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POA NOTEBOOK

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

VOLUME 29

SAN FRANCISCO, AUGUST 1997



NUMBER 8



Season's Greetings

Yes, this is the August issue. But it doesn't need to be a particular season of the year in order for the generous men and women of the SFPD and of this association to give of themselves for the benefit of others. Every day our officers and non-sworn employees do things that make the lives of the less fortunate a little better. Such is the norm rather than the exception, and shows that we are a group of people moved by a genuine desire to help others and to serve our community. This issue of the *Notebook* profiles several interesting programs and events that typically illustrate the generosity of San Francisco Police officers. — Editor

POA Blood Drive:

The Only Bloody Reputation We Deserve Pages 1 & 5

SFPD Wilderness Program:

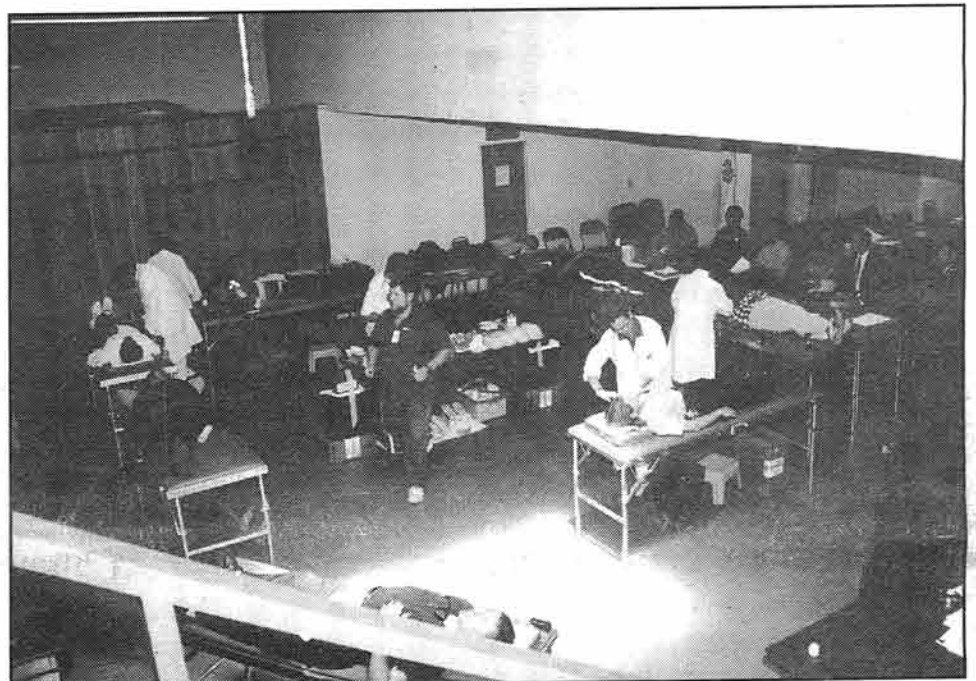
Urban Youth Learn the Value of Nature Page 1

Building Bikes Builds Bridges:

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SFPD Carries Torch For the Special Olympics Page 11

**President Cunnie Calls For Teamster Support
and a Boycott of UPS Inside, page 3**



Wilderness Program in 17th Year

By Walt Scott and Roger Keenan,
Juvenile Division

The San Francisco Police Department Wilderness Program is almost voting age. Since 1981 over 22,000 San Francisco boys and girls have participated with their police officers in challenging and cooperative outdoor adventures. Backpacking, adventure ropes courses, and day hiking are year-around programs; while river rafting, sea kayaking, and others are seasonal.

These programs provide the opportunity for young people to break down barriers and develop understanding with police officers on a positive one-on-one basis; to grow in self-confidence, trust, group support, and knowledge; to experience a new world outside their city environment; to be recognized for completing a challenging course; and to have good

old-fashioned fun.

All San Francisco police officers are welcome to take part in these adventures, which are challenging and require a lot of patience and caring for young people. You do not need specific outdoor knowledge to take part, just an interest in people and the outdoors. A typical adventure will consist of 22 boys and girls including four trained teen-age staff, one or two teachers, and one or two police officers. Please call us at 292-2109 if you are interested.

Thanks to the San Francisco Police Department administrations who have supported his program; to the officers, teachers, Urban Pioneers, and others who have been leaders or have helped in other ways; to the San Francisco Unified School District which has supported and partici-

see WILDERNESS, page 28

The Joys Of Giving (and receiving)

By Mark Hawthorne,
Chair, P.O.A. Blood Committee

I am writing to thank all of those who generously partook in the blood drive at the S.F.P.O.A. Thursday, July 10, 1997, a.k.a. our **Summer Blood Drive**. There was plenty of socializing, plenty of food, plenty of fellowship, plenty of raffle prizes, and plenty of blood. The doors opened at 1100 sharp and the donors immediately began arriving in great anticipation of giving blood and indulging themselves in the gourmet lunch generously provided by the P.O.A. We had an added bonus with us this drive, the appearance of many DPT employees. Our appreciation for their many donations, and their lively spirit only served to heighten the thrill and excitement of the day. For all of you who are curious, the number of pints donated for the day was **158**. As far as I know, that is a department record and all of you who participated should

give yourself a big pat on the back. Now that we had 158, if each one of you could get one additional person to donate at our next drive in December, we could easily double our numbers and perhaps the gourmet lunch might be in more abundance. All I know is that I, along with other members of the committee, the blood bank staff, and the participants, had a ball. At the drive we had donors from the D.A.'s office, ATF, The Retired Corps, the general public, as well as the regulars from the PD and DPT. Again, a special thanks to all of those who participated and made the day a special event. Don't forget the **Winter blood drive** which will be held in early December. So if you want to give blood in the mean time, don't give any later than early October so you'll be full in December to give a pint in the name of holiday spirit. Many thanks, **ORO EN PAZ FIERRO EN GUERRA**.



Floating into summer fun with the SFPD

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Widows and Orphans Aid Association

The regular monthly meeting of the Windows & Orphans Aid Association was called to order by Pres. R. Kurpinsky at 2:05 P.M. Wednesday July 16, 1997 in Conference Room, Ingleside.

Roll call of officers: Tr. Hardeman & Hurley excused. All others present. Minutes of last meeting: Approved as presented, in wiring, by the membership. Suspensions: List of members to be suspended put over on month by President, so some of them may be contacted.

Treas. Parenti presented the regular bills, benefits, salaries, legal etc.-approved. Treas. Parenti reported the following death: Francis Otterstedt-born in San Francisco in 1917, Frank was working as a mail clerk for Southern Pacific, when he became a member of The Department in 1947 at age 29. From the Academy, he was assigned to Ingleside Station remaining there for 9 years. Then to Central Station remaining there for 2 years. Frank was then assigned to Central Warrant Bureau where he stayed until his retirement in 1974 at age 56. He received the following award-C/C in 1960 for arrest of an armed suspect wanted on a burglary warrant. Frank was 80 years old at the time of his death.

Report of Trustees: Trustees Fontana, Garrity, Hurley with V. Pres. Forencich, Treas. P. Parenti, Secty Mc Kee, P. Pres. Kemmitt attended a night meeting with Mr. Bricker, Mr. Joe, Bank of America on Friday July 11, 1997 at 6:00 P.M. at 50 California Street. Mr. Bricker on the Economy-1st quarter growth 5.75%, but 2nd quarter fell off to 2%. Interest rates are down to the lower range of last year. Wages are up 3 to 3 1/2%, but production is up 2% helping to keep inflation down to less than 3%. Employment rate at a 23 year low and we are into the 6th year of business expansion. Stronger than expected tax collections have reduced

the Federal budget deficit, without any help, thus far, from Congress. Question-How long can this go on?? At out Portfolio- we are 67% in bonds, 32% in stock, 7% in cash. Our diversification is good, although a little high, compared to Standard & Poors, in Consumer Goods. Recommendation to sell some of our oil and gas stock and purchase some technological stock. Same Approved by Trustees. This meeting adjourned at 7:45 P.M.

Report of special committees: Tr. Hurley being excused there was no report of Airport Police. There was however discussion as to requesting a Doctor Certificate of Good Health from any Airport Police wishing to become a member. Letters will have to be sent to all that qualify (age) advising how and when payment must be made.

Treas. Parenti on Erisa: Auditor is pleased with the progress that has been made and feels that he can start his audit to The Dept. of Labor. Some points to be cleared with Policemans fund and Secretary. Question-should we handle yearly collections from Cash Members? To be looked into after talks with auditor.

Good of the Association: Pres. Kurpinsky set next regular meeting for 2:00 P.M., Wednesday August 20, 1997 in Conference Room, Ingleside Station.

Adjournment: There being no further business to come before the membership, the meeting was adjourned at 2:35 P.M. in memory of all Departed Brothers.

Fraternally,
Bob Mc Kee, Secretary

We still have a number of members who have not returned their new membership form. Please do so. If yours is lost or misplaced call voice mail 681-3660 and leave your name and detail or address.



Police- Fire Post #456 News

by Greg Corrales

"We must remember that one man is much the same as another, and that he is best who is trained in the severest school."

Thucydides

On 25-29 June, the American Legion State Convention was held in Long Beach. A smaller-than-usual group from Post 456 attended the convention. What we lacked in numbers, myself, Rene LaPrevotte, Bill Gay, and Dick Castro made up for in devotion to duty and patriotic fervor. We worked very hard conducting Legion business. Additionally, the conduct of departed comrades over the years has created certain social obligations which are expected of members of Police Post 456. We were also able to, in the spirit of political correctness, demonstrate our commitment to community policing by participating in community legionairing. We met many members of the Long Beach community and attempted to ingratiate ourselves with all of them. At the same time, we visited may of the city's merchants and business people. We were able to make friends with all

of them (we became "regulars"), and managed to avoid censure (being 86ed) throughout our visit. We hope that next year we are back up to our normal number of delegates to the state convention.

Retired member Louis Barberini has brought it to my attention that on 6 June, the only mention of D-Day in the San Ramon Valley Times was in Charles Schulz' *Peanuts* comic strip. That reinforces the importance of our veterans organizations, so that the sacrifices of our fallen comrades are never forgotten!

We have all been sickened by constant court decisions that declare the treasonous burning of the symbol of our great country acts of expression, and consequently, constitutionally protected as freedom of expression. Well to prove that truth is more bizarre than fiction, I must report that Ventura County has ordered the American Legion's traditional burning of worn-out American flags halted. County officials say the flag burning violates **air pollution** laws!

Great news! We have just reached another significant milestone in our commitment to eliminate sexual harassment. General Half-track from the *Beetle Bailey* comic strip has been sent to sensitivity training. Never again will he leer at Miss Buxley. Mort Walker, the *Beetle Bailey* cartoonist has had the general apologize for his prior sexist conduct. The 47-year-old strip is distributed to 1,800 newspapers world wide. Mr. Walker said recent newspaper surveys have

See POST, Page 16

Editorial Policy

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

The San Francisco Police Officers' Association

NOTEBOOK

EDITOR
Ray Shine

SPORTS EDITOR
Nick Shihadeh

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ASSOCIATION OFFICE: 861-5060
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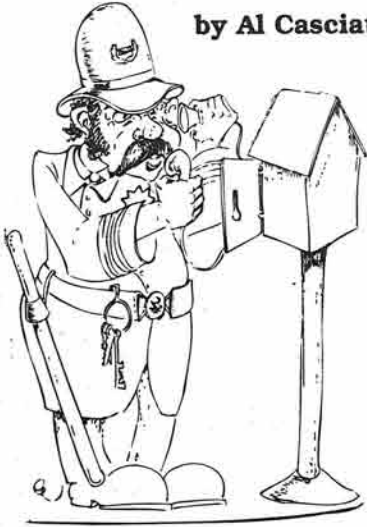
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Around The Department

by Al Casciato



... Keep Skid Chains on Your Tongue:

Many of us like to talk. It's human nature to do so. Sometimes (Most of the time) when we talk about other people or current events, accuracy is lacking. When you assume (ass u me) realize that you are doing so and that the truth may well be something else...

...In Memoriam:

Retired Sgt. **Francis "Frank" Otterstedt** passed away July 11, 1997. Frank served the SFPD from 1947-1974 and was a very active member of all our various associations. After the funeral on July 14 a reception was held for his many friends at the So. San Francisco Elks Club, during which a retired Inspector toasted Frank by saying: "Do you know where Frank is right now? He's with the boys who didn't make it off the beach at Normandy. With those who are forever young." Frank had landed on Normandy beach on June 5, 1944 and in the ensuing battle was awarded the Bronze Star and Purple Heart. He never talked about the war, but you knew that he missed his fallen comrades greatly. Frank is missed greatly by his police comrades he leaves behind...

...Anniversary:

Retired Sgt. **Bob McKee**, Secretary of the Widows and Orphans Association, and his lovely wife **Mary** will celebrate their 61st wedding anniversary on Sept. 5. (They are still speaking to each other: smile)

Bob just celebrated his 87th birthday at a small family dinner at his son's home. During the dinner Bob and Mary learned that they will be great-grandparents in December or sometime thereabout. A great year for the McKee's! Congratulations!...

...SF 49'er:

Retired Inspector **Frank McCoy** is very proud that his son **Mike** has recently been signed by the 49'ers as a back-up quarterback. Having 25 year old Mike close to home is heaven for dad. Mike has been on the road since graduating from San Ramon High School. He graduated from the University of Utah in 1994 as an All American. Also, then spent a year each with the Denver Broncos and the Green Bay Packers. It is hoped that the 49'er stay will be a long one...

...Fishtale:

Mission Station's **Jim Strange**, while vacationing near Twain Harte, was told by some "very serious" fishermen that the fishing was so good that the trout will "bite on anything." Ever the comic, Jim got out his pole and baited the hook with a cigarette

butt, wanting to show the "serious" types that fish don't bite on "anything." One cast — one fish, and Jimmy was wrong. Cigarette butts???? Fish tale or not?...

...Money news:

Star Performers Investment Club is excelling. The returns for the first 6 months of '97 saw the portfolio of the police (active and retired) club advance 24.6%. This exceeds the S&P 500 (20.5%). The portfolio of the Star Performers (\$140,000) has high achievers in Intel, Novellus System, Nabors Industries, Coca Cola, and Merck...

...Mt. Zion:

It's now been a few years since we moved from the St. Francis Hospital to Mt. Zion Hospital for industrial injury care. What has the experience been? Good, bad, or the same?

Contract review will be coming up shortly, so get your thoughts and comments to you're representative. Make sure all the problems are addressed prior to the signing of the new contract...

...Safety alert:

Do Not fill a gasoline can sitting in the back of a pick-up truck with a plastic liner. Fill the can on the ground. According to a PG&E safety bulletin, Chevron USA reports 23 injuries/deaths as a result of static electricity from the liners igniting fumes from cans being filled. Remember, placing the can on the ground discharges the static electricity...

...Grandparents x6:

Captain Jack Gleeson and wife **Betsy** welcomed their 6th grandchild this past month. On July 18, 1997 **Thomas Joseph Doherty**, 7 lbs., 20 inches was born to **Kathleen and Joseph Doherty**. Dad Joe delivered the baby himself at Marin General. Congrats and best wishes to all...

...Our patch:

What is the meaning of our patch? The City seal? Do they contain seagulls, eagles, or a Phoenix? Airport Bureau's **Joe Reilly** is preparing a detailed history of the SF seal and police patch. Look for it next month. In the mean time, jot down what you think they both mean...

...Mom:

A couple of officers returned to their station after handling a rather sickening child abuse case by a mother. They looked at each other

see AROUND, page 8

Message From The President

Support Teamsters — Boycott UPS

By Chris Cunnie,
SFPOA President

The International Brotherhood of Teamsters is currently involved in a nationwide strike against United Parcel Service that will prove to be a watershed work action for American unions and labor.

The Teamster/UPS showdown is not about wages or benefits, but rather the assault on jobs and union workers by corporate greed. The UPS seeks to increase the use of part-time employees and bypass the financial obligation to pay fair and prevailing wages and benefits.

The POA is currently embroiled in its own fight over prevailing working conditions and I see our fight as having many parallels to the Teamster action. Any municipality or corporation that seeks to diminish the prevailing working conditions of deserving employees assaulting all of

labor. There can not be a regression of the rights of full-time American based on abusing and exploiting the desperation of the part-time employee, particularly when that advantage seeks only to further line the bulging pockets of the CEO's and corporate hacks.

I am calling for all POA members to support our brothers and sisters walking the UPS picket lines. As I see it, their fight is our fight and we are all united as workers seeking fair and equitable living for ourselves and our families.

Swing by the picket lines with some hot coffee and sandwiches. drive by and tap your auto horn to demonstrate your support. And, most of all, help send the labor message to corporate America by boycotting United Parcel Service for the duration of the strike, or for as long as the Teamsters need our support.

A Testimonial Dinner Honoring Deputy Chief Mindy Pengel

September 5, 1997

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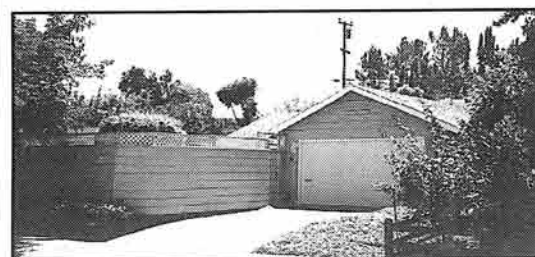
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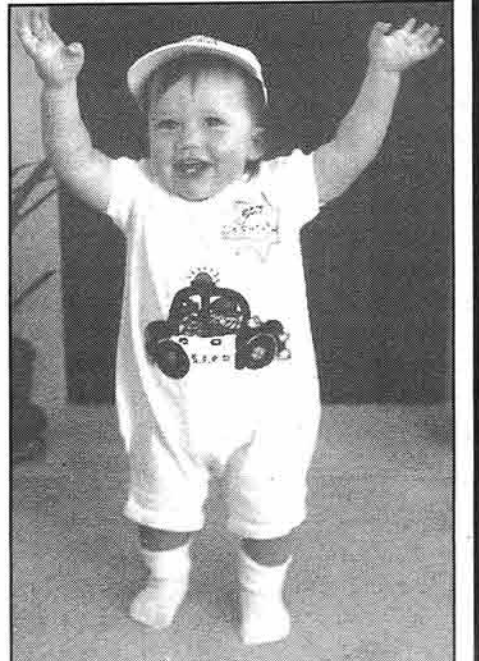
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Common Labor Foul Befalls Old Foes

New OCC Appointment A Snub To Loyal Work Force

By Ray Shine, Editor

I was disheartened to learn at the July 16th meeting of the Police Commission that OCC Director Mary Dunlap has appointed a new Chief Investigator. Not because the agency doesn't need a competent, top-line supervisor, but because the Director apparently saw a need to go outside of her own office in order to make the hire.

OPINION

Mr. Robert Jannise was introduced as the next Numero Dos down at the Second Street sweatshop. He was lauded by Ms. Dunlap as being educated, experienced, and multi-dimensional. He comes to the OCC via the City Attorney's office, and has prior law enforcement service in Oakland.

I have no doubt that all is true and correct about Mr. Jannise as he appeared to be a well-mannered gentleman with a professional bearing. I do wish him the best, and welcome him into the fray — so to speak. But I am equally convinced that there are a number of qualified, experienced, and deserving persons already working for Ms. Dunlap, any one of whom could serve as her excellent lieutenant.

Charles Gallman, Barbara Attard, and Diane Christensen are among those who deserve such a promotion. They are some of the most senior persons in The Office, and each has lead complicated and politically-charged investigations. All have withstood — and seem to understand — the barrage and crossfire that often exemplifies the OCC investigation/representation process.

Beyond those experiences, each is familiar with the department, with the officers, and with the POA reps and attorneys. That is not the sort of experience and expertise that can be hauled into the office in a mover's box, nor is it gained in a college course or weekend seminar. That is on-the-job-training, the school of hard knocks, the proverbial trip around the old block. Just as in police work, it is the sort of trial-and-error bootstrapping that takes many years to cultivate, and many laughs and tears to appreciate.

Say and think what you will about the OCC and its voter mandated mission. Harbor whatever thoughts you might about any particular investigator. But in truth they are, for the most part, a fair and honorable group, diligent and thorough in their tasks, and committed to the ideal of civilian oversight. As such they are the workers, the soldiers, the ones that make the whole thing work — indeed, to the extent that it works at all. So in that context they are our brothers and sisters; odd again bedfellows, yet bedfellows all.

Any misdeed to labor is an affront to all labor. As a member of an organization that has long carried the torch for fair and equitable promotions, I must express to the OCC workers my regrets. And while I am not speaking officially for the POA, I can assure you that there are legions of our members who can empathize with that humiliating feeling of being passed over for promotion for inexplicable and unjustified reasons. And yet, if you are like as many of those, you will forego the dipping morale and the seeming darkness of the promotional tunnel and carry on in step, and answer always to the call.

Treasurer's Report

By Jack Minkel

On Tuesday, August 8, 1997 President Cunnie, Vice President Delagnes, and I attended a meeting of the eleven largest police officer organizations in California. The meeting was hosted by the Highway Patrol Association and was convened in San Diego. The other nine organizations represented Los Angeles PD and Sheriffs, Orange County Sheriffs, San Diego Police and Sheriffs, San Bernardino Sheriffs, Riverside Sheriffs and Sacramento Sheriffs. The only organizations from Northern California were the San Jose Police Officer's Association, Sacramento Sheriff, and the SFPOA.

All of the eleven invited organizations have memberships of 1000 or more active, dues-paying officers or sheriffs. The total number of California State peace officers represented by the "Big 11" is in excess of 36,000 men and women.

This meeting was chaired by Mr. Ron Snider, current president of the California Highway Patrol Association. Ron was the architect of the Big 11 pow-wow as well as the visionary who foresaw the necessity for inter-organizational communications and support.

The idea was to convene a meeting of the most influential police labor organizations in the state to discuss the future for our members. Topics of discussion included compensation packages, working conditions, contract negotiations, legal representations, promotionals, and retirement and pension benefits.

Not surprisingly, we quickly learned that all of our organizations have the same problems. In a way it was a relief to learn that the POA is not out there fighting the anti-labor demons alone, that we have a tight-knit band of beleaguered but united comrades.

Like all allies we came together to share information and unify strategy. Because of the numbers of detractors that also read the *POA Notebook* I will not go into detail here as to

what that shared information was, but I will discuss the results of the meeting with the general board and with any interested POA member who contacts me personally.

One of the common concerns of the Big 11 was the vigilant monitoring of proposed state and local legislation that is anti-police and anti-labor. Not all statewide watchdog organizations have been watching Sacramento as closely as they should have been. That is why such devastating pieces of legislation as the recently enacted bill that requires off-duty licensing slipped through the chambers without adequate opposition.

All who attended the sit-down came away with the same conclusion: It was a meaningful meeting and long overdue. The next meeting of the Big 11 will be convened in San Jose this October. If any of you are interested in attending on behalf of this organization contact Chris Cunnie. I am sure you will find it informative and interesting.

While the Big 11 are unified and fundamentally organized we opted against formalizing our unity into a statewide labor organization at this time. Nearly all of the represented associations are also members of larger umbrella organizations, such as C.O.P.S or P.O.R.A.C. Neither of these groups was invited to San Diego.

All of the Big 11 will be sharing important labor information with the other members. Copies of all MOU's or contracts will be passed among the 11 organizations to facilitate negotiation and more readily establish the "prevailing" criteria that is often so important in contract talks. Publications will also be passed around in an effort to stay abreast of the ups and downs of all our sisters and brothers around the golden state. All of these publications will be accessible to any POA member at the office on 7th Street. Stop in and peruse these various papers. I think you'll enjoy the read and will be glad to learn that San Francisco Police officers are not alone in the battles we have to fight. In many ways that is a consoling thought. I call it almost therapeutic.

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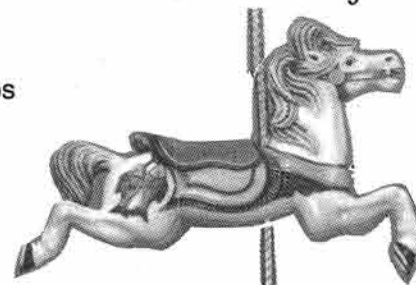
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Milestone Achieved

By Mark Hawthorne,
Chair, P.O.A. Blood Committee

Congratulations to Sergeant Jim Seim (Muni) on his award at the Summer blood drive, held July 10 at the S.F.P.O.A. building. With his donation Thursday, Jim belongs to the **five gallon** donors club. (That means 80 pints of blood) For those of you who don't know him, he has quite a distinguished career in the P.D. serving in many assignments in his twenty-three years with the department. I know those who have received Jim's blood are very happy. And on behalf of the P.O.A. Blood Committee, thanks for donating the gift of life so often. I know you will continue your good will and we look forward to seeing you at many other blood drives.



Jim receiving his award from the chair of the blood committee, both sporting bandages from generous donations.

Courtesy
of a
Friend

POA Board Endorses Discipline Proposals

By Ray Shine,
Discipline Committee

At the July 22 meeting of the POA Board of Directors I presented the three proposals agreed to at the Roundtable on Police Discipline. Those notions were arrived at by consensus of representatives of the police department, the police commission, OCC, ACLU, Community United Against Violence, The San Francisco Bar Association, the POA, and other interested groups and in-

dividuals. The three proposals address the following issues: timeliness of OCC and MCD investigations and provides for goals for timelines for commission hearings; restoration of a departmental policy that allows for the payment of overtime to officers summoned to an MCD or OCC investigation at any time other than normal working hours; and the more

frequent use of the OCC mediation process to abate minor complaints. After explaining these proposals to the board (refer to the July issue of the Notebook for details of the three proposals) I requested a motion for endorsement of same. The motion was made and passed unanimously. I then reported the board's endorsement to all concerned parties involved in the discipline roundtable.

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Police/Media Forum

Exploring the Relationship Between the SFPD and the Local Media

This month we are publishing the first in a series of interviews with members of the local media. This forum is intended to examine the state of relations between the media and the San Francisco Police Department, how those relations can be improved and, most importantly, why we need to coexist professionally with the local scribes and camera crews.

The POA asked Cynthia O'Neill of Park Station to lead the series. off with an interview of Rita Williams, a television news reporter for KTVU, Channel 2. This is Cynthia's report.

— Editor

Interview With Rita Williams

By Cynthia O'Neill, Park Station

This article is the first in a series in which local media personalities will be interviewed to get their perspectives on different aspects of our job and our department. I'd like to think that with a little more understanding of our respective jobs and goals, perhaps we can benefit and ultimately bring ourselves some good press; something that we all know is in short supply these days. I spoke with Rita Williams at the KTVU headquarters in Oakland on July 10, 1997. She was very accommodating and accessible after being asked to speak with a member of the POA for an upcoming article. Ms. Williams was born in Shreveport, Louisiana. She grew up in Lubbock, Texas, the daughter of a civilian employee of the Air Force. She got her bachelor's degree from Texas Technical University and went on to get her master's degree from George Washington University in Washington, D.C.

Q: Have you been with Channel 2 since the beginning?

A: I started with KQED in 1978. I was with them until 1980 and in

January of 1980 I started to work with Channel 2. Our news director is great...I got a desk in the Press Room at the Hall of Justice. I was the first TV person to do that. And so when you first start out as a woman—a TV person—someone that the male newspaper folks resent, you are going to get that same resentment from a lot of the males and especially some of the hierarchy in the department....I think now that it is different but I like to credit some of that to the professionalism that I think I've shown in my work and I think that you are accepted and trusted. It's been a long haul and it has been 18 years of being there every single day...

Q: Do you have any historical perspective on the relationship between the San Francisco Police Department and the local media?

A: Well I guess as many years as I have covered the police department, I'm history so I guess that every bit of my perspective is historical. I started reporting in the city in 1978 so, it was Charlie Gains' era and I have gone through quite a few police chiefs since then and I can tell you there have been good times with the media and bad times... A lot of it has been self-imposed by the department. I think that you have to be pro-active and I don't think that the San Francisco Police Department, say perhaps one or two regimes or people-PR people who were in that office like Mike Pera and John Hennessey — aside from those — has not been proactive. It is reactive and the difference now that I am covering a lot more police departments. You go to San Jose and they call news media in the morning with a big arrest from the night before, big case. They lay it all out for you. They have all the drugs, the guns, the paraphernalia. They've a mug shot for you. They give you the locations and it's like all given to you. In San Francisco, it's like you earn this stuff in spite of...

Q: What is the most frustrating thing about properly covering the police department?

A: I guess the most frustrating is still, kind of like you have to prove yourself on every single story with those people who know you and have a history with you. It's not like that but you are assumed to be...

Q: The enemy?

A: The enemy, yeah. And I think it is unfortunate but I can understand

the mentality.

Q: I think that police officers in the SFPD sometimes feel that media would rather cover something negative about us. Do you think that this is the case and does Channel 2 have any unwritten policies along those lines?

A: No, it definitely is not a policy at Channel 2. I can state that emphatically. We do not say we will only do negative police stories, but I think when you are not putting out the positive ones and we only know about the police department—that which we can find out about—and if we don't know the good things and we certainly know the bad things because they are going to wind up on the scanner or we are going to wind up there, then that is what gets covered. As you know more people in the police department and more people will tell you things then you balance those out and I would like to say that Channel 2 is balancing those. I give some of the credit to the fact that I have been there for a long time and people will tell you other things...all we get are the complaints that we don't over the good stories. We've got to know about them.

Q: What kinds of things have you seen officers do that you particularly good or strike you as something positive?

A: Well I still think that the most positive thing any officer at the scene of say a crime or disaster, whatever, could do is to be open. If you say, oh, I can't tell you about this then obviously a reporter's instincts are that there is something bad going on and that you need to dig a little deeper to find out. If people answer your questions— you don't have to elaborate a lot— but if you answer the question cordially without a chip on your shoulder, I think that is the best public relations that anybody could do. You are doing your job. How can you be faulted for doing your job? You don't have to give an opinion but you can give the facts.

Q: Would you delay the reporting of a story if you thought that you would jeopardize the investigation?

A: That is too broad but I can give you some examples. My biggest complaint with investigators is that they think everything would jeopardize their investigation and when you sit down with them, you find that there is a very common ground there....I have sat on lots of information. I am sitting on one — this page I got today...I don't want to jeopardize the police officer who has helped me on knowing about this story. He or she obviously has a reason why they wanted it. I always investigate in my mind the motivations...sometimes, I don't go with a story because of that. ...I can't blanketly say that I would withhold all information and it still galls me when somebody says, you can't print that. I know that there are some investigative nuggets that you want to keep for that person that truly knows something and I am certainly not going to give every detail of the case. That's not my job but at the same time I think investigators need to see that the burden is not on the reporter to withhold the information and they should look at their own sometimes to find out why the information is out there to begin with.

Q: Have you every felt unfairly locked out of a story or an investigation by the police department?

A: ...early on there were a couple of deputy chiefs back in the beginning who absolutely, positively refused to ever do a TV interview...to me it is much better to go on television where people can see the inflection in your voice they can see the expression...

Q: And you are a human being that way?

A: And you can't change that. People think we butt-up quotes and the time and that we cut people in the middle of their interview, we don't do that. If you watch them on the air you have a better feel of why they are saying what they are...than if you read a quote in the newspaper which can have half of it left out.

Q: We do such a good job on so many things that I think the average street cop would love it if that information was put out there.

A: You have got to tell people that because they won't hear...You need to let somebody know while it is going on. We have like four or five different scanners in the car and it is getting much more complicated and people don't listen like they used to. You can not physically listen to all of those scanners...So you are captives of just how much you can listen to and that is the only way — that and tips — that we hear about what you do on the street. So, somebody has to let you know and it is better to let you know while it is going on....when they were doing the stepped-up enforcement in the Mission...they picked two—I mean really young, industrious officers that I went out with. I've got to tell you. I was impressed. These guys—nothing went past them...We were in the back and they tried for an hour to get us back to the station so that we could get this on at 10 and every time they tried, something else popped in front of them. I mean decent things...There were probably 15 or 20 things that they went to in those couple of hours and they were very professional about they way they went about their jobs. That is very refreshing to see.

Q: When something major happens in San Francisco...it's the same crew that goes from event to police event and paints everyone with the same, broad brush strokes...

A: I think everybody in the San Francisco Police Department has to realize that they work for a big city department. They like the excitement and challenges of the case...it's going to get a lot more attention that a suburban police department. People tell me all that time, well if we had done that down there it, it would be on the front pages. It is true...Is it fair? Maybe not. Does it happen? Yes...There are a lot of politics in the San Francisco Police department. I think it is getting better...you can only hope that it will continue to get that way and that if good people are put in supervisory positions, then — and I think the department reflects the community better now as well — and I think that women and minorities have brought in a different perspective as they have in reporting...I think that the police department and the reporters have a lot more to gain from each other than they have to lose.

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Despite Progressive Policies, S.F. Police, Public at Odds

The following is a reprint of an article that appeared in the July 21, 1997 issue of the Los Angeles Times. It concerns the relationship between the POA, the San Francisco Police Department, and the community that we serve. Several of our members are quoted in the article, as well as most of the usual POA critics.

Vice President Gary Delagnes did a superb job defending the POA and setting the record straight about our role in this vital community. But it seems that Gary is like the respected New York brokerage house: Every time he speaks everyone listens. In this case it was the media. After the story appeared the media blitzed Gary with requests for comments and clarifications. As a result, Gary made appearances on KABC radio in L.A., Fox News, and KQED.

All San Francisco Police Officers should read this piece. Gary maintains that it was written in a fair and even-handed manner, unlike the coverage we usually get from some local papers.

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— Editor.

By Mary Curtius,
Times Staff Writer, ©1997

SAN FRANCISCO—In a city where questioning authority is a civic sport, where street demonstrations are an everyday event, and where activists will even pack Library Commission hearings to denounce public officials, it has never been easy to be a cop.

But lately, officers say, it has become nightmarish. Tensions are so high that one police union official calls his city the toughest place in the nation to be pounding a beat.

"It's without a doubt the most difficult city in America to be a cop," said Gary DeLagnes, vice president of the police officers' union, a 20 year San Francisco police veteran and the subject of dozens of citizens' complaints. "Cops are finally saying: You know what? We've had it."

The war between San Francisco, a town famed for its tolerance, and its Police Department erupted two years ago when a black parolee suspected in a burglary died in the custody after a fight with several officers.

The death of Aaron Williams unleashed racial tensions many believed did not exist in their town and culminated in called for farreaching reforms of the department's disciplinary system, hiring practices, arrest policies and training programs.

On paper, the city's 2,000-member Police Department is one of the nation's most progressive. It has strong civilian oversight and policies promoting everything from community policing to the aggressive recruitment of gays and lesbians.

Reflecting the liberal nature of the city it protects, the department long ago rejected the paramilitary model of the Los Angeles Police Department.

There is no spit and polish here. Instead, men and women alike sport earrings, wear their hair long and their uniforms casual.

"We encourage our officers to be individualistic," said Sherman Ackerson, a 25-year veteran of the force who is now a public affairs officer. "We're looking for problem-solvers."

Officers have for years received cultural sensitivity training in the academy, including lectures from representatives of the city's myriad ethnic groups and have taken trips to such sites as the Museum of Tolerance, the Holocaust museum in Los Angeles. Once on the street, officers are encouraged to build ties with the neighborhoods they police. They patrol on foot, on bicycles and on horseback.

Although the city is a compact 42 square miles, with 750,000 residents, it maintains 10 district stations. Most have recently been remodeled to include community meeting rooms, encouraging police officers and residents to come together.

But scratch beneath these surface reforms, say critics ranging from lawyers for the American Civil Liberties Union to members of the county Board of Supervisors, and you find a department that deeply resents the multicultural, tolerant city it operates in.

"There is an old guard, a white, male police union that seems to be the barrier to modernizing this Police Department," said John Crew, an ACLU attorney who has spent 14 years dealing with police issues in San Francisco.

A Hail Of Criticism From Rights Activists

Since Williams' death, the department has been grilled on its policies in public hearings before the Board of Supervisors, accused of harboring rogue offices and of resisting reforms.

Police officers have faced a hail of criticism from civil rights activists and elected officials for using too much force, to often, in making arrests. On the street, officers sometimes find themselves being videotaped by citizens determined to document what they see as police brutality.

In fact, the head of the city agency charges with overseeing the police says she would like to have every interaction between officers and citizens videotaped.

Critics say they are pushing the department hard because they see San Francisco as leading a nationwide trend toward greater civilian oversight of police departments, just as the city has been on the cutting edge of so many other social and political issues.

Police officers see themselves as victims of citizen oversight gone berserk.

"It's not to say that we don't make mistakes," DeLagnes said. "But it is getting so every time you go to a dispute here, you take somebody on, you have 15 citizens screaming at you, taking pictures of you. It is a

personal expression. There is a public culture here that appears to many people with a more strait-laced attitude to border on disorder."

Its very nature makes San Francisco a good test case for police reform nationwide, some experts believe.

"If you can't reform a department with two progressive men at the top and a progressive mayor, maybe you can't reform police department," said John Burris, an Oakland-based defense lawyer who

has represented dozens of defendants in cases against the Oakland and San Francisco police departments. "This is a very important laboratory test for other big city departments."

Burris says San Francisco's commitment to strong civilian oversight is due to the political clout of a well-organized, relatively wealthy gay community. It is a community with a history of clashing with police.

Gays remember the days when police would routinely roust them from bars and bathhouses.

"If it was just about blacks and Hispanics, as it is in other big cities, this level of civilian oversight wouldn't have happened," Burris said. "The gay community in San Francisco is the lifeblood of the reform effort there."

Brown Promised to Clean Up Department

In his inaugural speech 18 months ago, Mayor Willie Brown—endorsed by the police union during his campaign—promised to clean up the department, pledging it would be "representative and reflective of the people, comfortable with the people, understanding the language, understanding the soul of this city in every respect."

Brown took some early steps that cheered the department's critics and

see LA TIMES, page 16

Safety: Critics say officers resent tolerant city, use too much force. Cops feel citizen oversight has gone berserk.

feeling of sort of being on an island. We have no faith in the Police Commission, no faith in the Office of Citizens Complaints, no faith in (the department's) Management Control."

The department's critics respond in kind.

"You're talking about a Police Department that has some real trigger-happy people, and they don't get in trouble," said Van Jones, a fiery young civil rights attorney who has launched a hot-line for victims of police mistreatment.

"I think that San Francisco prides itself on its liberal image and wants to cover up the treatment of certain people. It likes to think of itself as this shiny castle on the hill, but it is a dungeon as far as treatment of certain people is concerned."

Although San Francisco's police trouble have not drawn the sort of national attention that was focused on the LAPD in the wake of the Rodney G. King beating and the O.J. Simpson murder trial, officers and their critics say this department operates under a level of day-to-day scrutiny unheard of in Los Angeles.

"Any police department is a mismatch with this city," said Gerard Koskovich, a gay activist who closely monitors cases of police misconduct. "The conventional thinking about police departments doesn't sit well with San Francisco, a city that welcomes eccentricity, personal freedom and

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By Officer Jennifer Lee

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AROUND

continued from page 3

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Anyone knowing the whereabouts of Ann Henderson formerly of 727 - 41st Ave, S.F. please contact Jacob Shacklette at 282-6966, the Executor of Mary D. Nickell's will



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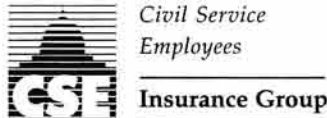


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Officer George Cuevas preparing to load bicycles for a trip to Pedal Revolution

Critical Task

Building Bikes Builds Bridges

By Rowena Wilson,
Ingleside Station

Three years ago, Officer Kevin Gotchet #315 (Solos) saw half of a bicycle sticking out in front of 3085-21st St. and decided to check it out. An avid bicycle rider, Kevin had to see what kind of bike store this was — who knows when he might need a bike part or have his bicycle tuned up. When he entered the building, he discovered an organization called *Pedal Revolution* and decided to join in.

Pedal Revolution is a bicycle shop, within a non-profit organization, *Youth Industry*, founded by Dr. Michael Jacob Sinclair, or "Jake" as he likes to be called. In the bicycle shop, homeless youths between the ages of 17-22 years old, learn how to repair and construct bicycles, manage a growing business and how to deal with shop customers. "We teach kids skills to get them off the streets", says Jake. And he means it. Jake is extremely proud of his 70% success rate. After the training period, these youths secure full-time positions in various bicycle related jobs ranging from messengers to mechanics.

Scheffer Ely, a manager of *Pedal Revolution*, refers to Kevin as an "Angel". "Whenever we think they are no more bicycles, Kevin always shows up with a bunch of bikes and saves the day". Ely also feels Kevin has a tremendous impact in developing a positive image with the youths, who have often had unpleasant experiences with the Police. "The kids see Kevin pull up and give us all these bicycles, and they think "Wow", they see a police officer who isn't just writing tickets or enforcing the law, but a person who is giving back to the community and it just reaffirms the

positive image."

Throughout his 23 years as a Police Officer, Kevin would always manage to find a bicycle and give to a needy kid. A bicycle here, a bicycle there, it wasn't a big deal, and it made a kid happy. Growing up in the Mission, Kevin has firsthand knowledge of the difficulties growing up in a neighborhood riddled with drug dealers and gangs. About 80% of the youths at *Youth Industry* reside in the Mission District.

Today, along with the help of Officer George Cuevas #2030 and Sgt. Ed Dullea #689 from Property Control, over 500 bikes have been donated to *Pedal Revolution*. Property Control obtains these bicycles from found property, property as evidence, property used in crimes and a hold is placed, and from personal property from suspects booked. After the mandated waiting period, Property Control distributes these bicycles to various charities (SFFD Toys for Tots, Guardsmen, to Kevin, etc.), SFPD Bike Patrol, and the leftover being auctioned off and the money deposited to the City's General Fund.

I had the opportunity to see Kevin and George in action. After picking me up at Ingleside Station, we got the trailer and went to Bldg 606, in Hunter's Point Naval Shipyard. After loading up 30 bikes, which George already set aside, we went to *Pedal Revolution* to drop the bikes off. When we arrived there, Kevin was welcomed with open arms, and a smile was on everyone's face. Seeing the faces of the kids who were working inside made me feel proud that a fellow officer willing to take his own time to dedicate himself to a cause he believed in and personally related to. For those of you, who know Kevin, he is truly an angel in disguise.

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SFPOA Announces Annual Jeff Barker Scholarship Awards Program

Dear Member:

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

Qualified applicants will be limited to 1997 high school graduates with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by November 1997.

Take advantage of this opportunity to compete for the scholarship assistance awards for the 1997 fall college semester.

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

Pick up your application or mail the attached request for application to the SFPOA. **Completed applications and essays must be returned to the SFPOA no later than October 1, 1997.**

ESSAY SUBJECT: In 500 words or less describe your volunteer efforts to make your community a better place to live.

Request For Scholarship Application

Scholarship Applications and essays must be returned to the SFPOA no later than October 1, 1997. Applications received after that date will be returned.

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Address: _____

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

Internet/Cyber News

By Glenn Sylvester



Many have asked and continue to do so regarding rumors of "laptop computers" being placed into the radio cars for patrol.

Originally part of this project (while assigned to Planning/MIS) called COPS-MORE approximately two years ago. Federal grant-type funds are made available to law enforcement agencies throughout the United States as part of President Clinton's to increase law enforcement personnel. The actual name of the bill escapes me at this point. Although obtaining equipment such as laptop computers would not actually increase personnel, provisions are made for federal subsidies if agencies can show increased savings in other areas and provide matching funds. This is done by substantiating a decrease in time for patrol officers to complete incident reports on the field, approval process, and its (report) routing throughout the Criminal Justice System.

The original plan was to provide 180 laptop computers to accommodate all vehicles in the fleet including Traffic Solo Officers, docking stations within the radio cars, docking stations at district stations along with two main terminals, infrared and communication devices, Terminals at the San Francisco Sheriff's Office, San Francisco District Attorney and lastly at Teleserve. Equipment was also included to provide training. What does this translate to? An Officer at a district station would sign out for the laptop just like getting a PIC radio. The laptop is "docked" into the patrol car and secured. Calls for assignment(s) are dispatched to and through the laptop and Officers generate and complete reports on the laptop. During the shift, the Officers would drive by their district station and transmit the completed report via infrared. Or

the Officer could disengage the laptop and place it into a docking station at the station, and/or bring in a floppy disk to one of the terminals. Supervisors could review, recommend changes and subsequently sign the report electronically before its transmittal to the Record room by modem. Needed information can be obtained from the District Attorney's Office or the San Francisco Sheriff's Office.

This grant was approved and work has commenced. After one and a half years, many meetings, and programming, the initial design phase of the incident is ready for beta testing. Programming of the incident report has been done in a non-proprietary format so that other programmers can make the necessary modifications and changes as needed. In other words, "we will own the code." Northern station has been selected to perform beta testing at this time within the next four weeks. Training on the new incident report form will be done at the Police Academy's new computer training center recently designed with the help of MIS and commitment by both Command and Academy personnel. COPS-MORE II is in the process at this time to provide computer workstations for the bureau.

I am sure there are many questions, but I have kept this brief due my available column length. I will try to address additional concerns in the future. In the interim, I recommend that all members become somewhat computer literate, start using them, for they are here to stay and the easier the transition will be.

Glenn R. Sylvester, DSC
email: glennsyl@bigfoot.com
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SFPD Runners Carry The Torch For Special Olympics



SFPD Torch Runners pose before the race

By Joe Zamagni, Taraval Station

On June 6, 1997 myself and a group of brave souls gathered to take a run for a good cause—the Special Olympics. The weather was great, our spirits high, and we had plenty of ice cold water. So, away we went!

We designed the the course to make its way through the many diverse districts of our city. The course was approximately 16 miles from start to finish, beginning at the Golden Gate Bridge and finishing at Justin Herman Plaza.

A lot of preparation went into this run and it went as smooth as silk thanks to the hard work of Sgt. John Payne, Sgt. John Fewer, Officer Daylene Tong, Officer Marquita Booth, and the many Solo motorcycle and SFPD Bicycle officers who kept traffic away from the participants.

Officers Dan "Pops" Inocencio and

Rich "Lightning" Quesada did a great job of following us with the PAL vans and keeping everyone watered down.

We also got a big spiritual boost from retired Sergeant Dennis Gustafson who's as fast as ever and who stood at the front of the pack telling us to "Pick up the pace."

It was great to see Captain Dennis Martel right alongside us all the way after his nasty bicycle accident. We also had officers from other agencies jumping in with us throughout the run, a special bonus for us local trotters.

The Special Olympics Torch Run is held every year by law enforcement sponsors/participants. We are always looking for new runners to share this wonderful experience with so come on out next year and do your part for this worthy event. Maybe your feet won't feel so good after 16 miles, but your heart will.

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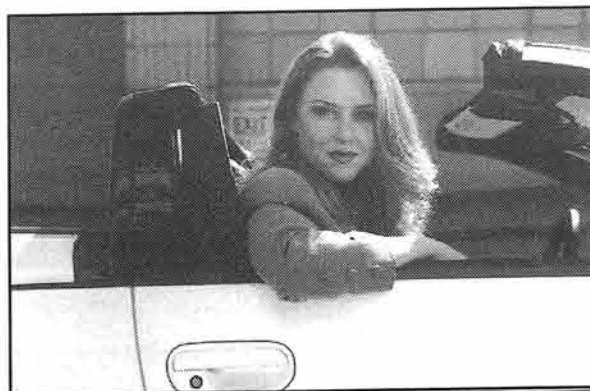
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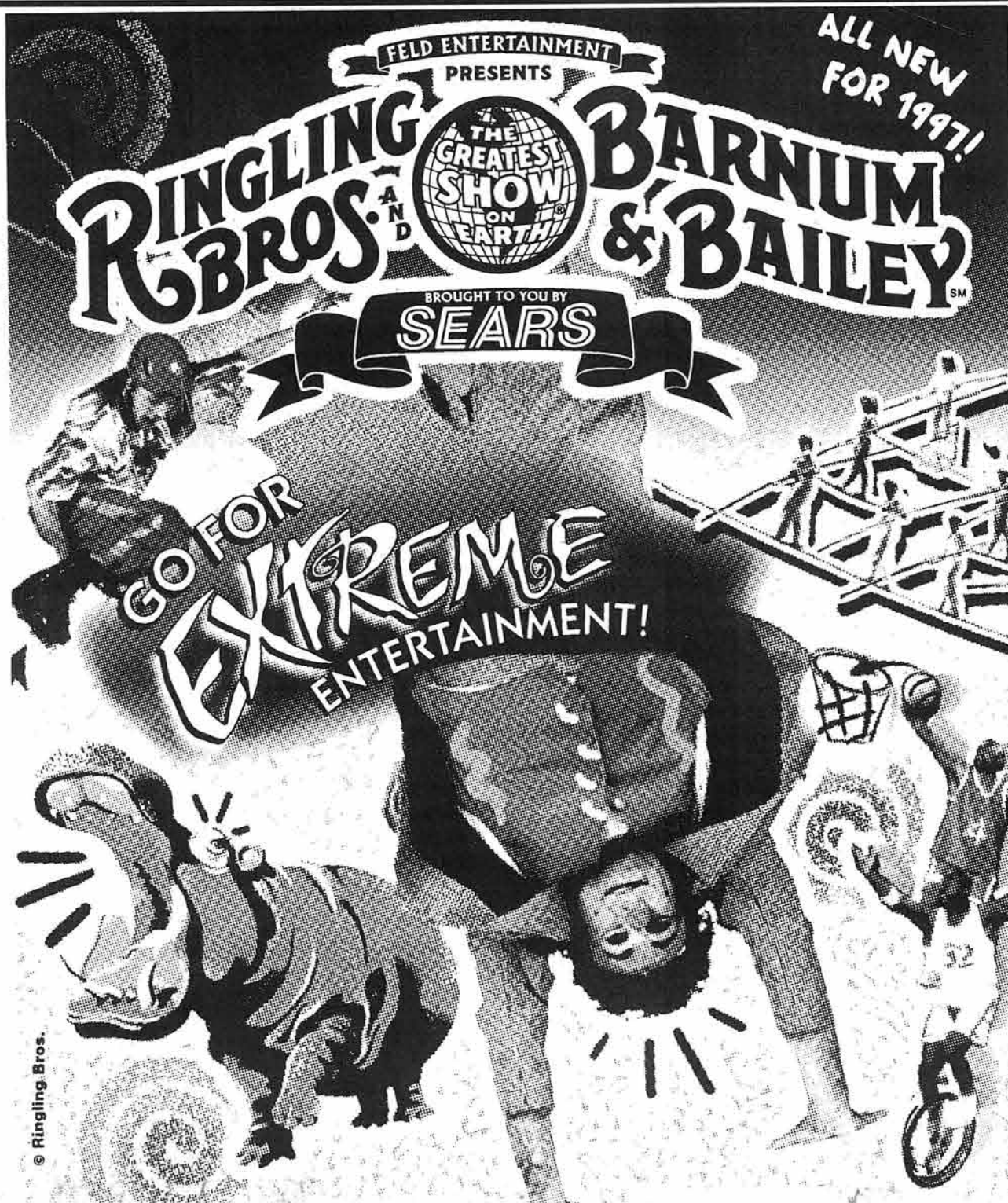
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NAACP Honors One of Labor's Finest

By Stan Smith

The National Association for the Placement of Colored People (NAACP) honored International Transport Workers Union Vice President Larry Martin at their 73rd Anniversary Dinner at the Fairmont Hotel on June 7, 1997.

Martin, past President of Transport Workers Union Local 250A of San Francisco; member of the Executive Committee of the San Francisco Labor Council; organizer of the California Chapter of the A. Philip Randolph Institute and served as its President for ten years, was appointed by Mayor Dianne Feinstein to the San Francisco Human Rights Commission, and maintained that spot through Mayor Art Agnos. He was appointed to the Planning Commission by Mayor Frank Jordan and re-appointed by Mayor Willie Brown. Working under three mayors is in itself testimony to Martin's ability, as most mayors clean out the previous administration's appointees.

Larry holds many other positions in labor, community, and church but he is best known for his uncompromising fight for the dignity and economic justice for not only the members of TWU, but all working people. He earned the unending gratitude of Building Trades Unions in 1976 when the City craft workers went on strike and, Martin, then

President of the TWU Local 250A, shut down the muni system citywide, honoring the crafts' picket lines.

Martin came under tremendous pressure from City government, the press, and many of his own membership for the support of the almost totally white building trades by the mostly African American transit operators. It was a time when the building trades was still struggling with integration and had the image of whites only. But Martin didn't see it as a matter of race, but support for workers on strike. That issue was used to defeat Martin at his next election. However, you can't hold a good man down, and he was soon out of the bus for good and back on the labor scene. It wasn't long after that Larry left the local again, but this time it was to become Vice President of the International Union.

From then on, Larry continued his rise in the labor movement, accumulating many honors and titles along the way, all of them well deserved. But I will always think of Larry Martin, the young, newly elected union official, who stood up for what was right and never mind the repercussions. He had a decision to make, unionism or political expediency. Larry chose unionism!

Reprinted from Organized Labor, Monday, June 23, 1997



PHOTO BY BOB MAHONEY

The sexual assault section, in an attempt to upgrade and modernize our 290 registrant files and information, applied for a **TRAK** system computer. Insp. Robert Derby worked closely with **TRAK**, and **TRAK** was able to obtain partial funding from the Koret Corporation for the \$9,200 project. Lt. Mary Stasko approached the SF Elks Lodge #3 for additional financial help as they are known to be a benevolent association and a friend of SFPD. Her request for assistance was graciously answered, and pictured is Chief Fred Lau accepting a check for \$1,000 from exalted ruler Bill Gay, SF Elks #3 (also retired SFPD mounted). Also pictured are (l) Rick Adkins, PER and senior member of the Board of Trustees, SF Elks #3, and (r) Lt. Mary Stasko. We are extremely grateful to the Elks for their help in this matter. We now have our **TRAK** system and are on line!

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The Nifty Nineties are Upon Us
Let the Good Times Roll

By Mike Hebel, Financial Commentator

Two major factors are converging to propel the stock market — a great U.S. and global economy and an immense interest in investing by 76 million baby boomers scared to death about having enough money for their retirement. This bull market is not just running — it is flying.

Let's focus on the taming of inflation. After all, this is the biggest stock market risk. For the first six months of 1997 the consumer price index (CPI) rose 1.4%. The core index of inflation is at a 25-year low. Even medical costs have moderated at a 2.5% rise so far in 1997. For the last 12 months the city's CPI rose 1.4% in Houston, 1.7% in Los Angeles, 1.9% in Washington, D.C., 2.3% in New York City, 3% in Boston, and 3.1% in San Francisco (the highest amongst large cities). With productivity growing at 3% and capacity utilization at 83%, this bull market will charge forward in overdrive.

The Federal Reserve's monetary policy is one of the best in the past 40 years. The U.S. trade policy is considered the best ever. Even the U.S. Congress has charted a sane fiscal policy — a balanced budget by the year 2002, lower capital gains rates, and new individual retirement account options (IRA— plus, educational IRA).

I must acknowledge that several things could spark a bear market (a deep sustained slump, with a 20% plus loss in market prices). They are: (1) an inflationary spike and jump in interest rates (very unlikely any time soon), (2) a recession caused by a business cycle downturn (very unlikely any time soon), (3) ridiculously high stock valuations (not there yet), and (4) an overseas political/social/economic shock (unlikely, but always a latent threat).

In the 20th Century there have, historically, been three killers of bull markets: (1) inflation (accompanied by higher taxes), (2) a weakened economy or (3) valuation extremes. The first two factors are not present now and the third is not yet in the danger zone.

THE HEBEL FORECAST:

The next bear market will be ignited by either extreme stock valuations or an unanticipated foreign shock. Absent these, the national economy will continue its expansion right into the 21st Century.

THE HEBEL CURRENT RECOMMENDATION:

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With a guarantee of confidentiality, Star Performer #3 has revealed his long term strategy to create real wealth, for retirement, through the use of the Hartford's deferred compensation plan.

Current Account Value: As of June 30, 1997, Star Performer #3 had an account balance of **\$317, 428**. Of this amount, contributions totaled \$124,860 and earnings totaled \$192,568. During the first week of August this account had grown to over \$340,000.

Investment Plan: started deferred compensation in 1982 with contributions of \$25 a pay period (\$650 annual); thereafter increased his contributions whenever he had a wage increase; by 1986 he was a maximum contributor (\$7,500 annual); doubled up for 3 years (\$15,000 annual); initially was 100% invested in the Advisers account. Desired to start out slowly since he did not know a great deal about the equity (stock) market and wanted his increasing knowledge to match his increasing contributions. Desired a supplemental retirement source, but did not then envision the accumulation of such a substantial amount.

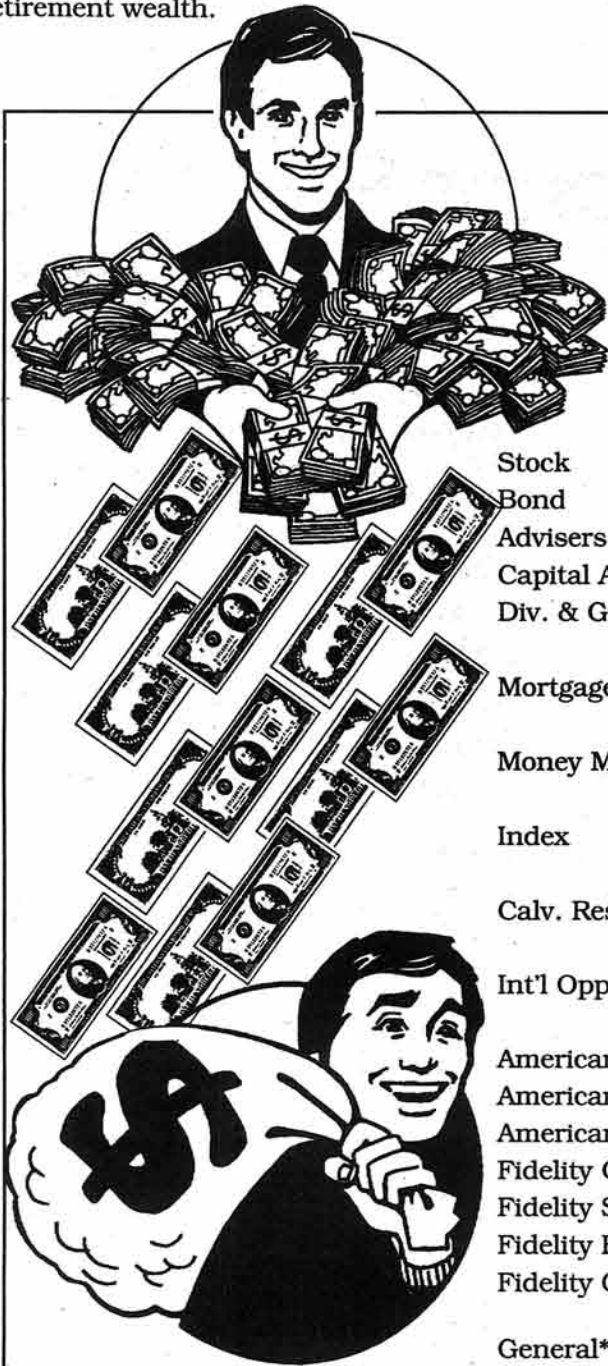
Investment Strategy: After 1st year in deferred compensation, his adviser account dipped below his contribution level. He got very nervous and switched to 100% general account which was then paying over 11%. By 1988 when the general account was paying 8%; star performer #3 switched to the stock account, advisers account and mortgage account. By the early 1990's all his money was in equity accounts.

Present Holdings: \$106,059 in the stock account; \$79,765 in the Capital Appreciation account; \$76,969 in the Dividend Growth account; and \$54,634 in Fidelity Growth Opportunities. He has recently moved 50% of his Fidelity Growth Opportunities account to American Century Ultra since he has observed a long term trend wherein Ultra does better than Growth Opportunities in the 2nd and 3rd quarters.

Main Sources of Investment Information: *Money Magazine* (\$20/year; 800-633-9970), *Consumer Digest's Your Money* (\$10/year; 800-777-0025); *Wall Street Journal's Smart Money* (\$24/year; 800-444-4204); and *Mutual Fund Magazine* (\$10/year; 800-442-9000). Cynthia Otti's "money talk" program on KSFO (Sunday, 10am - noon, 560 am dial) is his favorite radio program. He also watches CNN's televised business news every morning. Over the years he has tried many



Long Term Investing Pays C
Hartford's Net Investment Perfor



	Jan./June 1997	1996	1995	1994	1993	1992	1991
Stock	21.6%	23.2%	32.6%	-3.1%	3.8%	8.68%	23.01%
Bond	3.3%	2.5%	17.1%	-5.1%	6.4%	4.23%	15.02%
Advisers	15.6%	15.5%	26.9%	-3.9%	4.3%	6.89%	18.88%
Capital App.	14.4%	19.5%	28.8%	1.3%	10.7%	15.56%	52.16%
Div. & Grt.	19.1%	21.7%	34.8%	-			
Mortgage	3.2%	4%	14.8%	-2.8%	3.7%	3.35%	13.31%
Money Mkt.	4.2%	4.2%	4.6%	2.7%	.8%	2.35%	4.72%
Index	19.8%	21%	35.4%	.14%	3.6%	5.49%	27.93%
Calv. Resp.	10%	11.5%	28.3%	-4.4%	2.8%	6.28%	14.96%
Int'l Opp	9.9%	11.9%	12.6%	-3.2%	9.2%	-5.62%	11.60%
American Select	20.7%	18.2%	31.6%	-8.8%	9.1%	-5.32%	30.47%
American Ultra	16%	12.9%	36.5%	-4.4%	13.4%	.34%	84.87%
American Balanced	8.9%	11.7%	20.4%	-0.9%	3.2%	-6.86%	45.62%
Fidelity Growth	14.6%	16.9%	32%	2.0%	21.1%	15.0%	42.7%
Fidelity Strategic	12.5%	.8%	37%	-7.9%	19.7%	12.9%	23%
Fidelity Balanced	13.7%	7.6%	13.2%	-5.9	18.6%	9.2%	34.5%
Fidelity Overseas	15.8%	11.8%	7.8%	1.1%	3.7%	40.6%	-5.9%

General*

*Current annual rate on all new deposits is 6.35%; effective since 7/1/97

Compensation



Reveals His Strategy

*ce pension, I will receive about
n deferred comp withdrawals."*

financial publications and newsletters; the 4 listed above have proven their value to Star Performer #3.

Deferred Compensation Withdrawal Plan: Star Performer #3 retired in July 1996. He has not begun withdrawal and plans to do so in 2002. He will use the systematic withdrawal option to receive approximately \$5,000/month (\$60,000 annually) for a period in excess of 30 years. Combined with his police pension, he will receive over \$110,000 annually.

Advice to police officers: Star Performer #3 has a five point plan which he urges police officers to consider. (1) enroll as soon as possible, (2) maximize your contribution (\$7,500/annual) as soon as possible, (3) be as aggressive as you can allowing yourself to sleep at night, (4) invest within your risk tolerance and knowledge base, and (5) don't panic when the inevitable corrections occur.

Star Performer #3 is thoroughly enjoying retirement. He is volunteering, traveling, doing home remodeling, and monitoring his investment portfolio. He beams when he talks about his police career which he found most rewarding and would not hesitate to recommend police service to youthful job seekers. He strongly believes in the Hartford deferred compensation program. He says that he periodically checks his account balances but "only when the market is up. It helps you feel positive and good and builds confidence in your financial plan."

In addition to his deferred compensation account, Star Performer #3 has been a consistent saver and investor over the years. He now has a cash reserve/emergency account of about \$40,000 and his own portfolio account of about \$400,000. This portfolio account is invested in 30 mutual funds. His current favorites are: America Abroad, Yactman Fund, Selected American, Mutual Beacon and Mutual Qualified. Within his personal portfolio he is now considering a high yield bond fund as well as increasing his international exposure (Janus Worldwide and Janus Overseas). He does not believe that the soaring equity returns of 1995, 1996, and 1997 will continue, but would like to be pleasantly surprised.

I thank Star Performer #3 for his participation in this article. Usual admonition: past performance is not a guarantee of future results; each deferred compensation participant must assess his/her own tolerance for risk and reward.



SFPOA Retirement Planning Seminars and

The Hartford Asset Management Services
announce a workshop entitled

How To Maximize Your Deferred Compensation Withdrawal

When: October/November 1997 (Date to be Set)

Time: 9:00 a.m. — 12:30 p.m.

Place: POA, 510 - 7th Street

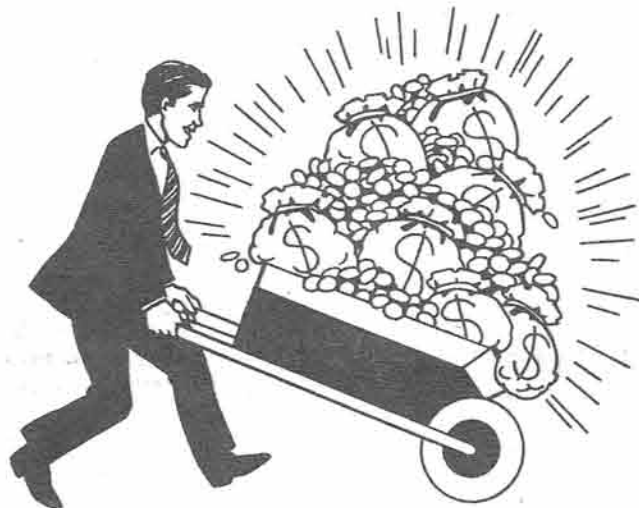
Presenters: Mike Hebel (POA)
Peter Belardinelli & Gary Bozin (Hartford)
Steve Dillman (American Century Funds)

As requested by the attendees of the April 26 workshop on "Building a Deferred Compensation Portfolio" this new and exciting follow-up workshop will present an in-depth review of the various deferred compensation distribution options.

In addition, Steve Dillman, Marketing/Portfolio Director for the American Century Funds, will be present to discuss the Ultra, Select, and Balanced investment funds.

Exact date of this workshop will be announced shortly.

This workshop is available to the first 50 SFPOA members who sign up. Contact the POA (861-5060) and sign-up. There is no charge for this workshop.



ff mance

	Compound Average Annual Total Return		
	3 Yrs.	5 Yrs.	10 Yrs.
1990			
-5.07%	26.6%	19%	12.8%
7.06%	7.5%	5.6%	7.0%
0.01%	19.7%	14.1%	11.1%
-12.02%	23.9%	20.6%	14.9%
	25.9%	—	—
8.36%	7.4%	4.9%	6.9%
6.76%	4.2%	3.2%	4.6%
-5.24%	27%	17.9%	12.7%
2.90%	16.7%	11.7%	—
-12.32%	11.3%	10.7%	—
-1.26%	20.2%	13.8%	10.2%
8.43%	23.9%	20.2%	17.4%
.95%	14.6%	9.9%	11.5%
-1.7%	21.9%	18.8%	—
-7.1%	15%	12.9%	10.9%
-2.9%	11.4%	10%	10.9%
3.3%	10.8%	11.9%	—

The Honor Roll

(as of August 8, 1997)

City Employee Accounts

\$776,291
\$536,856 (SFPD)
\$513,761
\$508,647
\$483,287
\$479,417
\$477,537
\$469,527
\$462,417
\$460,647

Police Department Accounts

\$536,856
\$438,304
\$339,764 (Star Performer #3)
\$338,931
\$313,592
\$299,121
\$297,170
\$287,224
\$281,270
\$265,718

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CCSF DEFERRED COMENSATION PLAN

(as of June 30, 1997)

Number of Active Participants

Police 1,547
Fire 1,147
General Hospital 1,016
Muni Railway 952
Public Works 735
Social Services 677
Public Health 560

Account Size Valuation

Under \$10,000	5,497
\$10,000 - 24,999	2,817
\$25,000 - 49,999	2,364
\$50,000 - 99,999	1,865
\$100,000 - 149,000	764
\$150,000 - 199,999	324
\$200,000 - 249,999	148
\$250,000 - 299,000	61
Over \$300,000	50

LA TIMES

continued from page 7

alarmed some officers.

He appointed the first Asian American to head a big city department—police veteran Fred Lau. He named the city's first black deputy chief, Earl Sanders, as the second in command.

Rank-and-file officers view Lau as fair-minded, but weak. Sanders, a storied homicide detective, is controversial because for years he served as an expert witness against police officers in suits alleging excessive force.

In an interview, Sanders said he and Lau are determined to weed out the bad officers that make up what he estimates to be about 2% of the force.

The mayor also installed a lesbian civil rights attorney, Mary Dunlap, as head of the independent Office of Citizens Complaints, and, over the protests of the police union, named a black lesbian activist, Pat Norman, as head of the Police Commission.

Dunlap and Norman receive high marks from some civil rights activists, but Jones points out that the Office of Citizens Complaints still receives about 1,200 complaints annually and the number appear to be rising. (By comparison, the LAPD, which polices a city with almost five times the population of San Francisco, receives fewer than half as many complaints each year, department records indicate).

Too many officers, critics say, are working to undermine the strong civilian review system by failing to fully cooperate with the Office of Citizens Complaints and by funding top-drawer legal defense for every officer accused of misconduct. Too many police officers are willing to tolerate out-of-control officers who use excessive force, particularly against gays, blacks, and Latinos.

Dead Man Seen as S.F.'s Rodney King

The fault line between the department and its critics began to crack open June 4, 1995. That was when Williams, high on cocaine, resisted arrest by several officers who responded to a break-in at a veterinary office, according to transcripts from the Police Commission's disciplinary hearing.

When the fight was over, a handcuffed Williams, whom eye-witnesses said was kicked, pummeled and repeatedly pepper-sprayed by officers as he struggled wildly in the street, was stretched face-down in a police van for the five-minute drive to a police station. When taken from the van, Williams was not breathing. He was pronounced dead on arrival at a hospital.

The county coroner ruled that Williams died of heart failure brought on by acute cocaine poisoning, and that he suffered only superficial scratches and bruises in his struggle with the officers.

But many in the black community regarded Williams as San Francisco's Rodney King, a victim of out-of-control officers. They demanded that the initial officer on the scene, Marc Andaya, be fired and criminally prosecuted for allegedly kicking Williams in the head while he was handcuffed.

For officers, Andaya became the symbol of abuse they thought they were suffering at the hands of political activists run amok.

Clothilde Hewlett, then the longest-serving member of the Police Commission, was amazed at the passions the case unleashed.

"At one point, a man just stood up and kept shouting at me, over and over, 'I hate you! I hate you! I hate you!'" recalled Hewlett, a black attorney.

Hewlett voted with commission Chairman John Keker, a prominent

defense attorney, against finding Andaya guilty of using excessive force. With only four of five commissions present, the charges against the officer were dismissed.

"It was political suicide," Hewlett said of her vote. "But I was looking beyond my own political future, to making this world a better world in the future."

Brown publicly criticized Hewlett and Keker after the Andaya hearing. Both subsequently resigned from the commission and now believe that the case has polarized the police and its critics.

"Marc Andaya and Aaron Williams have become poster boys for the respective sides in this city," Keker said.

Since Keker and Hewlett resigned, a newly reconstituted commission appointed by the mayor found Andaya guilty of lying on his 1994 application to the department, and he was fired.

Many police officers feel demoralized by the relentless scrutiny and what they view as Andaya's politically motivated firing.

But their critics say the department has a long way to go before it can truly claim to practice enlightened policing.

Dunlap, the head of Office of Citizens Complaints, said her department is beefing up its 25-member staff and publicizing its existence throughout the city.

"Do we have some brutal cops in the department whom we want to get rid of? Yes," Dunlap said. "The Police Commission traditionally operated poorly. This agency operated poorly."

"How often in the history of the department has an officer been terminated as a result of misconduct? Almost never," she said. "There's something wrong with that."

Now, Dunlap said, both her office and the commission have the ability and the will to clean up the department.

Out on the streets, however, some officers feel far removed from the political slugfest.

Officers Feel at Home in Rough Area

In Bayview-Hunter's Point, one of the city's roughest neighborhoods, Officers Melvin Thornton and James Lewis keep pumping up and down the steep hills on battered 21-speed bicycles, just as they have done for the last five years. They feel good

about the job they are doing.

"There's not a hill in San Francisco that me and Jimmy can't climb," boasts the 47-year-old Thornton, a wiry man who gobbles vitamin pills and drinks bottled water as he patrols.

"The dope dealers hate it because we can get around faster and come up on them quietly," Thornton said. "But most of the people love us. We're out there with them."

Trading high-fives with people on the streets they patrol, Thornton and Lewis say, they feel at home.

"We haven't had any of that negativity shown to us," said Lewis, a tall, muscular man who sports a diamond stud in one ear. "I don't remember anyone coming in our faces, making the Aaron Williams case an issue."

Instead, Lewis said, residents complain to him about the lack of police presence in their high-crime neighborhood, and welcome him and his partner when they see them coming.

Wheeling his bicycle down the halls of Bret Harte Elementary School, where he mentors at-risk children four hours a week, Lewis is greeted fondly by young boys.

"He is wonderful," Principal Cheryl Curtis said. "He's viewed as a friend and that's what we want. Some of the officers who have worked in the community haven't seen themselves as servants but as jury and judge."

Now, Curtis said, when students who have worked with Lewis transfer out of the school, their parents often call and ask whether they might come back for the weekly meetings with the officer.

Such signs of progress, Ackerson said, should persuade officers and their critics that things are indeed getting better.

"I tell cops who complain about the way; things are now to have some perspective," Ackerson said. "I remind them of where we are and how things used to be. Back in the 1960's and '70's, we had the Black Panthers and the Symbionese Liberation Army. Every single district station was bombed. Cops were being shot. You never told your neighbors you were a San Francisco police officer."

Now, Ackerson said, the attacks on the department are far more civilized.

"We have the bolshevik regulars barking at Police Commission hearings, sure," he said. "But I still think it's better this way."

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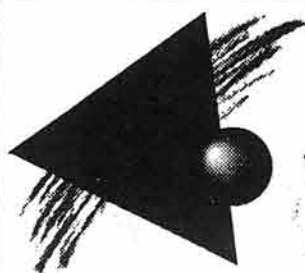
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We Don't Need Rumor Mongers

By Insp. Sandi Bargioni
Special Investigations Division

Rumors are ugly things. They get started by many of us for a variety of reasons. Jealousy of someone's looks, personality, job, stature in the department. Dislike of someone. Anger that someone is getting something that we aren't. Spite and downright underhandedness. When it comes to spreading rumors, none of us is innocent. In a profession such as ours, however, where everything we do is supposed to be based on fact, the fact that rumors **exist is intolerable.**

Rumors are ugly things. They hurt feelings, friendships, families, reputations, chances for promotions and trust.

I have been a member of the San Francisco Police Department for over 34 years and most of the time I take great pride in that. I also know what it feels like to be a victim of rumors, having survived an especially nasty one about 30 years ago. A rumor that I continued to hear about for over twenty years. You see, rumors don't go away, because there will always be people who believe them and continue to spread them like a nasty

virus.

Over the past few months I have heard some extremely vile rumors about co-workers in this department. Rumors that I know are not true. No, I am not going to tell you what those rumors are, because that is all they are, rumors. Those ugly, nasty little viruses that we spread.

I am only suggesting that you think about the rumors you have heard recently or rumors you have passed on to someone else.

When was the last time you tried to arrest someone, obtain a warrant on someone, prosecute someone or send someone to prison based on nothing more than a rumor? We all know the answer to that. Never. Because none of those things can happen without evidence that bears out the facts of a case. It should be the same way with rumors.

The next time you hear one of those ugly little rumors, confront the rumor monger. Ask what evidence bears out the facts. I'll bet my next paycheck there won't be any evidence and nothing you have been told has been based on fact, and, honey if there ain't no evidence there ain't no case!

Think about it.

POST

continued from page 2

found that about 85 percent of *Beetle Bailey* fans were willing to take Halftrack's boorish behavior in stride, while 15 percent were offended. Walker cares about the feelings of all his readers and doesn't want to offend anyone.

The House of Representatives voted 23 June to deny military burial honors to veterans convicted of capital crimes. The legislation, passed 416-0, would prevent craven bomber Timothy McVeigh from receiving military honors, and it comes three weeks after a convicted murderer was executed in Alabama, then buried with full military honors.

McVeigh is a Persian Gulf War veteran. We all know the cowardly crime which earned him a death sentence.

Henry F Hayes was buried in the Mobile National Cemetery with a 12-gun salute and a military honor guard after his electrocution in Alabama on 7 June. He was one of several Ku Klux Klan members who took part in the 1981 beating, stabbing, and hanging of a 19-year-old black man from Mobile. Hayes had served in the Army in the early 1970s.

The House legislation would pro-

hibit the services from providing traditional military burial services for anyone convicted of a state or federal law for which death is a sentence and for which the person was sentenced to death or life imprisonment without parole. It does not affect veteran's rights to be buried in a veterans cemetery.

Once again I would implore members to attend a post meeting. We meet on the second Tuesday of every month at 1800 hours. Meetings are at the POA Building, 510 Seventh Street. At the conclusion of business, refreshments are served. We appreciate the support of all post members, but we really need to see some new faces at post meetings. Thank you.

A guy standing in line at a bank endorsed a check by writing: "X". The man behind him said,

"Hey, what's that X mean?"

"That's my signature. It says 'John Smith,'" replied the first man.

"What a coincidence! I sign my name the same way," said the second man, who proceeded to endorse a check: "XXX"

"What do those other Xs mean?" asked the first man.

The second man replied, "This says, 'John Smith, attorney-at-law.'"



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**San Francisco
Fellowship of
Christian
Peace Officers**

By Daniel Hampton

Stress and Depression, Part 2

Stress and depression can ultimately lead to suicide. It doesn't have to, but frequently it does. We could close our eyes and not address this problem, but that won't make it disappear. We still must face the fact that every 18 months an active or retired officer kills himself. And the pain, anguish, and guilt for the survivors sometimes never goes away.

Why would anyone commit suicide? It could be for various reasons such as: a broken relationship; a pending divorce; loss of a job or important position; a feeling of guilt and shame; ill health; a chemical imbalance which affects the mind. I mentioned a few reasons, maybe you could add to the list. If you find yourself facing any one or more of these reasons and feel your at the end of the line, please, find professional help. I've talked to Al Benner, Forrest Fulton, and Lynette Hogue of the Behavioral Science Unit and they will field calls from active and retired employees who need help and counseling. The B.S.U. telephone number is 837-0875. If you feel more comfortable with talking with a police chaplain call Pastor Mike Ryan, telephone number is 591-3847 and Mike's pager number is 915-5061.

WHEREAS, law enforcement officers must deal daily with crises in society; and

WHEREAS, law enforcement officers are trained to resolve many of society's conflicts; and

WHEREAS, law enforcement officers endure significant levels of stress in carrying out the demands of their jobs; and

WHEREAS, once every eighteen (18) months, an active or retired San Francisco police officer commits suicide; and

WHEREAS, training in stress and depression recognition and access to helpful resources would help reduce these tragic deaths; now, therefore

BE IT RESOLVED, that the undersigned urge The Chief of Police to direct the inclusion of stress and depression recognition as part of basic academy and advanced officer training.

Officer's Name	#	Officer's Name	#
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

I believe many cases dealing with stress and depression can be dealt with spiritually. There is a physical side and spiritual side in all of us. If we can look past the situation or problem facing us and ask God in His wisdom to get us through, I believe God will help us. For example, in a crisis of life which involves the loss of a loved one, a broken relationship, or a pending divorce, Christ says, "I will not leave you or forsake you. I am with you always, even to the end of the age." Death, separation, and divorce are common events that occur in life. These events make us feel isolated and alone. Yet, it is the spiritual person who understands that God has not abandoned him/her and says in the scripture, "We know that **all things** work together for good to those who love God, to those who are **the called** according to His purpose."

My brothers and sisters may the word of God get you through your crisis. And if you are ready to listen to God's advice please read Romans 8 in the New Testament.

Please don't forget to attend the luncheon on August 13, 1997. Forrest Fulton will be addressing us on the subject of 'Recognizing Stress and Depression.' Find below a petition asking the Chief to incorporate the lesson plan Fulton will be presenting to us in the basic academy class for new officers and the advanced officers class. Please sign the petition with members of your unit (officers only) and forward the petition to: Daniel Hampton, Planning Division, Room 500.

From The Chaplain's Desk

When The World Gives You Manure...

By Chaplain Mike Ryan

One of the fun books on the market today is *A Second Helping of Chicken Soup For The Soul*, by Jack Canfield and Mark Hansen. The work presents hundreds of brief anecdotes about the power of attitude, the authors include the following story about twin boys. It's entitled *The Optimist*:

There is a story of identical twins. One was a hope-filled optimist. "Everything is coming up roses!" he would say. The other was a sad and hopeless pessimist. He thought that Murphy, as in Murphy's Law, was an optimist. The worried parents of the boys brought them to the local psychologist.

He suggested to the parents a plan to balance the twin's personalities. "On their next birthday, put them in separate rooms to open their gifts. Give the pessimist the best toys you can afford, and give the optimist a box of manure." The parents followed these instructions and carefully observed the results.

When they peeked in on the pessimist, they heard him audibly complaining, "I don't like the color of this computer... I'll bet this calculator will break... I don't like this game... I know someone who's got a bigger toy car than this..."

Tiptoeing across the corridor, the parents peeked in and saw their little optimist gleefully throwing the manure in the air. He was giggling, "You can't fool me! Where there's this much manure, there's gotta be a pony!" (p. 180).

With which by to you identify most? I'd like to think I see the "sunny side" of everything. But frankly, the work I do exposes me to too many bags of manure! All too often there are no ponies behind the barn. The fact is that I have had to learn to choose my thoughts; to think and see the positive side of things. How is it possible to learn to see and think positively?

Obviously, we need to see life in the reality it presents. Both boys function beyond the real. The first twin pessimistically looked to the superficial - the color of the computer... fantasized about something hadn't even happened - "this calculator will break" - or the ventured into the futility of comparisons - "a bigger toy than this." He would have been much more satisfied with his lot in life if he focused on what was real for him: he had a new computer, a great calculator, and a toy car. These were things worth celebrating. The Bible, which is a great resource for living life, counsels us to focus on present blessings first, "to think on these things."

As for the optimist, I have to admit, his way of seeing things is much more endearing and, frankly, healthier. No doubt the pile of manure had its source in something! Maybe it was a pony! Seeking to find the good in things is a healthy way to go. But how would his world view change when he found out there was no pony behind the barn... he only had a box of manure? No doubt, I'm over analyzing the story. I believe the authors included this story in their section on attitude because it is better to be an optimistic. I believe Canfield and Hansen would agree that our optimism is to be rooted in present realities, as well!

Again, I think of the writings of Paul in the New Testament. While writing from his prison cell in Rome, he emoted a positive spirit. He was under house arrest; many scholars believe he was also under a death sentence. And yet, he said, "For me to live is Christ and to die is gain!" He saw living or dying as positive options. An insight into how he got this way is in the final chapter of this letter. He simply states, "I have learned to be content in whatever circumstances I am... for I can do all things through Christ who strengthens me." What does this teach us about optimistic living?

First, optimism and positivism are not things we are born with. We have to learn to be content. Learning implies a process of trial and error. It assumes there were many moments in Paul's life filled with danger, inconveniences, frustrations, stress and betrayal. Living through those experiences taught him that he could trust God in the midst of those circumstances and be at peace. He'd learned to be content. He discovered that his faith gave him strength and a positive outlook on life and death. Hugh Downs once said, "A happy person is not a person in a certain set of circumstances, but rather a person with a certain set of attitudes." I invite anyone to pray and ask God's help to learn a similar lesson.

Second, we have to learn to choose our thoughts, knowing our emotions are influenced by what we think. Baby boomers have historically been driven by their feelings. We would do well to choose our thoughts, first. Seeing the world through optimistic eyes will impact how we feel. When you find yourself slipping back into a pessimistic viewpoint, change your thoughts. Seek to see the good in each situation and every person. As hard as it is to imagine for some, attitude is a choice. We can and ought to choose our thoughts and feelings. William James wrote, "The greatest discovery of my generation is that human beings can alter their lives by altering their attitudes of mind." Abraham Lincoln said, "Most people are about as happy as they make up their mind to be." This is so true. Motivationalist Zig Zigler tells us to "give up the stinkin' thinking!"

How can we do this? By accepting the fact that optimistic thinking is a learned process; by being intentional about what we think, and thirdly, by embracing the higher power that comes through faith. As a Christian minister, I've learned the power of faith in Jesus Christ. I can point to more than 20 years of experience where I've seen Him work with me, enabling me to get through some pretty tough stuff. As Paul, I, too, have learned to say, "I can do all things through Christ who gives me strength." In another letter written during the same imprisonment, Paul adds, "Be strong in the Lord and His mighty power" (Eph 6:11). At the beginning of each new day, prayerfully invite God to empower your life with a positive attitude. Choose to seek Him first and watch the difference it makes in your life. Give it a try! Maybe there'll be a pony waiting for you behind the barn!!!

Chaplain Ryan can be contacted through the Behavioral Science Unit, S.F.P.D. 415/ 837-0875.

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Letters

Ray Shine, Editor
SFPOA Notebook

Dear Ray,

Thank you for your kind words of praise as printed in the June issue. I wish you all the luck as the new editor. I know your enthusiasm and dedication will make your term successful.

At the same time, I'd like to clarify your article just a little. I'm not trying to stir up any controversy, but I do want to set the record straight. So many *Notebook* readers and contributors have called me to ask why I decided to quit being the editor that I feel it's necessary to clear up any misconceptions that some members may have.

SFPOA President Cunnie and I had differing opinions on how the *Notebook* should be used to represent the POA and the members from the beginning (after Al Trigueiro resigned in December of '96). I believed...and continue to believe...that the interests of the POA are best served by a newspaper dedicated to the open and frank exchange of opinions from all its members.

After several months of these "creative differences", Cunnie asked for my resignation. Although the *Notebook* editor serves at the pleasure of the Board of Directors (not the president), I didn't feel I could serve the membership effectively in the circumstances and agreed to resign.

In closing, I'd like to thank all you *Notebook* readers and contributors who, over the years, helped me to put out an informative and stimulating newspaper for this association. I enjoyed my tenure as editor tremendously.

Fraternally,
Tom Flippin

SFPOA
Attn: Chris Cunnie

Dear Chris,

Thanks so much for being willing to help out with the petition. The copy reached Fraternal Order of Police President Gil Gallegos in plenty of time and he will present it to Rep. Bill McCollum at the conference. I sent a (Fed-Ex) copy to the White House and spoke with Clinton's senior advisor Rahm Emanuel to confirm

receipt of. The letter requesting a statement of support from the bills co-sponsors so got to the President on Friday (I have enclosed a copy for you). Gil also called President Clinton on Friday to solicit same. We are hoping he will publicly offer a statement of support sometime during the conference.

I will send a box full of buttons (7-10 days) for distribution to the stations as a small memento for every ones help. It's not much but perhaps it will be a reminder of the legislation in Jim's name and the part the officer's played. There can be no doubt about the role the petition will play in the bills progress. As I told Cpt. Cairns, we are already being asked to duplicate it in other major cities. It will circulate not only in the White House but in the Congress as well. We want this to be a bipartisan effort...no politics, just common sense.

I will also send a note of thanks to the stations and all the officers for there help when the buttons arrive.

Again, thank you for your time and help with our effort Chris, it means a great deal to me. Please express my appreciation to Louise for her help as well.

Sincerely,
Lee Guelff

July 31, 1997

President William Clinton
The White House
Washington, D.C. 20500

Dear Mr. President:

We are respectfully writing to request your support for the James Guelff Body Armor Act (H.R. 959). This critical issue was brought to our attention by Lee Guelff, whose brother James; a San Francisco Police officer, was tragically killed in the line of duty by a gunman protected by a bulletproof vest.

As you know, the use of bulletproof vests and other body armor has become a significant and dangerous problem for law enforcement. H.R. 959 would prohibit the mail order sale of bulletproof vests and other body armor to all individuals except law enforcement or public safety officers. The bill has bipartisan support and as cosponsors, we are urging Rep. Bill McCollum, the Chairman of the House Subcommittee on Crime, to

schedule hearings on the legislation.

The Fraternal Order of Police will be holding its yearly conference from August 4-7 in Orlando, Florida. The San Francisco Police Department has signed a petition requesting immediate hearings and will deliver it to Representative McCollum during the conference. Your public support at this time would do much to highlight the need for such critical legislation.

We sincerely hope you can support this important bill. Thank you for your attention to this serious issue.

Sincerely,

Bart Stupak Walter Capps
John Lewis Thomas Barrett
Gary Ackerman Thomas Manton
Martin Meehan Thomas Manton
Lynn Rivers Matthew Martinez
Dennis Kucinich James Traficant
William Lipinski Jim Ramstad
Members of Congress

An Open Letter to My SFPD Family:

On Tuesday, July the 8th I was involved in a very tragic and traumatic incident while performing routine patrol duties out of Co. K. From the time that the first back-up unit arrived at the scene until the writing of this letter today I have been overwhelmed with gratitude for the kindness and emotional support I received from my police family. Both sworn officers and civilian employees have been of great comfort to me through this difficult and trying time.

In particular I would like to extend my personal and heartfelt gratitude to Chief Fred Lau, Deputy Chief Rich Holder, and Commanders Jack Santos and John Portoni, Lt. Tom Armanino, and my Captain, Roy Sullivan. All of these fine leaders were on the scene immediately and giving me emotional support and direction.

Special thanks also goes out to Lt. Dirk Beijen, Officer A.J. Holder, and my partner Officer Joe Mayers. These three provided me with direction and a steady shoulder at a time when the comfort and support of friends and coworkers was of paramount importance to me.

To Lt. Charlie Keohane and Mark Roberts for assisting me from the ambulance ride, to the hospital, to the debriefing I extend warm regards and appreciation. Their

presence and support helped to ease the anxiety of the moment and left me feeling that I was not alone or without friends..

Of course I must mention the diligent and mindful attention rendered by POA staff attorney Kathy Mahoney. Her response was immediate and unsolicited, and she remained with me throughout the administrative process that followed the incident, ever watchful of my rights and my emotional well being.

And to all my friends and coworkers who called my home and who continue to lend me emotional support with a kind word and a handshake also you have my thanks and blessings.

To all of you: Thank you and God Bless.

—Les Adams, Co. K.

Dear SEIU Local Union Leader,

I am writing to encourage your support of the International Brotherhood of Teamsters, which went on strike today against the United Parcel Service (UPS) after being unable, even with the assistance of federal mediation, to win a fair contract offer from the employer. This strike affects the lives of 185,000 workers represented by the Teamsters at UPS, and it is critical for SEIU leaders and members to stand in solidarity with their union sisters and brothers.


Please ensure that your local union lends its support to the UPS strike by honoring picket lines whenever legally permitted, using alternate parcel carriers, sending delegations to join Teamsters pickets, participating in rallies, and offering any other assistance possible—including help publicizing the critical issues of this strike. It's important to let your local news media know that the growing number of part-time, "throwaway" jobs is a threat facing all working families. Your local Teamsters officials can provide information on how you can help in your area. When participating in union events or actions, please display the SEIU union logo and colors on clothing, banners, signs, etc., to demonstrate that SEIU, like many other unions, is actively supporting the issues of this strike.

Thank you for your cooperation in this important union action on behalf of working families.

In Solidarity,
Andrew L. Stern
International President

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Letters

(Continued)

Captain George Stasko and Members of the 6-15-97 Funeral Detail for Sammie Martin, Sr.

The Martin Family is grateful to and will always remember the members of the S.F.P.D. Crime Prevention Unit.

We experienced pride and solace due to the presence and professionalism shown by the Funeral and Escort Details provided by TAC at the funeral service for Sam's dad.

The Friendship Baptist Church of South San Francisco and the hosting church (Providence Baptist Church of San Francisco) have expressed to the family how Deacon Martin's services were graced and blessed by the dignity and professionalism of his son's fellow officers.

At such a sad time, it meant the world to have the presence and support of our police family, as we said good bye to a very beloved and honorable man.

Our Thanks,
The Family of Samuel Martin, Jr.,
CPU/TAC and
Angela Martin, Investigations

Dear Ray,

I just wanted to thank you for the article that you wrote on the OCC Mediation Program for the POA Notebook. I'm hoping that your sage advice will convince officers that mediation is a good thing. I think that your description of the process offers much insight, I'm glad that you were open to checking out the program.

Thanks again.
Barbara Attard
Senior Investigator
The Police Commission Office of
Citizen Complaints

Dear Members,

Where do I start???? I'll spare everybody the gory details, but on June 10th, I was admitted to St. Mary's Hospital with what I thought was a simple case of pneumonia, after being told I had Shingles (Thanks Mt. Zion.). How wrong I was. Next thing I know, on June 11th, I'm going to the ICU and I don't remember too much about the next four to five days. Thanks to the BIG GUY UPSTAIRS

and a lot of great people, I'm here today and I would like to try to thank some of them.

First off, there's my wife, Jennifer. Thanks for not listening to me and calling for an ambulance and for taking charge, being strong and getting everything done. Thanks Mom, Frank, Janis, Mary, Dan, Richard, John, Wally & Edith Thompson and all the relatives and kids for your prayers.

Family is always easy, but I know there were a lot of very talented and professional people who, without their assistance, I wouldn't be here today. Dr. Allen Smoot, for always being on the ball and for his great gift of LISTENING!!!!!! Dr. Regal, Dr. Feeney, Dr. Gunthorp and Dr. Consentino for their amazing skills, which saved me. Dr. Lee and all the nurses in the Emergency Room, the ICU and especially the 8th Floor. Julie Petty R.N., I could go on about you for a couple of pages! Big thanks to Capt. Cullop, Lt Cashman (gonna miss you), Sgt. Mary Dunnigan, Sgt. Miriam Pengel, Sgt. Lynette Hogue and Off. Robin Matthews (for helping Jen) and all the Sergeants and Officers from Northern Station, especially the Officers from Day watch & Swing watch for sitting outside my door. Thanks to Capt. Greg Suhr, the staff at Mission Station and the Officers from the Midnight watch at Mission, who sat outside my door throughout the night. I know how much we all love hospital duty and you won't be forgotten. (Yeah, you too, Brian Philpott.) Also, a great big Thank You to Lt. Keith Sanford and Off. Tom Vellone of the Solos for coming by and sitting with me every morning and afternoon after I got out of the ICU. Those visits meant a lot during my initial recovery.

Special thanks to Chris Cunnie and Steve Johnson of the POA for being right on top of things and trying to make sure that I was getting the best of care. The cookie bribe to the nurses was a nice touch and a big topic in the hospital I was told. Thank you Chief Lau, Commander Santos, Maggie, Pauline and all of FOB for everything you did for me and my family.

Like I said, I was very, very sick and didn't realize that a lot of great people came through as usual, once again proving to me, that in the long run, I work for the best Police Department there is. I have a long road to full recovery, so I must be patient. Thank you, Sgt.

Annie Cazahous for being my walking partner. I know I've missed people who helped, but you know who you are and how I feel. I have been blessed and am extremely grateful.

Phil Lee
Northern Station

Ms. Mary C. Dunlap, Director
Office of Citizen Complaints
480 Second Street, Suite 100
San Francisco, CA 94107

May 24, 1997

Dear Ms. Dunlap,

In our never ending quest to improve the relationship between the San Francisco Police Officers Association and the Office of Citizen Complaints, I am writing to you regarding some recurring problems that I have encountered with your agency.

The primary issue is the scheduling of interviews. Officers are being scheduled for interviews during their off-duty hours, which is contrary to S.F.P.D. Department Bulletin 97-41 "Scheduling of OCC-Related Interviews" dated 02/24/97, a copy of which is attached. Officers compelled to appear during off-duty hours for non serious offenses are forced to disrupt their personal schedules and are inconvenienced by this situation.

Officers working the 2100-0700 (midnight) shift have been scheduled to appear between the hours of 0600-0700 in the morning, at the end of a ten hour shift where they have been awake all night. Again, any interview conducted after 0630 cuts into an officer's personal time. Long standing department practice has allowed officers the last fifteen minutes of their shift to change from their uniforms into civilian clothes, time that should not be compromised.

Section 3303. (a) of the Public Safety Officers Procedural Bill of Rights Act states "The interrogation shall be conducted at a reasonable hour, preferably at a time when the public safety officer is on duty, or during the normal waking hours for the public safety officer, unless the seriousness of the investigation requires otherwise."

One contributing factor in this scheduling problem is the inability to interpret the "watch off report" as printed in the Personnel Scheduling System. I have enclosed a

copy of the June 1997 "watch off report" and I will attempt to explain the confusion. If an officer were assigned to watch off group 6, he or she would be off June 9, 10, and 11, returning to work on June 12. OCC investigators have scheduled officers assigned to the mid-night shift for interviews at 0600 on the morning of their first day returning to work in this case June 12. However, the officer does not really arrive for work until 2100 that evening.

I have spoken to several OCC investigators to reschedule appointments and correct these situations. I, or the involved officers, have met with very limited success or cooperation from employees of the Office of Citizen Complaints. It is my role as a POA representative and as a supervisor of police personnel to protect the rights of my officers and to assure their most professional behavior. I always encourage them to prepare for interviews and to be honest during the course of the investigation.

The long standing adversarial relationship that has existed between our agencies cuts both ways. Officers do not enjoy receiving complaints or discipline, yet they accept them as part of the job and a result of mistakes or misunderstandings. Officers are required to be patient, understanding, objective, and fair when dealing with the public. We must be flexible in our every day lives to accommodate emergencies and the requirements of the job.

I have been a little distressed lately when officers report to me of certain OCC investigators yelling at them on the phone, or telling them that rescheduling appointments would be inconvenient for the investigator. One case in particular was over a year old and the investigator said that he couldn't reschedule the interview one day because it would cause a delay.

Madam Director, as I have stated in the past, I am not looking for special treatment, just fair treatment for the officers appearing before your agency. I feel that we have the opportunity to work toward an improved relationship and harmony between our respective groups. If you would look into these matters it would be greatly appreciated.

Thank You

Carl S. Tennenbaum
San Francisco Police Officer's
Association
Bayview Station

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Letters

(Continued)

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
CITY AND COUNTY OF SAN FRANCISCO

Deputy Chief William Welch
SFPD Administration
Hall of Justice, 4th Floor
San Francisco CA. 94103
May 30, 1997

Sergeant Carl S. Tennenbaum
San Francisco Police Officers' Association
c/o Bayview Station
201 Williams Street
San Francisco CA. 94124
RE: Qvertime/OCC Controversy

Dear Gentlemen,

I am writing to both of you together because I believe the resolution of certain problems raised by a letter from you, Sergeant Tennenbaum, does not lie in the domain of the OCC, but, instead, constitutes a labor/management dispute. I enclose a copy of Sergeant Tennenbaum's letter for reference.

The controversy concerning overtime pay for SFPD members for OCC interviews and appointments is not of the OCC's making, and the OCC is not in a position to resolve it. Rather, in my opinion, it is clearly a labor/management dispute. I am requesting you to resolve this controversy for the Department and the POA.

In referring this matter to you both for resolution, I respectfully ask and expect each party to the dispute to take the OCC's unique function and position carefully into account.

OCC personnel have been severely disrupted in their ability to schedule, and to rely upon schedules as to, SFPD officers' interviews and appointments at the OCC

during the several months of pendency of the controversy about SFPD officer overtime for OCC appearances. As Deputy Chief Welch has previously been informed, the Department Bulletin issued on 2/24/97 does not specifically address a number of situations that routinely occur where overtime compensation may be appropriate, e.g., where an officer is on Watch III and cannot come to the OCC during his/her duty hours because the OCC is a public agency staffed by civilians (and whose investigative staff does not receive overtime pay, I note.

The OCC's hours pragmatically cannot, and logically should not, be required to imitate those of a 24-hour police force in order to accomplish effective civilian intake, investigation and disposition of complaints about police officers. Accordingly, the OCC normally will continue to schedule officer interviews during 8 a.m. to 5 p.m. (0800 to 1700 hours) (with some discretion to be exercised by OCC staff, and only as OCC interviewers' schedules and the OCC's overall needs permit, for interviews between 7 and 8 a.m. (0700 and 0800 hours) and between 5 and 6 p.m. (1700 and 1800 hours)).

To conclude, and especially in behalf of my investigative staff at the OCC, I greatly look forward to a resolution of the controversy about overtime pay for OCC appearances by officers. In the meanwhile, all SFPD members who claim a need to use overtime to come to an OCC interview will be referred to Deputy Chief Welch's office, as we have done ever since Department Bulletin 97-41 was issued. Please be assured that the OCC will not have its efficiency and ability to function jeopardized by anyone's behavior during this dispute, as long as I am Director here. Meanwhile, if I may be useful in filling in any gaps in your information about what the OCC needs or how we operate, please do not hesitate to contact me.

Best regards,
Mary C. Dunlap

Ms. Mary Dunlap, Director
Office of Citizen Complaints
480 Second Street, Suite 100
San Francisco, CA 94107

Dear Ms. Dunlap,

When I wrote to you on May 24, 1997, it was not my intent to enter into a point-counter point discussion or debate about issues concerning the Office of Citizen Complaints, the San Francisco Police Department, or the San Francisco Police Officer's Association. My intent was to provide you with information regarding the scheduling of interviews by your staff and to point out other minor problems that I have encountered in dealing with the Office of Citizen Complaints.

Your defense of the OCC's business hours of 8 a.m. to 5 p.m. also bears some scrutiny. Police officers work 24 hours a day, having citizen contact during those 24 hours. Citizens have complaints regarding those police contacts and should have immediate access to the agency responsible for oversight of the police. Staffing the OCC 24 hours would also eliminate any interview scheduling problems, thus rendering the overtime "controversy" a moot issue.

I have found that some of your investigators are very flexible and cooperative in scheduling interviews with officers, conducting interviews at 9:30 p.m. or 6:30 a.m. I am also aware of investigators going to citizen's homes or places of employment during late evening hours to conduct interviews into alleged police misconduct.

I have a difficult time following the logic of being ordered to appear for an interview

regarding an incident that occurred six to twelve months prior and then being told that the interview cannot be reschedule later that same day or within two to three days.

Ironically, you completely avoided any discussion about the

Peace Officer's Bill Of Rights violations that I mentioned in my letter. The legal rights of police officers transcends any labor/management issue or hours of operation for the OCC. I think that you are painfully aware of the rights as afforded all peace officers by this legislation and I will accept your omission as acknowledgment of same.

It is interesting that you find it necessary to emphasize the autonomy of the OCC, distancing yourself from not only the overtime issue but stating that the OCC operates independently of the Police Department and does not run the Police Department. Although this is true in theory, our respective agencies, and the Police Officer's Association, will always impact and affect each other because of our unique functions.

As a San Francisco Police Officer, not only am I accountable to the OCC by way of my on duty actions, I am compelled by Department policy to comply with directives made by the OCC. I am also compelled to take complaints from citizens against any sworn members, thereby making me an agent of the OCC. I believe that this makes us more than merely fellow or sister civil servants, but cooperatives joined at the hip who must work together.

As to my "broadside" accusations of misconduct by your investigators, again I apologize for any offense. I accept your assurances that your staff is courteous, as I can assure you that my officers are also well behaved, polite, friendly, and courteous.

As always, I appreciate your time and attention to these matters and I look forward to working with you in the future.

Sincerely
Carl S. Tennenbaum

cc: Deputy Chief William Welch
Pat Norman, President, Police Commission
Police Officer's Association Members

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PAL Basketball

The San Francisco PAL Basketball will begin on Friday, October 3, 1997. Games will be on Thursdays, Fridays, Saturdays, and possibly Sundays. The PAL Basketball program targets youth in the 6th, 7th, and 8th grades. Separate divisions will be held for boys and girls.

All team rosters are due by Friday, September 12, 1997. Team entry fee will be \$75.00. Call for your entry form, rules and regulations. The Basketball season runs from October through November and the play-offs in December.

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

PAL Cheerleading And Football

PAL football and cheerleading practice began on August 1st. Practice consist of 5 two-hour sessions per week for a total of 10 hours a week. The first game for the San Francisco Seahawks will be on September 7th. The following is the schedule for the 1997 season:

Date	Time	Location	Home Team	Away Team
Sep 7/97	9:00 am	San Marin H/S	San Marin (MM)	SF PAL Seahawks
Sep 14/97	9:00 am	Washington H/S	SF PAL Seahawks	Vallejo (MM)
Sep 21/97	9:00 am	Novato (MM)	Novato (MM)	SF PAL Seahawks
Sep 28/97	9:00 am	Washington H/S	SF PAL Seahawks	Jr 49er's
Oct 4/97	11:00 am	McAteer H/S	Bayview Cobras	SF PAL Seahawks
Oct 12/97	9:00 am	Washington HS	SF PAL Seahawks	Central Marin (MM)
Oct 19/97	9:00 am	Washington H/S	SF PAL Seahawks	Napa (MM)
Nov 2/97	9:00 am	Tamalpais HS	Southern Marin	SF PAL Seahawks

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SPORTS



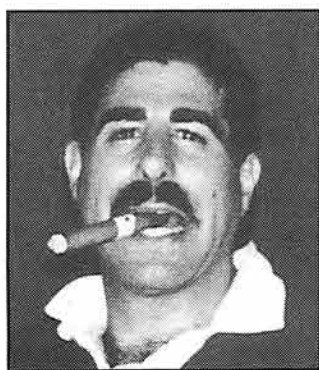
Nick's Notes

By Nick Shihadeh, Sports Editor

Check it out—From the '97 Police Summer Games in Fresno that took place the last week of July, there are congratulations to all our members who competed whether they came back with a medal or not. The SFPD Soccer Club proved to be very successful when the "A" Team won gold for the second year in-a-row. They played such dominant ball that no other team even looked like they belonged on the same field. As far as the Killer B's were concerned, they indeed played inspired soccer with the pretty strong team that they had; but, unfortunately didn't live up to high expectations and didn't medal. The C-Dog did excellent despite having a short team due to late cancellations—it will be back to the drawing board for both the B's and C's come next year.

Our Police Action Pistol Shooting team did very well with the likes of Spagnoli, Potter, Castagnola, and T. Smith. This was their first year together so the bonze medal that they took home as a great effort on their part. As far as individual efforts, Spagnoli came away with a gold for the second year in a row beating out a somewhat worthy opponent from LAPD. Isn't it great that despite having a much smaller department than L.A., we can still beat them in events. I think it has a lot to do with heart.

From the weight lifting competition, Co. K's Steve Hutzler (did I get the spelling right this time Steve?) did a sensational job in the Masters over forty division by winning the silver medal. This was a difficult task considering the very strong field he was competing against. Hutzler posted a 1270 pound total with his top lifts from three categories: 451 lbs. For the squat, 318 lbs. For the bench press, and a dead lift of 501 lbs. This was very encouraging to see for the Curry brothers who were also in Fresno; taking part in the Grand Master over fifty division, they weren't able to perform up to expectations but were glad to see their teammate do so well.



I recently talked to retired Homicide Inspector Jim Brosch who is now a D.A. investigator in Alameda County. He was in Fresno as well participating in the Grand Masters over fifty bicycle competition. Jeff did well as he always does being the fierce competitor that he is. In the Cross County Mountain Bike race he took a gold, in the Down Hill Mt. Bike race he won silver, in the 10 Mile Time Trial Road Bike race a bronze was won, and finally in the 26 Mile Road race Jeff captured silver. This was very difficult circumstances as the weather in Fresno averaged around 97 degrees. I was surprised that Jeff is still participating in the summer games. When I asked him how long he can keep this up he responded, "I will continue to compete until I drop." It was great to hear from you Jeff—keep up the great work.

Other teams that the department sent down included basketball, co-ed softball and roller hockey. These teams were strong and played well all week long, but just came up a little short of winning medals. Hoopsters included the likes of Eddy Del Carlo, Carl Bryant, and Eddy Hagen; some softballers were Steve Paulsen, Miriam Penge, Rob Fung, and Jennifer Dudoroff; and finally, roller hockey had skaters such as Mike Sullivan, Steve Griffin, and Danny "Happy Gilmore" Manning. It was great to see so many athletes from the department in Fresno—others attended and participated as well and I'll write about them next month...In S.F., all I can say is: How about Giants! Still in first place for three solid months...

Ironman Competition Update

By Rick Bruce

Pat Mullins phoned me the other day to tell me that he had finally located most of the old Ironman records and plaques that used to be stored in the 5th floor gym. Listed below are the all time records for each of the five events. Hopefully, those of you who are interested in competing have been working out already, but if not, it's never too late to start. See if you can identify some of the "young" men and women that appear in the attached photos.

RECORDS (MEN)

	TEAM	INDIVIDUAL
Bench	88 Gaskins (1985)	70 Gerrans (1983)
Pull-ups	62 Dalrymple (83)	29 Smith (86)
Sit-ups	172 Lundin (86)	172 Lundin (86)
Shoot	855 McAllister (84)	805 Lundin (86)
Run	25:22 Perez (86)	27:39 Bruce (85)
Totals	3953 Richmond (84)	3425 Lundin (86)
	Gleeson / Cresto / Dalrymple	
	Crosat / Donahue	

RECORDS (WOMEN)

	TEAM	INDIVIDUAL
Bench	93 Barrett (85)	33 Hibbitt (86)
Bar Hang	157 DeMartini (85)	417 Hibbitt (86)
Sit-ups	139 Hibbitt (86)	139 Hibbitt (86)
Shoot	505 Gonza (86)	650 Hibbitt (86)
Run	34:00 Riley (86)	35:39 Stretch (86)
Totals	2954	2743 Hibbitt (86)
	Ball / Gear / DeMartini	
	Gonza / Riley	

We are still planning on a November, 1997 competition.

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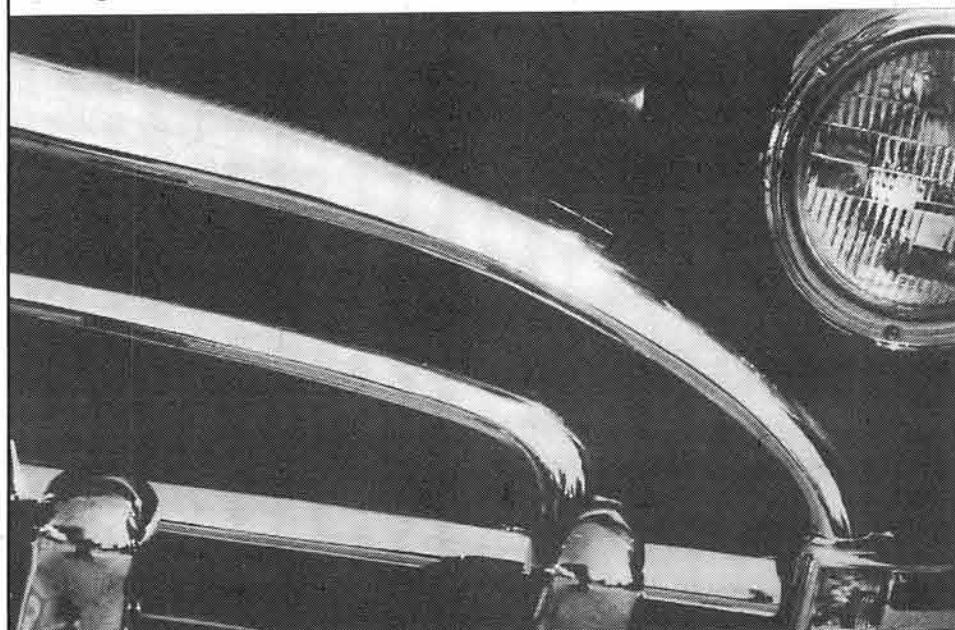
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SPORTS



1997 Police Summer Games

Co-Ed Softball—Gives Its All

By Miriam Pengel

Well, we gave it our all. Fourteen of us got together and headed down to Fresno. Led by managers Steve Paulsen and myself, we put together a team that we thought had a chance at winning the Gold. We attempted practice several times. When we got more than 6 there a one time; we were happy. We got great uniforms and had a fun group of us together. The guys included Steve Paulsen, Jeff Roth, Greg Cain, Joe Engler, Jim Arnsward, Mike Favetti, Rob Fung and relief pitcher-Mike Siebert. The gals included Miriam and Molly Pengel, Jennifer Dudoroff, Jill Brophy, Julie Lynch, Anne Mannix and Ellen Brin (SFSO). We didn't want to forget Phil Lee who was with us in spirit, but due to his recovery status was unable to make the trip.

So, there were 15 teams that competed in the Co-Ed Softball. We were supposed to play two games on Thursday and two on Friday. One of the teams in our division dropped out. We got a win on Thursday morning. We played LAPD on Thursday afternoon. We resembled the Giants a bit in that we had a little struggle on the plate. We overcame that and tried to still be competitive. We played awesome in the field and awesome bats. We ended up walking in quite a few runs against us. We were able to score 25 runs but in the end, we came up short. 25-26...LAPD were the victors.

Friday we opened up at 0800 hours against Long Beach PD. They looked really good. We had no pitching troubles, the bats were hot and our defense was tight. We kept it close (on purpose) and in the end, SFPD was victorious. We were jazzed. We won 16-15 in the bottom of the 7th. It was a very exciting game and what a nice feeling.

We went on to play CHP. This was an excellent team. We played well, but we were out gunned. I'm not sure if it was just me, but it appeared that every long ball was blasted over the 300 foot fence. Unfortunately for us, CHP was victorious.

We thought we might have a chance at the medal round tournament which was to be played on Saturday, but the loss on Thursday really stung. We beat Long Beach who beat LAPD, but since LAPD beat us, they went on to the tournament play and we went to SF.

All in all we had a good time. We got together and made some new friends. It would have been nice to win, but at least we can say we participated in the Police Olympics. Next year in Contra Costa will be fun. We are hoping to have another team and a chance to redeem ourselves. I want to thank every athlete who played with us this year. It was fun. I already got some phone calls for next year about people who want to play. Maybe we can field two teams next year. When March rolls around contact Steve Paulsen or me if anyone is interested in participating.

SFPD Hoopsters Tour Fresno Boards

By Ed Delcarlo, Bayview Station

This year's basketball team set off for the cosmopolitan city of Fresno with high hopes. The team was made up of rookies Rob Walker, Kelly Wesley, and Brian Schaffer; Second year players Rodney Tong, Tom "Slash" Walsh, and Jake Fagen. The roster was filled out by veterans Wilfred Williams, Eddie Hagen, Carl Bryant, and yours truly. We also managed to steal away Gary Lorin from the soccer team for one day.

We were given a tough draw and

Schaffer, who drove to the basket with reckless abandon, and aided by strong inside play from Rob Walker and Wilfred Williams we pulled out a victory.

On Wednesday we faced the host team, Fresno P.D. They were led by a former Fresno State player who was 6'10" in height. The local news crews were present taping the game for the evening newscast. Not wanting to disappoint the locals, we played a sagging zone defense and attacked the guards with Rodney Tong. This combo, and the sharp shooting of



opened up against Oxnard P.D. After a slow first half we came together in the second, thanks to strong outside shooting from Jake Fagen, and to inside power from big man Kelly Wesley.

Later that afternoon we met the number two seed, the big and powerful L.A. S. O. We took off to a sixteen point lead mid-way through the first half, getting inspired play from Tom Walsh. But in the second half we got worn down by the larger, faster, and fresher sheriff's team and lost the game.

Facing an early exit in the double elimination tournament, we took on a California Department of Corrections team from Bakersfield. We struggled against the smaller team early on, but with the presence of the SFPD soccer teams we were pushed to another level. First year players had never seen the soccer team in action and were psyched by the antics. Led by "Spark Plug" Brian

Fagen and Hagen, enabled us to blow out the home team on their own court.

Thursday we knew was going to be a fight. We squared off against L.A. P.D. #2. Our team was sore and tired but not ready to throw in the towel. We started with our big line and matched up with our SoCal rivals. Eddie Hagen was on fire hitting runners and three pointers. Kelly Wesley was hitting his turn around jumpers and doing his famous down-court strut.

At half time we trailed by only one point. In the second half Carl Bryant played tenacious defense on their top player, holding him to only a few baskets. The game see-sawed back and forth with the Southlanders winning in the end by five points.

The SFPD basketball team would like to thank all the friends and family who supported us down in Fresno, and all the SFPD members who cheered us on.



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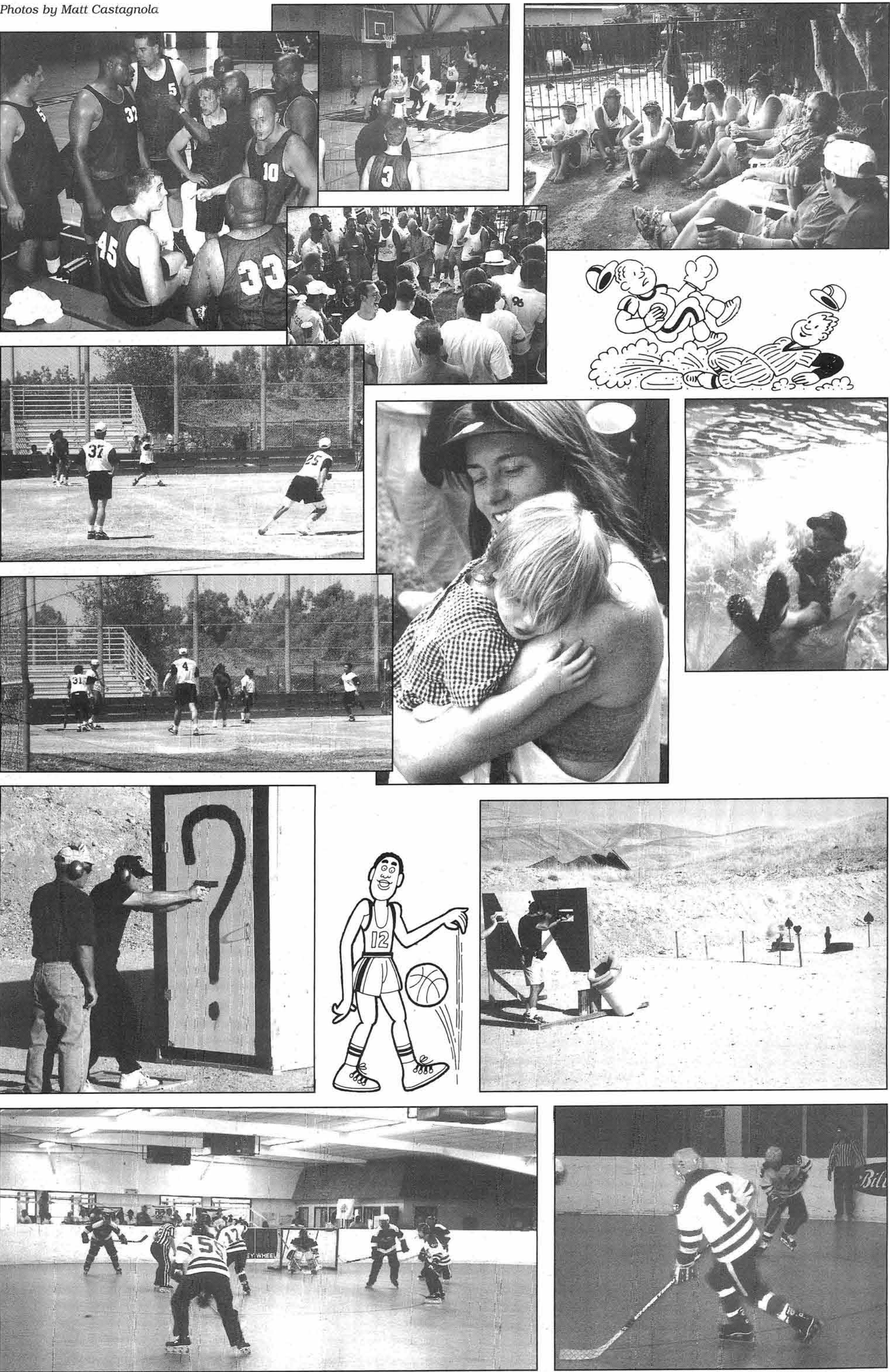
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1997 Police Summer Games — Fresno

Photos by Matt Castagnola





SPORTS



Airport Athletes Bring Honor to SFPD

By Bob Massola, Airport Bureau

Below is a list of Police Officers from the Airport Bureau who were medal winners in the 1997 California Police Summer Games:

Bob Massola & Roger Farrell (Richmond) combined with a pool team:

Gold Medals: Bowling—Team Event/Open Division.

Bob Massola:

Bronze Medal: Bowling—Singles/Open Division.

Brad Dahl & Andy Fracchia:

Gold Medals: Tennis—Doubles/Master Division.

Alex Jackson:

Track & Field—Grand Master Division

Gold Medal: 100 meters

Gold Medal: 200 meters

Gold Medal: 4 x 100 meters Relay

Kevin Murray:

Gold Medal with SFPD Soccer "A" Team.

Notebook Sports Editor
POA Office

Attn: Nick Shihadeh, Sports Editor,

I am Lieutenant Alex Jackson of the Airport Bureau. On Friday and Saturday, August 1-2, 1997, I participated in the Police Summer Games in Fresno, California. I am a Grand Master-A participant. I participated in three events and won gold medals in those events. The events were as follows:

100 meters/gold 200 meters/gold 4x100 meters/gold.

Additionally, I am the record holder in the 100 and 200 meters set in Long Beach, California in 1996. I ran the following times:

100 meters: 12.06

200 meters: 24.70

Please note that on Friday, August 1, 1997, I ran the 4x100 meters with Michael Simmons of SFPD who runs in the Masters category. Mike ran the third leg of the event and was very instrumental in our efforts to win the gold medal. Simmons was also the winner in Long Beach in 1996 in the 100 and 200 meters events. I believe Officer Simmons works out of the Southern Station. He was great. The other two officers were Maurice Valentine of the SF Sheriff's Office and Leon Fitzgerald of Santa Clara. Please check with Officer Simmons. He may have also won the gold in the 100 meters and the 200 meters events. I ran with this belief: "I will run and not grow weary, for the Lord will give me strength." May God bless you and the Department

Alex Jackson
Lieutenant #4025

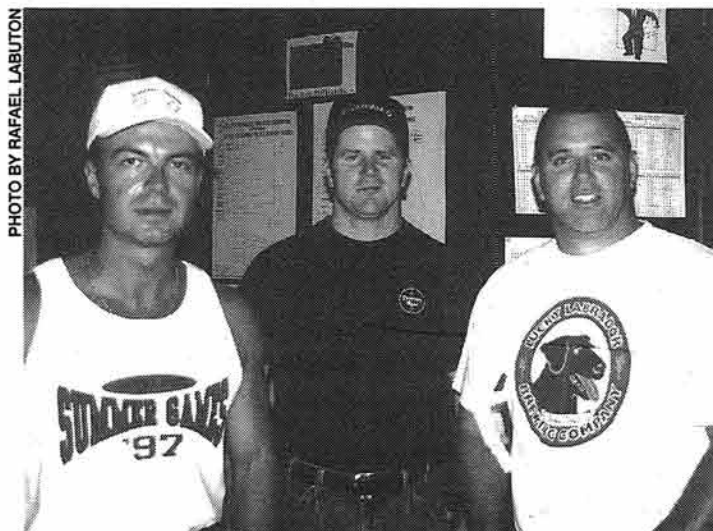
SF's Steel Shooters Bring Home Gold And Bronze

By Matt Castagnola

Police Action Pistol, what most people call combat shooting, consists of four individual courses and four Team courses. Each course has from 16-22 knockdown targets, that are made of steel, and divided between 3-5 shooting positions. Stra-

We all shot the individual courses early on day two of the competition. Knowing the scores that he had to beat, Angelo set out to defend his title. He beat Houck on the first course, came within fractions of a second on the second course and lost by several seconds on the third. Knowing what he had to do to win,

Angelo went to the fourth course a determined man. It was all or nothing and he gave it his all. He beat his competitions time by over 3 seconds, 18.92 to 22.01, but somewhere in this speed run, Angelo knocked down a no-shoot. When the scoring was done, Angelo was second overall for the whole match and took a Gold in the Grand Master Division (based on



Angelo Spagnoli, Tom Smith and Matt Castagnola (not pictured Mark Potter)

tegically placed within these groups are no-shoot targets from 15-25 yards for a 6" or smaller target and most are shot from a stationary position around, through, or over some sort of barricade. However, some may be shot while on the move. Speed is of the essence, as these are all times events, so moving quickly between shooting positions and shooting the targets quickly is a must.

This year's Police Action Pistol Shooting team consisted of Angelo Spagnoli (last years individual Gold Medalist), Mark Potter, and newcomers Tom Smith and Matt Castagnola. With Angelo's expertise as a former World Champion at the 1989 World Steel Challenge, our team set off in late June to begin practicing. Potential courses were set up down at the Airport range and we practiced various techniques to help shave seconds off our times (practical police techniques do not apply when time is your only enemy). Skill improved with each practice.

Our Team went to Fresno knowing that we would be facing a lot of tough competition among the 200+ shooters, but with every confidence of bringing home a medal or two. Angelo knew that to defend last years gold medal he had to be smooth and fast. His main competition in the whole match was Rob Houck from LAPD. He shot in the first day and was the leader in all four individual events. As newcomers, Matt and Tom were shooting in the Open class and knew they had to shoot their best to medal against the many talents in this class. Mark was placed in "D" Class after last year (weapons breakage in the middle of a course caused a low score) and had nowhere to go but up.

shooting ability, not age).

For this being Matt and Tom's first competition of this sort and Mark's second year at it, we all shot well with some room for improvement in the coming years. Tom shot all four courses well without hitting any no-shoot targets. He ended up 64th overall, which was in the "B" Class, where he will shoot next year. Matt shot well on two courses and fair on the other two, hitting a no-shoot target or two. He placed 100th overall and in the middle of the "C" Class. Mark did well also finishing 125th overall, at the higher end of the "D" Class. Mark did well also finishing 125th overall, at the higher end of the "D" Class, just out of medal contention.

The next day was the team shooting competition. Feeling good from the day before, our team was ready. Based on the four different classes we were placed in we ended up as a "B" Class team, shooting against 22 other teams. Again, we had four courses and we all shot at the same time on each course. The targets were placed a little farther away and some were hidden a little more behind the no-shoot targets. We were able to walk the courses prior to shooting each one and we made our plans as to who would take what shooting position. We had some really good times on all of the courses and shot against some tough teams. When it was over and the scores were tallied we came away with a Bronze medal.

It was a great time and a learning experience at the same time. All of us picked up some tips that will help us out in future competitions and this will hopefully lead to more medals next year in Contra Costa.

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SPORTS



The Loon's Nest Report

Mike Renteria Sets New Loon's Record in Summer Golf Classic Victory

By Ed Garcia, T.T.F.

On June 26th, the Blue Rock Springs East Course was host to the ninth playing of the L.N.G.C.'s Summer Golf Classic. Fifty-two Loon's and guests made the trip to Solano County, but only one Loon would bring in a game that would set a new Loon's Nest record. Mike Renteria of the Tenderloin Task Force arrived at the course just in time to tee off. Mike proceeded to post six straight pars, a birdie on the 7th and two more pars as Mike made the turn with a one under par 34. This gave Mike a two shot lead over Steve Landi of Support Services and a three stroke lead over Steve Delsuc, who fired a 37. Mike had a four stroke lead over Tom O'Connor of Traffic Administration and Ed Garcia of T.T.F., as they posted 38's. As Mike continued his round, he kept firing pars and picked up a birdie on the 13th hole. Mike was two under par as he went into the final hole, a 378 yard par 4 that serves as a tough finishing hole. Mike picked up a bogey on the 18th and finished at one under par 69. This was the first sub-par round recorded in Loon's tournament history. The old record belonged to former club champion Mike Yee, who shot an even par round at Rancho Solano in the 1992 L.N.G.C. Spring Championship. The old record held for five years and it will be interesting to see how long Renteria's sub-par round will remain a club record. Steve Delsuc finished in 2nd place in the first flight low gross with an excellent round of 76. Steve Landi finished in third place, although he made a run at Renteria through fourteen holes. As Landi hit from the 15th tee, he was four over for the round, but he ran into four straight bogeys and finished with a 77.

In first round low net, Mike Mahoney of the always dangerous Mahoney Brothers shot a net 67 to take first place and add to his large collection of Loon's trophies and prizes. Former Vice Squader Ken Davis took second in first flight low net, as he finished one behind Mahoney with a 68. Ken got hot on the back side, as he fired a 40 on the second side which put him in one stroke of Ed Garcia of T.T.F. who had a net 69.

Second flight low gross saw Roy Sullivan of Co. K completely dominate the second flight. Roy opened up with a front side 44 and followed this with a back side of 38. The Loon's records committee checked over the books and this is the only

time a second flight player had posted a gross score under 40 for nine holes. It would happen twice on this day. Roy finished with an 82, seven strokes ahead of Loon's Handicap Chairman Mike Dudoroff and Steve Morimoto of Domestic Violence, as they posted 89's. The record's committee looked into the books again and could not find a previous winner who took the flight by such a large margin. This was a day for records.

Second flight low net went to Joe Allegro of the Hondas, but low net was a tight race. Joe had a net round of 63, but the highlight of the round was a back nine gross score of 39. Jay Parashis of Bayview Station was hot on Joe's heels, as he posted a net 64 for 2nd place. The Loon who is certain to be named Loon "Rookie of the Year" would be none other than Southern Station's Marty Barbero. Marty had a net 65 to take third place. Marty recently joined the Loon's and has taken a 1st low net and 3rd low net in the second flight and has only played in three tournaments. This man is clearly a tournament machine.

The Summer Golf Classic long drive champion was that long knocker from Taraval Station, Eddie Anzore. Eddie's drive on the par 4, 15th hole was measured out to 306 yards. Good hot weather made for good driving conditions on this June day and Eddie really took advantage of the elements as he crushed a towering drive that might have sent Tiger Woods back to the practice range.

The two "Closest to the Hole" winners were Tom O'Connor of Traffic and Joe Allegro of the Hondas. Tom had a shot that stopped 5' 3" from the pin on the 8th hole. Allegro hit a tremendous shot on the 159 yard 15th hole that finished 3' 5" from the hole. Second place finishers were Armando Chang and Steve Delsuc, as they both had shots that were 5' 11" from the pin.

This Summer Classic saw old records fall and some outstanding performances in both flights on a nearly perfect summer day in Solano County. This is what summer golf is all about and it is not over. The Loon's will return to Solano County on August 7th, as we will nest once more at Rancho Solano Golf Club for our "Hot August Shoot Out". In October the Loon's will be hitting a milestone in club history, as we will return to the Sonoma Golf Club for our 10th anniversary Club Championship. Watch your mail for announcements.

S.F.P.D. Junior Golfing Program

Attention All S.F.P.D. Golfers! Volunteers Wanted!

By Steve Balma, Southern Station

To further the effort to reach out to the youths of San Francisco and to foster a better relationship between the community and our department, I would like to start a program called the S.F. Police Junior Golfing Program. The program would introduce under-privileged, inner-city S.F. youths to the great game of golf.

Ever since "Tiger Woods" has become an overnight sensation, more and more kids are interested in golf. Unfortunately, it's not an easy game to take up, and it can be pretty expensive to play, so a lot of less fortunate kids never get a chance to try it. That's where I need your help. I hope to get some of our S.F.P.D. golfers to volunteer a couple of off duty hours to teach these kids how to play golf. I believe that the program would be successful by exposing S.F. youths (boys and girls) to a healthy alternative to criminal activity, and at the same time give S.F.P.D. officers an opportunity, in a social setting, to be a good role model.

With a little money from the P.A.L. (hopefully), and with a few donations that I believe that we can secure from the business community for used golf clubs, golf balls, driving range

and green fees, I believe that this program will be one that we all will be proud of. Additionally, for those of you who will be taking any future promotional tests, a little community service looks good in any resume.

Proposed activities:

1) Bring the youths out to a driving range and pair a small group (2-3) of kids with a S.F.P.D. golfer who will teach them the basics of the game, including the grip, stance, and swing. As well as the rules and putting. Practice the fundamentals of the swing by hitting golf balls (approx. 2 hours).

2) Return to the driving range on another day and hit balls again, and practice putting. (approx. 2 hours).

3) Bring the kids to a nine hole golf course (in S.F.) on the third day to play a nine hole round of golf (approx. 2-3 hours).

Any amount of time that any S.F.P.D. golfer (attention fellow loons) can donate would be greatly appreciated. If you want to have some fun and teach a great game to some good kids, drop me a note or give me a call.

Steve Balma
Southern/553-1373
(415) 998-5626 pager

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Close Encounters

By Steve Johnson,
SFPOA Secretary

Unbelievable, that is, the lack of notice given to the efforts of all of our members during the Mayor's Conference by the print media. Too often the local morning and evening newspapers jump all over us, usually without the facts, for other incidents. But what happens when we handle one of the biggest media events in a long time (i.e. the Mayor's Conference) complete with a visit from the President and the First Lady, while our members also managed to control the wild and unruly Giants/Dodger mob at Candlestick Park during the same weekend and we still made sure that we could provide for a safe, and almost sane, San Francisco that both natives and visitors could enjoy. . ??

Well, if you wear a San Francisco Police Department star, and if you had to give up your days off to make sure the City looked good, you did one hell of a great job!

There is no doubt that one of the most dangerous aspects of police work is conducting a traffic stop. **Officer Les Adams**, a member of our solo motorcycle division, was trying to make a traffic stop on a car with several occupants when it took off at a high rate of speed. Les followed, and caught up with the car at Cesar Chavez/Evans Streets where it was blocked in heavy traffic. Les was still on his motorcycle behind the vehicle at which time the driver of the car threw it into reverse and purposely tried to pin Officer Adams and his bike up against a truck. Les had no option but to fire on the driver to escape from being crushed. The driver was struck and taken to SFGH for treatment. Investigating officers retraced the route that the suspect vehicle had taken during the flight from Officer Adams and found a loaded gun along the way.

Mission Station Narcotics Task Force, lead by **Officer Richard Pate**, along with **Officer Mario Machi**, **Officer Omar Bueno**, **Officer Frank Harrell**, **Officer Troy Peele**, and **Officer Teresa Ewins** made 107 narcotic arrests on 24th Street in a very short period of time and all of the suspects arrested were from Honduras. Hmmm . . . Could there be a pattern here?? You don't think that certain people from a certain country, all illegally selling the same contraband like to take advantage of our legal system?? Like maybe, 107 of them? And, after all, there's nothing like a good strong City of Refuge proclamation to continue bringing us new talent . . .

Last month I suggested, in my article, that our Department should consider establishing a new Medal of Valor, the Purple Heart. This medal would be awarded those officers who sustain serious injuries as a result of the course and scope of their job — recognition for such is well-overdue.

At the Police Commission meeting of August 6, 1997, **President of the Commission, Pat Norman**, publicly stated that she thought our Department should have the ability to award a medal such as a Purple Heart and she asked **Police Chief Fred Lau** to look into it.

I know we don't always agree with some of the decisions made by the Police Commission but you might want to thank Commissioner Norman next time you see her for taking a personal interest in recognizing some

of the dangerous things you do as a police officer in San Francisco.

Will we take over the security at San Francisco General Hospital? Might as well, since we get stuck there trying to get prisoners medically cleared for hours on end. Latest fiasco had **Officer Jennifer Jackson** and **Officer Alvaro Schor** sitting on a domestic violence suspect for over 7 hours while both doctors and nurses argued whether or not the suspect in custody should be placed in the psychiatric facility at the hospital with a criminal hold. You've gotta wonder what the medics were thinking as the subject was already tied down to a gurney because of his aggressive and violent behavior and he was still banging his head against the metal bars that were restraining his arms. So what did the medical staff finally come up with? They heavily sedated the subject in custody not once, but twice, during his stay, and then finally cleared him of any medical needs (oh, really . . .) which put the officers in a real Catch 22 situation since once a subject is "cleared" no ambulance will touch him. So the officers had to transport a heavily-sedated subject in a radio car. Any guesses as to who would be sitting before the Police Commission if anything happened to this individual? Certainly wouldn't be anybody wearing a stethoscope.

Saturday: 7/12/97 **Officer Marc DesAngles** and **Officer Steve Mulkeen** were called to 16th/Mission Streets by citizens who were holding a woman who had severely kicked and punched her two-year old child. The bruised and swollen-faced child had been punished for losing his mom's muni fast-pass.

Sunday: 7/13/97 And **Officer Barbara Pinelli** and **Officer John Evans** had to book a 9-year old child for shelter after his parents had locked him up in a downstairs room for several hours. This child was being punished because he had argued with his 7-year old brother. The room in which he was incarcerated had a cement floor, was filled with containers of chemicals, open prescription bottles, had no chair, no lights, no food, and a front door that would only unlock by key (which the child did not have). The child would have been trapped in the room if a fire had started anywhere near the building. Fortunately, the neighbors figured out what was going on and called the police. The mother admitted she had been utilizing this "technique" to discipline her son for some time.

Monday: 7/14/97 Unfortunately, bad things sometimes do happen in "threes" and, for the third day in a row, a child had to be taken to Children's Protective Services for shelter by officers. **Officer Diane McKevitt** and **Officer Alexandra Medina** responded to a grocery store where the employees had restrained a woman who was beating her 6-year old son with a belt in the store's parking lot. The woman was still screaming incoherently when Diane and Alexandra arrived. The child was badly bruised and totally withdrawn.

Some parts of police work are harder to deal with than others. But I can't say enough about the Children's Protective Service staff at San Francisco General Hospital. They take care of all the children we bring them. Children who have been battered, abandoned, and traumatized

by their own parents. They do a tremendous job looking out for those too young to protect themselves.

Officer Brian Devlin and **Officer Russ Gordon** responded to a domestic violence call at 24th/Shotwell Streets where a man and woman were sitting in their car in a heated argument. Officer Gordon made a quick glance inside the vehicle and immediately alerted his partner that the male subject had a gun. The officers expertly took custody of both the armed subject as well as his weapon. **It probably was fortunate that they interrupted the argument at the point they did since the male suspect was on parole for attempted murder.**

Sergeant Dan Linehan recovered a fully-loaded, 9mm semi-automatic gun from a suspicious individual at 20th/San Carlos Streets the other night so . . . not to be outdone. . . **Sergeant Jim Miller** and **Sergeant Brian Canedo** made contact with an individual they thought might be breaking into a store on the other side of the same police district (the Mission, where else). When asked the standard question about weapons the subject freely admitted that he was armed with a loaded, 9mm semi-automatic gun, tucked inside his coat pocket. (Honesty is always the best policy, but it can be scary at times . . .). Jim and Brian retrieved the weapon and the narcotics the subject "forgot" to tell them about.

Sergeant Jim Spillane, **Officer Ben Santana**, **Officer Romeo DelaVega**, **Officer Dave Dorantes** and **Officer Robert Padrones** rushed to 17th/Potrero on a call of a severely injured person. When they arrived they found the victim, a young woman, with both of her arms nearly severed, cut to the bone by a sharp-bladed instrument. The victim was near shock but had managed to escape from her attackers who had confronted her in a nearby parking lot. The victim was able to give a brief description of her assailants, there were four, one of whom was armed with a machete. She related how the one with the machete came at her and, with brutal force, cut through her one arm, and then the other. The suspects left as quickly as the as-

sault took place, not caring whether or not the young victim survived.

I need all of you to send me copies of any incident(s) which you'd like to see recognized. It is important that you receive credit for all the chances you take.

Such as . . . **Sergeant Ed Cheung**, **Potrero Station**, reported that **officers from his station were faced with incidents involving 12 loaded guns over a recent weekend**. If you were part of that statistic please send me a note with the circumstances.

Officer William Murray was recently giving a tour of Mission Station to a group of about 20 young children and was briefing them in the lobby area when a man walked in and showed William a hand grenade that he said he found in a nearby dumpster. William calmly directed the man to place the grenade on the ground while he and **Officer Diane McKevitt** escorted the children from the building. A call to our explosive ordnance unit and, after a short time, everything was back to normal (if there is such a thing in the Mission).

Officer Ellina Teper and **Officer Martha Juarez** had just finished their midnight tour, racking up about 22 calls for service, when they were summoned, at 6:15 a.m., to respond to 18th/Sanchez Streets to an armed robbery in-progress. Ellina and Martha rushed to the scene. When the officers arrived they met an extremely nervous young woman who had just been robbed at gunpoint. The suspect pulled up to the victim by car, came up behind her, pointed a gun at her and demanded her purse. The woman complied and was then told to lay on the ground. The next part was the scariest. Even though the robbery suspect had already gone back to his waiting car, for some reason he came back out again and started walking over to the victim with gun in hand. The suspect got real close to the victim but then again, turned away . . . Martha and Ellina might not admit it but I think we can assume it was because of their conscientiousness and their expeditious response that probably scared the suspect off and saved the victim's life.

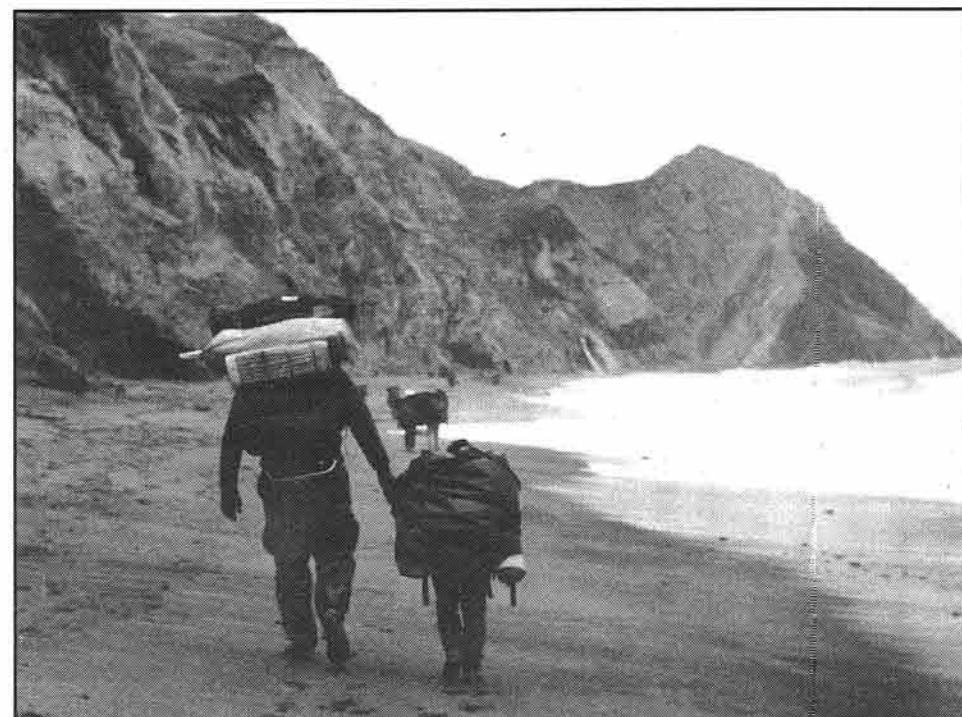
WILDERNESS

continued from page 1

pated fully in the program; to the University of California 4H Youth Program; and to the Guardsmen, the San Francisco Police Officers' Asso-

ciation, the San Francisco Examiner Charities, The North Face, and others who have generously donated to make this program possible, over 22,000 boys and girls have seen and experienced adventures that they will remember for the rest of their lives.

Not the end...just so long for now



Officer and new friend will be back again next year.