

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

and

S. F. POLICE CREDIT UNION

NOTEBOOK

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Open Letter to Members of the San Francisco Police Officers Association Interested in Promotive Examinations

In November, 1959, the Association's official publication carried the minutes of a special meeting which had been called pursuant to petition of 128 Association members concerning my request for Association assistance in challenging the giving of credit on civil service promotive examinations for **non-civil service** temporary appointments. The members present unanimously passed a resolution that the matter be put on the agenda of the next regular meeting. At the regular meeting, the question was tabled for further study, and is old business still pending and unfinished.

It is obvious from many inquiries I have had that many members do not know what the challenged practice is or HOW IT AFFECTS THEM. All members of the Association should know, and the unfinished business should be taken up with full knowledge of what is involved.

I want to emphasize at the outset that nothing that I or this Association might do at this point will in any way deprive any man now serving in any rank in the Department of that rank. What CAN be accomplished is a court decision compelling an **interpretation of the Charter** which better achieves a fair and equitable grading of future promotive examinations.

It is the practice of the Civil Service Commission to grant promotive examination credits for temporary **non-civil service** appointments. These appointments may be made independently of merit. They may even be made from outside the civil service system. Thus promotive credits may narrow down to the question of which of two candidates with identical examination scores, identical veteran's preference, and identical credits for civil service rank has had the most **non-civil service** appointments!

The fact is that a man with longer civil service rank may be lower on a promotive examination than a candidate with less civil service time in grade, but who has had one temporary **non-civil service** appointment.

There is now pending before the District Court of Appeal a test case to determine whether **non-civil service** appointments may confer civil service promotive examination points. The position, as fully set forth in the briefs filed by my attorneys, Richard H. Perry and Rodney H. Washburn, is that this system is not only **unfair**, it is **contrary to the merit civil service system** for which this Association has consistently fought so hard.

Several important points are raised in the briefs. The first is that since temporary **non-civil service** appointments do not **qualify** a man to take a promotive examination, the time "**served**" in such appointments should not entitle him to examination credits. Example: A man who has served three months as a probationary sergeant, and was once appointed to a three months temporary **non-civil service** position as sergeant is **not qualified** to take a promotional examination. Yet if he has served his probationary period of six months, and is thus entitled to take a promotive examination, his temporary appointment **will be** included in the computation of his years of service as a sergeant. Under the Civil Service Commission's interpretation, this would be true even though the individual had held the **non-civil service** appointment **before** he became a regular member of the police department! **This interpretation of the Charter is under vigorous attack by the position taken in the briefs.**

Under the present grading system,
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THE MYSTERY LIST

The members of the San Francisco Police Department were informed by teletype on December 29th that there will be an examination for the rank of Lieutenant which will be held sometime in March this year. Mr. George Grubb, Personnel Manager of the Civil Service Commission, according to that teletype, has decided that the length of the list will be determined after the papers have been rated but before they have been identified.

If this proposal does not smash the principles of civil service it most assuredly comes close to shaking the very foundations of the merit system. This is not to accuse Mr. Grubb or any other city official of collusion or dishonesty but it certainly opens the door. What guarantee do we have that the papers would not be identified before the number of men on a list is decided? The Civil Service Commission knows well in advance of an examination how many possible vacancies there will be. There is no reason in the world why they cannot come out with a definite number because they have years of experience in personnel management. It is only right that men seeking to advance themselves in the police field be given the chance to know what their chances are for promotion.

First they eliminated the scope, knowing that there is a fantastic number of books from which questions can be chosen thereby working a hardship on men wishing to get ahead. Next comes the blow of not even knowing how many men are going to be on the list. What is next?

The San Francisco Police Officers' Association was organized to protect the civil service rights of its members and it certainly appears that our rights are slowly being taken away from us. If so, it is time for us to take a stand and a firm one. How far are we going to be pushed?

At no time has the integrity of the present system been questioned. Why the change?

Highlights of December Meeting

The meeting was called to order with the Pledge of Allegiance by President White at 8:10 p.m.

Roll Call of Officers.

Communications: Letter to C.A.O. Duckel regarding Ward 45.

Letter to Municipal Improvement League regarding Ward 45.

Treasurer's Report read and accepted. \$8,248.85 in the bank.

M/S that the bills be paid. PASSED.

Committee Reports

Pay Roll Deduction: (Burke) Can be handled as per the motion passed at the November meeting and begin on July 1st. Sign-up cards will be distributed so that they can be in the hands of the Controller by May 15th.

The Chair ruled that the By-Laws were written to be effective on 1/1/62 but we will operate under the old dues structure until July 1, 1962, when Pay Roll Deduction can be established and that we will have to operate on the present fiscal schedule. He also ruled that dues can be paid in cash if a member so desires.

Police-Fire Council: (McGovern) The Council opposes any change in the set up for promotional exams in the Police or Fire Departments. The Chair declared a Special Order of Business and the following ensued:

M/S that the \$625.00 voted at the last meeting should be paid to the Firemen's Local 798. PASSED.

M/S that the Association's share of the phone bill for the Council be paid. PASSED.

A discussion was held by the Council on the 26 pay day proposal but no action was taken at the time.

Publications: (Gardner) The delay in the mailing of *The Notebook* will be investigated and any member wishing to submit articles should feel free to do so.

Legislative: (Dolan) Mr. George Grubb contacted the Association and wants to discuss his proposed charter amendment with us.

After discussion on this point it was proposed that a letter be sent to Mr. Grubb asking for copies of the proposed legislation so that we can discuss it with our members. We should not meet until we know the feeling of the membership.

M/S that such a letter be written. PASSED.

Retirement: (Dolan) Every man injured in the line of duty is investigated by the Retirement Board as are men who retire for disability. Cases before the Retirement Board are going to move more slowly now due to investigations, so members wishing to avail themselves of the services of the Retirement Committee should let the Committee know early if they want representation.

Martin Wormuth is running for reelection as a Member of the Retirement Board.

Nominating Committee: (Weiner) The committee made its report about those members who had filed to run for office and a motion was made and seconded that the nominations be held open until the January meeting. After an appeal of the ruling of the Chair was defeated the motion passed. There was much heated and lively discussion on this point but rather than attempt to put down every statement these highlights show only that there was this discussion and the outcome.

New Business:

1. Ladies' Night: A proposal was made to make Ladies' Night and the Installation of Officers a big affair with outside guests invited. M/S that a committee be appointed to look into the feasibility of running some kind of affair in the future. PASSED.

2. Health Plan: This will be discussed with the City Attorney in January. Insurance companies have been contacted and some good plans have been proposed. A plan to raise the exemption figure whereby a city employee can drop out of the existing Health Service, changing the amount from \$6,000.00 to \$8,500.00 is being contemplated by the Health Service Board. If it passes we will not be able to pull out.

Good of the Order:

Discussion about what can be done to offset some of the recent newspaper publicity came up. It was felt that the best thing to do is to do nothing about it because we can never get our side in the press.

M/S that the meeting adjourn in memory of Brother Edward S. "Buzz"

Letter to Mr. Grubb

As per the motion passed at the December meeting, the following letter was sent to Mr. George Grubb, General Manager, Personnel, Civil Service Commission:

"It is the understanding of this Association that there will be a charter amendment submitted to the people in June which may have a pronounced effect upon the promotional examination system now in use.

"We would like to discuss this matter with you but before we do it is respectfully requested that we be provided with copies of any such proposed legislation so that we may be able to discuss it with our members first. When their feelings are determined we will be able to meet with you and express their wishes in the matter. As of this writing we know only what is rumored and you know how quickly rumors can get out of hand."

As of this writing (January 3) we have received no answer and it may be that we will get the same answer that we did when we requested copies of Blyth-Zellerbach Report, no answer.

More Ward 45

A letter written to Mr. Sherman Duckel, the Chief Administrative Officer of San Francisco, regarding the closing of Ward 45 was answered soon after it was written. Mr. Duckel stated that no action would be taken before we had a chance to present our objections and our point of view on the matter. It seems that although the issue is far from dead we will be given a chance to fight for what we believe is a justifiable point of view.

Policemen pay a good percentage of their monthly salary toward the benefits of the Retirement System and the least they can do is to maintain a ward worthy of the money we pay.

As to the care in Ward 45, several checks were made recently and all patients interviewed were very pleased with both the care and the food. This is good because injured policemen are not charity patients and should not be treated as such. We are not freeloading.

Hogan. Passed. A moment of silence in his honor followed and the meeting adjourned at 10:20 p.m.

Respectfully submitted,

PETER C. GARDNER
Secretary

TREASURER'S REPORT

4 1/2% DIVIDEND DECLARED

Just one month and eight days past eight years old your SF Police Credit Union completed the year 1961. What kind of a year was this for both the credit union and you, the member.

First, at the recommendation of the treasurer and his staff, the Board of Directors approved the relocation of the office from Park Police Station to our new Noriega office. It is your managers hope that all of the members will have the occasion to visit and view these new office facilities. We are continuing to operate nine hours a day, from ten in the morning till three P.M. and from five-thirty till nine-thirty so that all members, regardless of their watch, will have the opportunity to transact their business.

Second, how did we do financially? The assets rose from \$2,630,188.84 in 1960 to \$2,996,562.23 in 1961. This represents an increase of \$366,373.39. Our membership increased to 3,093 members, an increase of 376 during 1961. We wrote 2,198 loans totalling \$1,559,378.49, bringing the total loans to \$2,805,469.97. This was an increase of \$333,718.75. Savings of the members increase by \$453,375.68 making the total shares \$2,418,118.96. We now have 1,930 loans outstanding for an average of \$1,453.62 per loan. The average shareholding is \$781.16 per member. During 1961 our outstanding debt was reduced from \$574,000.00 to \$430,000.00, a figure that should, providing the continued good growth of the credit union, come down even more during 1962. The Christmas Club paid out to the members \$22,383.50 in November.

Third, a picture of the assets and liabilities before and after the dividend on December 31, 1961:

ASSETS		
Loans	\$2,805,469.97	\$2,805,469.97
Cash	144,234.45	144,234.45
Petty Cash	10.00	10.00
Change Fund	600.00	600.00
Saving & Loan Shares	10,000.00	10,000.00
Loans to Other Credit Unions....	15,005.52	15,005.52
Furn., Fixt. & Equip.....	19,108.16	19,108.16
Prepaid Insurance	414.63	414.63
Other Assets	1,417.50	1,417.50
Maintenance Policy	302.00	302.00
Total Assets		\$2,996,562.23

LIABILITIES		
Accounts Payable	\$ 667.70	\$ 667.70
Notes Payable	430,000.00	430,000.00
Christmas Club	4,330.00	4,330.00
Shares	2,329,736.32	2,418,118.96
Regular Reserve	55,471.81	79,558.94
Fees	94.00	
Undivided Earnings	56,296.77	63,886.63
Gain	119,965.23	
Total Liabilities		\$2,996,562.23

The statements should by this time have reached you, however, if they have not, please notify the office and a copy will be sent to you. The new statements are a picture of the whole year and will make it very easy for the member to figure how much interest he has paid during the year for tax purposes. Also, as a reminder, **YOUR DIVIDEND INTEREST IS TAXABLE THE SAME AS BANK INTEREST AND MUST BE REPORTED.**

My staff and I wish to take this opportunity to wish all of you a happy and prosperous New Year.

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non-civil service appointments years apart are "tacked" together. For example: A man gets two three month non-civil service appointments in different years, and then gets a civil service promotion in a still later year in which he serves six months in grade. On a promotive examination for the next higher grade he would be given examination points for **one year** of service in rank, instead of **no points** for **not** having completed one **continuous year** of civil service. The position taken in the Appellate Briefs is that examination credit for "years of service" **should be**, under a **reasonable interpretation** of the Charter, limited to **civil service rank continuously held** next preceding the examination.

Another point of interest to civil service personnel involved in this case is the question of whether or not the Civil Service Commission is required to keep a record of its proceedings. During the course of the hearing before the Commission the members indicated that although they were in sympathy with my predicament, they were inclined to NOT place me on the list of eligibles because my veteran's preference points would result in my being placed **higher than last** on the list. I declined to waive my veteran's rights. The recording of this hearing was so badly garbled that a court reporter hired to transcribe the proceedings was unable to get anything but a few disjointed sentences. Since in all cases it is necessary for any civil service employee to go before the Civil Service Commission first, in order to attack any ruling made with respect to a promotive examination, it is argued that a **record is absolutely essential** in order that a Court can properly review the action of the Commission.

Of further interest at the present time is the fact that at the same hearing the Secretary of the Commission and the members of the Commission stated that it was their intent to eliminate temporary appointments in the future by always having a list of eligibles for each rank in effect as vacancies in rank occur so that promotions would always be made from eligible lists, rather than holding examinations only after vacancies occur. The latter procedure makes temporary **non-civil service** appointments possible until a list of eligibles can be adopted. Further, under the present interpretation of the Charter, **CREDIT WILL ALWAYS BE GIVEN FOR PAST NON-CIVIL SERVICE APPOINTMENTS AS WELL.**

The principles being argued by my
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Mr. Peter C. Gardner
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attorneys in this appeal are of vital interest to all members of this Association, all members of the San Francisco Civil Service, regardless of agency, and all civil service personnel under any system which permits temporary **non-civil service** appointments. The decision in my case may affect **your** promotion. I believe you should be informed as to the why and what of this case. While my attorneys have submitted other points to the Court, I believe I have stated those which will affect **all** future promotive candidates.

I hope that this message has accomplished its stated purpose of **clarifying** for the membership the pending problem so that it can be taken up for full discussion by the Association.

LOUIS H. FEDER

P. A. L.

The two high-school age P.A.L. soccer teams, the Falcons and the Kickers, are enjoying a fairly good season in the San Francisco Junior Soccer League. The Falcons, coached by Bill Sammon of the Auto Detail and Jim Lynch, All-American from City College who now is playing for U.S.F., lost in overtime in the Christmas Tournament sponsored by U.S.F. and the Junior Chamber. That team is undefeated in league play so far.

The Kickers, coached by Pete Gardner from Potrero Station, and Ray Parodi, a former P.A.L. player now at U.S.F., have lost only one game in the regular league and that to last year's national junior champs, Hakoah.

Both teams have players who came up from the Juvenile League team sponsored by the P.A.L. in its first year, three years ago. Although soccer is not the most popular sport, it has been a success as far as the Police Athletic League is concerned. Later this spring the juveniles, ages 12 through 15 begin play. Any policeman interested in taking part in this worthwhile activity can contact either Gardner or Sammon. There are plenty of kids waiting to play, but too few coaches.

Meetings

The Association meets on the third Tuesday of each month unless a legal holiday falls on that Tuesday and then the meeting is set over to the following Tuesday.

Members are urged to attend these

meetings and make their wishes known. The meetings are held in the south end of Roberts' at the Beach, the address of our meeting place is 2225 - 48th Avenue. They usually begin at about 8:00 p.m.



Happy New Year