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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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— Photo by Peter Thoshinsky © 1996

Mayor Proposes to Reform Labor Relations Statute

by Chris Cunnie

Willie Brown has decided to sponsor a charter amendment based on the November 1996 ballot which would provide for full collective bargaining with interest arbitration as the alternative to strikes in labor negotiations with city employee unions.

The reform measure would standardize the city's labor relations processes in a manner beneficial to both the city and its employees. Under the current system, the city's labor relations are governed by a series of charter provisions which place unreasonable limitations on what matters are subject to negotiations and on the revenues available to pay for improvements that are negotiated.

For example, under none of the existing charter provisions are retirement benefits negotiable. As a result, the only city employees who have been able to obtain improvements in retirement benefits in the last 20 years have been those who have left the city retirement system and transferred to CAL PERS. The inability to negotiate retirement benefits has been particularly troublesome to the POA as it has been prevented from improving the grossly inadequate retirement benefits of its 1,600 Tier Two members.

As the chart on page 8 shows, under the current charter formula, a retired Tier Two San Francisco police officer with a service retirement would

be receiving (after 10 years) 49% less per month than a retired San Jose or Santa Clara officer; 38% less per month than a retired Vallejo officer; and 26% less per month than a retired Oakland officer.

The city doesn't do well under the current system either. Because the city retirement system pays lower benefits to its retired employees than do other retirements systems in the state, the city system has accumulated assets that exceed, by approximately \$1 billion, what is needed to match all of its current liabilities of active employees, retirees and other beneficiaries. As the city retirement system's coffers bulge, the city's general fund dollars diminish. Yet, in negotiations with city employee unions, the city must pay all salary and benefit increases to city employees out of its general fund.

The retirement system is entirely insulated from the process. This is the case, even though more and more unions are negotiating additional benefits from the city to make up for inadequate retirement benefits. For example, the Transport Workers Union negotiates contributions from the city's general fund to the union's trust fund. The amount to be contributed to the trust fund is measured by determining the difference between the retirement benefits provided to transport workers elsewhere, and the lesser benefits provided by

(See REFORM, Page 8)

Get Your Facts Straight!

by Al Trigueiro, SFPOA President

In my last Notebook article, Nutt'n Time, it was pointed out that as a Union we will need to pull together in order to be successful in putting together a complete economic package that will meet our contractual needs. This includes a ballot measure in November which will allow us to bargain over retirement benefits and issues.

There are individuals amongst us who would like to see nothing better than our yet-to-be signed contract scuttled. Once again unsigned fliers are appearing, casting doubt on a contract that is still being developed.

Negotiations thus far are going smoothly and the membership will

have a complete contract to scrutinize and vote on soon. Members of the Negotiating/Steering committee are working hard to get this accomplished and they, along with our Board of Directors, have faith that the membership, once it sees and understands the complete contractual package, will agree that it was worth the wait.

As you know Mayor Brown, who we are dealing with directly on the economics of the contract, realizes and has commented that our membership is doing an outstanding job. Keep up the good work and remember don't be fooled by detractors who act out for selfish motives and **not** for the best interest of the membership.

POA Executive Board Praises Mayor's Proposal

by Al Trigueiro

The POA Executive Board was elated when it learned that Mayor Willie Brown would sponsor and lead a campaign to pass a charter amendment which will be on the November 1996 ballot. Mayor Brown's proposal would standardize the city's inconsistent and inadequate labor relations procedures in a manner that would fully implement collective bargaining for City employees for the first time. Our Board welcomes the reform. The measure will enable us to better represent our members and, as explained in Vice President Chris Cunnie's article, the City will benefit as well.

Collective bargaining involves the duty of an employer to negotiate in good faith with unions on behalf of the employees they represent. Its statutory basis in the private sector is the National Labor Relations Act. The public employee statute govern-

ing labor relations for city employees in California is the Meyers-Milias-Brown Act. Although under this state statute wages, hours, benefits and all other terms and conditions of employment are supposed to be negotiable, that has never been the case in San Francisco.

Despite the fact that the Meyers-Milias-Brown Act was enacted in 1968, the City has consistently resisted its application to labor relations involving city employees, contending the city charter exempts certain fundamental matters from the scope of negotiation. Nonetheless, the City has gradually been forced to negotiate with city employee unions over various matters — sometimes by voters and other times by the courts. Still, it refuses to negotiate with city employee unions, including the POA, over such fundamental matters as retirement benefits and

(See PROPOSAL, Page 6)

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Widows and Orphans Aid Association

The regular monthly meeting of The Widows & Orphans Aid Association was called to order by pres. M. Sullivan at 2:07 pm, Wednesday, May 15, 1996 in Conference Room, Ingleside Station.

Roll Call of Officers: All present with other members R. Crosat & M. Duffy.

Minutes of Last Meeting: Approved as presented and corrected to membership, in writing.

Suspensions: Six members stricken from rolls — delinquent for a period exceeding six months.

Communications: Donation received from Dorothy Martinez.

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

Treas. Parenti reported the following death: RAY KRUTT: Born in New York City in 1928, Ray was operating his own garage and repair shop before joining the Department in 1959 at age 31. From the Academy he went to Park for a year, Potrero for 12 years, then to Ingleside for 3 years, back to Potrero for 3 years. Assigned to Taraval, Ray stayed there for four years, then to Ingleside for a year before going to Parking & Traffic where he remained until his retirement in 1982 on disability at age 54. During all this time, Ray was entertaining as master of ceremonies at retirement and promotional dinners. He was awarded the following: 1962, arrest of armed suspect who had just robbed a tavern. Ray was a young 68 at the time of his death.

Report of Trustees: As the Trust-

ees and Officers are meeting with the bank for a night meeting on Friday, May 31, the bank will give a full report on the Portfolio. Pres. Sullivan brought up the thought of our investment in tobacco stock, which will be discussed at this meeting. Portfolio was down slightly due to the Bond market.

Unfinished Business: Treasurer and Secretary discussed the result of Erisa with the accountant wanting more and more confirmation of membership. Tons of filing, so suggestion was made by the members that someone be hired to assist in this matter.

New Business: (Erisa one more) Motion McKee, 2nd Jeffery to amend Art VIII, Sec. 6. New Sec. 6A "The Trustees, with the assistance of elected officers be made the Fiduciaries of the Trust Account". Approved, 1st reading.

Good of the Association: Pres. set next regular meeting for 2:00 pm, Wednesday, June 19, 1996 in Conference Room, Ingleside Station.

Adjournment: There being no further business to come before the membership, the meeting was adjourned at 2:45 pm in memory of Brother Ray Krutt.

Fraternally,
Bob McKee, Secretary

Reminder to Members on Payroll: If you go on leave there is no money being paid into Widows & Orphans, so when you return or leave the Department, you will be notified of the amount that is owed for the balance year.



Police-Fire Post #456 News

by Greg Corrales

"This empire has been acquired by men who knew their duty and had the courage to do it, who in the hour of conflict had the fear of dishonor always present to them, and who, if ever they failed in an enterprise, would not allow their virtues to be lost to their country, but freely gave their lives to her as the fairest offering which they could present at her feast."

Pericles

Funeral oration for the Athenian dead, 431 B.C.

Over 50 years after the end of WWII, seven heroes of that war are in line to be awarded the Medal of Honor, our country's top military decoration. Their names have been sent by the Pentagon to President Clinton, who "believes these are honors that should have been bestowed a long time ago," said deputy White House press secretary Ginny Terzano in a statement.

Approximately 1.2 million black Americans served in WWII, yet none received the Medal of Honor. A team of historians reviewed the nation's archives and interviewed veterans to find why none of the 432 Medals of Honor given to WWII servicemen were

received by blacks. The combat records of the seven nominees met the standards of a special Army Senior Officer Awards Board. The 272-page study found no evidence that any black soldier in WWII was ever nominated for the Medal of Honor, although commanders, comrades and archival records indicate that at least four of the seven nominees had been recommended. The study's authors stated that the political climate and common Army practices during the war guaranteed that no black soldier would ever receive the military's top award.

The nominees are 1st Lt. Vernon Baker, 76, a platoon leader who won the Distinguished Service Cross (America's second-highest decoration) while fighting in Italy, 1st Lt. Charles Thomas, who won the Distinguished Service Cross for heroism in combat in France (He died in 1980), Private George Watson, who drowned while rescuing others when his ship was sunk near New Guinea, on 8 March, 1943, Staff Sergeant Edward Carter, who won the Distinguished Service Cross for his actions in combat in Germany (He died in 1962), 1st Lt. John Fox, an artillery observer who was killed in action in Italy and was posthumously awarded the Distinguished Service Cross, Pfc Willy James, who was killed in action in France and was posthumously awarded the Silver Star.

Baker said he's happy about the recognition but "very, very sorry" the other six aren't alive. "It's been late,

(See POST, Page 14)

San Francisco Veteran Police Officers' Assn.

"Keep in touch"

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

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

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

The San Francisco Police Officers' Association

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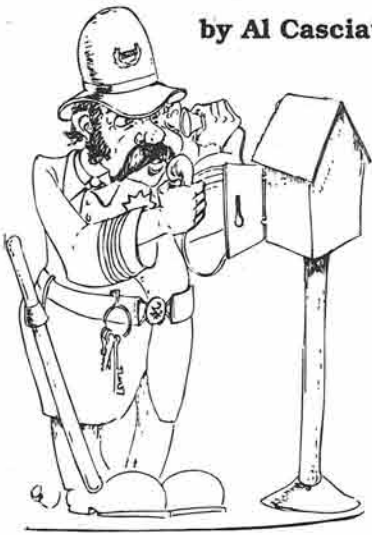
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Around The Department

by Al Casciato



...Family Day...

The Family Day Picnic which was held Sunday, June 2nd, at the Lake Merced Range was a huge success. Definitely a great day, with lots of activities for children, especially the li'l ones. Next year's picnic will definitely need to be held at a larger facility — plan on the area surrounding Hunters Point Building 606 if Tactical has moved in by then...

...Traffic Safety Day...

Traffic Safety Day was held Saturday, June 8th, at Candlestick Park (3COM - OK!). Giants VP **Jorge Costa** and FOB's **Lt. Don Carlson** coordinated the event. Watch for future Safety Days — remember, all Safety Days include tailgate party, displays and admission to game for only \$10.00...

...Births...

Co K solo, **James McKeever**, and Muni Railway's **Chandra Johnson** celebrated the birth of their first daughter, **Ebony Simone**, 7 lbs. 6 1/2 oz., 19 1/2 inches, on May 18, 1996 at 0103 hours.

On February 5th, 1996, at 1501 hours, **Sean Charles Russell**, 8 lbs. 8 oz., 21 1/2 inches, was born to **Casey and Candy Russell**. Sean is the first grandson of Co K's **Dennis and Tarel Russell** and the great grandchild of retired **Lt. Charles Thollander**.

Steve and Julie Tittel, Juvenile Bureau, proudly announce the birth of their second child — **Colin Thomas**, 7 lbs. 4 oz., 19 inches, arrived Saturday, June 8, 1996 at 1214 hrs. Big Sister **Kelby Louise**, 5 1/2 years is very excited and helping mom and dad with all the chores.

Michael and Letty Serujo joyfully announce the birth of their first child, **Anthony**, 7 lbs. 12 oz., 21 inches, who was born June 17 at 1130 hours. Lil one is "very active."

Congrats and best wishes for the future.

...Wedding Bells...

Ingleside's **Benjamin L. Staphancic** married his high school sweetheart, **Sandy**, on June 8th, 1996, at the Swedenborgian Church in SF's Pacific Heights. Congratulations to the happy couple. They have our best wishes for lifelong happiness...

...Anniversaries...

Retired **Captain Tom Dempsey** and his bride, **Dorothy**, celebrated their 50th wedding anniversary on May 30th, 1996. Five days prior, the Dempsey clan packed the Irish Cultural Center to celebrate the milestone.

Retired **Paramedic Gerry Gallagher**, one of three honorary members of the Retired Police Assn., celebrated 59 years of wedded bliss to his lovely Kay on June 12th.

The five children of retired **Sgt. Frank and Donna Panacci** are planning a big party for their parents' 50th Wedding Anniversary on June 21st, 1996. The party will be held at the Emerald Hills Country Club in Redwood City. Frank and Donna will cap off their wedding celebration with a September trip to Spain, Portugal and Italy.

We wish all of the happy couples many more years of happiness...

...Virginia Commonwealth...

Former Co D and TTF'er **Tom Murphy** has been hired as an Assistant Commonwealth's Attorney (DA for us) for the City of Virginia Beach, Virginia. Tom's police experience was a critical factor in his being hired; only eight out of 200 applicants were successful. Congrats to Tom and if you want to drop a card do so c/o Office of the Commonwealth Attorney, Municipal Center, City of Virginia Beach, VA, 23456...

...Genealogy Questions...

The **Reverend Thomas Reed** of the University of San Francisco is regarded as an expert in local genealogy, especially in that of SF City Employee families. Seems his keen interest was stimulated by his late father, retired **Captain John Alexander Reed**, who served 1913-1945, retiring from Taraval Station. So, if you're stumped on a genealogy question, give Father Reed a call at USF...

...Nevada Retirees Chapter...

The Nevada chapter of SFPD Retirees met May 12th at the Liberty Bell in Reno. They were visited by California retiree **Mario Lorenzo** and his wife, **Scottie**, of Cameron Park. If you are traveling to Northern Nevada, give **Ray Portue** (702-851-2721) or **Ross Spinner** (702-265-2721) a call for meeting schedule...

...Connoisseur...

During the mid-80's, when Academy's **Dave Tussey** jockeyed the Mission 2 car, with Fleet Management's **Phil Fleck**, their culinary habits were legendary — Gucci lunches and all. Well, Dave is still at it. Co D's **John Land** opened the June 5, 1996 Chronicle and found Dave pictured in the Food Section. Sitting at the counter (wearing Academy Staff uniform) was Dave, sampling the fare of Pasta Pomodoro, which received a 3-star review. Where was Phil? How did Dave get into the 1-car from the Academy? Is Dave the secret tester for the Food Section?...

...Star Recovered...

Years ago, an officer in a hurry to use the facilities at the old Mission Station, lost his star down the drain. A few weeks ago, demolition crews ripped out an underground pipe and out dropped the star. Our plumber friends sanitized the seven pointer

and returned it to a surprised owner. J.B. is happy to have his star back, but too embarrassed to have his full name used...

...Star Performers' Investment Club...

The 30 active and retired police officers participating in the investment club now have a portfolio exceeding \$30,000. Accomplishing this in 7 months, they are now looking for opportunities in the small cap market. Their solid core holdings (Coke, Merck, Disney, RPM, Intel and Calloway) have established a strong foundation. With a growing waiting list, **Mike Hebel** has announced the formation of a second club if there is sufficient interest. If you are interested in financial education, enjoyment and enrichment, call Mike at 861-0211.

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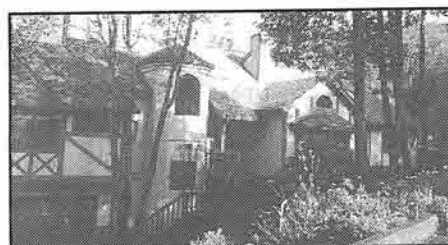
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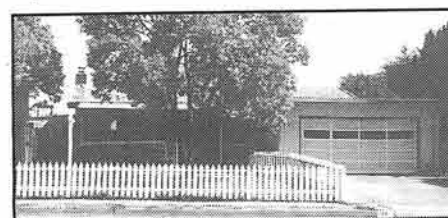


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Paul Schneider, Heidi Walker, Karen Murray, Al Trigueiro and Tom Vigo

Gino Marionetti Memorial Plaque For St. Luke's Hospital

by Inspector Tom Vigo, Robbery

On Sunday, May 19, 1996, the SFPOA presented a memorial plaque to the staff of St. Luke's Hospital to commemorate Gino Marionetti's many hours of volunteer work with newborn babies. Gino would hold and cuddle the babies and true to his athletic abilities, no errors were ever committed.

POA President Al Trigueiro pre-

sented the plaque to Debbie Nocero, who heads up the volunteer program at St. Luke's. Many of the nurses and other employees of St. Luke's were in attendance and all agreed that the inscription on the plaque accurately described Gino's work at the hospital. The plaque reads "He brought love to these children." Many stories were shared and it was not surprising that Gino had obviously won over the personnel of the hospital just as he had done in the SFPD.

It was most fitting that Gino's daughters, their husbands and Gino's grandchildren were in attendance to take part in this ceremony. Karen and John Murray were accompanied by their children: Gina, Jeffrey, Eric, Kyle and Ryan. Heidi and Scott Walker brought their daughters Nichole and Meghan. Everyone did a credible job on the refreshments.

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Retired Members Column

by Mike Sugrue



Retirement As An Event

Retirement as an event focuses on the actual point of separation from one's job. Viewed as an event, retirement is what occurs at the precise point the individual leaves the job and is defined by himself, his employer, and other as having retired.

This can be a difficult time for the retiring police officer. In police work, a strong camaraderie develops among officers. They liken themselves to the military, where survival depends upon teamwork. When an officer leaves the ranks, the loss is experienced by all concerned. Police officers have a love-hate relationship with their job. They find it difficult to stay beyond twenty-five or thirty years and even more difficult to leave.

To help the officer accept separation, certain rituals take place at the event of retirement. There is generally a retirement party which marks separation from police service. This is an interesting event, somewhat different from other occupations, where the officer's friends, family and co-workers all gather to honor the retiring officer. Talked about are past exploits and "roast" type humor, where the retiree is berated in a friendly way. The roast resembles locker room bantering that takes place at the station houses. The need for such humor is an indication that the retirement ceremony is not as happy an occasion as it appears.

Retirement gifts also help the officer face separation. Gifts are usually symbolic of law enforcement and of the particular department. Examples are plaques denoting final rank and years of service; a photograph of the officer's star, a plaque of some kind; a diploma-like certificate stating that the officer is retired; or an official letter from the Chief. One interesting gift usually is a baseball cap with the letter "R" on the front or the word "Retired" on it, signifying that the officer is retired.

The police retirement party is similar in structure to a wake. It is an event where police officers and their families gather together to say goodbye, hoping that a new life is waiting. Such ceremonies are important be-

cause they help people move through the process of retirement.

Other factors help the police officer define the event of separation. One is what is termed "the last day on the job." The last day of police work means several things must be done. First, the officer must clean out his locker. One officer proclaimed what it was like to clean out his locker on the last day: The final day was tough. In my locker I found things back from fifteen years ago that I had completely forgotten about. They brought back a lot of memories. I found old reports pictures of me and my first partner, notebooks with names and addresses that meant nothing to me now. It was tough.

Then the officer must turn in his uniforms and equipment. Turning in one's firearm and star is even more difficult. These two items represent the symbolic essence of being a police officer. One officer commented that losing his star was like losing part of his soul.

Police retirement is filled with symbols which represent the job and its traditions. The retirement party, the gifts, the locker room rhetoric, are all designed to ease transition into the future. One might ask why all the fanfare? A primary reason may be that the retired officer must be prepared to become a non-police person, a civilian. Involved is a loss of police power and cohesiveness, a feeling that one is no longer part of the police fraternity. A retired officer said: "I was off the job for about a month. I read the newspapers every day, seeing the guys getting involved in arrests. I wish I could be there with them. The other day some wise guy cut me off on the road. I felt helpless without my badge. I couldn't do anything. It was not a good feeling."

Thus, police officers lose more than a job, they lose a family ad close knit community. This separation is painful and well understood by other officers. That is why police transition activities are what they are; vehicles to ease the pain. The event of retirement is difficult for police officers.

Information was taken from the book *Police Retirement* by John M. Violanti.

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Retirement System Update

by Al Casciato,
Retirement Board President

Last month the Retirement Board reduced City FY 96-97 contributions to: 0% for Police Officers and Firefighters; 1.83% for Miscellaneous employees.

These rates will place City retirement contributions to the System at about \$20 million for the coming fiscal year. Those contributions will be in addition to approximately \$90 million of employee contributions, most of which are now paid by the City.

This article is to provide background information on the Board's action and to address two concerns that have been raised:

- How will the decrease in City contributions impact the overall funding of the Retirement System?
- For how long will the reduced contribution rates remain in place?

Retirement System Funding

Before approving the above changes in City contributions, the Retirement Board carefully reviewed the System's long-term funding needs. Based on the most recent asset and liability calculations, the System is now 109% funded; that is, the System's assets are about 9% (\$500 million) higher than what is needed to match all current liabilities for active employees, retirees and beneficiaries.

In making its decision on City contributions, the Board followed the usual practice when a pension plan is overfunded: use "surplus" assets to reduce future contributions. However, City contributions are being reduced, not on a dollar-for-dollar basis, but by amortizing the \$500 million over a 15-year period. This

approach — which is considerably more conservative than that used in the private sector — will reduce City contributions by approximately \$40 million per year for each of the next 15 years.

The Retirement System's total annual funding needs (in millions of dollars) are now as follows:

Total annual funding requirement	\$650
Funding from investment returns	\$500
Funding from employee contributions (mostly paid by the city)	\$90
Funding from amortization of \$500 million surplus (15 years)	\$40
Remaining funding—from City	\$20

For how long will this level of City contributions remain in place?

If all funding assumptions are met, this level of City contributions will remain in place for 15 years. Then, if no additional surplus assets materialize, City contributions will return to FY 95-96 levels (about 5% of salaries).

I hope this clarifies the Retirement System's funded position. Please contact the System staff if you would like further information.

This memo from SFERS President Al Casciato is based on the SFERS' actuarial interpretation of actual funding, current benefit levels and Charter limitations. The POA's independent estimate is that the level of excess assets exceeds \$1 billion. The ability to negotiate upgrades of benefits utilizing the excess monies requires a charter amendment. The November ballot will be critical to upgrading Tier II.

1996 Panama Canal Cruise Update

Msgr. Heaney Joins Cruise as Ship's Chaplain

by Jim Hennessy, TAC

Msgr. John Heaney has joined this year's Thanksgiving Panama Canal cruise aboard the beautiful Maasdam as the official ship's chaplain. Those of you wishing to attend worship services will be able to do so and have the added pleasure of our own police chaplain, Msgr. Heaney, presiding. In addition, we are looking forward to engaging this gregarious and charming individual in many shipboard conversations.

It has become a tradition to have members of our group seated in the same area of the dining room during second seating dinner. This provides the opportunity for table hopping, trading dining companions and a chance to catch up with each other's day. A few weeks ago I met with the maitre'd aboard the Statendam, sister ship to the Maasdam. He very graciously went over the configuration of the tables and designated the best tables for a group our size. I will be finalizing the seating arrangements approximately 70 days prior to sailing. Please be prepared to let me know who you would like to sit with, when I contact you.

As of May 12th our group had reached a total of 96 people. Many repeaters and many who will be celebrating significant events. One



Msgr. John P. Heaney

couple will be celebrating their second wedding anniversary, and several will be celebrating their upcoming and recent retirements from the SFPD. We'll all be able to wish them well, in our own way and hope that every day aboard the Maasdam will prove to be a celebration they will remember in times to come.

Due to the unprecedented response, we have reserved additional rooms. There are many fine rooms yet available for those of you who wish to join us. If you are interested, give me a call at either Time To Travel at (415) 421-3333 or at home in the evenings at (415) 242-1489.

Here's hoping that this is the best Thanksgiving cruise ever!

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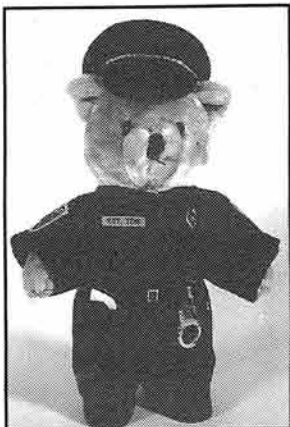
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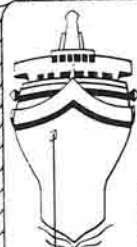
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Category & Cabin	Per Person, Double Occupancy	
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D Outside Double	4130	2354
E Outside Double	3980	2269
F Outside Double	3870	2206
G Outside Double	3765	2146
H Outside Double	3650	2081
I Inside Double	3650	2081
J Inside Double	3535	2015
K Inside Double	3415	1947
L Inside Double	3265	1861
M Inside Double	3155	1798

ITINERARY

Day	Port	Arrive	Depart
Early morning flight from San Francisco to New Orleans			
23 Nov.	New Orleans		5:00 p.m.
24	At Sea		
25	Playa Del Carmen	7:00 a.m.	7:30 a.m.
	Cozumel, Mexico	8:00 a.m.	3:30 p.m.
26	Grand Cayman	NOON	7:00 p.m.
27	At Sea		
28	Canal Transit	7:00 a.m.	4:00 p.m.
29	Cruise Golfo Dulce	10:00 a.m.	1:00 p.m.
30	At Sea		
1 Dec.	Puerto Quetzal/		
	Tikal, Guatemala	6:00 a.m.	7:00 p.m.
2	At Sea		
3	Acapulco	8:00 a.m.	
Flight from Acapulco to LA and connect to San Francisco			

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SFPD 1996 Summer Blood Drive

**Tuesday, July 2, 1996
1100 hours – 2000 hours**

**SFPOA Office
510 7th Street**

**Lunch & Refreshments will be provided
by the SFPOA**

Live Across America

by Tom Vigo

On Tuesday, July 2, 1996 the SFPD will conduct our annual Summer Blood Drive at 510 7th Street from 1100 hours until 2000 hours. Once again, the SFPOA will provide lunch and refreshment for those who attend.

Last year we were able to support retired Oakland PD Officer Larry Frederick as he rode from Crescent City to San Diego to raise blood. We raised 127 units at the POA Blood Drive alone. Larry was able to raise blood donations by 20% on his bicycle route through support just like ours.

This year Larry Frederick will ride from San Francisco to Washington D.C. in an effort to get one million Americans to pledge on million units

of blood. To support this goal, we have designated all of July's donations from our department to support Larry's dream. You can still request the donations to be credited to the SFPD but our monthly total will be forwarded to Larry for his final tally.

Larry's interest in raising blood donations stems from his own need for blood and his realization of the importance of having an ample blood supply on hand. In August 1982, Officer Larry Frederick was in critical condition after being struck by a hit-run driver while on a traffic stop. Initially his survival was doubtful. Although doctors saved his legs, he still walks with a limp and lives in constant pain. The recovery process used 100 units of blood. Thankfully the blood was on hand for Larry.

PROPOSAL

(Continued From Page 1)

the courts have not been helpful.

The POA's history with collective bargaining has been brief. In 1989 we were forced to recognize that the existing system had to be changed. A June 23, 1989 memo from the Coordinator of the Consent Decree, Kathleen Hurley, to Deputy Chief Casey contained a wage and benefit survey of police departments throughout the state. It showed that the SFPD had fallen to 91st in the state in compensating its police officers. Ms. Hurley was attempting to determine why so many minority and women officers, who had been recruited into the department, were leaving for other police departments. Her report to Chief Casey concluded with the statement: "I recommend that the Department take affirmative steps to explore ways in which San Francisco Police Officer benefits can be made more attractive and competitive with those from other jurisdictions"

At the time various San Francisco charter provisions prevented the POA from negotiating POST premiums, health coverage for dependents and other benefits that were generally provided police officers by most California cities. In an attempt to remedy the problem the POA joined with the firefighters union in leading a campaign for a collective bargaining charter amendment. The result was the passage of Proposition D in 1990,

which enabled us to negotiate our current contract, one generally regarded as having been the best in the City as well as the best POA contract in the state. In a sense it was. It provided for greater increases over the period it covered than any other public sector contract in California.

However, the increases were justified by the fact that we started out at approximately 91st in the state in wages and benefits. It is well known that San Francisco generally pays its other city employees substantially better than that. Those of us on the negotiating committee at the time recognized that while the contract was a good one, we would need another very good contract when it expired if we were to regain the position we held traditionally prior to the police strike in 1975: that being amongst the top paid police officers in the state rather than the lowest. We know that to do so, we will have to improve retirement benefits for our tier two members. The Mayor's charter amendment will allow us to do that. Mayor Brown has consistently supported collective bargaining as a legislator in Sacramento and has not backed off of that commitment to organized labor or the POA. His aggressive leadership on this very important public policy issue is refreshing and welcome. For this he deserves the support of all of our members as well of that of all other city employees and the unions that represent them.

\$ ADDED INCOME \$

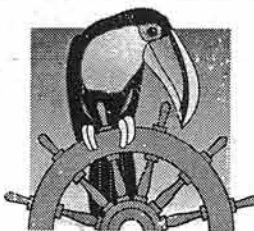
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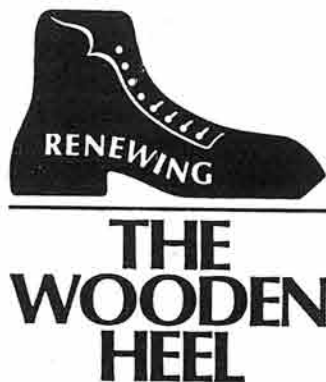
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THE MEMBERS SPEAK

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

Da Mayor and the O.C.C.

by Mike Keys

When the Mayor recently appointed a totally new command staff we knew that neither merit nor ability would have anything to do with his choices, like it or not, we can accept that because, as they say, that's politics. But now the mayor has gone too far. He is now interfering with the rights and due process for San Francisco police officers. When his police commission recently fired Director of O.C.C., Lance Bayer, he showed he is not interested in fairness and justice from O.C.C., but to use it as a political tool.

In writing this article my gripe is not with the O.C.C. I have no problem with O.C.C. doing their job as long as their decisions are based on facts and evidence when sustaining complaints against police officers. It is apparent that the Mayor is not satisfied with that.

The Mayor's Police Commission spokesperson, Pat Norman, said she liked Bayer a former district attorney, but he might not have been prepared to handle the high profile cases that confronted him. Reading between the lines, I guess that means Bayer recognized police officers under investigation do have rights and you need facts and evidence to sustain misconduct charges. Yet Norman says new director Mary Dunlap,

a civil rights lawyer, has a background that would serve her well in handling the variety of cases the O.C.C. was likely to investigate. What a coincidence! The agency that investigates complaints against police officers fires a former D.A. and hires a civil rights attorney. I think the move will create even more political pressure on O.C.C. investigators to sustain certain complaints, which in turn will create more animosity between the O.C.C. and police officers. It's too bad the Mayor felt compelled to cave in to cop haters.

Changing directors of the O.C.C. because one was thought to be too lenient with complaints against police officers and replacing that person with someone they feel will be tougher and sustain more complaints, is the second attack in recent months which reflects negatively on police officers of this department. Considering the level of morale and the shape the equipment is in you would think the Mayor's priority would be to improve the department, not create more problems. The Mayor must realize that we as police officers, if guilty of misconduct, must accept responsibility and the discipline that comes with it, however, officers under investigation of misconduct do have rights and will not be railroaded and thrown to the political wolves for votes.

Argument Against Incentive Pay for Patrol

by Donald I. Hensic

In the April, 1996, issue of the SFPOA Notebook, there was an article which expressed the belief that patrol officers (I.E. those officers actually "being out on patrol") should be paid an extra 10 % incentive pay. The rationale for this increase in pay, over those "many" officers who "decide to leave patrol and do other jobs within the SFPD", is because of all the laws, General Orders, FOB Orders, Unit Orders, etc., and the responsibility of responding to calls for service. Another part of the argument is that "being out on patrol" exposes those members to a greater risk of lawsuits, OCC complaints, and injury or death.

I agree that it is obvious that officers on the street are exposed to a much greater chance of injury or death; however, officers not in patrol have all of the other responsibilities. They ARE responsible for all of the same laws, General Orders, their Unit Orders, etc., and the handling of their assigned duties. Likewise, they too are subject to OCC complaints and lawsuits.

I would like to point out that there are officers who are assigned to "other jobs within the SFPD" who are not there by

choice. And, there are officers who are no longer on patrol BECAUSE of injuries sustained while "on the streets" (both permanently disabled and temporarily disabled). To deny equal pay to these officers would be an act of discrimination based on their disability. That would not be right (and might possibly qualify as a violation of the Disability Act (?))

In answer to the question, "Why should an officer working nights in Support Services be paid more than a 20 year veteran working daywatch in the Mission? My reply is: Because of the night differential pay that the POA fought so hard to get established in our pay package. And, the 20 year veteran chose to work days, not nights.

"Why should they get paid the same?"

ANSWER: Because they are both sworn personnel of the same rank.

Let us realize that EACH and EVERY member is a valuable and significant part of the San Francisco Police Department. In these times of economic uncertainty, while pay raise and benefit negotiations are being conducted, it is important that we all stand united. If not- what next? Station vs. station arguing their case for pay incentives based on number of calls of service?

It's All Over Now!!

by Gordon Taylor, S.F.I.A.P.

We've been hearin' rumors, people been havin' a cow
the merger is on, it's all over now!!

Most are delighted, others are asking how?
it doesn't really matter cause, it's all over now!!

It's going like gangbusters, the mood here is "WOW"
it's our salvation cause, it's all over now!!

Some are distraught as an old barnyard sow
it don't mean nothin' cause, it's all over now!!


The captains are wondering, what happens to me?
just point your car north, to the SFPD

All the disbelievers, have finally seen the light
it's a done deal, so give up the fight

For all of you losers, who are afraid to take a chance
better go shoppin' tonight for some new rubber pants!

To all of you selfish, one way, back stabbing creeps
get with the program, cause this is for keeps!

The best of all reasons for the merger to be
is for fairness and leadership from the SFPD
— the very thing our department lacked, you see



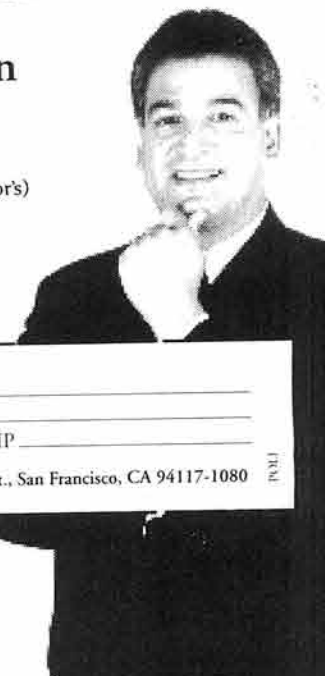
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REFORM

(Continued From Page 1)

RETIREMENT PROJECTION

the city. Thus, the already strapped general fund is burdened even further to make up for the low retirement benefits provided by the city's retirement system.

In our current contract negotiations with the city, we are following the Transport Workers Union model. Specifically, the POA is proposing that if the retirement benefits of its Tier Two members cannot be upgraded through the city retirement system that the retirement benefits of its Tier Two members be supplemented by general fund contributions to a POA trust fund to make up for the difference.

The charter amendment being proposed by the Mayor would require that retirement benefit improvements be paid for out of the city retirement system rather than the general fund as should be the case. Obviously, this is a reform long overdue and the POA will support this charter reform.

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

Assumptions:

Compensation	\$4500 per month
Age	53
Years of Service	31

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

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

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

TOTAL COMPENSATION

POLICE OFFICER

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

< > indicates negative number

Right Here In River City

by Bill Hemby,
COPS Legislative
Advocate



NRA Guns For California

Sometime this month, the NRA will have an opportunity to turn California back into the days of the wild, wild west. That's when Assembly Bill 638 will be heard in Senate Criminal Procedure Committee. AB 638, by Assemblyman William J. "Pete" Knight, R-Palmdale, is the NRA's answer to gun control.

The bill turns around the authority of police chiefs and sheriffs to issue concealed firearm permits, from permissible, to mandatory. In other words, it forces law enforcement officials to issue concealed firearm permits to everyone who passes the bill's easy qualifications.

Felons, gang-bangers, wife beaters, and persons renouncing their citizenship need not apply. If you have a criminal conviction, or a finding of not guilty by reason of insanity, or have been convicted of using a controlled substance, or have a dishonorable military discharge, or have been committed to a mental institution, you don't make the grade. Other than that, if you are 21 years of age, have taken a firearms course, can cough up \$12.50 and the price of a gun, you're in.

The license will allow persons to carry a concealed loaded pistol, revolver, or other "firearm capable of being concealed upon the person." The bill states any license will contain a description of the weapon or weapons authorized to be carried, giving the name of the manufacturer, the serial number, and the caliber. It doesn't prohibit other types of firearms such as short barreled rifles or shotguns, so long as they can be concealed. Nowhere in the bill does it state the person has to have the license on his person.

If you happen to live in a county of 200,000 or less, you can qualify to carry a loaded firearm strapped to your side. Now, doesn't that conjure up images of the OK Corral, or will it be the O K-Mart parking lot?

That's not too far off the mark. I was in Phoenix recently, which has adopted similar laws, and saw some gent crossing the K-Mart parking lot with a six shooter strapped to his side. Made me kind of antsy.

Police chiefs and sheriffs have the authority to deny permits, but they have to issue a sworn, written statement stating the person denied is likely to use a weapon unlawfully or will endanger others. That statement must be based upon personal knowledge.

So, the chief must know the guy is a flake, before he can deny a permit. Not only that, but he must document that the guy is a flake, and give the flake a copy of that allegation. Now, if that isn't cause for a lawsuit, I don't know what is.

The new law, if passed, will hold chiefs harmless if someone issued a permit goes out and blows someone else away, but that liability limit doesn't apply to the "flake" doctrine.

What this bill will do is make it open season on gun permits. If the

person meets the limited criteria, no law enforcement official can deny a license.

What the Proponents and Opponents Say

According to the National Rifle Association (NRA), "this measure would place a decisive statewide standard into law. If honest, law abiding citizens are denied the means to protect themselves, then the law regarding self defense and defense of others is nothing more than a hollow promise.

In their defense of the bill, the NRA goes on to say; "this disparity most adversely affects women and minority applicants." The NRA points out that if law enforcement were to conduct other business with such blatant discrimination, there would be an immediate outcry from the Legislature.

In 1987, the State of Florida adopted a "must issue" concealed weapons permit law. The Florida Department of State, Licensing-Division, reports that out of 262,488 persons who received concealed weapons permits, only 18 committed firearms-related crimes during the period of October 1987 and December 1994. The murder rate has dropped from 11.8 per 100,000 to 9.5 murders per 100,000 annually in Florida.

According to the Violence Research Group (VSG) of the University of Maryland Criminal Justice Division, a review of Florida's crime statistics reveal that gun homicides increased 4.5 per 100,000 persons, but the criminal homicide rate dropped in non-firearm crimes. The VSG did not make a conclusive finding on Florida, but does state that they could not conclude that "shall issue" licensing leads to more firearm homicides. Unfortunately, the VSG study appears to use the term "homicide" (the killing of a human by another human) interchangeable with the term "murder" (the killing of a human by another human with malice aforethought). According to James T. Moore, Commissioner of the Florida Department of Law Enforcement, the concealed weapons licensing laws enacted by the Legislature in 1984 have not posed a problem for law enforcement.

According to the United States

Bureau of Justice Statistics, only one of five crime victims defending themselves with a firearm suffered injury, compared with almost one-half of those who defended themselves with another weapon or no weapon at all.

On the other side, the Pacific Center for violence Prevention says; "Studies have shown that the imposition of severe penalties for carrying concealed handguns without a permit has reduced both firearm homicides and robberies in Massachusetts and Detroit. The PCVP disputes the NRA findings. "In contrast, a 1995 study shows that in states that have liberalized their firearm-carrying laws, such as Florida, Oregon and Mississippi, the firearm homicide rate has increased by an average of 26%."

What Do The People Say?

A KGO-TV (San Francisco) public opinion survey conducted in March revealed that 74% of voters in the San Francisco Bay Area oppose a law to weaken the current concealed weapons laws. In other recent public opinion polls, 73% of voters in Los Angeles and Orange Counties oppose such a law. 58% of Los Angeles gun owners and 60% of Orange County gun owners oppose liberalizing gun permits.

How Would This Bill Affect Your Job?

In Florida when concealed firearms laws were liberalized, over 250,000 gun permits were issued. Based upon populations of Florida and California it is estimated the number of permits issued in California will shoot up over 600,000.

As a peace officer, under normal circumstances, when you approach a citizen on the street, you don't expect that person to be packing a loaded firearm. If AB 638 passes, you better change your perception. ANY person you approach may be packing.

When you stop a vehicle, instead of asking for their driver's license, you may want to first ask for their concealed firearms license.

Yes! This bill could have far reaching effects on procedures and policies. Just wear your vest, and duck!

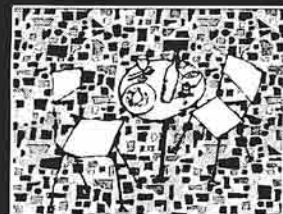
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Labor Studies

The Bay Area is fortunate to have three of the state's four community college Labor Studies programs where union officers and members can receive information, training, and earn credits towards a college degree or certificate. Originally established by the University of California Labor Center over twenty years ago, Labor Studies programs offer classes through City College of San Francisco, Laney College in Oakland, and San Jose City College. A Southern California program is at Los Angeles Trade Technical College, and there is a bachelor's degree Labor Studies program at San Francisco State University. All programs enjoy the support of Advisory Committees broadly representative of the labor movement.

Labor Studies classes offer skill sharpening for union officers, stewards, activists and others, with classes on grievance handling and arbitration, collective bargaining, union organizing, labor history, labor law and much more. Fees are \$13 per unit of college credit — full semester evening classes are usually three units, and short-term Saturday classes are usually one unit. Classes are open to everybody regardless of previous education and are taught by instructors from the labor movement.

SAN FRANCISCO STATE UNIVERSITY

1600 Holloway Ave.
San Francisco, CA 94132
For more information
on a BA or MA
in Labor Studies,
call (415) 338-2885.

LABOR STUDIES SUMMER 1996 CLASS SCHEDULE

Images of Labor

LABR 277 (3)

T, Th 6:30 p.m.-9:50 p.m.

An examination of how work, workers and unions are portrayed by Hollywood directors and independent filmmakers.

Instructor: Al Lannon.

Session C. July 15 - Aug. 4.

Women and Work

LABR 343 (3)

M, T, W, Th 1 p.m.-4:20 p.m.

Historical and current examination of issues and problems facing women in the labor market. Includes an analysis of the intersection of race, gender and class in the labor market.

Instructor: Brenda Cochrane.

Session K. July 15 - Aug. 4th.

Affirmative Action

LABR 423 (3)

Sat. 9 a.m.-5 p.m.

Analysis of affirmative action programs. How do they work? What is the legal background? Have they been effective? The current debate.

Instructor: Tanya Russell.

Session B. June 24 - Aug. 4.

Labor History

LABR 474 (3)

M, T, W, Th 1 p.m. - 4:20 p.m.

Historical development of the workforce and organized labor in the U S Characteristics of labor organizations at different times.

Instructor: David Bensman.

Session J. June 24 - July 14

FALL 1996 CLASS SCHEDULE

Introduction to Labor Studies

LABR 250 (3)

W. 7-9:45 p.m.

An overview of the field of Labor Studies - history of labor, the economy, international issues, race and gender in the labor market.

Instructor: Brenda Cochrane

Union Administration

LABR 400 (3)

Sa. 9 a.m.-5 p.m.

Structure and function of unions. Handling grievances and arbitration. Leadership. Compliance with the law. Instructor: Brenda Cochrane (meets 9/17, 9/28, 10/19, 11/9, 11/23, 12/14)

Affirmative Action

LABR 423 (3)

Sat. 9:00 a.m.-2:00 p.m.

See above for description.

Instructor: Tanya Russell.

(meets 8/31, 9/14, 9/21, 10/5, 10/26, 11/2, 11/16, 12/7)

Labor Economics

LABR 511 (3)

Th. 7 - 9:45 p.m.

Economic issues in the workplace: wages, hours, unemployment etc. The structure and function of the labor market.

Instructor: Don Mar

Workplace Safety and Health

LABR 600 (3)

M. 7-9:45 p.m.

An overview of OSHA and hazards confronting American workers on the job in the 1990s.

Instructor: Elaine Askari

Union Internship

LABR 695 (3)

Time arranged with instructor and union.

Instructor: Brenda Cochrane

Special Study

LABR 699 (1-3)

Topic arranged with instructor. Instructor: Brenda Cochrane

CITY COLLEGE OF SAN FRANCISCO

Downtown Campus
800 Mission St., Room 321
San Francisco, CA 94103
For more information, call
415/267-6550

Labor Studies Credit Classes, Fall 1996

Classes begin August 19 at
the Downtown Center

MONDAY

Managing Unions

LABR 87

Organizational and leadership skills to manage unions in today's complex society. For established leaders and rank and file activists.

Instructor: Bill Shields

3 units

Rm. 320

Collective Bargaining

LABR 73*

Legal background, research, bargaining math, table manners, strikes and alternate tactics. Simulated bargaining for hands-on experience.

Instructor: Albert Lannon, past president, ILWU Local

3 units

Rm. 318

TUESDAY

American Labor Movement

LABR 70*

History, values and visions of the labor movement; structure and current issues.

Instructor: Karega Hart, President, ATU 1574

3 units

Rm. 624

Labor Leader

Communications Skills

LABR 76A

Communicating simply and directly, both verbally and in writing. One-on-one organizing. Public relations skills.

Instructor: Debbie Moy, AFT 2121

3 Units

Rm. 318

WEDNESDAY

Labor Law

LABR 72*

The legal framework for the right to organize and bargain collectively. Union, employee and employer rights in the private and public sectors.

Instructor: Bill Shields

3 units

Rm. 819

Labor In Literature

And The Arts

LABR 93A

The rich and varied culture of work, workers, and their unions expressed in painting, photography, stories, poetry, film and songs.

Instructor: Fred Glass, CFT, producer of "Golden Lands, Working Hands."

3 units

THURSDAY

Economics For Labor And Community Leadership

LABR 74*

Understanding today's global economy and the changes in production technology. Contracting out, downsizing and unemployment issues.

Instructor: Ellen Starbird, PFT 1603.

3 units

Rm. 318

SATURDAY

(Saturday classes meet at the San Francisco Labor Council, 660 Howard Street, 3rd Floor)

Stewards' Training

LABR 90A

(Class meets Sept. 7, 14, 21, 9:30-3:30)

Rights and responsibilities of stewards. Identifying and investigating grievances. Dealing with management.

Instructor: Linda Gregory, AFSCME 1 unit

Peer Counseling

LABR 103

(Class meets Nov. 16 & 23, 9 a.m.-5 p.m.)

Identifying and using individual and community resources for workers' problems, including strikes and layoffs.

Instructor: Tom Ryan, AFL-CIO Community Services 1 unit.

Assertive Behavior

PSYC 15

(Class meets Oct. 12 & 19 at Phelan campus, 9 a.m. - 5 p.m.)

Standing up and communicating effectively for your rights in the workplace.

Instructor: Aliyah Stein, psychology & labor studies instructor; practicing therapist 1 unit.

NOTE: Starred* classes are required for Labor Studies certificates or degrees. All other classes fulfill elective requirements. Fees remain at \$13 per unit for all students, plus a \$10 per student fee.



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UNION NEWS

**LANEY
COLLEGE
LABOR STUDIES**
900 Fallon Street
Oakland, CA 94807
For more information:
510/464 3210

FALL 1996 CLASS SCHEDULE

Classes begin August 22 at Laney College, 10th & Fallon Streets in Oakland — one block from the Lake Merritt BART station. Fees for all students are \$13 per unit of college credit, plus a \$2 Student Center fee.

Labor Law

Bill Sokol: Understanding the legal framework for the right to organize and bargain collectively; employee, employer and union rights in the public and private sectors.
ROOM B266
3 units.
MONDAY, 7-10 pm
LABST 30, Code L0381

American Labor Movement

Albert Lannon: History, culture and values of American workers and their unions; how the labor movement came to be what it is and how it works; current issues.
ROOM B262
3 units
TUESDAY, 7-10 pm
LABST 10, Code L0370

Organizing Across Borders: Unions in the Global Economy

Ellen Starbird: Using new technology to build solidarity; how unions work in other countries.
NO COMPUTER EXPERIENCE NECESSARY!
ROOM G205
3 units
WEDNESDAY, 7-10 pm
LABST 48GA, Code L1443

Grievance Handling & Arbitration

Albert Lannon: Identifying grievances and negotiating solutions to workplace disputes. Union rights and responsibilities; arbitration as the final step.
ROOM B256
3 units
THURSDAY, 7 - 10 pm
LABST 14, Code L0371

SHORT-TERM SATURDAY CLASSES:

Labor and Politics

LABST 248GG
SEPTEMBER 14, 21, 28, 9 am-4 pm.
How labor responds to political challenges; new initiatives including coalition building and proposals for a

labor party. Nuts and bolts of political organizing.
Code L1444
Room G206
One unit
Instructor: Ellen Starbird

Assertiveness Training

LABST 210
OCTOBER 5, 9 am-5 pm.
Standing up effectively for your rights on the job; communicating clearly.
Code L1444.
Room G206
One-half (.5) unit
Instructor: Aliyah Stein.

Union Organizing

LABST 202
October 19, 26, & November 2, 9 am-4 pm.
Building effective organizing campaigns, combatting union-busters, NLRB rules; winning strategies
Code L0841
Room G206
One unit
Instructor: Joanne Jung.

SAN JOSE CITY COLLEGE

2100 Moorpark Avenue
San Jose, CA 95128
For more details,
call 288-3705

Classes Begin
September 10, 1996

Workers' Rights

LABOR 20 (1 unit) Section 17116
Learn your basic rights under the state and federal labor laws. Topics include the rights of shop stewards, due process, equal employment opportunity, and unfair labor practices. The National Labor Relations Act as well as state laws governing public employees are covered in this class. Instructor is a practicing labor attorney representing unions in the private and public sector.
KATHRYN SURE, INSTRUCTOR
September 10 - October 8
Tuesday evenings
6:30 p.m. - 9:30 p.m.
Cost: \$ 13.00
Location: General Education Building - Room GE 221

Contracts & Grievances

LABOR 21 (1 unit) Section 19122
Gain a basic understanding of the union contract. Learn how grievances are defined and processed. Investigation and grievance presentation techniques will be taught. Learn the standards used by arbitrators in deciding discipline cases
EDDIE GONZALES & BARBARA WILLIAMS, INSTRUCTORS
October 15 - November 12
Tuesday evenings

1996 SEIU Calendar

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

Bednarczyk Address SEIU Attorneys

SEIU International Secretary-Treasurer Betty Bednarczyk was in San Francisco in May to address SEIU attorneys gathered there for the AFL-CIO Attorney's Conference. Bednarczyk spoke on the SEIU program for the future passed at the International Convention in April, and how new changes will affect SEIU programs.

SEIU Locals Join the World Wide Web

Many SEIU locals are setting up sites on the World Wide Web. Currently we know of eight local sites, as well as one site maintained by a state council. The International Union also maintains a Web site. If you've got a

site, or want some advice about setting one up, contact us by e-mail at webmaster@seiu.org; by regular mail at Webmaster, SEIU, 1313 L Street NW Washington, DC 20005; or by phone, (202) 898-3332. To look at the SEIU International Union site, use the address <http://www.seiu.org>. Select the subcategory SEIU local Web sites to reach the home pages of SEIU local unions.

Ambulance Workers Join Local 250

A unit of EMT's and paramedics employed by AMR in San Francisco voted unanimously in May to join SEIU Local 250. The vote came on the heels of Local 250's victory for AMR workers in neighboring Marin County in April, and brings the union's AMR membership to 100.

6:30 p.m. - 9:30 p.m.
Cost: \$13.00
Location: General Education Building - Room GE 221

Negotiations & Dispute Resolution

LABOR 22 (1 unit) Section 19124
Emphasis on how the collective bargaining processes is used to get a good contract. Includes techniques for involving members in support of the bargaining goals. The effective use of strikes and other pressure tactics will be studied. Practical guidelines presented on strategy and tactics in negotiations.
BETH WINTERS, INSTRUCTOR
November 19 - December 17
Tuesday evenings
6:30 p.m. - 9:30 p.m.
Cost: \$ 13.00
Location: General Education Building - Room GE 221

Labor Studies Work Experience

LABOR 136 (1-4 Units) Section 17118
Earn credit for your work as a shop steward, union officer or on a

special project. You must sign up for a minimum of 7 units of Labor Studies including Work Experience to qualify.

RON LIND, INSTRUCTOR
**Mandatory Orientation Meeting
Tuesday Sept. 10 @ 5:30 PM -
Room GE 221**
Cost: \$13.00 per unit

Directed Study in Labor Studies

LABOR 98 (1-9 units) Section 17117
Explore topics in the field of labor studies under the direction of a faculty member. An individualized learning contract is utilized to map out specific learning objectives and activities. Examples of topics include readings in labor history, workplace psychology, collective bargaining, organizing, labor law and current issues such as TQM/TQC programs, affirmative action and revitalization of local unions.
STEPHEN STAMM, INSTRUCTOR
**Mandatory Orientation Meeting
Tuesday Sept. 10 @ 5:30 PM -
Room GE 221**
Cost: \$13.00 per unit

B Division Championship

Coggan Leads Muni/Taraval To Victory

by "Nick At Night" Shihadeh

The Muni/Taraval combo team capped off their "dark horse" season by defeating S.F. Airport 20-14 in the '96 B Division championship game held at Jackson Field on Tuesday, June 11th. The star of the game was Muni's Joe Coggan, who besides making some excellent catches in left field, had a grand slam and a triple with 6-RBI's at the plate. This was the first year that these two units combined, and it paid off as Muni/Taraval sported an 8-win/1-loss regular season record to win the division going into the playoffs.

Run by Glen Melanson (Muni) and Lindsey Suslow (Taraval), this combo team would earn a bye during the first round of playoffs. Their opponent in the second round turned out to be Southern Station run by Steve "Hoops Commish" Ortiz. Southern had beaten S.F. CHP in an exciting come-from-behind victory by a score of 17-14 and were looking forward to this next affair. They would look no further though, as Muni/Taraval would win their match-up handily by a score of 12-2 to earn a spot in the championship game.

S.F. Airport, run by Nick Allen, also earned a bye during the first round by clinching second in the division at regular season's end. Their second round match-up would be against the always-tough Park Islanders run by Brian "Asst. Commish" Olcomendy. Park had in turn squeaked by Richmond/Central by an 11-10 score in their first round playoff game.

Airport would have an easy time in this game winning by a score of 25-11. The Islanders are claiming that this wouldn't have happened if they would have had their regular pitcher Mike "Sea Bass" Siebert at the game. Apparently he missed the game due to the lame excuse of having overslept. No one is buying this explanation and the rumors are still flying as to what Siebert was doing during the time of the game. A league investigation into the matter is pending.

Nevertheless, S.F. Airport would finally be in a championship game after many years of frustration. Unfortunately, they would be without their regular pitcher as well; Mark Yesitis is one of the main reasons



Muni/Taraval — B Division Champs

Airport got to the final, but he would be unable to attend due to a pre-planned trip. They would try to overcome this.

The Muni/Taraval vs. S.F. Airport match-up would have a nostalgic flair of sorts. It turned out that three players from the game were teammates at Riordan High School having played together from 1975 to 1978. These would be Airport's Gerry Lyons and Muni's Coggan along with Shawn Wallace. This reunion was very interesting as would the game be.

Muni/Taraval took an early 8-1 lead keyed by Coggan's slam in the second inning. Airport would score 6 times in the third to pull within a run, but Muni/Taraval scored twice in the bottom of the third and two more times in the fourth to make it 12-7. By the end of the fifth the score would be 17-10, and Muni/Taraval would never look back. The strong hitting attack was just too much for Airport, and a big contributor to Muni/Taraval's power-packed lineup is rising star Neal Fanene. This young man not only batted .570 during the regular season, but he just happened to hit for the cycle to produce 3 RBI's in this game that counted the most.

Other contributors to the victory were pitcher Tom "Lumpy" Lovrin (great arc as usual), his battery-mate Brian Nannery (great foul catches behind the plate), Heinz Hoffman (3 hits in 5 at-bats), and of course Tom Taylor who had 3 hits of his own (including a triple) in this affair.

Standouts for Airport would in-



SF Airport — B Division 2nd Place

clude the shortstop/second base combo of Jim O'Meara (both had clutch hitting to go along with the smooth gloves), first baseman Steve Maes (2-run homer in the 5th), and also there was DH Bob Chapman who delivered 4 hits toward the cause. Coach Allen was very proud of his team despite the loss. Awarded to the S.F. Airport squad was a 2nd Place trophy and individual "SF POASOFTBALL" ball caps.

For the B Division champion Muni/Taraval team, the awards would include individual "Easton" bat bags to go along with the 1st Place trophy. This was very well deserved for a club that wasn't thought of much early in the season but that came on like gang-busters to win it all... CONGRATS TO MUNI/TARAVAL!

SOFTBALL NOTES:

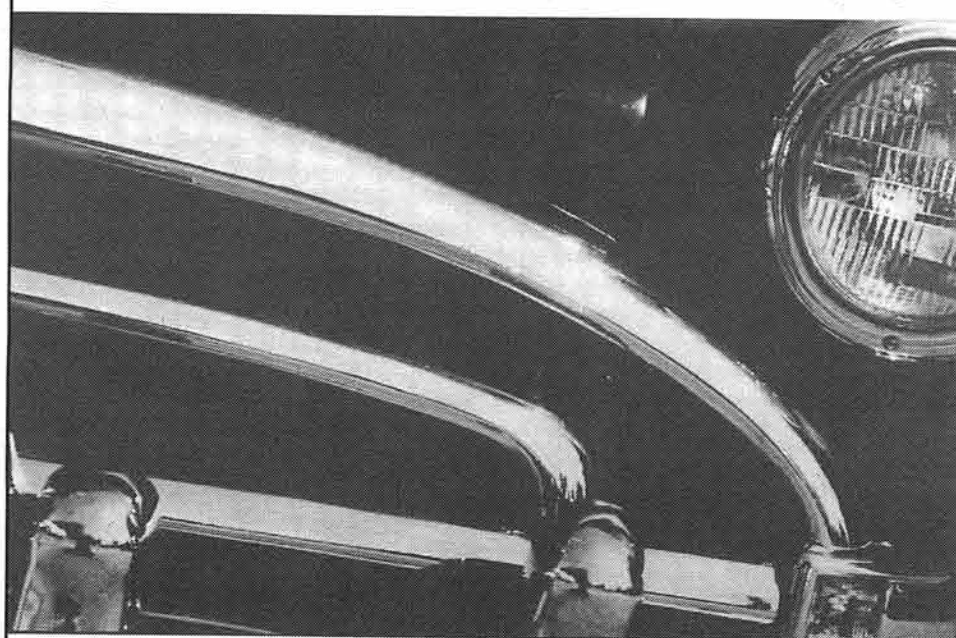
"The Commish" Nick Shihadeh

would like to thank Layne "Boss Hog" Amiot and Jerry Williams for the fine job umpiring the game. He would also like to thank "Asst. Commish" Olcomendy for running the barbecue, Dave Herman for taking photos, little Davey Herman for his great scorekeeping, and groundskeeper Dennis Wade for setting up the Jackson Field. Final thanks go to the Police Officers' Association for continually sponsoring this fine league.

The league would like to acknowledge Gene Traversaro's Richmond/Central squad for the fine effort in making the playoffs this year. They probably couldn't have done it if it wasn't for veteran ballplayer Conrad Bowman. This long-time police is still playing ball at 69 years young and hasn't missed a game in two years...KEEP UP THE GOOD WORK CONRAD!

Superior Automotive

Congratulates the Shihadehs on the birth of their son, Nick, Jr.



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A Division Championship Game

Mission #1 Rolls To Victory

by "Nick at Night" Shihadeh

Mission #1 (managed by Mario Machi) rolled over the Northern Bulldogs by a score of 25-10 in this year's A Division championship game held at Jackson Field on Tuesday, June 11th. It was sort of a divine retribution for Mission who was beaten handily in last year's championship by this same Bulldog team. Going into the playoffs they were the fourth seed, but they ended up surprising everyone by winning it all.

Mission had a 5-win, 5-loss regular season record and were heavy underdogs in their first round playoff match-up with the division winner Tactical Squad run by Bob "Hammerhead" Miller. Tac was surprised by Mission by a score of 20-15 — the game was not as close as the score. Heroes in this game were pitcher Mike Flynn "Stone", who only walked one batter, and first baseman Joe Engler Jr. who pounded out four hits including a monster homer. Now Mission #1 would have to wait to see who their opponent would be from the other playoff game between the Bulldogs and Paramedics/ATF.

That contest was a wild affair that saw the lead change many times. The Bulldogs were eventually able to fend off a strong Medic hitting attack to win the game 14-13 despite some controversial plays that aren't worth going into. Standouts in this game were leadoff hitter Nick "Someguy" Shihadeh (going 3-4 at the plate), pitcher Johnny Payne (who had his usual accurate arm working), and then there was Brian "Moose" Canedo making many sparkling plays in left field. It was now time for the exciting affair that would be a rematch of the '95 final.

It was a clear day with a slight breeze and the strong smell of hops from the Anchor Steam Brewery in the air. It was a condition that proved fortuitous for the Mission batting lineup and they stomped on Bulldog pitching to take a 15-2 lead in only the third inning. It wouldn't get any better for the Dogs; they couldn't muster many runs and at the same time couldn't keep Mission from scor-

ing more. The game would be a rout with the final score ending at a 15-run trouncing.

Highlights of the game for Mission include an opposite field blast over the fence by Engler, a parallel to the ground diving catch in left field by Phil "Wonderboy" Lorin, a hitting clinic put on by Flynn when he went 5-5 at the plate, and some boisterous chatter from behind the plate by catcher Greg Suhr. Other contributors to the cause were John "JL" Lewis and Rafael "Raffy" Labuten who had clutch hitting and great fielding respectively as they have done all season long.

For the Bulldogs standouts would include Steve Collins (who not only hit .750 during the season, but went 6-7 during the playoffs and championship); Rick "STEP Class" Bruce (who was the utility man of the year for the Dogs); and late game contributors Dave "Ham Bone" Hamilton and Kirk "Speedy" Edison (who did what they could to help keep the game somewhat respectable.) Manager Jeff "JR" Roth was upbeat after the game despite the thrashing. "We'll just have to regroup and make another run at it next year." Awarded to the Northern bulldogs was a 2nd Place trophy and individual "SFPOA SOFTBALL" ball caps.

For the A Division champion Mission #1 squad, the awards would include individual "Easton" bat bags to go along with the coveted 1st Place trophy. This was very fitting for a very enthusiastic group of ballplayers ...CONGRATS TO MISSION #1!

SOFTBALL NOTES:

"The Commish" Nick Shihadeh would like to thank Layne "Boss Hog" Amiot and Jerry Williams for the fine job they did umpiring the game. He would also like to thank Brian "Assistant Commish" Olcomendy for running a fine barbecue, Dave Herman for taking photos, little Davey Herman for his great score keeping, and grounds keeper Dennis Wade for setting up the Jackson Field. Final thanks go to the Police Officers' Association for continually sponsoring this fine league.



Mission #1 — A Division Champs



Northern Bulldogs — A Division 2nd Place

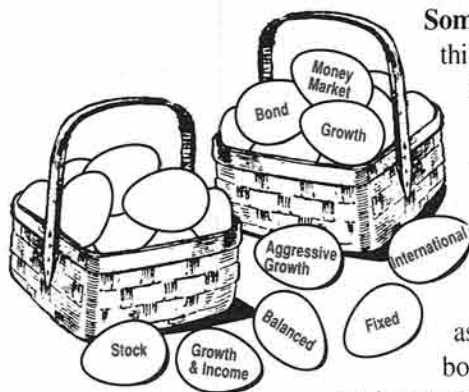


YOUR DEFERRED COMPENSATION PLAN

CHOOSING THE RIGHT MIX OF INVESTMENTS

by Gary A. Bozin, ITT Hartford Representative

One of the most important investment concepts is also a bit of common sense — "don't put all of your eggs in one basket." People in the investment business call this idea *asset allocation*.



Some of This, A Little of That. To put this idea into practice, you would simply invest in several different types of investments to create a customized investment plan that matches your lifestyle and risk level. The different types of investments in your Deferred Compensation Plan (DCP) fall into categories called asset classes. Money market funds, bond funds and equity (stock) funds are investments that represent the three main asset classes you will most likely see in your DCP. You'll also find a fixed-rate investment option with a minimum interest-rate guarantee.

Different Goals, Different Investments. Depending on your particular financial goals, your tolerance for risk and the time you have until retirement, it may make sense to choose more of one type of investment and less of another. It is particularly important to take a look at your investment choices whenever your financial goals and circumstances change. For example, if you have many years to go until retirement, you may choose to invest aggressively by putting more money into equity funds. As you near retirement, you may want to invest more conservatively by putting more into money market and bond funds.

Talk with your ITT Hartford representative today. If you are in a DCP, take some time to make sure you have the right mix of investments. If not, start contributing — and choose investments that match your lifestyle and goals. Just call 1-800-452-6708 or (415) 995-3232.

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

These investment options are available under a group variable annuity contract issued by Hartford Life Insurance Company and principally underwritten by Hartford Securities Distribution Company, Inc. This presentation must be preceded or accompanied by a currently effective prospectus.

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ITT HARTFORD

POST

(Continued From Page 2)

but it's never too late to say it was a job well done," he said in an interview with the Associated Press.

Nice try, Bill! Even your supporters were appalled when you tried to apply the Sailors' Civil Relief Act of 1940 to exempt you, as Commander-in-Chief, from your sexual harassment lawsuit. 181 members of the House of Representatives signed a letter of protest calling this despicable tactic "a slap in the face to the millions of men and women in the military."

"Bill Clinton is doing his best to preserve our sense of shamelessness," Maureen Dowd wrote in *The New York Times*. She said his use of the act "marks a new level ofchutzpah in American politics."

In a letter signed by five Medal of Honor recipients sent to President Clinton on Memorial Day, they said "...we cannot betray the memory of our fallen comrades by remaining silent on this issue. Your attempt to use a law designed for the brave men and women is indefensible. To retreat from the call to arms and then later embrace its code when it is convenient is an outrage to all who served. It is a distasteful irony that you would invoke the Act at a time when we remember those who gave their lives while wearing the uniform of the American military you once

professed to 'loath'."

On 28 May the Commander-in-Chief filed a brief with the Supreme Court abandoning any claim of relief under the Act. Perhaps it was prompted by the on-target comments of American Legion National Commander Daniel A. Ludwig, who stated, "We've had plenty of great Americans take off a military uniform to assume the presidency, but none has ever put on the uniform after inauguration."

We would like very much to see you at a Post meeting. Post 456 meets on the second Tuesday of every month at 1800 hours. Meetings are at the POA Building, 510 Seventh Street. At the conclusion of business, refreshments are served.

One day the gate between heaven and hell fell off its hinges, as happened from millennium to millennium. St. Peter went to the scene and called down to the devil.

"Hey, devil, it's your turn to fix the gate. We fixed it the last time, a few million years ago."

The devil yelled back up, "Sorry, Peter, my boys are too busy to fix it now."

"All right, Lucifer," retorted St. Peter, "we'll have to sue you for breaking our agreement."

The devil grinned. "Great idea, but where are you going to find a lawyer?"

Semper Fi, Jack.

Attention Notebook Contributors

Members or readers submitting letters or articles to the editor are requested to observe these simple rules:

- Articles should be typed, double-spaced or done in a word processing program and saved on a 3.5 inch floppy disk with hard copy included. Microsoft Word, WordPerfect, Claris or ASCII files are acceptable. Your disks will be returned.
- Address letters to the Editor's Mail Box, 510 7th St., San Francisco, CA 94103.
- Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter, unless author requests anonymity.
- Unsigned letters and/or articles will not be used. However, an author may request that his/her name not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.

Notebook Deadlines

I have listed below the proposed schedule of deadlines for the submission of material to be published in the *Notebook*. I cannot guarantee that material submitted after any given deadline will be printed in the next issue.

Month	Submission Deadline
July	Monday, July 1, 1996
August	Monday, July 29, 1996
September	Tuesday, September 3, 1996
October	Monday, September 30, 1996
November	Monday, November 4, 1996
December	Monday, December 2, 1996
January	Monday, December 30, 1996

Anyone who needs information about submitting material to the Notebook should call Tom Flippin at the SFPOA office: 861-5060, or at Park Station: 242-3000.

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**Courtesy
of a
friend**

Thank you, Chief Lau. . . Thank you, Dad

by Teri Barrett

I am writing this article to let my fellow officers know what a very special police chief we have in Fred Lau. My father, Eddie Barrett is dying of cancer. My dad has encouraged my sister (Sharon Ferrigno) and me to study for



the Sergeant's test and was instrumental in motivating us. My dad even went to STEP class several times and explored the military base while he babysat for us. I know many people are upset about the promotional process but this article is not about that.

In July of last my father began to have back pain and went to his doctor at Kaiser in Santa Rosa. My father was given some pain pills and sent home. One week later he was back again with EXCRUCIATING pain — so they sent him to therapy. Needless to say he had cancer and it was misdiagnosed until November.

Even terribly sick with cancer my father always encouraged my sister and me. In February when the test results were finally out and we found out that we had passed the test my father was starting to get worn down by the cancer. On March 17, Saint Patrick's Day, (the family's national holiday) my father told me over corned beef and cabbage "Teri, I have to practice walking more — when you and your sister get sworn in I want to be able to walk in the room — I don't want to sit in that wheel chair." Well the very next day he became bedridden and has been going down hill rapidly.

My father's greatest motivation was quickly slipping away — there was no way he was going to ever get out of his home hospital bed again. At this point Chief Lau was asked for a special "make a wish" favor. Chief Lau agreed to drive to Santa Rosa where our entire family lives (not a short ride) and pretend to swear in my sister and me. My father was very groggy from the morphine that he must take but his face definitely perked up when the Chief of Police walked into his bedroom.

My father loves police officers and owned several restaurants in San Francisco during his working career. My dad never let an officer pay to eat in his establishment, even if they insisted. You can only imagine how an old school Irish guy felt when the Chief of Police came all the way to Santa Rosa to visit him.

Chief Lau was very gracious and kind to my father and mother. As the

Chief simulated swearing us in as Sergeants, my father beamed as he administered the oath of office. My father lifted his hand and made a "right on" symbol and in my heart I know he was thrilled. I really think my dad has been hanging on in hopes of seeing his kids sworn in. My dad's physical abilities are diminishing daily and the cancer is definitely winning the battle. I truthfully think my father can die in peace now and stop trying to hang on for his kids.

My father is the father of four girls — God knows he's been a saint. Eddie always stood by his kids and his kids were always right. My father is all of about 5'9" but he would always say "Teri, do you want me to kick his ass?" This silliness of course was in response to any complaints I ever voiced. What better Dad could you ask for, he believed in you always and was generous to a fault — he would give a stranger the shirt off his back. He is a giant in my eyes.

So in closing I would just like to convey to the POA Membership one very important message. Be thankful for your family — your wives, your husbands, your significant others, your children (even though they try to drive you crazy at times), your parents and your siblings. In this line of work it is very easy to become bitter and disenchanting. Just remember how lucky you are to be loved unconditionally by so many people. Remember how proud they are of you as a police officer. Remember not to get into ridiculous family feuds and not talk to each other for days, months, or even years. Remember that your family is just about everything in this world and will always be there for you.

And remember just how lucky we are to have such a caring and very human and caring Chief as Fred Lau. Then go kiss your Dad if he is still around or give him a phone call and tell him he's swell — and the same goes for anyone who is important in your life.

Footnote: One week after the swearing in my father passed away at home in Santa Rosa.

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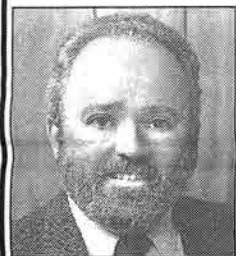
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To The Editor,

I would like to thank the SFPD for the motorcycle escorts and patrol car assisting in the funeral services for my brother-in-law, Jimmy K. Yip. I would like to also extend appreciation and gratitude for my loving sister, Lisa, her three sons, Jason, Jeremy and Justin, along with all immediate family for the fine services provided by the SFPD for the funeral of Jimmy K. Yip, held on the morning of May 9, 1996. Once again, thank you very much from all of us.

George L. Huie

Editor

SFPOA Notebook
510 7th street
San Francisco, CA 94103

Dear Editor:

This small note is not long enough to express all of the thanks that I want to extend to the POA for the very nice award presented to me at my retirement dinner and for all the services performed in my behalf over the years.

I also wish to extend my thanks to everyone who attended the dinner, or who couldn't attend but sent their best wishes.

Special thanks go out to everyone who was involved in putting the dinner together and making it run so smoothly. Mark Shea did a wonderful job of putting everything together and doing most of the work; Al Casciato for being the master host; Walt Cullop and George Kowalski for saying such nice lies about me; Phil Lee, John Centurioni, Gile Pursley and Mark McDonough for getting everything needed to make it a great dinner and party; and especially Phil Tummarello... without his ideas and input none of this would have happened.

If I left anyone out please accept my apology, but I have a great excuse: my memory is very poor, and Al hasn't mailed me the video yet.

One last thing, I would like to thank everyone for their dedication to the job, their loyalty to me, and most of all for their friendship.

Thank You All,
Michael W. McNeill

To all my Fellow Officers:

I want to express my sincere appreciation to all the Officers that came to the aid of Joe and myself following our traffic accident at 6th and Mission on April, 27th.

The response was immediate by all units and believe me, it was assuring to see friendly faces in the crowd while looking up from the pavement, thanks Stan Harris, John Fulwood, Southern and Tenderloin Task Force.

The report was a difficult one and I must thank Bob Faenzi, Paul Schlotfeldt and the officers that took witnesses statements and there were many.

The ambulance crews were unbelievable, their concern and care for us was obviously top priority.

The Trauma Room at San Francisco General went to work on us immediately and we were surrounded by doctors and nurses.

The support group at the hospital overwhelmed me:

- The call from Chief Lau who was away with his family, on vacation.
- Commander Pengel, right there and concerned about our well being and protection and asking what she can do for us.
- Lieutenant Garriott, at my bedside inquiring about my condition and if there was anything he could do.
- Lt. Schardt who showed great concern about my condition and needs and tactfully contacted my wife.
- Monsignor Heaney with his spiritual support and wit brought a smile to my face.
- Captain Roth was right there, but I'll never bet him again.
- Lt. Harp and Sergeant Johnson and all the officers at Mission who provided security for us.
- All the officers who stopped by and called to see how we were doing.

In my 26th year in the department, I didn't realize just how many friends I really had....

Thanks
Doug Foss #1976

Board of Directors
San Francisco Police Officers' Association
510 7th Street
San Francisco, Ca. 94103

Dear Board Members,

We are extremely grateful to you and your fellow SFPOA Board members for your recent generous contribution to the San Francisco Police Department's Wilderness Program. For the past sixteen years the San Francisco Police Officers' Association has been an essential part of the funding to make this program possible. We thank you so much for your continued support.

Your donation will purchase the t-shirts for over 1,000 young people who will participate in the ropes course, backpacking, and river rafting adventures with the SFPD this year. As you know, the San Francisco Police Officers' Association is highlighted on these t-shirts which have been worn by thousands of young people over the years.

Since 1981 the San Francisco Police Department's Wilderness

LETTERS

Program has provided challenging and cooperative outdoor adventures such as ropes courses, backpacking, and river rafting for over 17,000 San Francisco boys and girls. It is a year-around program that works in partnership with the San Francisco Unified School District during the school year and with the San Francisco Gang Prevention Program during the summer. San Francisco police officers share in these adventures with the youth and other staff.

Thanks again!

Sincerely yours,
Officer Walter Scott
Officer Roger Keenan
Co-Directors, San Francisco Police Department
Wilderness Program

Chief of Police Fred Lau
850 Bryant Street
San Francisco, CA 94103

Dear Chief Lau:

I am writing to thank you and the Department for the ceremony honoring Isiah at the I-280 Hanging Gardens.

Sgt. John Fewer is to be commended for his excellent organization skills, his attention to detail and his personal desire that the event be one that Isiah would have been proud of.

Officers Ray Shine, Kenneth Hartman and Joe Derensi were instrumental in making the idea of dedicating the gardens as a memorial to Isiah a reality.

Thank you, members of the Mounted Unit. Thank you, members of the Solos. We will not forget your tribute to Isiah.

I am grateful to the POA for the lovely reception that they provided. It allowed all of Isiah's friends and family a gentle spot to reminisce, share stories and remember him on such a beautiful day.

So many people and organizations participated in the planning and execution of this event. We are grateful to all of them. I'd like to extend special thank you's to the Officers for Justice, the Asian Peace Officers Association, Deputy Chief Rich Holder, Caltrans, The San Francisco Recreation and Park Department, Arguello Catering of San Francisco, and H.D.O. Productions of Burlingame. All of these individuals and organizations made this tribute to Isiah memorable.

Thank you all for continuing to remember Isiah and his family and friends. It is this remembering that allows a man like Isiah to live forever in our hearts.

Sincerely,
Dorian Nelson

Al Trigueiro
Police Officers Association
510 7th Street
San Francisco, CA 94103

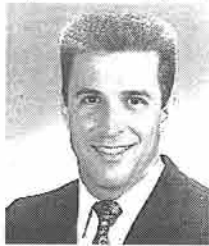
Dear Al:

It's already three weeks since our 15th anniversary celebration, and I'm still trying to work off all that birthday cake. What a wonderful party! And it was wonderful thanks to you.

It was also great fundraiser, surpassing all of our financial

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goals. Just as important, we got the chance to celebrate this milestone with so many of our good friends and supporters. Thanks to your help, we're well on our way to another productive year of helping the people of the Tenderloin create vital, self-sufficient lives. We are in the midst of two exciting acquisitions which will provide even more safe, clean, and affordable housing in the inner city. And we can do this because of your generosity.

The following reflects our record of your donation to our 15th Anniversary Dinner. You donated \$100 and claimed no tickets. Therefore you may claim the full amount of \$100 as your allowable tax deduction. If we erred in any way, please contact our event coordinator, Chris Mohr, and we'll straighten it out for you.

Again, my special thanks to you for being a part of TNDC's 15th anniversary celebration.

Sincerely,
Brother Kelly Cullen, OFM
Executive Director

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

Dear Al:

On behalf of the California State Division, International Association for Identification, I want to thank you and the Board of Directors for the generous contribution to the 1996 Training Conference recently held in San Francisco. As you well know, the forensic identification field has recently been at the forefront of many controversies and the need for training identification specialists has never been more critical. Your contribution greatly assisted in that endeavor. Thank you again for your kindness and generosity.

Sincerely,
Mark R. Hawthorne
President, CSD-LAI

San Francisco Police Officer's Association

Al Trigueiro

The 10th Annual Mike O'Brien Memorial Pistol Match, May 1, 1996, was a great success.

The O'Brien family would like to take this opportunity to thank the Police Officer's Association for the monetary assistance for refreshments. The morning menu consisted of donuts, pastries, coffee and juice. Lunch offered rigatoni pasta, cold cuts, and rolls. Compliments were plenty. Thanks for helping make this another meaningful event.

Thank you,
Susan, Jonathon and Matthew
O'Brien

San Francisco Police Officers Association
Al Trigueiro
510 - 7th Street
San Francisco, CA 94103

Dear Mr. Trigueiro:

Thank you for your generous donation of \$400.00 received on April 26, 1996 for the Fourth

Annual Frank Brennan Award Dinner. Your support of the Brennan Dinner is a thoughtful way to recognize the commitment of Frank Brennan and the extraordinary service of our honorees, Msgr. John Heaney and Olga Murray, and Ozanam Medal recipients Maryanne Murray and Bill & Jean Terheyden.

Homeless men and women, indigent substance abusers and battered women will all receive help because you put your compassion into action.

Again, thank you for your support.

Sincerely,
Michael M. Sullivan
Executive Director

P.S. In accordance with IRS regulations (effective Jan. 1, 1994), please be informed that the Society did not provide any goods or services in exchange for your contribution. Thanks again!

Notebook
510 7th Street
San Francisco, CA 94103

Dear Members of The SFPD:

On behalf of the officers of Ingleside Station, I would like to thank all those officers who donated their time to MANNY CORERIS. He has just completed his third brain tumor operation. He has returned to work after the first two operations and may return again soon. By donating your Sick Time, you have given him the option of not working if he chooses until February when he is eligible to retire.

A special thanks goes to Napoleon Hendrix who "encouraged" his fellow Homicide inspectors to donate over 350 hours.

Thank you,
Nicole M. Greely
Acting Captain, Ingleside Station

Dear Al, Steve, Robert & Members:

Thanks for the pledge. You helped to raise \$7.9 million for AIDS. This is Day 5 of the California AIDS Ride. There are 2,275 bike riders at Lake Cachuma Campsite. We have biked 386 miles, and we have 160 miles to go. Thanks again for the support.

Linda Hood
Rider #2120

Dear Al:

Just a note to tell you how much our family enjoyed the family picnic. I can't remember a better time, nor such great people at a picnic in all my years in the department. Please pass on my "job well done" to those responsible.

Best Regards,
Pat Loughar

P.S. Let's do it again next year.

Chief of Police Fred Lau
San Francisco Police Department
850 Bryant Street
San Francisco, CA 94103

Dear Chief Lau:

I am disappointed to learn that Lieutenant Dennis Schardt has been relieved of his duties as the film production coordinator for your administration. As the longest sitting member of the POA 10-B/S.L.E.S. committee — and the former chair of same — I would

like to encourage you to reconsider your decision and leave Lieutenant Schardt in place.

The job of film coordinator is complex and difficult and requires a myriad of special skills and abilities. The position requires a ready working knowledge of such diverse subject matter as weather patterns, city topography, traffic patterns, planned special events, Muni routes, Recreation and Park restrictions, and neighborhood sensitivities. The coordinator must also have an immense resource file for access to such things as private parking facilities and warehouses, hotel accommodations, equipment rental companies, labor unions, City and State departments, neighborhood and community organizations, merchant associations, and production companies.

Not only does Lieutenant Schardt have the skills and resources needed to be an effective film coordinator, he also has years of hard-earned, practical experience. The needs of a production company are unique and quirky, and often must be attended to immediately, if not urgently. To accommodate such needs I have seen Lt. Schardt arrive "on location" at all times of the day and night, year-round, in weather fair and foul, on weekends and holidays, at both large and small productions, seeing to it that the interests and facilities of the Department and the City are honored and preserved, while providing the film company with the friendliest possible working environment.

As a 10-B coordinator, Lt. Schardt has always scheduled officers equally and fairly. Whenever a 10-B issue has been generated from our side of the table Lt. Schardt has been responsive and concerned and sought to resolve the matter in a timely and equitable manner. Indeed, many potential issues have been identified and addressed by Lt. Schardt even before rupturing into a matter of concern. There has never been an instance when the Lieutenant has failed to respond to the POA or to our individual members.

I believe that Lt. Schardt is an asset to this department, and certainly to your administration. He is dedicated to the professional accommodation of film production in San Francisco. He has the depth of resource and experience necessary for the job, and cooperates with the 10-B committee and our association to provide quality police services to the film and entertainment industry. Please take all of the foregoing into a long and practical consideration and retain Lt. Dennis Schardt as your film production coordinator.

Sincerely Yours,
Ray Shine, Vice Chair
10-B/S.L.E.S. Committee
San Francisco Police Officers Association

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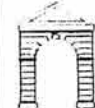
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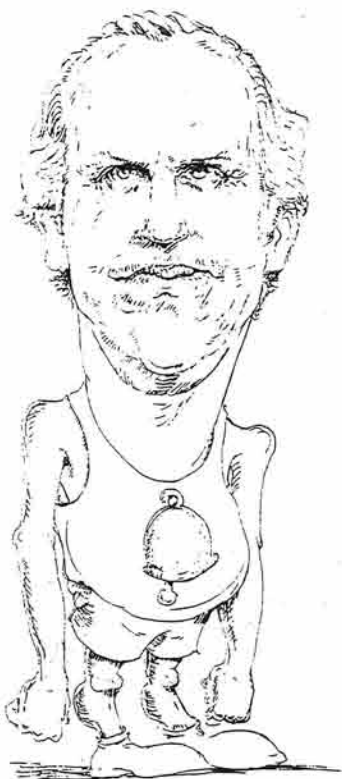


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Herman Diggs Raffle Winners

The raffle raised \$2,070 — because Herman's shooting injury was classified DP, the funds were distributed as follows:
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| 5. " " " " | Larry Ratti, Co. D |
| 6. " " " " | Steve Thoma, Co. D |
| 7. Barry Bonds autographed ball | Bill Davenport, Co. D |
| 8. Giants Pro Hat | Bill Darr, S.O.D. |
| 9. " " " " | Carl Beal, Civ. |
| 10. " " " " | Judy Solis, Co. F |
| 11. " " " " | Mary Rodriguez, Co. I |
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Divorce

by Daniel Hampton

My heart goes out to you if you're contemplating a divorce. In our world, commitment, a legal contract, or an obligation really has no force or meaning. Currently, the statistics prove that 1 out of 2 marriages end in a divorce. This statistic is for those who are irreligious or religious. Worse yet, divorce is supposedly a higher probability for police officers. It seems we have two strikes against us before we make our vows before God's altar.

I literally have a heartache when I hear that a couple is going through a separation which may lead to a divorce. First of all both went before God's altar promising to remain "one" for better or worse, for richer or poorer, in sickness and in health, until death. They promised these things in front of many witnesses who were family members and friends. Divorce is the tearing apart of two individuals who have become one under God. Marriage was once regarded a legal contract, and once had the full force of the law behind it. Today's society has thrown down the legal force behind marriage and has made it easy to splinter families, resulting in havoc for our society.

There are many consequences resulting from a divorce. When we break the marriage contract we are setting up the values that our children will follow, because children learn by example. What a terrible legacy to hand over to our children. We're telling them divorce is the way to work out our problems. The ideal of our vow, to be committed to working out the problems for "better or worse", has no impact, no value, no meaning — we're into throw away marriages. With this trend comes throw away children and meaningless relationships.

Our society is on the brink of disaster with escalating and unfathomable statistics of juvenile crime and domestic violence. The majority linked to broken homes resulting in neglected children, abandoned children, abused children, desperate children who are emotionally bankrupt because of a missing parent or

parents. And many of these children face poverty because the parent who skipped out doesn't pay child support.

These children will experience denial, guilt, anger and rage over a parent's divorce. Their self worth will plummet because inevitably they feel somehow the divorce was their fault. They have become the reason for the divorce. These pent up feelings of worthlessness can erupt into rebellious and violent acts by these children, such as substance abuse, malicious mischief, sexual permissiveness, gang warfare, random killings, violent robberies and burglaries, and suicide. God save our children, save our families, save our marriages, save our country!

If this article can in any way give you a second thought about separation or a divorce, and can soften your stone like heart, then I have the following recommendation. Both husband and wife should attend a Sunday bible class designed for married couples. At Church of the Highlands in San Bruno we have such a class held every Sunday at 10:00 A.M. The class is run by Pastor Ralph Huddleston. There are about 40 couples in his class. Ralph, emphasizes maintaining a marriage and finding complete fulfillment. His class has blessed and saved many marriages. I'm not suggesting you join our church. If your church doesn't offer classes for married couples, just attend a church that has a class such as Ralph's, then go to your own church for worship.

Heavenly Father, I pray that you soften the hearts of those contemplating a separation or a divorce. Help us to realize that you never forsake or abandon us, but it is always us leaving you and our families for the things of this world. So Father, help us turn around and choose us police officers to accept Your Son Jesus Christ as Lord over our lives. Give us Your Holy Spirit to empower us to follow Christ's teachings. Amen.

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PAL Building

On May 24, 1996, Mayor Willie Brown and Police Chief Fred Lau officially opened the San Francisco Police Activities Building, on 3309 26th Street, in the Mission District. The Building was donated to the PAL by John Filipello, an antiques dealer. It was renovated courtesy of F. Warren Hellman. Presently the building houses the San Francisco Police Activities League Judo Program, five days a week, S PM 8:30 PM.

Also present at the grand opening were Lt. Dirk Beijen, President of PAL, Assistant Chief Earl Sanders, Deputy Chief Richard Holder, and Lt. Tom Bruton of Juvenile Division. Members of the community, local school officials and children joined in the festive celebration.

PAL Golf Tournament

On Monday, May 6, 1996, the San Francisco Police Activities League held a golf tournament at the Green Hills Country Club in Millbrae. This

tournament benefited the PAL Law Enforcement Cadet Program. The Law Enforcement Cadet Program offers young men and women an introductory education in all aspects of Law Enforcement. In the summer, they are placed in an In-Service Training program and this tournament is the only source of funding. Special thanks to Captain Richard Cairns (Co. E) for chairing this most successful event. We would also like to thank The Gap Foundation, The Good Guys, The Bus Stop, The Hard Rock Cafe, ITT Hartford Company, and Rainbo Bread for all the wonderful prizes and donations, and Charlotte Swig for donating lunches for all the participants. We would also like to thank the following for all their help: Don Ciardella, Ken Davis, Joe Finigan, John Gallagher, Ed Garcia, Jennifer Grabowski, and members of the Police Commission.

PAL Soccer

The PAL Soccer Season kicked off on Saturday, April 13th with 130 teams playing at Beach Chalet, Polo Fields, Louis Sutter and Lowell High School. The teams are as follows:

Under 8 Boys East	Under 8 Boys South	Under 8 Boys West
SF City Charging Knights Panthers Blue Sharks Earthquakes Wallabies H.V.V. Cobras Sunbirds Jayhawks	Pumas J.C. Chivas Wildcats Earthquakes SF City Scorpions J.C. Shockers JCC Stars Los Cachorros	Alligators Rainbows Thunderbolts H.V.V. Diamondbacks Spiders JCC Pumas Eagles Firedragons
Under 8 Girls South	Under 8 Girls West	Under 10 Boys Middle
SF City Tigers California Poppies Tasmanian Devils Sunflowers Rainbows California Lupines Blue Stars Comets Lazers	Falcons Eagles SF City Phantoms Tavern Tigers H.V.V. Coralsnakes	Kezar Cobras Blue Angels Mission Dragons Jamestown SF City Chargers H.V.V. Venom Fireballers Firebirds
Under 10 Boys South	Under 10 Boys West	Under 10 Girls South
S.F. Earthquakes Wildcats Garfields J.C. Guadalajara San Felipe JCC Eagles SB Lowen Yellowjackets	Pirates Power Warriors Cobras H.V.V. Copperheads Copa Rockets SSF Raptors	SF City Tigers Wildcats Sneakers Rainbows Las Sirenas Golden Gators
Under 10 Girls West	Under 12 Boys East	Under 12 Boys South
Shockers Red Hot Chili Peppers Hammers Bluebonnets Coolcats Green Medusas	SF City Chargers Sharks Constables Alligators Hammerheads Jamestown	South City Boca Jr's J.C. Guadalajara Viking Travelers Aztec Warriors Pumas S.F. Vikings
Under 12 Boys West	Under 12 Girls	Under 14 Boys South
Firedragons Rockets Los Pumas Wildcats SF Golden Jaguars Blues	Wild Tigers Wildcats Violets JC Dragons SF Vikings Cheetahs Goalgetters Whales	Chivas SF Vikings Mission Stars S.F. Eagles Club America Aguilas S. F. Viking Cheetahs
Under 14 Boys West	Under 14 Girls West	Girls North
SF City Chargers Lil Gators Acorns Mission Rebels Comets Los Titanes Strikers	Fillies South City Angels Leopards Coastside Pumas	Breakers Cougars California Earthquakes SF Vikings Ghostbusters SF City Tigers
Under 16 Boys	Under 18 Boys	
SF City Fog City Jose Coronado Plg. The Falcons	SF Vikings Tigers Newcomers Spring United Blues	

We would like to thank the following for their help in making this a successful soccer season:

Terry Sullivan for directing the PAL Soccer program.
Jose DeAraujo, Assistant PAL Soccer Director, for lining the fields for the Under 8's and for helping wherever needed.
Ernie Feibusch for the use of two fields at Lowell High School and for lining fields.
Illia Song and Mike Yerbic for putting up and taking down of the nets and goals at various fields.
Siena Perez for her help during registration.
Gus Eadie for the use of the rain-out number.

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SPORTS



by Rene LaPrevotte

Spring Training Mileage Fest

In March, Mike Puccinelli, Jeff Clark, Steve Lee, Dave Herman, Rich Struckman, Dan Perea, and I loaded the saddlebags and boarded our single-track motor vehicles and aimed Southwest. Seven hours later we were in Palm Springs trying to find lodging that would placate the Motel-6 cheapskates as well as satisfy those of us who wanted a spa to soak the weary butt muscles. We compromised and stayed at Motel-6, and settled for hot showers and beers. The next morning we blasted out of town and made it due-East with Phoenix our ultimate destination. Just about 120 miles West of Phoenix we made a gas stop at a hole-in-the-wall town and found the "berg's" lone fuel stop being patronized by about three-hundred Harley types. I introduced myself to the one guy who didn't look like he was packing a concealed firearm and asked where all the hogs were headed. I was advised that this is was their annual state prison run. I thought it prudent not to inquire whether they were running to or from the state prison and went inside to pay for my gas. As I got in line, I overheard the store clerk, a Napoleonic little twirp, giving Rich Struckman crap about having put twelve gallons of gas in his bike and not paying for it. Napoleon then called mild mannered Struckman a F'ing thief at which time I used my training in crises intervention and told the

little punk I'd pull him over his cash register and shove him headfirst into Struckman's gas tank so he could see first-hand that the tank doesn't hold twelve gallons of their crappy gas. After giving me a severe eyeballing, the pea brain told us to get out. As it turned out, the next guy in line behind me was the customer with the twelve gallon purchase and he paid in full, but Napoleon never came out and apologized ... musta been something I said.

We spent the next couple of nights in Phoenix, and Monday morning after a quick inventory of brain cells lost over the weekend, Herman, Pooch, Perea and Lee proved they were true sparrow-hearts and headed back to Mama, while Myself, Clark and Struckman decided to head up to the Grand Canyon and Zion National Park. The unfortunate thing is that the best part of the ride was missed by the guys who rode home (Phoenix to SF) in one day. The weather was absolutely flawless, mid eighties, and the scenery breathtaking. After a couple of more days on the road, I too headed back to California while Rich and Jeff headed to Death Valley and an over-niter at Struckman's parents place.

I rode alone over the normally barren and ugly Tahachapi Mountains, and found the entire mountain range awash in wild flowers and green grass. I fully expected to see Julie Andrews and the Von Trapp family at every bend in the road.

About a week after Clark and Struckman returned home, Rich was spending five figures at California Kawasaki, having been bitten by the touring bug. And speaking of touring, we're not through. Jeff Clark is putting together a two week trip in September that tentatively will go through Nevada (Beautiful state, really) and Idaho (free tators for out-of-staters) to Jellystone National Park, then through Wyoming to the Custer battlefield monument to stupidity (Look at all the damn Indians!) into Montana to visit the birthplace of the former 49er quarterback then Glacier National Park. The plan is to then turn right and back through Idaho and Coeur D'Alene, then over to the left coast and down the left side of the country to SF. If you are getting that rambling feeling, call Jeff Clark at 553-1120 or page him at 201-9428.

Police Memorial Run:

Don't forget the last weekend in July (27th & 28th) is the fund raiser to maintain the Police Memorial at the State Capitol. There is a party Friday the 26th at America Live, the ride is Saturday the 27th and there is limited lodging in Placerville for those of us who plan to stay after the Bar-B-Que and concert by Elvin Bishop. There will be over a thousand bikes, so be one of them!

I will have raffle tickets for the 1996 Harley Davidson that will be raffled off at the Bar-B-Que as well as event T-shirts so you don't have to wait in line, or risk your size selling out before hand. If you are interested in riding up, contact me at the Kingdom of Co. K at 553-1246

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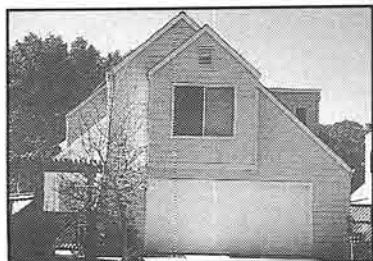
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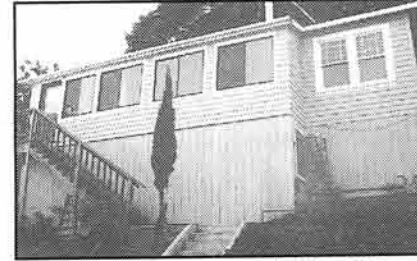
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SPORTS



Golf In The Pacific Northwest

by Lt. Jim Speros,
Planning Division

May 22-24 saw the 29th annual Pacific Northwest Law Enforcement golf tournament held in Spokane, WA. For two days I participated along with nearly 180 golfers from various agencies in Oregon, Washington, Idaho, Utah and Canada.

The two courses were, to say the least, a challenge. For county run courses, they were the best I've ever played on. Meadow Wood presents a multitude of water traps, challenging approaches and beautiful homes to bounce your balls off. The real challenge is to beat the fat woodchucks, (marmosets up North) to your balls. Of course, one player made a double birdie when he sliced his shot into a large fir tree. He found

it: mid way up and in a robin's nest nestled between two unbroken eggs!

The second course is Liberty Lakes. This course is set beside a large lake and you end up playing into the foothills of the Rocky Mountains. The wild life was plenty abundant, though no thieving woodchucks on this course.

What did I score? Don't worry, I'm not quitting my day job. This was a great setting for golf with a great group of cops. Next year the tournament will be held May 14-16 in Pasco, WA., (the tri-cities area) in southeast Washington. This is a high desert course on Canyon Lakes and Horn Rapids. It promises to be challenging and fun. I will be sent the applications in February, for anyone who wants to go.

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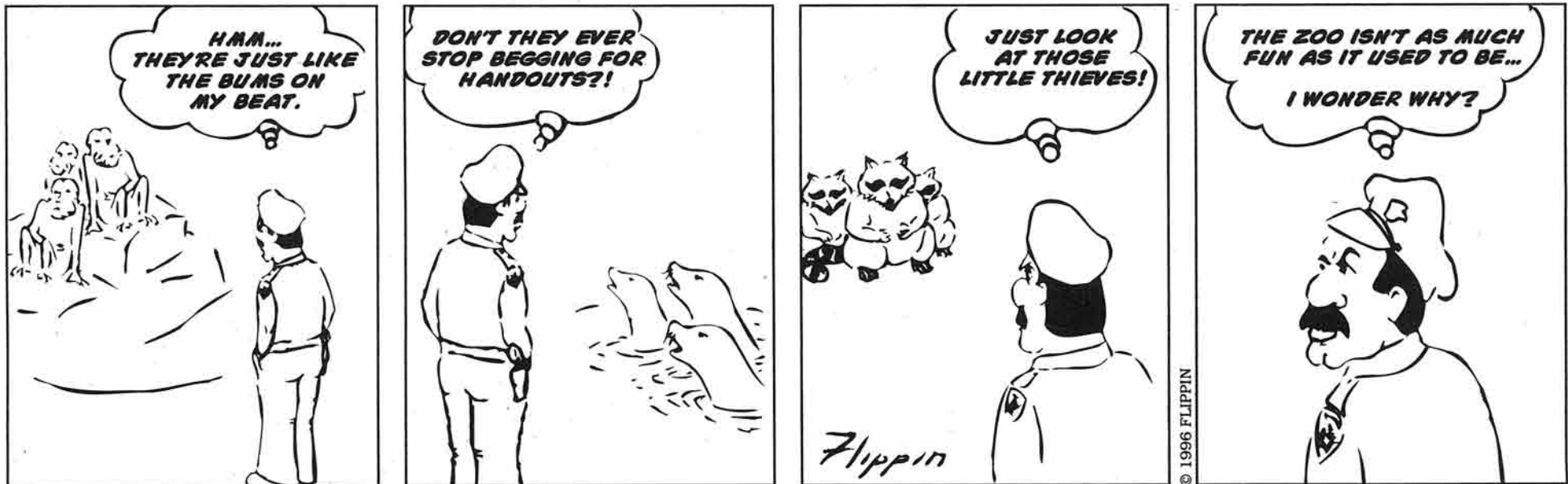
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Funny . . . But True

by Tom Flippin, Editor



Attention, Sylvester Stallone fans! Appearing soon in this very column: the SFPD version of **"Stop...Or My Mom Will Shoot!"** (as seen recently in the Ingleside District).

The recent moderate earthquake experienced by the Bay Area was felt most strongly in and around San Jose. For the most part, only minor damage was reported by the area's citizens, and city officials reported very few police or fire department-related problems. Police did respond to a call of a shooting at one residence. It seems that a member of this household, Edvardo Meneses, was so shaken by the quake's noisy rumble that he decided someone was breaking into the house. His mother was asleep upstairs, and Edvardo's immediate concern was to protect her. He grabbed his pistola (loaded, of course) and ran for the stairs, shoving the gun into his pants pocket as he went. Unfortunately for Edvardo, the gun's hammer snagged on his pants causing it to discharge. He ended up with a bullet hole in his leg and another in his foot. As if that wasn't enough, investigating officers also determined that poor old Edvardo's gun had been stolen from a man in Shasta County. After being treated at a local hospital, Meneses was charged with possession of stolen property.

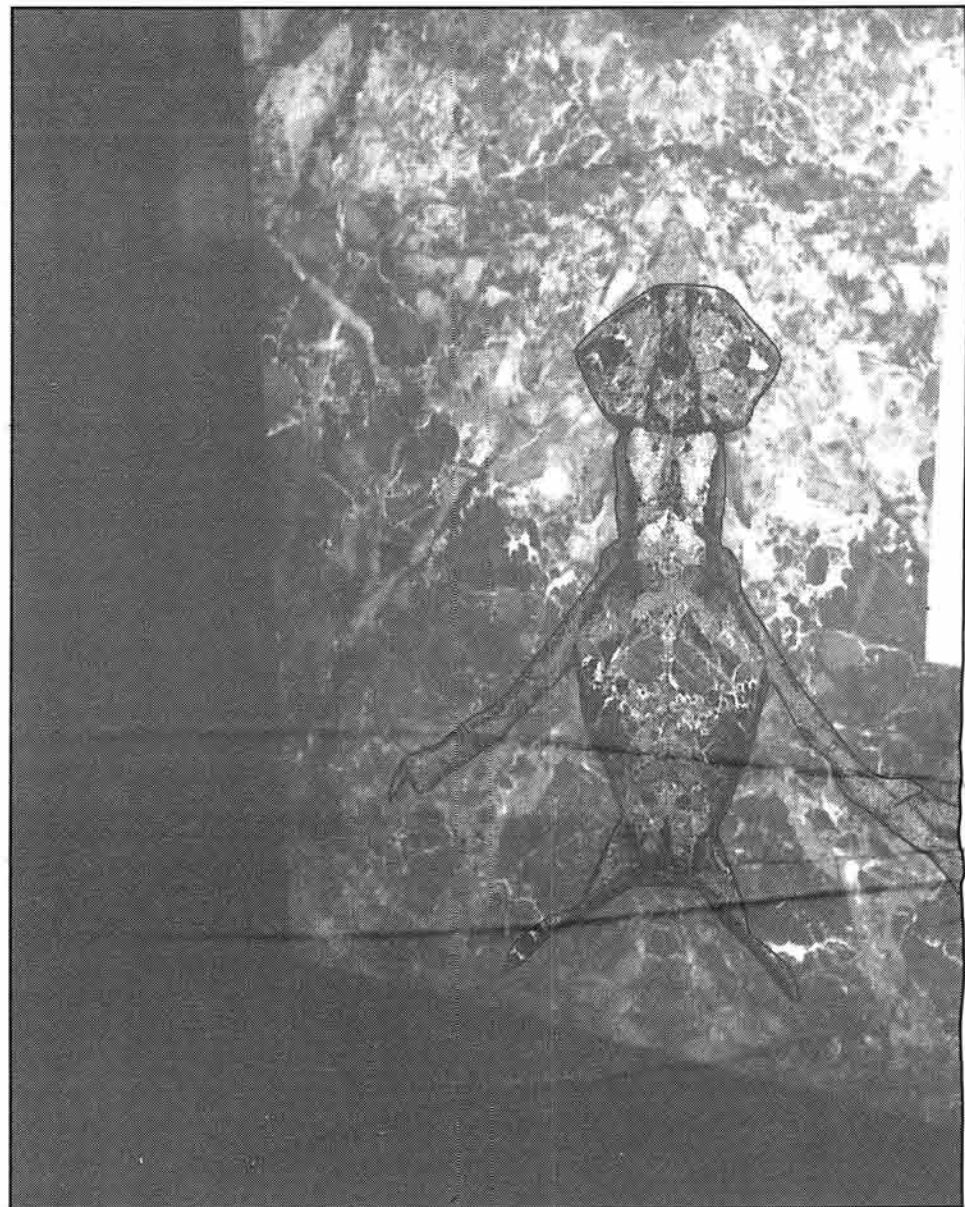
A supermarket employee in Claremont (a Southern California town) became a little suspicious when a customer walked in and bought 125 cans of whipped cream. After all, the guy didn't even buy one carton of ice cream to put the whipped cream on. The employee kept an eye on the whipped cream fancier and, sure enough, watched him saunter out to the parking lot where he began discharging and sniffing the nitrous oxide-powered spray cans. The su-

permarket worker was pretty sure that the police would be interested in this guy's peculiar gastronomic habits, so he called 911. By the time responding officers arrived, five empty whipped cream cans were lying on the ground beside the suspect's car. The cops pulled him out of the car and identified him as one Jon Holm. Holm told them that he was feeling depressed after breaking up with his girlfriend, so he decided that a few blasts of nitrous oxide were just what he needed. The officers took Holm into custody...along with the 120 remaining hits of nitrous oxide...uh, I mean, the 120 unused cans of whipped cream.




Next, we have the saga of two crooks from Ohio. These guys are definite candidates for Dumb-Crooks-Of-The-Month. The story begins early one morning in Columbus. Our two crooks, Timothy Lebo and Charles Kinser, were driving around the city when they decided to rob the ATM at a bank they had just passed. Actually, they decided to **steal** the ATM. They rammed their car into the bank's wall and jarred the ATM loose. Then this pair of desperadoes chained the machine to the rear bumper of the car and proceeded to make their get-away. They apparently didn't realize what a spectacle they were making as they drove along with the battered ATM bouncing along at the end of a chain. Inevitably, they attracted the attention of some curious cops. But Tim and Charley had worked out a terrific back-up plan...they told the nosy police officers that they were just towing a washing machine home. The skeptical cops checked out the "washing machine" a little more closely, then informed these two dummies that they were under arrest...charged with burglary, bank robbery, etc.

One of the most unusual robberies on record took place several years ago in Texas. Three bored juveniles in the Texas town of Bedford decided to stage a hold-up of the local 7-Eleven. None of the three kids owned a gun, so they weren't sure what to use as a persuader during their robbery. They finally came up with an idea and went out to start their crime spree. Amazingly enough, it worked! The three made off with three six-packs of beer after scaring the 7-Eleven clerk by brandishing...a snake. They made their get-away while the poor clerk wrestled with the snake (a harmless garter snake) that the kids had tossed at him as they ran out the door.



Has anyone else noticed that the Hall of Justice is apparently playing host to E.T., the extra-terrestrial? Check out the corridor walls near the Hall's courtrooms to find this visitor. A thank you goes out to Marty Dito, Park Station, for supplying us with this bit of trivia.

WANTED



Your stories of nuts, weirdos, dumb crooks. Any funny-but-true stuff!

Send to Notebook-FBT, SFPOA