found that the driver, a white guy from San Mateo, had a suspended license, a minor warrant and no good reason for being there. They knew, of course, that about the only excuse this dope really had to be up on Northridge was to buy some crack. They told him his car was going to be towed, let him know they knew why he was really there, and told him to leave the area. While they were waiting for the tow truck, they saw this fool walking into the projects toward a bunch of "suspected drug dealers." Realizing that this guy was pretty desperate, as well as pretty dumb, they followed him. They saw him with several known dealers, but he saw them too and walked away. They caught up with him easily...he kinda stood out in that area...and placed him under arrest for that warrant that they'd let slide before. During a custody search, Gary found that Mr. Dumb-and-Desperate had managed to make his purchase. They added "possession" to the charges.

Testimonial

Dinner in honor of

John E. Willett

Deputy Chief

Date:

Friday, June 14, 1996

Patio Español
2850 Alemany Blvd.,
S.F.

No Host Cocktails: 5:30 p.m.
Dinner: 7:00 p.m.
Dinner includes:
Choice of Entrees: Top Sirloin or Grilled Salmon
Salad, Pasta, Wine and Dessert
Cost: \$40.00 per person
(Includes Tax and Gratuity)



Ticket Information:

- Belinda Kerr, Inspectors Bureau 553-1484
- Mike Johnson, Homicide 553-1145
- Gene Powers, Auto 553-1930
- Jim Hennessy, Crime Prevention Unit 557-6756
- Charlie Coates, Range 587-2274
- Mary Petrie, Academy 695-6900
- Marita Spes, Inspectors Bureau 553-1485
- Kari Johnson 355-5561
- Fred Crisp, Central Station 553-1532
- Steve Gudelj, Spec. Invest. Division 553-9598
- Sandi Bargioni, Spec. Invest. Division 553-9140
- Rich Cairns, Northern Station 553-1563
- Willis Garriott, Traffic Division 553-1245

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