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Local 9
SEIU

POA NOTEBOOK

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

VOLUME 28

SAN FRANCISCO, AUGUST 1996



NUMBER 8

Contract Election Results

On Tuesday, August 6, 1996 the Election Committee counted the ballots on the issue of Ratification of the Contract.

The results are as follows:

	YES	NO		YES	NO
Co. A	63	27	Co. I	65	3
Co. B	66	23	Co. K	27	19
Co. C	65	7	Muni	2	97
Co. D	92	1	Hdqtrs.	153	15
Co. E	76	7	Invest.	145	28
Co. F	55	3	Narc.	41	1
Co. G	47	6	Tac	58	4
Co. H	60	9	TTF	23	2

TOTAL:

1,065 (87%) YES to approve the contract
162 (13%) NO to disapprove the contract

Mayor's Collective Bargaining Charter Amendment

July 26, 1996

Honorable Michael J. Yaki
Board of Supervisors
City and County of San Francisco
401 Van Ness Avenue, Third Floor
San Francisco, California

Re: Mayor Brown's Collective Bargaining Charter Amendment

Dear Supervisor Yaki:

The current proposal to amend the city charter to permit collective bargaining over retirement benefits was initially proposed by the Police Officers' Association when we commenced negotiations with the City in June 1995. Our proposal was motivated by the fact that our "tier two" members, the 1,600 plus police officers hired since 1976, have a retirement benefit structure that needs vast improvement. Attached is a chart that shows clearly how very far behind our retirement benefits are to those provided police officers by other public sector jurisdictions throughout California.

The Jordan administration opposed our proposal and offered instead, that we be part of a charter amendment that he promised to campaign for, which would provide significant retirement benefit improvements for firefighters and police officers. We rejected the idea for a variety of reasons most of which relate to our affiliation with labor, and

continued to push for the ability to negotiate over retirement benefits.

Other city employee unions have conveyed to us that, while their retirement benefits might not be as far behind as is the case for police officers, they do lag behind those benefits provided miscellaneous employees elsewhere. The retirement system has documented this. These same unions have urged us to work with them on any amendment to the charter to allow for improvements in retirement benefits. Mayor Brown also saw the equity in their position and as a result, we now have a charter amendment before you that will, if implemented, permit all city employee unions to negotiate improvements in retirement benefits.

Retirement benefits should be subject to negotiations. Not only is it common practice, it is also in the City's best interest as well as that of the business community.

Retirement benefits have not been

(See AMENDMENT, Page 14)

\$150 Assessment for Campaign to Improve Retirement Benefits

by Al Trigueiro

The POA's Executive Board and Board of Directors have called for a membership vote on the question of whether members should be assessed \$150.00 for our campaign to pass a charter amendment which would authorize negotiations over retirement benefits. Both Boards recommend a "Yes" vote on this important legislation.

All members will benefit from this legislation. The primary beneficiaries will be our "Tier II" members, those hired since 1976.

As the chart on page 14 shows, the retirement allowances Tier II members stand to receive initially if changes are not made, are approximately \$500 per month less than what police officers in all other jurisdictions receive and over \$1,000 per month less after 10 years of retirement. The disparity would continue to get worse as time goes on. This would be entirely corrected if the amendment passes.

Tier I members will also benefit. Those who elect to retire under the "2 x 2" early retirement plan recently negotiated by the POA will recoup their \$150 during the first month they are out on retirement because their monthly allowances will be increased by more than \$150. Other Tier I members will benefit from the negotiations that will occur when we reopen our contract in January 1997,

as we expect to obtain other basic improvements in our retirement plan, such as having POST premiums considered part of base pay for the purpose of calculating retirement allowances, a common practice elsewhere.

There has been early opposition from the press and significant segments of the business community and most of the information provided the public thus far has been inaccurate or out of context. A very good campaign will be required in order that voters receive accurate and more complete information regarding exactly what their charter amendment will and will not accomplish.

Police officers will benefit more from this measure than any other City employees. Thus, we are expected to carry the largest share of the campaign costs. (SEIU and Firefighters Local 790 will also contribute heavily.) I urge you to vote in favor of the assessment in order that the POA can pay its fair share of the campaign costs.

Should the assessment be passed by the membership, a payroll deduction of \$25 per pay period will begin in September and continue for six (6) pay periods.

An alternative method of contributing to the campaign can be handled by making out a check payable to the SFPOA for \$150 and delivering or mailing it to the Association by August 22, 1996.

Dear Members:

The Campaign to obtain the right to negotiate retirement benefits is underway. The road to November 5 will not be easy, but we are optimistic about the election's outcome provided that each of us pitches in to do our share.

The Association will be spearheading the campaign, and, therefore, there is a need to gather sufficient funding to get our message to the voters. Please vote for the assessment, as this money is critical to a successful campaign and success on November 5.

Furthermore, please make every effort to inform the public of our Charter Amendment because you are the Association's best public relations.

The voting period will be from August 8 through August 22.

PLEASE VOTE!!!

Al Trigueiro Chris Cunne Steve Johnson Chuck Limbert

IN THIS ISSUE

Widows and Orphans	Page 2	Union News	Page 11
Around the Department	Page 3	Deferred Comp	Pages 12 & 13
Special Board Meeting	Page 6	Letters	Page 17
Retired Members	Page 7	Pal	Page 18
River City	Page 10	Sports	Pages 19-23

**FOR FURTHER INFO ON THE
CHARTER AMENDMENT
TURN TO UNION NEWS ON PAGE 11**

Widows and Orphans Aid Association

The regular monthly meeting of the Widows & Orphans Aid Association was called to order by Past Pres. J. Sturken at 2:07 p.m. Wednesday, July 17, 1996 in Conference Room, Ingleside.

ROLL CALL OF OFFICERS: V.P. R. Milon, Pres. Sullivan, Tr. Kurpinsky Excused. Present with other officers R. Crosat & M. Duffy.

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

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

Treas. Parenti reported the following deaths:

Kari Johnson: Born in Winnipeg, Canada in 1919, Kari was in the U.S. Navy before joining the Department in 1948, age 29. From the Academy, he was assigned to Richmond, staying for 2 years. Then to Mission remaining there for 21 years until appointed a Sergeant in 1971, when he was assigned to B.C.I. After one year there, then to Potrero for a year, finally back to Mission until his retirement, for service, in 1975 at age 55. Kari received the following awards: 1954—C/C for arrest of two armed robbery suspects; 1958—C/C for arrest of two suspects charged with phone booth burglaries. Kari's death was quite sudden and he will not only be missed by his family, but also by the Veteran Police where he served lunches at every meeting. He was 76 when he passed away.

Harold Schwartz: Born in San Francisco in 1911, Harold (known as Moe from his high school days) worked as a stenographer before becoming a member of the Department in 1939, age 27. From the Academy, Moe worked various stations: Co K for 2 years; Ingleside — 4 years; Potrero — 3 years; Southern — 2 years, back to Potrero for 6 years. Appointed a Sergeant in 1957 he went back to Southern, remaining there until his retirement for Service

in 1969 at age 57. Harold was 84 years old at the time of his death.

SUSPENSIONS: Acting Pres. Sturken suspended 14 members for non-payment of dues for a period exceeding 6 months.

REPORT OF TRUSTEES: Mr. Bricker & Mr. Joe, B of A, addressed the membership on the portfolio. In spite of the market, portfolio is down only .01% and part of this is due to the Bond Market. Expect (75% chance) an increase in interest rates around end of August. Economic growth is reaching toward 4% which makes Fed. Res. nervous. During past 12 months we have had a net return of 9.7%. Mr. Bricker had several recommendations: 1 — to sell U.S. Treasury Notes, paying 6.25% and purchase U.S. Treasury Note paying 6.50% maturing in 2001. 2 — Sell 2 stocks in which we have made a good profit and purchase a medical mfg. stock. Both of these approved by Trustees.

UNFINISHED BUSINESS: Secty. McKee reported all bearer bonds from Estate of Dorothy Schyne had been turned over to B of A. Still have a bond from L.A. Transportation and 6 U.S.P.O. Bonds to be changed from Dorothy Schyne to W&O.

GOOD OF THE ASSOCIATION: Act. Pres. Sturken set next regular meeting for 2 p.m., Wednesday, August 21, 1996 in Conference Room, Ingleside Station.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:50 p.m. in memory of the above departed brothers.

Fraternally,
Bob McKee, Secretary

NOTE: Any person leaving the Department, retirement, resigning, will be advised as to the amount of money necessary to remain a member. This is done after the Association is notified by Policeman's Fund that you are no longer on payroll deduction.

A Roaring Good Time!

POWCA is holding its 64th semi-annual convention in Concord, California, on October 25, 26, 27th. Contra Costa County Peace Officers Alliance wives club will be hosting an exciting Roaring '20s convention for police wives, so mark your calendars and dust off your beads and flapper dresses! Room rates start at \$72 and registration is \$90.

POWCA, Peace Officers Wives Clubs Affiliated, provides support and education to wives in coping with the challenges of being a peace officer's family. Who better to talk to about your fears and anxieties than another police wife. The workshops at convention give useful information in managing our unique lifestyles and meeting other wives is always rewarding.

POWCA also awards three schol-

arships to high school seniors who are children of California peace officers whose department is a member of POWCA. Currently, first place is 1,500; second place is \$1,000 and third place is \$500.

For more information about our upcoming convention, please contact Nancy Degger at (510) 284-7739. If you'd like more information on POWCA and how to start your own association, call our Membership Chairperson, Pat Hinkley, Milpitas Police Department, (408) 945-9044 or Connie Richner, our Public Relations Chairperson at (916) 573-0543. Connie will also be able to connect you with the closest POWCA club in your area. Feel free to call her collect!

We always welcome new faces and can guarantee a roaring good time this October.

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.

Editorial Policy

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

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The San Francisco Police Officers' Association

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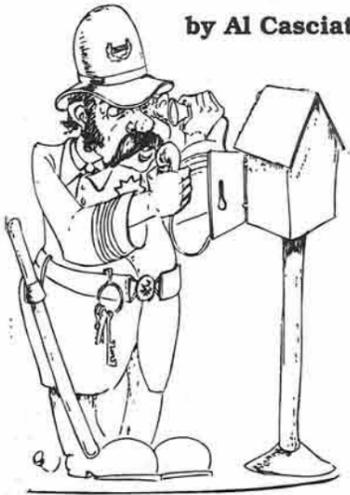
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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:
• Address letters to the Editor's Mail Box, 510 7th St., San Francisco, CA 94103.
• Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
• Unsigned letters and/or articles will 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.
• Articles should be typed, double-spaced.

Around The Department

by Al Casciato



Your Future
The November Charter Amendment with regards to retirement can be simplified in the following manner: Benefits cannot cause the fund to fall below 90% of funding (very prudent) — the PERS levels can be matched without falling below 90% — and medical/dental coverage can be negotiated to cover all, including retirees. Therefore, it is in the best interest of all to go out and campaign their hearts out. It's yours and your loves ones' futures that you'll be working for. . .

...50 Great Years:
Retired Property Clerk **Joe Dito** and his lovely bride **Josephine** celebrated their 50th wedding anniversary on August 4, 1996 — the many children and grandchildren (including **Insp. Phil Dito**, Sex Crimes, and **Office Marty Dito**, Co. F) of the happy couple hosted several days of celebration in honor of the ceremony which took place Aug. 4, 1946 at Our Lady of Guadalupe Church in North Beach. Congratulations!

...Births:
Frank Hagan, of Park Station, and his wife **Kerry** welcomed the arrival of their first child, **Connor Michael Hagan**. Their newborn son was born on Sunday, July 7th, at 7:41 p.m...weighing in at 9 lbs. 5 oz. and measuring 21 1/2" long.
Another new arrival at Park Station (What's going on over there, anyway?). **Walt** and **Linda Cuddy** are celebrating the arrival of **Ryan Cuddy**...born at 7:18 a.m. on Friday, July 26th. Ryan weighed in at 8 lbs. 2 oz. and measured 21 inches.

Retired Homicide Inspector Frank Falzon and his wife **Donna** are proud grandparents for the fifth time. **Dave** and **Mary Falzon**, Southern Station, were blessed with **Francis Pierre**, AKA "little Frankie", on May 8th, weighing in at 8 lb. 12-1/2 oz. His cousins **Davey**, **Stephanie**, **Kevin** and **Christina** happily welcome him into their growing family.

...Better Late Than Never:
Retiree **Jim Greely** recently wrote the Retired Officers Assn. requesting to join. Jim retired 29-1/2 years ago and has been living in Hawaii ever since. Talk about beating the system. Anyway, an application is on the way...

...All In The Family:
On Sunday, July 28, 1996, lil **Angelina Ibay**, 5 months old, was christened at St. Elizabeth Church, San Francisco. Standing up for and surrounding her were Godmother (Aunt) **Pat Ibay**, Superior Court, Godfather **Officer Steve Ortiz**, Co. B, **Officer Cliff Java**, Mayor's Office, and Uncle **Officer Rey Ibay**, Co. H. Angelina is the daughter of **Randy** and **Analyn Ibay**, California Department of Corrections. Talk about a law enforcement connection...

...Investment Club:
More than 40 active/retired police officers have indicated their desire to start the second investment club. Meetings will be held at the POA on Sept. 10 (noon) and Sept. 16 (5 p.m.) to discuss membership requirements. For further information refer to the article on the Second Star Performers Investment Club in this issue of the *Notebook*...

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

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California Community Dispute Services

A Valuable Resource to the SFPD

by Candace Heisler and Vivian Lum

The case of Bob and Joe... You get called to Pinky's Bar. The bartender, Bob, tells you that Joe just kicked a table over into a window and broke the window. He wants you to arrest Joe. You try to talk to Joe, but he's yelling at you. You write an incident report and arrest Joe.

What's next? Your case goes to the District Attorney's office for review. Bob tells the District Attorney that all he wants is his window paid for. He doesn't want to come to court—Joe has been a regular patron for over a year.

- A couple of things could happen:
1. the DA dismisses the case and nothing else happens.
 2. the DA refers the case to California Community Dispute Services for resolution.
 3. the DA prosecutes.

You are familiar with what happens with options 1 and 3. You may not be as familiar with option 2, referral to California Community Dispute Services. Who are they? What do they do? What does it cost? How are cases referred to them?

California Community Dispute Services (CCDS) is a non-profit organization that resolves disputes through the use of mediation and/or arbitration. CCDS has a long-standing relationship with both the San Francisco District Attorney's Office and the San Francisco Police Department.

CCDS accepts referrals from the Community at large and the Criminal Justice System for out of court resolution of matters. CCDS mediates/arbitrates cases involving people

from all backgrounds. Both parties (or sides) must agree to submit the matter to CCDS; participation is voluntary.

CCDS handles many kinds of misdemeanor cases, such as assault, battery, malicious mischief, auto tampering, mutual combat, graffiti, defrauding the innkeeper/taxi driver, vandalism, disturbing the peace, barking dogs, trespassing, harassment, etc. CCDS does not handle felony cases or matters involving domestic violence, hate crimes or child abuse.

The cost is free for those cases referred directly from the justice system or law enforcement agencies. A sliding fee scale is applied to referrals from the community. However, CCDS usually waives most administrative fees. No one is turned away for reasons of their inability to pay.

"Many ADR organizations have similar services, but what makes CCDS different is their range of services, especially binding arbitration, which makes a big difference in many cases. Besides, the staff is great, knowledgeable and very professional."

— Dolores Caballero, CCDS Client

"We have had great success in referring cases to CCDS, especially those cases that are difficult to get people together. We've had very good luck (in resolving). We refer check cases, pay disputes and disputes over ownership of property and those also have been (resolved) very successfully."

— Inspector Earl Wismer, Fraud Detail

"Here is good news: the California Community Dispute Services exists to provide free mediation and arbitration for the public."

Our legal system is strained beyond the limit of efficient management; CCDS provides relief from the heavy case load burden.

People need not be discouraged by the cost of an attorney nor the lengthy delays taken by our civil and criminal court system. CCDS is an outstanding option for dispute resolution. It is a notably good solution for people on a tight budget.

CCDS is valuable to the investigators of the SFPD, the Assistant District Attorneys and the criminal courts. CCDS relieves some of the immense workload handled by the hard working people who staff these positions. I have referred cases inappropriate for police investigation to CCDS, where they received thorough attention. CCDS is synonymous with resolution, unlike the criminal justice system. That system attempts to determine the criminal innocence or guilt of an accused party and does not and cannot usually resolve conflicts.

CCDS provides a reliable method of resolving problems not suited to a police investigation or a formal court room setting. CCDS provides arbitration and mediation with careful attention. The professionalism provided results in a positively resolved condition through careful mediation or arbitration.

CCDS is a precious community service. It is my hope that all citizens of this great City become educated about it.

— Inspector Michael Maloney, Star 2014, Robbery Section

If an officer wants to refer a case to CCDS, if an arrest or citation has happened, the officer should give the victim/complainant the police incident report number and CCDS' phone number 415/865-2520 and ask the party to phone CCDS during normal business hours. The incident report should say that the victim/complainant was given the CCDS phone number. The DA's office will review the

case and refer to CCDS if appropriate. Only the DA's Office can decide which arrest/citation cases are suitable for referral.

If a case is referred and the parties refuse to submit the case to CCDS or if new information is obtained which shows that mediation/arbitration is inappropriate, the case is sent back to the District Attorney's Office for a determination whether a criminal case will be filed.

As an officer, if you would like a disposition report of the case, call CCDS at 415/865-2520 and give them the police incident report number, your name, star number, station address and phone. CCDS will report back to you when they close their files on the matter.

Turning back to the case of Joe and Bob...

Because of Bob's desires and the fact that Joe has no record, the DA's office decided that this case should be referred to CCDS. CCDS contacted Joe and Bob and explained their procedures. Both agreed to arbitration. CCDS appointed two trained, neutral volunteers to hear the case. A convenient time/date for the hearing was scheduled.

At the hearing, both Bob and Joe had plenty of time to "tell their sides" of the story as the arbitrators tried to help Bob and Joe to resolve their own dispute. During the hearing, Bob admitted that he pushed Joe and Joe admitted that he provoked the incident. The resolution, which is legally binding on all parties, was that Bob and Joe agreed each to pay half the cost for the repair of the bar's window. Bob still has Joe as one of his patrons, the bar got the window repaired and paid for, and everyone was satisfied that using CCDS was the best approach for their case.

For more detailed information about California Community Dispute Services, or if you would like to volunteer with CCDS, please feel free to contact them at 415/865-2520, during normal business hours.

Candace Heisler is an Assistant DA with the City and County of San Francisco and Vivian Lum is Assistant Director, CCDS.

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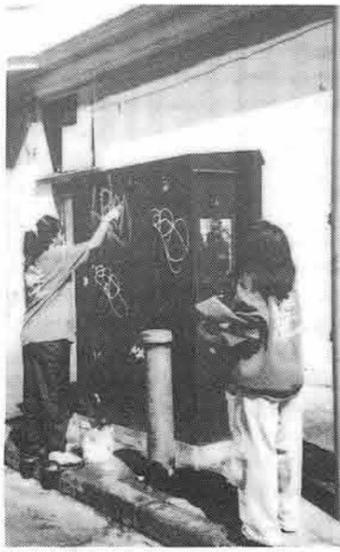
Mission District Youth and Business Work Together

by Rich Pate, Mission Station

On Saturday, July 20, 1996, the San Carlos and St. Peter's Youth Groups from the Mission District came together for one purpose, clean the graffiti and streets on Mission St. Sergeant Schiff, the Department of Street Cleaning and I assisted these groups to help clean up Mission Street.

Oscar Gomez, the director of San Carlos Youth Club organized this

event and the cleaning was well received by the merchants and neighbors in the area. We would like to thank Burger King, at 16th and Mission, for the lunch provided to the youths. I hope to see more young people become involved in this clean up effort so the Mission District can restore its beauty. On behalf of Mission station, we would like to thank everyone who participated in this effort.



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Special SFPOA Board Of Directors' Meeting Minutes

Tuesday, July 9, 1996, 1400 Hours

Call to Order: 1400 Hours

Pledge of Allegiance

Roll Call: Present: Machi/Co A, Deignan/Co A, Castel/Co B, Yoshii/Co C, Pate/Co D, Ellis/Co D, O'Brien/Co E, Hamilton/Co E, Gardner/Co F, Dempsey/Co G, Kaprosch/Co H, Finnegan/Co I, Castagnola/Tac, Fox/Invest, Balovich/Invest, Minkel/Co K, Atkinson/Hdqtrs, Sylvester/Hdqtrs, Balma/Narc, Ching/MTPD, Mammone/TTF, Wright/Ret., Scully/SFO, Millett/SFO, Johnson/Secty., Limbert/Treas., Cunnie/Vice-President.

Excused: Trigueiro/President

President's Report

A/President Chris Cunnie introduced a contract document for the Board's perusal and then entertained a question and answer session in regards to several issues. A motion (M/Limbert, 2nd/Deignan) was then made allowing the Board of Directors the opportunity to endorse the contract document and submit it to a vote of all Association members within 30 days. A Roll Call Vote was taken on the Motion:

Yes Votes: Machi/Co A, Deignan/Co A, Castel/Co B, Yoshii/Co C, Pate/Co D, Ellis/Co D, O'Brien/Co E, Hamilton/Co E, Gardner/Co F, Dempsey/Co G, Kaprosch/Co H, Finnegan/Co I, Castagnola/Tac, Fox/Invest., Balovich/Invest., Minkel/Co K, Atkinson/Hdqtrs., Sylvester/Hdqtrs., Balma/Narc, Ching/MTPD, Mammone/TTF, Scully/SFO, Millett/SFO, Johnson/Secty., Limbert/Treas., Cunnie/Vice President.

Abstaining: Wright/Ret.

This motion passes unanimously by voice vote.

There being no further business before the Board, A/Pres. Cunnie adjourned the meeting at 1700 hours.

Submitted by Steve Johnson, Secty/SFPOA

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Sgt. Mark Sullivan, Co. E . 553-1563	Lt. Tom Lang, Fraud 553-1550
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Retired Members Column

by Mike Sugrue



After Gino passed away in October last year, it took me several months to clear out the desk he used for 11 years at the POA office. In doing so I found an article he wrote, on retirement, several months before. I would like to share it with everyone as it was the last article he wrote:

"Retirement can be a tremendous gift. At first the road will be smooth but then you may come to a fork in the road. One road will lead you into the golden years and all your plans and dreams will come true. The other path may bring disappointment and, as some of the correspondence I have received, some have referred to these retirement years as the "black years" of retirement. There may also be an emotional impact that one may encounter upon retirement. Experts conducting retirement planning seminars are in agreement that one should plan for his retirement when he is in his forties, fifties, or at least five years prior to retiring. The key word is planning. The more you plan, the easier it will be to become acclimated to retirement life. It is certainly something you have earned. Working life was your main course and look upon retirement as the desert.

Websters dictionary's definition of retirement means going from an active life to one of inactivity. I prefer my definition which is going from an active life to one equally as exciting with the opportunity to pursue new endeavors and opportunities.

Two questions you should ask yourself: Do you fear retirement, and what do you want out of retirement? One must realize that whether it was during your working life or in retirement that things will not always run smooth. There will be ups and downs and psychological detours. The important thing is to handle your ups and downs when they occur or, if you let them escalate, they may lead to mental problems or even depression. The two most important things in retirement are the personal status of your health and how well off you are financially. The two most serious problems that one is confronted with in retirement are the enormous amount of freedom and the inactivity that one faces.

One should not look at freedom as a door to unlimited pleasures. It is a time to use it wisely, to make new friends, new surroundings, to further your education, develop hobbies, or possibly set up an exercise program. If it is not used wisely, it can swallow you up like quicksand.

Some of the reasons why a person retires are age, disability, failure to be promoted, burnout or stress. There are advantages and disadvantages to retiring at an early age. One of the disadvantages of early retirement might be an unexpected serious health problem for which they had no advanced warning. An advantage of taking early retirement would be that the younger you are, the better

chance you have in securing employment. A survey was made and it was found that for a police officer to find the job he really wants takes from six months to one year.

Twenty-five percent of all police officers who retire end up doing some type of security work, and that 15 percent of all the people who retire do some type of volunteer work. If you are planning on working in your retirement, I would advise you to try it out for several weeks. It may not be what you were told when you were wearing that shield or star. It is surprising the number of calls I receive from retirees who are displeased with their job and state if any requests come in for employment to keep them in mind.

Making a decision to retire or not is not an easy one. You certainly should discuss it with your loved ones. What effect will it have on your family? Maybe you're not ready to retire. Nothing says you have to retire. How many times have you heard, "Gee, I wish I was in his shoes, I would retire in a minute." Does one ever stop to realize that perhaps financially he is not in a position to retire? He may have sons and daughters going to college, or may fear the thought of starting all over, or that he still enjoys the job, or perhaps he has nothing else to do?

Let's back track. Let's discuss the emotional impact that one may encounter upon retirement. What is it going to be like not doing the things you have been doing for the past 25 or 30 years? The last day on the job will not be easy. You will feel as though you have lost a member of the family. It will be like a love/hate affair. It will be difficult to stay and difficult to leave. Your saddest moment may be when you turn in your star and weapon. Cleaning out your locker will bring back many fond memories. It's like losing part of one's soul. Strange as it may seem, the thing that will be the easiest to do is leaving the job behind you when you go out the door for the last time.

The things you may miss are the laughs, the coffee breaks, the "roast" among officers, and mostly leaving the many close, dear friends that were developed over the years. In the beginning, you will see some of your close friends, but as time marches on, you will see them less and less, but you shouldn't take offense as people have their own lives to live which leads them into different directions.

The two most important ingredients in retirement are your health and finances. If you are aware of any impending surgery slated for in the near future, a good idea would be to have it done prior to retiring.

Make some plans before you retire; plan to hunt, fish, improve your golf game, take a cruise, complete an unfinished project at home, etc., but also leave time for fun and relaxation. Some find that to be content, they have too much time on their

Attention Sacramento Area Retirees

by Ed McMills

I retired from the SFPD (solos) May 1, 1981 and moved to Truckee, California. We moved to Cameron Park, California in August 1995.

There seems to be an increasing number of retired SFPD people moving into the Sacramento area...Ed McMills, CP; Jerry Cassidy, Sun City, Roseville; Warren McCormack, Sun City, Roseville; Bob Cirimele, Sun City, Roseville; Walt Garry, Sacramento; Frank Gau, Lincoln, Newcastle area; George Galbraith, Cool; Mario De Lorenzo, Rescue...

McMills, Cassidy and McCormack (and wives), recently had dinner at former 49er linebacker Danny Bunz's sports bar/restaurant in Roseville. It was suggested that we try to form another retired SFPD Officers' luncheon club for the Sacramento area. (At Dan Bunz's place...Good food, etc., atmosphere and location.)

If there are other retired SFPD cops in the general area who would be interested in meeting monthly, bimonthly or whatever, please call or write Ed McMills at 3040 Granada Court #9, Cameron Park, CA, 95682 or phone: 916-672-9253.

While the group is small, no reservations, etc. will be bothered with for now. We'll just pick a convenient, regular monthly date and all show up at a prescribed, convenient time.

Incidentally, another retired SFPD cop, Ross Spinner, has developed his Reno, Nevada "Ret. SF-cop" luncheon into a good sized group. He may be contacted by calling 1-702-265-2721. Add: 616 Adaline Way, Gardnerville, Nevada 89410.

hands. This can be taken care of in one of several ways; some enjoy doing volunteer work a few days a week. Others like to find employment for a couple days a week. Maybe going back to school would suit you best.

Think positive about retirement. These will be your golden years. After all, you still have one-third of your life ahead of you. . .worrying is a waste of energy. Eighty-five percent of the time nothing happens, 10 percent of the time it may happen, and five percent of the time it will happen.

Exercise is a **must** in retirement. Brisk walks and swimming are two ideal exercises in retirement. These create **less** strain on your heart and you will be better able to cope with stress, and have more energy if you do these mild exercises regularly.

It is ideal to have a hobby or two. I have two main hobbies: I make copper bonsai trees, and I took a college course and now make Tiffany-style lamps. These two hobbies/projects keep me so involved that I

hate to go to bed at night and can't wait 'till morning until I can get back to it. One other thing I have been doing for a few hours a week is going to the hospital to hold and comfort new born babies as they have been born and are suffering from the effects of drug-addicted mothers.

My own personal belief is that to enjoy retirement, one must have five ingredients — to be active, be stimulated, be productive, and to have a purpose and like yourself.

Life, whether in retirement or working, is full of mysteries. When God calls, we go! Take a few moments in the day to meditate and you may just start to think, and thank the Lord for making life as it is. A good start in your retirement, as well as each day when you awake, is to learn to live each day to its fullest as no one promised us a tomorrow. Remember, "True faith is going so far out on a limb that you know that God will grow a tree under you."

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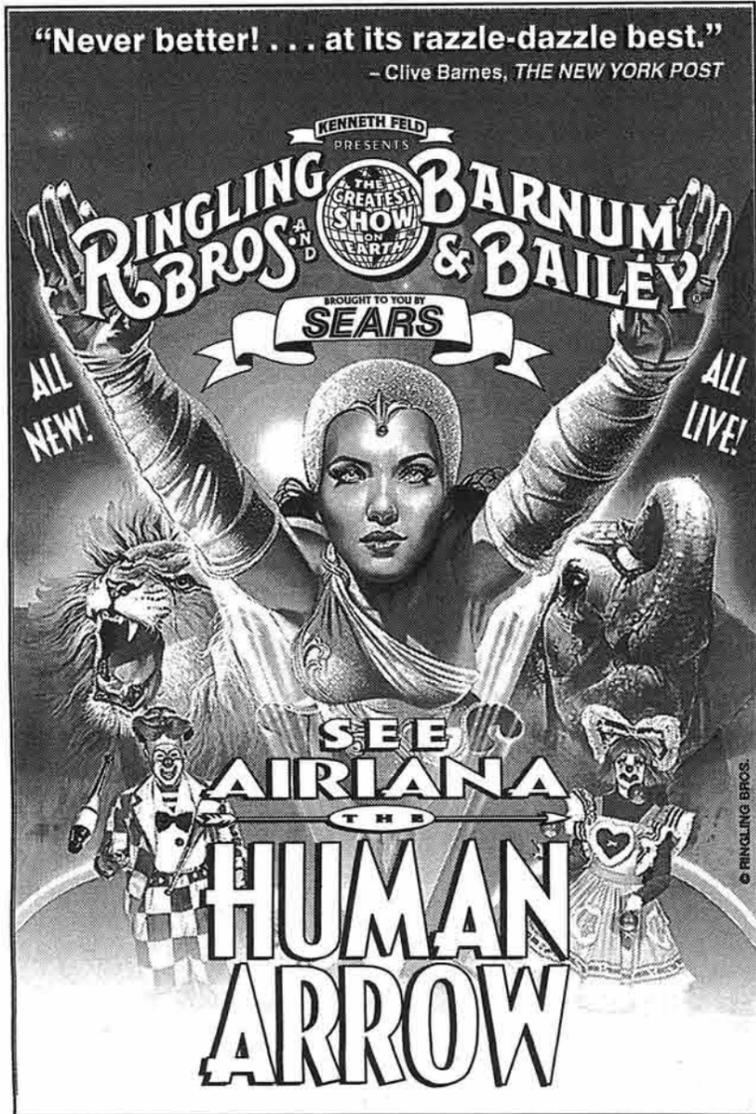
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Juvenile Crime

by Kevin J. Mullen

As we puzzle over the murderous attacks by younger and younger criminals, and struggle with what to do with youthful offenders generally, it might be useful to consider the distance we have come.

On the evening of December 1, 1850, in the midst of the great California gold rush, Charles Boyle, 10, shot and killed a seven year old identified as T.J. Lewis on the Mission Road. The court dismissed the charges a few days later on the legal grounds that "an infant under the age of 14 years shall not be found guilty of any crime."

Murder perhaps, but theft was another matter. In February 1851, a "little boy" named William Dyer, 12, was sentenced to the city jail, where he was housed indiscriminately with adult males, females, and the insane. Four months later he was discharged without his case having been heard. Some began agitating for the establishment of a juvenile "house of refuge."

The problem needing attention was described by a news reporter in 1859. On a visit to the wharf for the departure of the Sacramento steamer, he saw five young boys, none of them over 12, trying to get aboard. "They were outcasts from society," he reported, "three were orphans, and two were children neglected and deserted by their parents. . . turned adrift upon the world to float downward in the current of iniquity."

The gang-plank officer turned the boys away, and after the steamer departed the police picked them up. The youngsters' game, it turned out, was to go from town to town, stealing to eat and sleeping wherever they could. They would depart only after coming under the scrutiny of the local police. It was while trying to get out of San Francisco that they were caught that time. They had been arrested so often, the report continued, that "at last it grew to be no punishment to them, but a subject of

jest."

In 1859, San Francisco established an Industrial School for wayward youth in a rural setting at Ocean and San Jose Avenue, where youthful offenders would be taught useful skills. One critic warned that it wouldn't work. In a house of correction, he wrote, "they are all to be gathered into one fold, each to learn from the other all the vices which their various conditions have gendered and nourished in the mind of the individual. . . These outcasts believe the world to be their enemy, and the House of Correction will fan the sparks of enmity to a flame of intense hatred to mankind."

In 1877, John Runk, a 17 year old hoodlum, walked up behind Officer Charles Coots in Chinatown and shot him fatally in the back of the head. At trial, his defense offered his dysfunctional family background in mitigation of the offense, characterizing him as "a boy, little above the age of childhood. . . who had been reared in the most inauspicious circumstances."

His father, the attorney said, procured Runk's commitment to the Industrial School at an early age out of spite. And when he was sentenced to the county jail at 15, "the associations of the jail further tended to vitiate his moral sensibilities."

The prosecutor saw things somewhat differently. At 11, Runk had killed a young female playmate with a shovel, and he had first been sent to the Industrial School at 12 for larceny, not for spite. At 14 he was returned for theft, and a year later he was convicted of larceny and assault and battery, and sentenced this time to the county jail.

Runk broke out, but was recaptured and sentenced to an additional 125 days. He subsequently assaulted a cellmate for which he was sentenced to 50 days more. He was arrested again for vagrancy and disturbing the peace, and returned to the county jail, from where he had been released just two weeks prior

to the shooting. John Runk was hanged the following year in the County Jail.

By 1891, the earlier predictions about the Industrial School proved out. The school, designed as a reformatory, had become, in the words of one contemporary critic, "through political changes principally a place of imprisonment. . . and a nursery to inculcate criminal ideas, thereby making the institution a means of propagating what it was instituted to abolish."

The Industrial school was closed that year, and thereafter juvenile offenders were sent to the newly established State "reform schools" at Whittier and Lone, where, it was hoped, they would receive "education and military discipline, with a means of learning a trade, etc. so that the boys committed to those institutions are so trained, educated and disciplined to become a credit

instead of a disgrace to the State."

With the establishment of State run reform schools, juvenile prisoners previously incarcerated in Folsom and San Quentin prisons were transferred there.

A century later we still can't decide what to do with youthful offenders, and the questions posed by the 1859 reporter about the urchins on the wharf remain only partially answered.

"Who is to blame for the abandoned and sinful condition and career of these children?" he asked "And is there anyone whose duty it is to endeavor to reclaim them before they are utterly lost?"

Examiner contributor Kevin Mullen, a former deputy policy chief in San Francisco, is a historian and author.

Reprinted from the San Francisco Examiner, July 8, 1996.

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Right Here In River City

by Bill Hemby,
COPS Legislative
Advocate



\$100 Million Law Enforcement Windfall

by Bill Hemby

After years of deficit spending and beg and borrow budgets, the state has finally received enough funding to allocate additional moneys for law enforcement.

That allocation appears in the 1996/1997 state budget as the local law enforcement supplemental funding act. The idea initially came about as a measure to allow taxpayers to allocate 1% of their tax payment to law enforcement. That measure failed, but the upshot was the creation of a \$100 million special fund for local law enforcement front line services.

Called the Citizens Option for Public Safety (COPS) Program — no, I didn't have anything to do with naming the program — the measure requires enforcement fund moneys allocated to a county to be deposited in a Supplemental Law Enforcement Services Fund (SLESF), for allocation to police chiefs, the county sheriff, and district attorney. Doesn't SLESF sound almost like SLUSH?

Moneys from the SLESF are to be used exclusively for county jails, police, sheriff, and district attorney services. All funding will be overseen by a Supplemental Law Enforcement Oversight Committee (SLEOC) — where do these guys come up with these names? — established in each county. The oversight committee will be made up of five members. One

police chief, the county sheriff, the district attorney, the county's executive officer, and a city manager.

Moneys transferred into this fund will be divided into 12-1/2 percent to the county sheriff for jail construction and operation, 12-1/2 percent to the district attorney for criminal prosecution, and 75 percent to the county and cities within the county.

The money has to be used exclusively to provide front line law enforcement services. These moneys will supplement services, but cannot be used to supplant existing funding for law enforcement.

No money can be used for any capital project or construction project, unless it supports front line law enforcement services. I guess that means patrol cars, motorcycles, gymnasiums, tanks, submarines, etc. However there is an exception that includes community crime prevention programs.

Cities and counties cannot intermingle SLESF moneys with any other funding. That's to keep it from getting "lost" in a city's budget.

\$100 million is quite a chunk of change. Divided up amongst the 58 counties will whittle it down very quickly, but what the hell, it's better than a poke in the eye with a sharp stick.

The next squeal you hear will be counties trying to weasel out of allocated the money for which it was intended.

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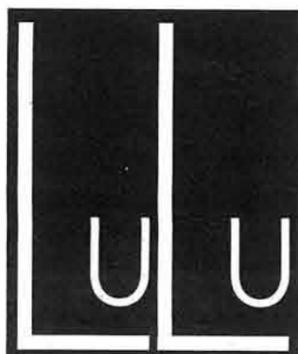
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YOUR DEFERRED COMPENSATION PLAN

Paying Yourself First: A Great Way to Stick to a Savings Plan

by Gary A. Bozin, ITT Hartford Representative

Naturally, we all want to plan and save for our important financial needs. In order to do that, though, we have to have a good sense of our financial picture — how much money we take in on a regular basis, and how much we pay out.

Track the Pennies, Save the Dollars. A good first step is to track your actual income and expenses over a month or so. Be sure to include everything you spend, and what you're spending it on. Once you know what your actual income and expenses look like, you can determine how much you can put aside each pay period for financial goals like retirement.

The Key: Pay Yourself First. One of the best ways to be sure that saving for retirement is a priority in your budget is to pay yourself a savings "bill" on a consistent basis. Making regular contributions to your savings plan can help you meet your financial goals much more quickly than a casual approach to saving. And you will be amazed at how quickly even a small amount of money, invested regularly, can accumulate.

An easy way to put this idea into practice is by participating in your Deferred Compensation Plan (DCP). Because the amount you contribute is deducted directly from your paycheck on a pre-tax basis, you are paying yourself first *and* reducing current taxes at the same time.

If you are participating in your DCP today, you are already "paying yourself first." If not, talk with your ITT Hartford Representative about getting started now. Just call 800-452-6708 or 415-995-3232.

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

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

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Form # HVL-14000



ITT HARTFORD

Union News

Mayor Brown's Proposed Amendments To City Collective Bargaining Statutes

I. The City has four Employee Relations charter sections, 8.403, 8.404, 8.409, and 8.590, covering nurses, coach or bus operators, miscellaneous employees, and firefighters and police officers respectively. These sections would be amended to provide:

A. Retirement benefits would be subject to negotiations and could be changed with the following limitations:

1. The retirement board would have to certify that any proposed change will not cause the funded status of the retirement system to fall below 90%. All agreements submitted to the retirement board within a calendar quarter are to be considered and if all of them taken together would cause the funding level to drop below 90%, none of them would be implemented.

2. The most significant components of retirement benefits, the "age factor," "cost of living adjustment" (COLA), and "final compensation" have a cap. They cannot exceed the higher of:

a. The average age factor, COLA and final compensation components provided by the CAL PERS "2% at 50" plan for public safety employees and the "2% at 60" plan for non-safety employees; or

b. The average age factor, COLA and final compensation components of the pension plans of the 10 largest cities in California by population, excluding San Francisco.

3. The board of supervisors must determine that implementation of the changes presents no risk to the tax-qualified status of the retirement system. In addition, if the IRS or a court of competent jurisdiction later determines that the changes in retirement benefits could deprive the system of its tax-qualified status, the changes agreed to immediately become null and void.

4. The board of supervisors must also determine that the changes will not cause an unreasonable administrative burden on the retirement system by, for example, causing undue proliferation of retirement benefit plans.

5. Before a change in benefits can be made, the retirement board must provide the parties with an actuarial report of the cost and effect of the change.

6. If all of the above criteria are met, the board of supervisors then has the authority to implement the change, but is not required to do so.

II. Police Department disciplinary procedures could not be changed under the proposal without further charter amendment in cases involving:

A. The department's crowd control policies;

B. Allegations of excessive force or misconduct resulting in death or serious bodily injury;

C. Allegations of racial, sexual or other unlawful discrimination.

In addition, provisions of charter section 4.127 regarding the Office of Citizen Complaints cannot be changed without further charter amendment.

III. The Civil Service Commission will be replaced by a Civil Service and Employee Relations Commission which would have broader responsibilities than the present commission. It would:

A. Assume all functions presently performed by the Civil Service Commission;

B. Administer the City's employee relations ordinance;

C. Enforce existing city charter prevailing wage provisions on city public works projects.

IV. Exemption of Executive and Management Positions. The proposal calls for the exemption of certain management positions from civil service. There are now two bargaining units that would be affected.

A. The Management Executive Unit. Many of these positions are already exempt from civil service. Under the proposal, all subsequently promoted to executive positions would be considered at-will, exempt employees serving at the pleasure of the appointing authority. In addition, executives currently covered by a memorandum of understanding would, upon its expiration, become exempt, at-will employees.

B. The Management Unit. Employees in this unit who have civil service status in their positions would retain that status. When those positions are vacated, however, they will become exempt, at-will positions, unless the Civil Service and Employee Relations Commission determines that such positions should be continued to be filled by permanent civil service employees. Such determinations would be made where the commission found that the positions were previously nonexempt and have responsibility neither for managing a major function, nor for rendering advice to high level administrative authority.

City Health Plan Increases Acupuncture Benefits

After a lengthy and tenacious campaign waged by union reps, City employees and others, last year's health care contract allowed a maximum \$750 benefit for acupuncture treatments. This year's contract has increased the yearly benefits to \$1200. Under the terms of the contract, employees who have chosen the City Health Plan can obtain acupuncture treatments from a licensed acupuncturist, with major costs covered by the plan.

According to Dr. Sally McMullen, a licensed acupuncturist and herbalist with a practice in San Francisco, acupuncture can be used to alleviate and heal many injuries, including neck and back pain. It is used to treat repetitive work injuries, such as carpal tunnel syndrome, and sports injuries such as tennis and golfer's elbow, as well. Other maladies addressed by acupuncture include stress, anxiety, insomnia, headaches, women's problems, and chronic conditions such as arthritis, digestive problems, allergies and asthma. Acute problems such as colds, the flu and bronchitis respond extremely rapidly to treatment.

Acupuncture works by stimulating the release of endorphins—natural chemicals produced by the body which alleviate pain. Through the release of endorphins, acupuncture not only reduces pain but can provide a general feeling of well being. In addition, acupuncture treatments help strengthen the immune system and produce an anti-inflammatory effect, beneficial for treating conditions such as injuries and arthritis.

Acupuncture has a long history. It has been used in China for over 5,000 years. Also, it has been formally recognized by the World Health



Organization as an effective medical treatment. A report in The New England Journal of Medicine stated that Americans spent a whopping \$13.7 billion on alternative medicine, including acupuncture, in 1990. (This is more than Americans paid for hospital care in that same year.) Acupuncture is widely used in Asia and Europe, and continues to gain acceptance in medical communities throughout the U.S.

For further information about both acupuncture treatment and insurance coverage, Dr. McMullen can be reached at (415) 550-7732, or call the City Health Benefits Office at (415) 554-1725.

Sally McMullen is a specialist in acupuncture and herbal medicine. Her practice includes not only pain relief but also internal medicine, stress management and general health maintenance. She has two San Francisco offices, downtown at 450 Sutter Street, Suite 1215, and in Noe Valley at 120 27th Street.

Did Your Rep Vote To Kill Overtime?

Here's a voting record you'll want to check: The U.S. House voted, 225-195, in support of H.R. 2391, a measure that would permit employers to replace paid overtime with compensatory time off. Voters in your district deserve to know which way your representative voted on this anti-worker bill.

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Please bring in Police or Retired Police ID; Officer's family members — bring in this ad.

All 12,562 City employee participants in the Hartford's Deferred Compensation Plan are genuine winners. These are people who have taken action to attain a financially secure future for themselves and their families. They realize that their bi-weekly contributions will, with time and compounding, produce a sizable supplemental retirement fund.



million dollar mark while a police employee account has scaled the \$400,000 wall. Congratulations. Keep up your magnificent investing. Within the Police Department there are now 1,436 participants (58 % of eligible employees). This participation has grown from 1,373 in the last 12 months. Congratulations to all the new participants. By Department, the Police have the largest number of participants. If you are not now participating, immediately call Gary Bozin, Police Department account representative, at 995-3232. \$5 per pay period is all that is required to get started. Do it now!!!

For the first time ever a City employee account has scaled the 1/2

457 Internal Revenue Code

Historic Deferred Compensation Legislation Passes

After years of hard work and dedication by a coalition of benefit administrators/providers, historic 457 (deferred compensation) legislation has not only passed both the House and Senate but is expected to be signed by the President and become law.

The 457 provisions will:

1. allow public employers to establish trusts or similar vehicles so that 457 assets are used exclusively to pay benefits to plan participants and their beneficiaries; deferred compensation moneys would then not be subject to the creditors of the employer;
2. increase the 457 annual contribution maximum (currently \$7,500) based on changes in the consumer price index;
3. permit a one time forward change to participant beginning payment date elections;
4. allow employer or employee initiated distributions of accounts with balances of \$3,500 or less which have been inactive for at least two years



Tier II Members: Avoiding Is Hazardous To Your Fin

by Mike Hebel, Fin

Honor Roll

City Employee Account

- 🔥 \$504,967
- 👉 \$443,606
- ★👉 \$402,997 (SFPD)
- 👉 \$358,645
- 👉 \$355,623
- 👉 \$351,773
- 👉 \$337,776
- 👉 \$330,913
- 👉 \$327,263
- 👉 \$327,204



CCSF Deferred C

CCSF Deferred C

Number of Active Participants

Police	1,436
Fire	1,084
General Hospital	837
Municipal Railway	760
Public Works	649
Social Services	561
Public Health	499
Airport	430
Recreation & Park	328
Laguna Honda Hospital	327

Stormy Seas May Lay Ahead

Stock Market Volatility Expected

Here is a rundown on how frequently various types of stock-market declines have occurred since 1900, how deep they have been, and how long they have lasted.

	Routine Decline (5% or more)	Moderate Correction (10% or more)	Severe Correction (15% or more)	Bear Market (20% or more)
Number of times since 1900	318	106	50	29
How often to expect this	About 3 times a year	About once a year	About once every 2 years	About every 3 years
Last time it happened	July 1996	Aug. 1990	Aug. 1990	Oct. 1990
Average loss before decline ends	11%	19%	27%	35%
Average length	40 days	109 days	217 days	364 days
Chance of decline turning into a bear market	9%	27%	58%	100%

Note: Averages are means. Days are calendar days, including weekends. Source: Ned Davis Research Inc.



Deferred Compensation Financial Health. Join Now!

Financial Commentator

The Inspiring 10

Police Department Accounts

★	\$402,997
♣	\$294,717
♠	\$248,253
♣	\$229,165
♠	\$228,594
♣	\$225,954
♠	\$220,469
♣	\$206,813
♠	\$202,718
♣	\$202,480

Compensation Plan as of June 30, 1996

Compensation Plan

Account Size Valuation as of June 30, 1996

Under \$ 10,000	5,497
\$10,000 - \$24,999	2,506
\$25,000 - \$49,999	2,089
\$50,000 - \$99,999	1,503
\$100,000 - \$ 149,999	596
\$150,000 - \$ 199,999	226
Over \$200,000	145

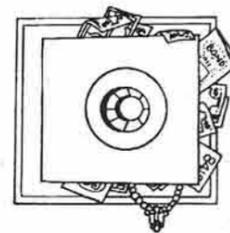
What's Needed Now Personal Attributes For Success

1. Thrift. Accumulate even a small amount of money for monthly investments. Deferred Compensation requires a mere \$5 per pay period to get started. From there, additional moneys can be added on a quarterly or annual basis. Easiest plan: start now with \$5 to \$25 per pay period with annual additions upon every pay raise.



2. Tenacity. Regular investing over time builds real wealth. Intermittent, occasional investing is not a real commitment to your financial future. Start your Deferred Compensation Plan. Invest every pay period. Continue to invest until your SFPD retirement. Use the \$15,000 annual catch up provision for the 3 years immediately before your year of retirement.

3. Fortitude. Remain invested through both bull and bear markets. Know that the stock market fluctuates sometimes wildly. Do not let fear be your companion. Remember you are there for the long term. Keep focused on your goal and not temporary economic conditions.



4. Patience. Time is your best friend. There may, probably will, be losses along the way. Do not give into discouragement. Remember that for every 100 trading days, the market is up 70% of the times and down only 30%. Patience is all the courage you need.

5. Diligence. Devote sufficient time and attention to your investments. The Hartford Deferred Compensation Plan now offers 19 possible investments. Know Thy Investment Self! Your risk tolerance, time horizon, and investment goals must be considered and evaluated. Quarterly and annual portfolio reviews are also required. Maximizing your investment potential requires portfolio monitoring.



Long Term Investing Pays Off Hartford's Net Investment Performance

	Jan./June							Compound Average Annual Total Return	
	1996	1995	1994	1993	1992	1991	1990	5 Yrs.	10 Yrs.
Stock	11.3%	32.6%	-3.1%	3.8%	8.68%	23.01%	-5.07%	13.7%	11.6%
Bond	-2.3%	17.1%	-5.1%	6.4%	4.23%	15.02%	7.06%	6.5%	6.4%
Advisers	6.1%	26.9%	-3.9%	4.3%	6.89%	18.88%	0.01%	10.9%	10%
Capital App.	10.8%	28.8%	1.3%	10.7%	15.56%	52.16%	-12.02%	19.5%	13.1%
Div. & Grt.	10.2%	34.8%							
Mortgage	-0.5%	14.8%	-2.8%	3.7%	3.35%	13.31%	8.36%	5.6%	6.7%
Money Mkt.	2%	4.6%	2.7%	.8%	2.35%	4.72%	6.76%	3%	4.6%
US Govt. MM	1.9%	4.3%	2.4%	.7%	1.95%	4.32%	6.21%	2.8%	4.2%
Index	9.3%	35.4%	.14%	3.6%	5.49%	27.93%	-5.24%	13.8%	
Calv. Resp.	2.6%	28.3%	-4.4%	2.8%	6.28%	14.96%	2.90%	9.3%	
Int'l Opp	7.3%	12.6%	-3.2%	9.2%	-5.62%	11.60%	-12.32%	10%	
20th Select	7.4%	31.6%	-8.8%	9.1%	-5.32%	30.47%	-1.26%	9%	8.8%
20th Ultra	8.2%	36.5%	-4.4%	13.4%	.34%	84.87%	8.43%	19.2%	17.1%
20th Balanced	5%	20.4%	-0.9%	3.2%	-6.86%	45.62%	.95%	10%	
Fidelity Growth	5%	32%	2.0%	21.1%	15.0%	42.7%	-1.7%	17.2%	
Fidelity Strategic	-0.4%	37%	-7.9%	19.7%	12.9%	23%	-7.1%	12.4%	10.7%
Fidelity Income	-1.8%	13.2%	-5.9	18.6%	9.2%	34.5%	-2.9%	8.7%	
Fidelity Overseas	6.6%	7.8%	1.1%	3.7%	40.6%	-5.9%	3.3%	11.9%	
General*									

*Current annual rate on all new deposits is 6.10%; effective since 2/12/96

AMENDMENT

(Continued From Page 1)

improved for any city employees since the 1970s, except for those who have been able to move to CALPERS. That is because they are not negotiable here as in most other jurisdictions. Yet, we can negotiate over all other economic matters.

Because "total compensation" is the most relevant and important consideration in collective bargaining, employee groups who are behind in retirement benefits are able to make up the difference somewhere else. What results is that the city must then pay more of its general fund dollars to city employees to make up for the fact that they are behind in retirement benefits.

For example, the Transport Workers Union has a trust fund. The fund is created with general fund dollars in an amount measured, in part, by the difference between the value or cost of the retirement benefits that the city's transit workers receive and the cost of retirement benefits provided transit workers elsewhere. Thus, city general fund dollars are expended, rather than retirement system dollars, to make up for the lower retirement benefits provided by the city retirement system.

This could get much worse. The Police Officers' Association has a need to improve retirement benefits for its members as noted above. Under the current benefit structure, our tier two members will be retiring at approximately \$500 per month less than virtually all other police officers in the state. Ten years out, their allowances will be \$1,000 per month behind what is prevailing for other officers. If we cannot gain the improvements we need through direct negotiations, we will be forced to

pursue the TWU approach. That is, we will be proposing to create a trust, to be funded with general fund dollars, in an amount equal to the difference between the cost of our tier two retirement benefits and those prevailing throughout the state. The result would be a huge hit on the city general fund and a huge break for the already flush retirement system.

The Jordan policy of opposing the negotiability of retirement benefits, should be changed and could easily produce an enormous savings in general fund dollars. The potential here for the city and for city employee unions is tremendous. On the other hand, continuing to have an overfunded retirement system with substandard benefits will not only force additional general fund expenditures, but could ultimately bring an end to the city retirement system itself.

It could be argued that CALPERS could do the job better than the city and at an initial savings to taxpayers of over \$500,000,000, the amount the Retirement Board concedes it has in excess of what it needs to meet 100% of its liabilities. If the city does not implement the proper reforms here, sooner or later someone will deal with this issue by charter amendment. The city retirement system would then be history, and I'm not sure that would be a good thing for the city.

For all the reasons stated above, I urge you to support the Mayor's proposed amendment to the City's collective bargaining charter provisions. I am also attaching an outline of the proposed amendment for your review. Do not hesitate to contact me if you have any questions or comments.

Very truly yours,
Al Trigueiro President

Enclosures cc: Mayor Willie Brown

TOTAL COMPENSATION POLICE OFFICER

1	2	3	4	5	6
JURISDICTION	SALARY (Top Step)	MAX. RET. 10 YRS.	MAX. RET. 20 YRS.	RET. HEALTH	10 YRS. PLUS HEALTH LEAD/LAG
Berkeley	\$4,423	\$4,704	\$5,734	\$295	38.02%
Daly City	\$4,245	\$4,191	\$5,109	\$91	18.22%
Fremont	\$4,749	\$4,777	\$5,709	\$150	36.03%
Hayward	\$4,689	\$4,685	\$5,710	\$161	33.79%
Long Beach	\$3,635	\$3,654	\$4,454	0	.88%
Los Angeles	\$4,266	\$4,186	\$5,626	\$300	23.85%
Oakland	\$4,474	\$4,457	\$5,542	\$124	26.48%
San Diego	\$3,967	\$4,381	\$5,341	\$167	25.57%
San Francisco	\$4,225	\$3,425	\$4,175	\$197	\$3,622
San Jose	\$4,526	\$5,032	\$6,762	\$379	49.39%
Santa Clara	\$5,622	\$5,432	\$6,621	0	49.97%
Sunnyvale	\$5,120	\$4,915	\$5,991	\$423	47.38%
Vallejo	\$4,947	\$4,713	\$5,745	\$289	38.10%

COLUMN NOTES

1. Jurisdictions are listed in alphabetical order.
2. Salary figures represent the top step "base" salary in each jurisdiction.
3. The figures in the "max. ret. 10 yrs." column represent the retirement income of an officer, ten years after retirement. In PERS jurisdictions (Berkeley, Daly City, Fremont, Hayward, Long Beach, Oakland, Santa Clara, Sunnyvale, and Vallejo) the figure is 75% of total compensation for retirement purposes, plus a cost-of-living increase of 2% per year for each of the ten years of retirement. For Los Angeles, the figure is 70% of total compensation plus a cost-of-living increase of 3% per year. For San Diego, it is 86.46% of total compensation plus a 2% per year cost-of-living allowance. For San Francisco, the total compensation base is reduced by 5% (to account for the "highest thirty-six months" as opposed to "highest twelve months" final compensation average applied in other jurisdictions); the figure shown represents 70% of this adjusted figure plus a 2% per year cost-of-living allowance. The San Jose figure is 75% of total compensation plus a 3% per year cost-of-living allowance.
4. The methodology for the "max. ret. 20 yrs." column is the same as for the preceding column, except that the figures in this column are calculated to reflect cost-of-living increases 20 years after retirement.
5. The "ret. health" figures represent the maximum amount that the employer is committed to contribute for the retiree's medical and dental benefits.
6. The "10 yrs. plus health lead/lag" figures represent the percent difference between San Francisco's \$3,622 (\$3,425 10-year retirement benefit + \$197 retiree health/dental) and corresponding figures in the remaining jurisdictions. All the other jurisdictions lead San Francisco in this measure.

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WANTED: 15 to 25 police officers (active or retired) interested in

- ✪ investment education ✪ enjoyment and fun ✪ financial enrichment

A second investment club for SF police officers is forming. Its financial objective is to double its money every 5 years (15% annual average return) by selecting and investing in publicly traded stocks with excellent prospects for long-term growth in sales and earnings.

LOOKING FOR: conservative, patient investors with a long term outlook

MEMBERSHIP REQUIREMENTS:

1. Ability to invest \$25 (minimum) to \$200 (maximum) per month; money that can, for many years, be left to grow;
2. Willing to attend monthly meetings lasting about 2 hours;
3. Interested in researching stock selections
4. General investment philosophy compatibility
 - ✓ invest monthly amount in common stocks regardless of market conditions (dollar cost averaging)
 - ✓ reinvest dividends and capital gains immediately (compounding)
 - ✓ buy growth stocks (excellent sales and earnings growth for next 3 to 5 years)
 - ✓ invest in different industries (diversity and safety)
 - ✓ consider international investing via mutual funds

IF YOU ARE INTERESTED, ATTEND AN ORGANIZATIONAL MEETING AND HEAR MORE ABOUT THE

★ STAR PERFORMERS INVESTMENT CLUB #2 ★

a general partnership of SF police officers seeking affiliation with the National Association of Investors' Corporation (NAIC).

ORGANIZATIONAL MEETINGS

DATE: Tues., Sept. 10, 1996 **TIME:** noon (1200 hrs) or **DATE:** Mon., Sept. 16, 1996 **TIME:** 5 pm (1700 hrs)

LOCATION: POA, 510 Seventh Street

"I wish I had started investing earlier" will not be a refrain of the STAR PERFORMERS who in years to come, can use their experience in this club to help achieve financial independence.

Peter Lynch, legendary former manager of the hugely successful Fidelity Magellan Fund and author of best sellers *Beating The Street*

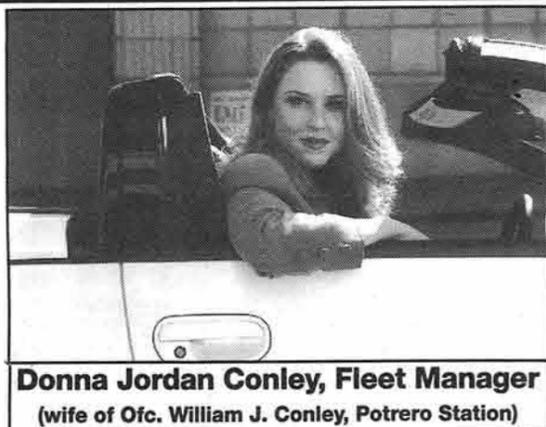
and *One Up On Wall Street*, says this about the value of investment clubs: "There are 8,000 investment clubs in the United States comprising people of modest means who meet once a month, research companies, discuss stocks, and buy something they know something about. In the 1980s 62% of the clubs beat the market. Only 25% of the professionals even matched the market during the same period."

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120th Recruit Class KMA Cruise/Dinner

The 25th Year Reunion Gala is scheduled for **Friday, September 13th, 1996**. Possible locations are: Patio Espanol at the Spanish Cultural Center; Il Pirata at 16th and Utah; Caesar's in North Beach; The I.A.S.C. at Russia and Mission. Any suggestions for other locations are welcomed. They should be made to a Committee member. Price range will be from \$40 to \$45 per person and will include an official KMA pin. Anybody who would like to join the Committee is most welcome. More information will be released soon.

We are looking for 100% participation by both active and former members.

120th Recruit Class Dinner Committee:
Jim Balovich...phone: X1351
Ann Harrington...phone: X9261
Pete Maloney...phone: X9225
Jan McKay...phone: X1080
Paul Morse...phone: X1707
Bob Paco...phone: X1201

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LETTERS

POA Notebook Editor

Dear Editor:

I would like to thank the organizers of the Police picnic at the range.

My husband and my children had a wonderful time. My oldest boy James was especially fascinated by Officer Brendon O'Smarty #1/2. James and Officer O'Smarty had an animated face-to-face conversation. Later, on the way home, I asked James what he and the "Dummy" had been talking about. James solemnly replied, "he said he's not a dummy." There was the light of a true believer in James' face.



The picnic was great fun. The kids loved the talking police car and were convinced that the bomb robot had a mind of its own. They were worried that Snoopy the robot might get blown up.

I hope there will be other picnics like this one. Thanks to the Range Staff and everyone else that helped.

Sincerely,
Officer Wendy Frisk #715
Ingleside Station

SFPOA
510 7th Street
San Francisco, 94103

Dear members:

There is no better feeling than knowing that our actions have created a smile on a child's face.

Your contribution to the 1996 Tenderloin Task Force (TTF) Fishing Derby has in fact given children a reason to smile. The TTF Fishing Derby along with several charitable contributions, raffle of prizes, volunteer participation and derby entrants collectively raised seven hundred and fifty dollars. A check in that amount was present to the TLC Tenderloin Child Care Center on June 25, 1996 by TTF Commanding officer, Captain Walter R. Cullop. On behalf of the TTF, The TLC, and the San Francisco Police Department we extend our sincere thanks and appreciation for helping make our fishing derby a success. This is just a small way of reaching out to our community. But we cannot achieve our goals without volunteer participation and contributions. In short, your help is needed and greatly appreciated. Thanks again and we hope to hear from you next year.

Mark J. McDonough
John Centurioni

Al Trigueiro
S.F. Police Officers' Assn.
510 Seventh St.
San Francisco, CA 94103

Dear Al:

Thank you so much for supporting my efforts to ensure a Democratic Senate majority in California. The luncheon was a huge success and your contribution is greatly appreciated.

As I spoke about at the event, it is extremely important to maintain a Democratic majority in the State Senate so that we may continue moving California forward and address the issues that affect us all.

Again, thank you for your generous support.

Sincerely,
Bill Lockyer
President pro Tempore, California
State Senate

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

Dear Mr. Trigueiro:

We are extremely pleased to announce that the San Francisco

Pedestrian Safety Task Force will be honored with an MTC Award of Merit for its commendable efforts to improve the safety of pedestrian travel in San Francisco. The Pedestrian Safety Task Force was chosen from among a number of entries.

All nominations were reviewed by a panel of judges that consisted of six experts representing the media, business and public sectors as well as the Commission and MTC staff. The winners will be recognized at a special breakfast ceremony held on Wednesday, September 25 at 8:30 a.m., here in the MetroCenter Auditorium. As always, the award winners will be featured in MTC's *Transactions* newsletter.

The winning candidates also will be contacted in early August by an MTC consultant who will be producing a short video for the ceremony featuring this year's award winners.

Thank you for bringing this winning nominee to our attention. We hope that you will be able to attend the ceremony to help congratulate them all.

Sincerely,
Steve Heminger
Manager, Legislation and Public
Affairs

Michael Luckoff, General Manager
KGO Radio
900 Front St.
San Francisco, CA 94111

Dear Mr. Luckoff:

On Tuesday, July 30, 1996, Mr. Bernie Ward hosted the Ron Owens Talk Show and displayed an unwarranted prejudice towards a charter amendment that was recently placed on the November 1996 ballot by the San Francisco Board of Supervisors. It was quite apparent that Mr. Ward purposely misinformed your listeners by ignoring the real facts involved in both the drafting of this particular ballot measure as well as the potential legislative ramifications should it pass.

We were extremely appalled that a radio station of such professional standards would allow for such a shallow interpretation of the First Amendment of the U.S. Constitution. We would welcome the opportunity to participate in a discussion over the same ballot measure with Mr. Ward in order to correct his misinformation.

Thank you in advance for your help in this matter.

Sincerely,
Al Trigueiro, President
San Francisco Police Officers'
Association

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PAL CORNER

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Football And Cheerleading

San Francisco PAL Football and Cheerleading practice started on August 1st at Kimball Field located at Ellis and Pierce Street. Practice schedule is as follows:

Football			
Jr. Peewee	8-10 Yrs. 11 Yrs.	55-90 Lbs. 55-70 Lbs.	Practice: 3:30 p.m.-5:30 p.m. Head Coach Robert Hardy
Peewee	9-11 Yrs. 12 Yrs.	70-105 Lbs. 70-85 Lbs.	Practice: 4:30 p.m. - 6:30 p.m. Head Coach Joe Duncan
Jr. Midget	10-12 Yrs. 13 Yrs.	85-120 Lbs. 85-100 Lbs.	Practice: 4:30 p.m.-6:30 p.m. Head Coach Greg Isom
Midget	11-13 Yrs. 14 Yrs.	100-140 Lbs. 100-120 Lbs.	Practice: 5:30 p.m.-7:30 p.m. Head Coach Rodney Garrick

Cheerleading

Mascots	Head Coach Regina Johnson	Practice: 5:30 p.m.-7:00 p.m.
Jr. Peewee	Head Coach Sonja Hardy	Practice: 4:30 p.m.-6:30 p.m.
Peewee	Head Coach Ava Garrick	Practice: 5:30 p.m.-7:30 p.m.
Jr. Midget	Head Coach Tonia Woodson	Practice: 5:00 p.m.-7:00 p.m.
Midget	Head Coach Sophia Isom	Practice: 5:00 p.m.-7:00 p.m.

If you are interested in participating, please call 695-6935 for space availability.

PAL Basketball

The San Francisco PAL Basketball League will begin Friday, October 4, 1996. Games will be on Fridays, Saturdays and Sundays. The PAL Basketball program targets youth who are in the 6th, 7th and 8th grades. Separate divisions will be held for boys and girls.

Don't forget, all team rosters are due Friday, September 13, 1996. Call PAL for your entry form, rules and regulations. The basketball season is October through November with the play-offs in December.

If you are interested in entering a team or officiating, please call the PAL office at 695-6935.

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SPORTS



The Loon's Nest Report

Roualdes & Bowen Win Summer Golf Classic

by Ed Garcia, Co. E

Crystal Springs Golf Club, Burlingame, California. A beautiful July day on one of Northern California's oldest golf courses, overlooking the Crystal Springs Lakes and where wild deer will eat out of your hand. A perfect setting for the members of the Loon's Nest Golf Club to play their eighth annual Summer Golf Classic.

On July 8th, 44 members of the Loon's Nest Golf Club arrived to make up 22, 2-man teams. The teams competed in a 2-man scramble, which included team handicaps in the calculation of final team scores. This was a first for this format in a Loon's contest and it produced a day of heavy team competition. Two veteran Loon campaigners stepped up to the tee and simply shot lights out en route to a three stroke victory over the 2nd place team. Those two men were Southern Station's Bill Roualdes and his longtime playing partner Scott Bowen. Roualdes and Bowen picked up scramble birdies on holes number 4, 5, 8, 12, 15 and 16. Their team posted a scramble score of 67 and less their average individual handicaps, they posted a net team scramble score of 46. Following not far behind was a tough team from Burglary, Lou Bronfeld and John Cleary. John and Lou posted a net team scramble score of 49 to take the 2nd place trophies and prizes. Hot on the heels of the Burglary team was a team from F.O.B. made of Roy Sullivan and Don Carlson. Sullivan & Carlson had to finish strong to stay just ahead of a team of fierce competitors, Phil Fee and Mike Siebert of Park Station. The two teams went into the final five holes neck and neck. A team birdie on the 17th hole by Carlson & Sullivan seemed to be the deciding factor as the two teams posted nearly identical scores as both teams were burning up the back nine. Both teams were so hot that the greens keepers had to drop their lunches and turn the sprinklers on the back side after the teams played through.

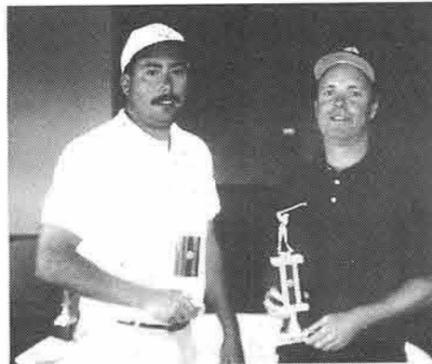
After Carlson & Sullivan took 3rd place and Fee & Siebert secured 4th place, the last trophy position was up for grabs. The 5th place trophies and prizes went to one of the N.G.C.'s most productive two man teams, the brothers Mahoney. Mike Mahoney of Hit & Run and Dan Mahoney of Narcotics finished with a net team score of 55, as they added to their long list of tournament prizes. As a team and as individuals, there has rarely been a Loon's tournament in the past nine years that has not had a Mahoney finishing in the money. The Mahoney brothers have always been true gentlemen on the course as well as tough and successful tournament players.



Bronfeld & Cleary, 2nd Place



Carlsen & Sullivan, 3rd Place



Fee & Siebert, 4th Place



Mahoney Brothers, 5th Place

The Long Drive contest went to Tom O'Connor of Traffic Administration. Tom ripped a drive that traveled 264 yards up the 18th fairway, into a very slight breeze. Tom used his WarBird driver with graphite shaft to send a Wilson Ultra ball for this long ride. (Closest to the hole winners were Warren "the Big Bopper" Omholt from Personnel and Phil Fee of Park Station. Warren put the ball within 4' 10" of the hole on number eight, while Fee had a ball at 8' 3" on the 13th hole. Second place finishers were Earl "the Pearl" Wismer of Fraud

and Steve Landi. Steve is a prior Summer Golf Classic Champion, having taken that title at Old Del Monte Golf Course in Monterey in 1993. Earl and Steve had shots of 9'1" and 8'10" respectively.

There were two teams that made very impressive low gross scramble scores over the tough Crystal Springs layout that should be noted. T.T.F.'s Mike Renteria combined with his 16-year-old cousin Curley Webber. The team had six scramble birdies and posted sides of 33-33 for a 72 hole total of 66. Former Club Champion

Mike Yee and Steve Landi teamed up for a matching scramble score of 66, posting four birdies. Two excellent rounds of tournament golf.

After our rounds were completed, the Loon's had cocktails then went to the club's banquet room for a London Broil dinner, dessert and the awards presentation. Truly a fine day of summer golf.

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SPORTS



SFPOA Golf Tournament

One hundred and sixty-eight golfers and duffers descended upon the Lake Course at the Olympic Club to participate in the 5th Annual SFPOA Community Service Golf Tournament, to raise funds for scholarships for children of SFPD Officers.

By all accounts, 168 people had a great time. The response to this year's tournament was fantastic. We had to send back many requests to play and we are considering using both Olympic Club courses next year. The Olympic Club will be reconfiguring the Ocean Course and promises it will be

just as difficult at the Lake. In 1997, the Olympic Club will host the U.S. Open Golf Tournament. It's obvious to the committee that the Lake Course is the catalyst to our success. Much of the credit goes to the many volunteers who give of themselves and their time to make this tournament what it is. We acknowledge the Olympic Club and in particular, Dennis Moriarty, President; David Nightingale, Club Manager; and Chris Stein, Ass't Golf President.

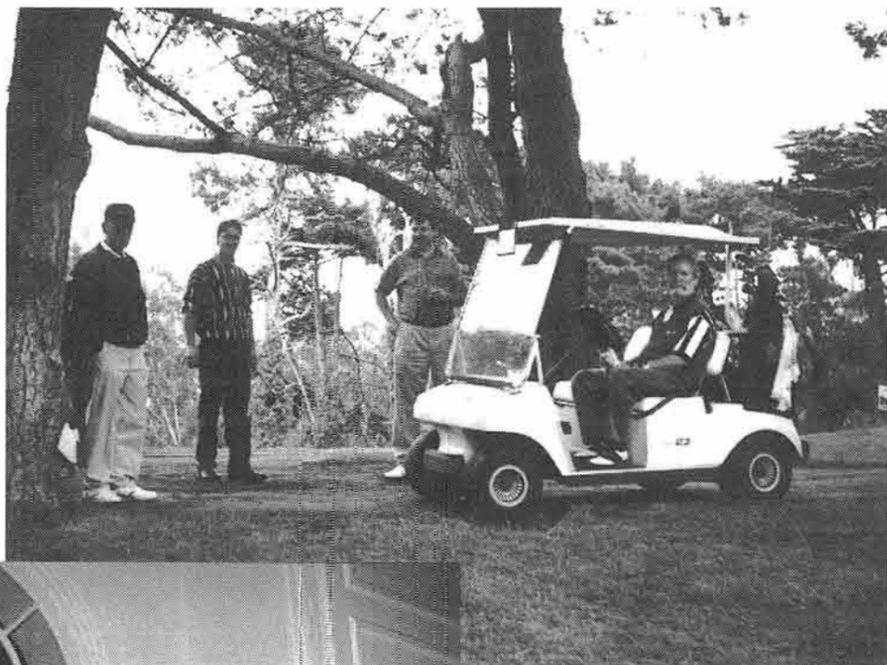
Once again, Darol Smith's team of Mike O'Brien, Milt Woods, and Mike

Sweat captured the Murphy Flight low gross with a score of 60. That's some pretty good golf, but they weren't alone. The winning team was decided by handicap holes. Other winners included, Frank Grenko, Todd Patterson, Mike Norris, and Chuck Fromm, low net Murphy Flight. The Casey Flight low gross winner was the team of Joe Eterovich, Nick Eterovich Sr., Mike Buchka, and Joe Smith. Low net winner was the team of Lloyd Lee, Whitey Guinther, Don Muhly, and Lynn Rodich. Congratulations and a pat on the back to all

the winners, as well as all participants.

The awards banquet following the tournament was enjoyed by all. Entertainment was provided by local comedian and David Letterman confidant, Bob Sarlatte. Bob did his usual wonderful job as Master of Ceremonies, and his quick wit and sharp tongue kept everyone amused and on edge, waiting for the next zinger to fall.

The Committee is to be congratulated for their efforts.





**FIFTH ANNUAL
San Francisco Police Officers' Association
GOLF TOURNAMENT
July 15, 1996
THE OLYMPIC CLUB
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Insp. Phil Dito
Insp. Bob Huegle
Lt. Bruce Lorin
Al Trigueiro, President SFPOA
Insp. Jerry Senkir
Lt. Roy Sullivan
Lt. Don Carlson
Off. Frank Machi
Off. Joe Finigan
Off. Jim Deignan
Sgt. Michael (Mickey) Griffin

Many thanks to all the other officers and friends who contributed their time and efforts to make this event possible.



Roller Hockey At The Police Summer Games

by Heinz Hofmann

This year, roller hockey was introduced as a new sport for the Police Summer Games. Phone calls were made by Chris Knight CoE, with the idea of "Let's Get Ready to Rumble".

By the time a team was committed, we had 12 players practicing with only 8 weeks to go. The practices were played at the Bladium Roller Hockey Arena, 1050



From top: left to right, Chris Knight, Mike Sullivan, Heinz Hofmann, Joe Salazar, Pete Petrucci, Kurtis Wong; bottom row, left to right, Daniel Shiu, Joe Noto, Dan Manning, Vincent Etcheber

Third St., who donated the rink time.

Our team was comprised of some Veteran Ice Hockey players such as Mike Sullivan Co B. Did you know that Mike played Semi-Pro Ice Hockey for the Fresno Falcons from 1969 to 1980. Also among our team was our goalie, Joe Noto and Kurtis Wong, who have the experience of playing on local bay area leagues.

As we went into the competition we learned that a total of 29 teams had signed up to compete. We headed to Long Beach with the challenge of competing against a variety of awesome teams who have been playing together for some years.

Our first game was against Corvina PD and with a tied score of 2-2 at the end of 3 periods, we went into sudden-death overtime, and had a close loss of 3-2.

Our next two games were played against LAPD and San Bernadino S.O.

It is no disappointment to say we lost all 3 games, due to the level of experience we played against.

The top scoring goes to Vincent Etcheber who scored 3 goals, 1 in each game. All of our players showed great enthusiasm, aggressive play, and developed new skills.

Best of all each player has already

committed to playing in next year's game which will be in Fresno.

We did outnumber the opposing teams in one area, and that is in penalties. In one game we had 5 penalties, one each for too many players, roughing, slashing, and two for checking. At least we tried. This is a sport where you can get rid of all your aggressions and is an excellent workout, as we felt like we were running windsprints up and down the rink.

If anyone is interested in playing next year, contact Chris Knight and let him know.

Chris and some of the other players are now playing on a Wednesday league so if you wish to join just call him or call the Bladium Ice Arena. As of 8-7-96, the team is 4 and 0, and is looking strong.

However, we could use more players, so break out those skates and come join the team.

One of our sponsors this year is the "Skate Pro" which is located just across the street from the Police Credit Union. They have an excellent assortment of equipment. Go see Howard who is one of the owners and coached us this year. He plays hockey weekly and can give you great advice.

See you next year.

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1996 California Police Summer Games

A-Team Wins Gold In Soccer

by "Nick At Night" Shihadeh

The SFPD soccer program was very successful in this year's Police Summer Games when the A-Team won the gold medal during the week of June 23rd down in Long Beach. They did it by beating a very strong L.A. Sheriff's #1 team in a thrilling come-from-behind victory by a score of 2-1. With the combination of new young talent as well as wily veterans, the A-Team overcame great odds to defeat some very powerful southern California opponents.

The first game would be on Monday the 24th against the Southern Cal Combo team which was probably the weakest club in the tournament. The A's made short work of this team with a resounding 8-0 conquest. The highlights of the game would include not one, but two "hat tricks" performed by separate players on the A-Squad. Forward Steve "Shakes" Roche and rookie halfback Gary "Golden Boy" Lorin scored three goals each and were showered with many ball caps and visors thrown by the enthusiastic crowd onto the field. Left wing Pat Mullins had two goals as well and rookie goalie Tracey Bowes would deal a shut-out in what was a very good start to the week.

Tuesday's opponent would be LAPD #2 in a game that brought the very excited A-Team back down to

earth. L.A. was able to come up with a shut-out victory of their own by beating the A's 2-0 in a humbling defeat. Fortunately for the A's it was revealed that LAPD #2, thinking that they didn't have enough to choose from in their very large department, used an illegal player from a smaller police force and had to forfeit the game. The A-Team in the meantime learned a valuable lesson about being complacent, and would be able to continue the tourney with a 2-win 0-loss record.

The A's would bounce back in their next game against the L.A. Sheriff's #2 team with a thrashing 6-1 win. Roche, Mullins and "Golden Boy" Lorin had a goal each in this contest, and the other scores were by two more newcomers to the team. These would be by substitute forward Kevin "Carton of Smokes and a Beer" Healy (two goals) and center fullback Phil "Wonder Boy" Lorin (one goal). The victory over LASO #2 would put the A's into the semi-finals with the match scheduled on Thursday.

So far SFPD was clicking well with their offensive output complementing the defensive stands very well. Contributing immensely toward the many goals already scored were right wing John "Tippy Tap" Anton, right halfback Pete "Liverpool" Richardson, and center halfback/team captain Joe "Stretch" Boyle. Helping Bowes



The A-Team with their gold medals.



Individual players receiving their medals.

keep the ball out of the net were veterans Tim Dempsey (sweeper), Marty "Crystal" Lalor (right fullback), and of course there was Johnny "JC" Connefrey at left fullback. The remaining substitutes also played a large role on the club which included Liam "Elrod" Frost and Mike "OB" O'Brien as well as halfbacks Mike Cleary and Mike Becker. All 16 members of the team would have to mesh well if they wanted continued success in this tournament.

The A-Team semi-final opponent would be LAPD United (#1 Team). This match would turn out to be a well played, hard fought effort on both sides of the ball with the score being 0-0 with ten minutes left in regulation. It was at this time when SFPD would get their break. Roche took a cross from Richardson and sent a shot toward the goal; when the L.A. goalie misplayed the shot, the ball found itself into the back of the net. This would be the only score of the game and the A's now found themselves going to the gold medal match to play against their arch rivals, LASO #1.

Friday's championship would be a very exciting affair but started out very shaky for the A's. In the early minutes, Bowes made a great deflection of a LASO blast toward the net, but the ball hit Bowes' hand with such force that it knocked his thumb into its socket. Bowes' injury would force him to leave the game and the A's would reply on "Elrod" Frost to take his place as goalie.

LASO took advantage of this and

was able to squeeze one by Frost on their next foul shot for a 1-0 lead. Frost and the defense would settle down after this and hold LASO scoreless the rest of the first half. Fortunately the offense would get going just before half when "Golden Boy" Lorin sent a powerful shot from the left side. The LASO goalie made a nice deflection of the shot, but "Stretch" Boyle was right there to blast the ball for a goal and a 1-1 tie.

This momentum continued for the A's in the second half when 15 minutes into it they were able to strike again. When "Liverpool" Richardson sent a strong head ball toward the box off of an LASO goal kick, "Tippy-Tap" Anton soft-touched it over the head of the charging goalie for the monumental score. The A's were able to hold on to the 2-1 lead throughout the rest of the game to prove their worthiness of a gold medal.

When asked about his team's success after the tourney, team captain Boyle would say, "This was the best summer games that I've ever been to from a social standpoint, and on top of that we won the gold. How can you go wrong?!" Boyle continued, "No, seriously, with the influx of new players to the squad this was the best talent that I've played with in ten years; but, don't forget that us old guys still contributed to the cause. I'm proud of all these guys!" Another person who was very proud was coach Brian Delahunty. In his last year as coach/organizer of SFPD soccer he was presented with a ball signed by every member of the A-Team. It was a wonderful gesture that took place at the soccer banquet on Fri. night and the very touched Delahunty thanked the crowd. This concluded a great week for the SFPD soccer program...CONGRATS TO THE A-TEAM.



SFPD Basketball

by Ed Del Carlo, Co. C

This year's Police Summer Games Basketball team was made up of first timers Jake Fagen, Co. G; Tom Walsh, Co. B; Rodney Tong, Co. B. Second year players Wilfred Williams, Co. H; Carl Bryant, Housing; veteran hold-overs Eddie Hagen, TTF; Darren Nocetti, TTF, Chris Knight, Co. E, yours truly, Ed Del Carlo, Co. C and player coach Kurt Brunneman, Narc.

We started our practice regiment in early March playing in a league at Serramonte High School. We were able to take second place in a tough league. Our practice continued through June playing the SFFD twice a week. All the preparation came to a head as we all made our way to Long Beach. We opened up play against Contra Costa Co. Sheriff's Dept. and beat them easily. Later that afternoon we played a CHP team, which we ran out of the building in a rout. We were led by the fine shooting of Eddie Hagen.

On Tuesday morning we next met

cross bay rival Oakland PD and in a close game we pulled out another win. This victory enabled us to play a big and quick CYA team. This was our most exciting game. We were cheered on by members of the SFPD Soccer team and other SFPD members who attended the Summer Games. They made us play a notch better with their boisterous enthusiasm, but it still wasn't enough to put us over the top against a much larger and deeper team. We were unable to get the lead under two. Carl Bryant hit a big three pointer with seven minutes to go but we couldn't get any closer.

Our next date was with LAPD #3. We held big leads in the first half with strong rebounding from Wilfred Williams and hard playing Tom Walsh. We stayed in the game all the way till the end, but lost a close one.

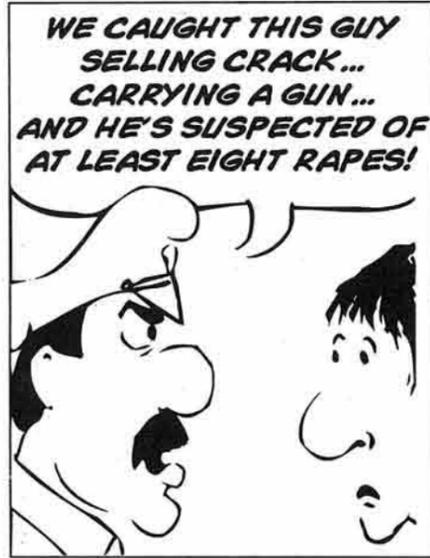
With more new people entering the department, we are looking forward to a stronger team next year.

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ON THE STREET/ Tom Flippin



Funny . . . But True

by Tom Flippin, Editor



Two Ingleside Station officers are handling a small disagreement at 30th St. and San Jose Ave. One of the participants, as so many people do, is waving her arms around and speaking much too loudly for the situation. As one of Co. H's finest is speaking with the calmer party in the debate, the other peacekeeper (junior officer, of course) gets the task of dealing with the loudmouth. This officer is doing an admirable job but the subject is still making quite a scene. This is when the hero of the story arrives. It seems the mother of the junior officer happened to be driving down San Jose Ave. and saw her beloved son dealing with this uncooperative person. Stopping her car in the traffic lane she proceeded to take charge of the scene by reading the riot act to one very surprised loudmouth. Having the fear of God put in her as only an Irish mother can do, the subject became quite docile and acted like a perfect lady throughout the rest of the incident. The sad part of the story is Mrs. Corry didn't even get so much as a Captain's complimentary for her efforts.



The Darwin Awards is an annual honor given to the person who did the gene pool the biggest service by killing themselves in an extraordinarily stupid way. Last year's winner was the fellow who was killed by a coke machine which toppled over on top of him as he was attempting to tip a free soda out of it. And this year's nominee is . . .

The Arizona Highway Patrol came upon a pile of smoldering metal embedded into the side of a cliff rising above the road at the apex of a curve.

The wreckage resembled the site of an airplane crash, but it was identified as a Chevy Impala.

It seems that a guy had somehow gotten hold of a JATO unit (Jet Assisted Take off — actually a solid fuel rocket) that is used to give heavy military transport planes that extra push for taking off from short airfields. He had driven his Chevy Impala out into the desert and found a long, straight stretch of road. Then he attached the JATO unit to his car, got in, got up some speed, and fired off the JATO.

The facts, as best could be determined, are that the operator of the 1967 Impala hit JATO ignition at a distance of approximately 4 miles from the final crash site. This was established by the prominent scorched and melted asphalt at the location.

The JATO, if operating properly, would have reached maximum thrust within 5 seconds, causing the Chevy to reach speeds well in excess of 350 m.p.h. and continuing at full power for 20-25 seconds. The driver, soon to be pilot, most likely experienced G-forces usually reserved for F-14 fighter pilots under full afterburners, basically causing him to become insignificant for the remainder of the event.

However, the automobile remained on the straightaway for about 2.5 miles (15-20 seconds) before the driver applied and completely melted the brakes, blowing out the tires and leaving thick rubber marks on the road service . . . then becoming airborne for an additional 1.4 miles and impacting the cliff face at a height of 125 feet leaving a blackened crater three feet deep in the rock.



When a thief ran out of Ralph's grocery store in Hillcrest he had only committed a misdemeanor, having copped two bottles of beer. But when the store manager ran after him, his next stupid move was to pull a knife, fall down, break a beer bottle, and cut his hand on his own knife. He arranged to do this in dangerously close proximity to two officers who had just left the nearby police storefront.

Being really helpful types, they assisted him to his feet and into some handcuffs. Then they broke the news to him: Yeah, you only cut yourself, but when you pulled the knife you upped the crime to armed robbery.

10-25! Officer Needs Assistance!!

When 10-25 goes out over the radio, every cop responds. They know a fellow cop needs help . . . and the cop who called for a 10-25 knows help is on the way.

Bob Porter is a cop . . . not an SF cop . . . he's from Issaquah, Washington . . . but he's a cop, and he needs a little help. His wife, Corinne, needs a critical operation to save their unborn child (Corinne is 30 weeks pregnant). They come to UC Medical Center in San Francisco for this procedure, but UC's doctors decided the operation must be postponed. Now Bob and Corinne are waiting . . . day-to-day . . . for the doctors' decision. San Francisco is an expensive place, and they may have to wait for 2-3 weeks before the operation.

Steve Johnson is pursuing different means of financial assistance for the Porters. However, Bob and Corinne could use a little help right now with such simple things as prepared meals.

If you can help in any way, call Steve Johnson at the POA: (415) 861-5060 or on his pager: (415) 708-3880.

WANTED

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

Send to Notebook-FBT, SFPOA

Most criminals take pains to conceal their identities, and try to leave the scene as fast as possible. One liquor store bandit, however, left behind his identification, and fled on a bicycle.

Police said the bandit entered the Apollo Liquor Store on Friday, indicated he wanted to buy a bottle of wine and presented his driver's li-

cense as identification, required in many Indiana liquor stores.

Then he demanded money, knocked the clerk down and took off with \$100, leaving his license behind.

Officers later found Wayne K. Brewer riding a bicycle and arrested him on charges of strong-armed robbery.