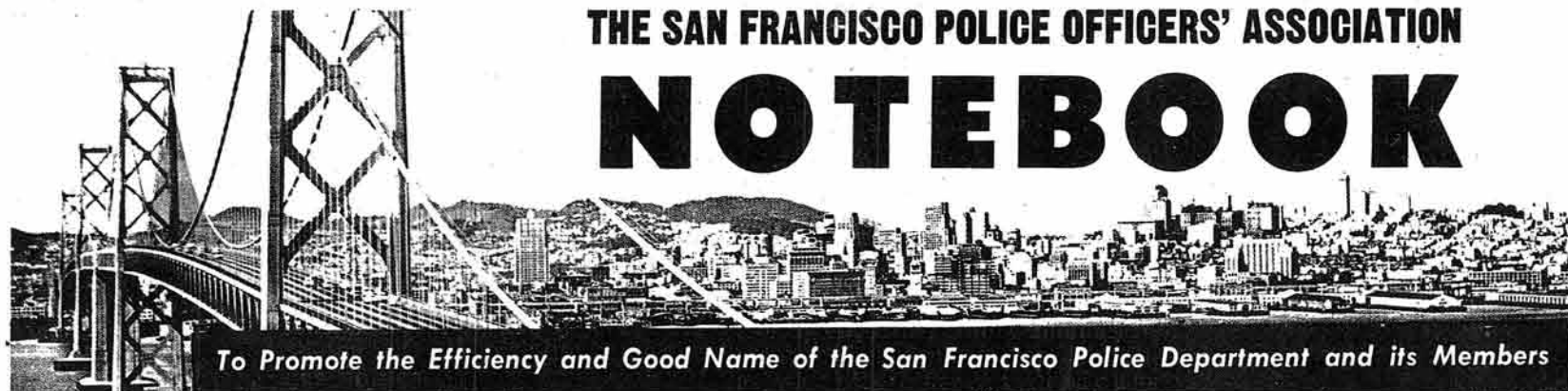


MEMBER



ICPA



THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK

To Promote the Efficiency and Good Name of the San Francisco Police Department and its Members

Vol. 2

SAN FRANCISCO, APRIL, 1971

151

No. 4

Our Youngest Policemen



A well known law enforcement personage once stated that the highest tribute that could possibly be paid to a law enforcement officer was that of being acknowledged as a 'POLICEMAN.' "I am a policeman," he would always say, when asked his occupation, as his chest would swell with pride and his eyes would sparkle with the laughter, sadness, joy, and tears of all that this implied.

The sons of Charles D. Logasa, (David and Darren) and the sons of Harold Hamilton, (David, Mark, and Mike) in honor of their father's selfless dedication to duty, were sworn in by Chief Alfred Nelder, on March 23, 1971. They are now —honorary "policemen." We therefore welcome to our ranks these policemen. May the sun shine on you and your future attainments and success.—Richard Patten.

LEGAL ACTION ON CIVILIAN EMPLOYEES

(Letter dated Mar. 31, 1971, to San Francisco Civil Service Commission—Attn.: Mr. George J. Grubb, Personnel Manager. From: William T. Beirne, SFPOA Attorney.)

Gentlemen:

On January 11, 1971 the Board of Supervisors adopted Resolution 9-71, recognizing the San Francisco Police Officers Association as a bargaining agency on behalf of sworn personnel of the San Francisco Police Department. This Resolution was subsequently approved on January 13, 1971 by Mayor Alioto. The Resolution was adopted in keeping with the dictates of the Government Code Sections 3500 and following, which is commonly referred to as the Meyers-Milius-Brown Act.

It has come to the attention of the San Francisco Police Officers Association that on February 23, 1971 a bulletin inviting application for certain positions was issued by your office. The specific positions to which this letter refers are those of traffic control officer, classification 8215, station officer, classification 8217, parking controlman, classification 8214, and building and grounds patrolman, class 8207. The appointment of applicants to all or any one of these positions would have a direct bearing on the assignments and working conditions of police officers who are now holding the specific job which will be filled by candidates from the aforementioned classifications.

Government Code Section 3504.5 specifically requires that notice be given to all recognized bargaining agencies of proposed acts relating to matters within the scope of representation. The establishment of the new classifications, mainly station officer and grounds patrolman, and the addition of personnel in the classification of parking meter controlman and traffic control officer, will have a direct effect on members of the Police Officers Association in regard to their working assignments and conditions of employment. Since the Board of Supervisors has recognized the Police Officers Association as a bargaining agency for the uniformed personnel, it was incumbent on the City Administration in keeping with the mandate of Section 3504.5 of the Government to notify the Police Officers Association that action was being taken in the appropriation of these new positions. Since no written notice was provided, the Police Association was precluded from effectively representing its members in matters having a direct bearing on their employment.

Government Code Section 3505 provides in part: "The governing body of a public agency, or such boards, commissions, administrative officers or other representatives as may be properly designated by law or by such governing body, shall meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of . . . recognized employee organizations." By virtue of the fact that the Police Association was not notified in writing of the pending activity regarding the appropriation of the aforementioned jobs, it was precluded from exercising its right to engage in good faith bargaining on behalf of its members.

As indicated in your bulletin requesting applications, the beginning date of the examinations in question is April 24, 1971. In light of the short time left before the commencement of these examinations, I would request a hearing concerning this matter with the Civil Service Commission at the earliest possible time.

Thank you for your cooperation in this matter.

REVOLUTION— In the United States

Much has been written concerning the revolutionary tactics being implemented inside the United States today. To my knowledge, only certain organizations either fighting for or against this movement have been the only ones to publicize the workings, goals and backgrounds of such groups. It is our intention to initiate a series of articles to appear each month in the Notebook concerning the topic of Revolution in the United States. That we are in a midst of a revolution, to me, is a foregone conclusion. Anyone who doubts this reasoning is merely fooling himself. The articles to appear in the Notebook, beginning with this one, will, I hope, be constructive in nature in that we can present to you a picture

of just what is happening in this country.

To sift through the mountain of material printed on this subject is no easy matter. But to understand who is who and what is what, this task must be accomplished. My motives for publishing such a series is two-fold. Number one and most important to me is the fact that you and I as law enforcement officers are the number one target of the revolutionary. What I have read and what I have seen and experienced has borne that home quite thoroughly. Number two, no one has come up with a constructive way to fight these tactics. On one hand we are told that we mustn't over react to these political bombings and assassinations because to do so is to push the government into leveling more and more restrictions on people's freedoms thus creating a so called "Police State". When such a police state is in fact created it will be an easy matter for the Communists within our own government to take control.

On the other hand, police officers are being killed and maimed throughout the United States almost on a daily basis. These killings are of a political nature, per-

—Continued on Page 4

National Police Week

The San Francisco Police Department and the San Francisco Police Officers' Association will present a week long schedule of programs during National Police Week, May 9th through the 15th.

This program schedule will include displays of police equipment, live entertainment, police dog demonstrations and other interesting exhibits.

Police Week in San Francisco will begin on Sunday, May 9th with an exhibit in Golden Gate Park at Kennedy and Kezar Drive, between 11:30 A.M. and 3:30 P.M. Our Sunday exhibit will include entertainment, balloons and gifts to the kids and features the Wells Fargo Stagecoach, brought up from Southern California for this day.

During the remainder of Police Week we will move our exhibits and shows to the following locations:

Monday, May 10th—11:30 A.M. to 1:30 P.M.—Civic Center Plaza; 6:30 P.M. to 8:30 P.M.—Stonestown Mall.

Tuesday, May 11th—11:30 A.M. to 1:30 P.M.—Union Square.

Thursday, May 13th—11:30 A.M. to 1:30 P.M.—Zellerbach Plaza, Bush and Sansome Streets.

Friday, May 14th—11:30 A.M. to 1:30 P.M.—Golden Gateway Center, Alcoa Bldg. Plaza, Sansome and Clay Streets; 6:30 P.M. to 8:30 P.M.—White-Front Store, 16th and Potrero Streets.

Saturday, May 15th, by Presidential Proclamation, has been set aside as "Police Officers' Memorial Day". The San Francisco Police Department and the San Francisco Police Officers' Association will invite all police agencies in the Bay Area to participate in a non-denominational ceremony to be held at St. Mary's Cathedral, commencing at 1:00 P.M. This ceremony, honoring those police officers who have given their lives in the line of duty, will be conducted by the San Francisco Police Chaplains and the San Francisco Boy's Chorus.

During Police Week, the Hall of Justice will be opened in the evening for guided tours on a reservation basis. For reservations contact our Community Relations Bureau, 553-1231.

Strike By Public Employees

By Mike Hebel

On December 18, 1970 strikes of public employees were declared illegal by the California Court of Appeal for the third time in 15 months. In the most recent case (Trustees of the California State Colleges v. S.F. State Federation of Teachers) the court held: 1) that California follows and applies the common law rule that public employees do not have the right to strike in the absence of a statutory grant thereof; 2) that no such grant exists; 3) and that the strike at the college was unlawful. This decision relies on and parallels its two appellate court predecessors: City of San Diego v. American Federation of State Employees (1970) and Almond v. County of Sacramento (1969).

The Federation of Teachers maintained in their brief that it is a violation of the Thirteenth Amendment of the U.S. Constitution ("Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction") to force a person to labor against his will. The court summarily responded to the involuntary servitude contention by stating that the public employee is at liberty to withdraw his labor by quitting his employment. But the right of the public employee to quit does not mean that he has a right to strike.

And so the battle for wages, hours, and working conditions continues. Public employees proceed to strike and the courts continue to call these labor tactics illegal.



For many years John Mikulin has been walking the beat in Chinatown. He's done what all beatmen have done in the past; watch for criminal activity, determine security of closed business establishments, and the myriad duties performed by a good beatman. He's also done a little extra, such as finding jobs for Chinatown residents down on their luck, as a ardent fisherman, he consistently gave part of his catch to his many friends in Chinatown, and rendered, many other favors. Also, as a skipper of a fishing boat, he has seen to it that hundreds of youngsters have had a chance to get acquainted with the sea, which he enjoys so much, by arranging fishing trips for them. Congratulations to John, not just as "Police Officer of The Year", but mainly because he's a good guy.

Supreme Court Rules On Testing Procedures

On March 8, 1971 the Supreme Court of the United States declared (in the case of Griggs v. Duke Power Company) that in enacting the 1964 Civil Rights Act, Congress has forbidden tests that do not reasonably measure job performance. Congress has commanded that any test used must measure the person for the job and not the person in the abstract; the Court upheld this legislative directive.

The Court supported guidelines established by the Equal Employment Opportunity Commission; these guidelines permit only the use of the job related tests. This Commission has stated that tests must measure the knowledge or skills required by the particular job or which fairly affords the employer a chance to measure the applicant's ability to perform a particular job.

This decision may have implication with regard to our promotional examinations. If, as the high court stated, tests must measure an applicant's ability to perform the job for which he is being tested, then it appears as though our promotional examinations must measure and test our ability to perform the promotional job and cannot test abilities, skills or information not related to the promotional job.

NOTEBOOK

Published monthly by the San Francisco Police Officers Association

Gerald D'Arcy President
Thomas Dempsey Secretary
Joe Patterson Treasurer
2269 Market Street,
San Francisco, Calif. 94114

William Hemby, Editor
Frank Kalafate, Ass't. Editor

— STAFF —

Lionel Hess Carl Womack
Mark Hurley Harry Beare
Mike Hebel

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San Francisco, Cal. 94134

President's Report

On Wednesday, March 10, 1971, the Board voted to abstain from paying its quarterly dues to PORAC. This decision was given overwhelming support by the represented membership at a quarterly meeting the following Tuesday, March 16, 1971. Letters were sent to both the President and Executive Secretary of PORAC notifying them of this decision.

One big question was asked by some of the members of the board, "What alternative do we have to PORAC? We should have some communication with Sacramento," etc.

A meeting of the four major law-enforcement organizations of Calif. was scheduled for Thursday, March 18 in L.A. at 11:30. Your president was requested to attend. It was my suggestion that I invite one member of the Board, preferably one opposed to the idea of withdrawing from PORAC.

The following is a chronological and I hope, concise, accurate report of the events of our meeting.

1015—Arrival in L.A. Met by Bob Wood, President of L.A. Fire and Police Protective League.

1040—Tour of L.A. Fire & Police Protective League business offices. They have the 9th floor of a modern office building within two blocks of Civic Center and Police Building. Rent is about \$1,200 per month. They employ office staff of about seven. There are 10 members of the Board, five policemen, five firemen. President is elected by Board Committees are as follows: Delegate—Membership, pensions, salary, legal, administration liaison, legislative, workmen's compensation — Hospital, insurance, civil service, public relations — league news, office and investments.

It was learned that an insurance plan is offered the membership with a choice of coverage from \$2,500 to \$25,000 plus a family plan for wife and children. (Info on this was turned over to insurance committee to be included in overall study.)

1145—Left L.A.F. and P.P.L. offices for lunch and meeting.

1245—Meeting opened. In attendance were, Timothy L. Murphy, William "Pete" Godfrey and Tom Aklen, all members of Board of Directors of L.A. County Professional Peace Officers Association, Bob Wood, President, George Morrison and Don Westfall, Directors of L.A. Fire and Police Protective League, Jim Brunow, Secretary-Treasurer of California Association of Highway Patrolmen and Jerry D'Arcy and Walt Garry, S.F.P.O.A. A total representation of about 20,000

Report given by George Morrison on the recent federal indictments of the policemen in L.A. It was learned that there is an obvious pattern in the actions of the Justice Department of the U.S. to discredit the local police.

First major case was in Chicago due to poor reputation police had there; but a bad case was used, that of Democratic Convention. There were too many eye-witnesses of the facts. Next was Detroit — same thing — very poor case of the two police in riot. Facts disproved indictment.

Since these two cases, the Department of Justice has studiously analysed each case and viewed their errors. Each case is coached by a

team of experts from Washington. The police "gut" reaction is to attack the F.B.I., a natural reaction and one which Justice Department wants us to do, to throw suspicion away from real culprit. The F.B.I. must conduct investigations when Justice Department orders; but many times in the past and in the L.A. case they were removed from investigation when only partially completed. This was done to avoid arriving at truth.

It is opinion of L.A. Intelligence that this whole operation is politically motivated due to the fact that Nixon lost almost complete minority vote and is determined to win it next election by proving willingness to discredit police as proof of his great humanitarianism.

The name of Jeris Leonard should be watched very carefully in the news media. He is man appointed by Justice Department to head the Civil Rights Division. He has power to hire attorneys from A.C.L.U. for assistance in investigation and prosecution of civil rights cases.

Both of your representatives agree with L.A.P.D. that if not stopped here, none of us are safe. We can write all the protective ordinances we wish here in California; but if the Federal Government is allowed to come in and "frame" us, we will be put in the terrible position of having to defend doing our duty.

Discussion followed on possibility of an organization composed of the "Big Four" police agencies. It was felt that we should definitely form another organization. Through a mutual confederation or pact we could obtain the necessary representation in Sacramento and exchange of information.

L.A. provides two members almost every week that the Legislature is in session to meet with senators and assemblymen. CHP has a permanent office in Sacramento and a staff that works on legislation. There are also several companies that provide information on all legislation pertinent to law enforcement. Our own Administration subscribes to this at a cost of about \$50 annually. (This is where I received a copy of S.B. 333—not from PORAC)

The strategy calls for a meeting of the Big Four about once a month to discuss pertinent legislation and exchange of information by mail and meetings. Many of these meetings would be held in Sacramento. When important bills come into light affecting chartered cities and big city police, we could jointly provide resources in the State Capitol.

1500—Meeting adjourned to take information back to membership. To reconvene on Wednesday, April 14.

During our one day stay your delegates learned the similarity of problems and some of the tremendous solutions a progressive police department has used to solve them. This type of information is the sort that cannot be judged in the realm of a price-tag or that of association membership. We saw what the honest exchange of information and a united effort by major city policemen can accomplish — for very little cost.

It made this writer ask himself the question "What did PORAC spend \$180,000 on last year?"

Donations Requested

A \$1.00 donation from each member of the Association has been asked for contribution to a recovery fund for Police Special Officer Donald Fatooh. You will remember, Officer Fatooh was the police special who was wounded while attempting to stop a 211 in progress. At present Officer Fatooh is paralyzed from the waist down. Each member of the Board of Directors has been asked to collect this donation from his respective unit. Our goal is \$1,700.00 by May 12, 1971. Please give to this worthy fund.

Recognition Sometimes Forgotten

I attended the P.A.L. yearly dinner on Friday night, March 26th. Mayor Alioto and Chief Nelder were present, as well as other police and local dignitaries. Everyone enjoyed the evening as it was filled with an air of festivity, and also at times with quiet solemnity. The festive mood was evidenced by all speakers as they joked and reminisced about their individual experiences when they were youngsters in the mission District, or "south of the slot."

Solemnity arose when the widows of Joseph Brodnik, Richard Rade-tich, and Brian McDonnell were introduced and they awarded scholarship prizes to three outstanding youngsters in the P.A.L. Law Enforcement Program. The scholarship funds were instituted by the three widows in their husband's names. This was poignantly the high point of the evening.

As the meals were finished and the remaining awards were issued — the Peter Gardner Award, the Steve Spelman Award — I started to think back to 1959 when the P.A.L. was founded, under the auspices of the SFPOA. I thought, firstly, of the principal founder, Ray White, who, with the sage advice and unselfish contributions of Frank "Red" Kennealy, was able to envision an active athletic program geared to the youth of the community. The tremendous aid of City Attorney Thomas O'Connor and the young attorneys of his office who founded the P.A.L. Boosters Club which contributed financially to the P.A.L. Also, the contributions of many others, such as the Guardsmen and the men of the Aircraft Carrier Enterprise. It was due to the tremendous efforts of these men and many more, too numerous to name, that the P.A.L. really started to expand. There is no doubt that a trophy, possibly a Founders Trophy, should be awarded in commemoration of these men.

The P.A.L. was not always the going concern it is today. In 1961, due to its acceptance by the community, and due to its rapid expansion, the P.A.L. was in need of finances, and prospects of its continuance were pretty dismal. Then a newly elected enthusiastic P.A.L. President, Gus Bruneman, took a big personal gamble and borrowed \$3,000.00—co-signing on the loan was Treasurer James Hegarty—and the bills were paid and the organization really began to roll. The first contract with the now famous PAL Circus was signed by Gus Bruneman and the Circus guaranteed the necessary revenue to ensure the P.A.L.'s continual growth. I believe a Gus Bruneman Trophy would be appropriate, for it wasn't for him and his hard work the P.A.L. might just not have survived to be what it is today, to so many individuals.

I believe what sometimes happens to an organization such as the P.A.L. is that it becomes so busy involved in its present day to day operations that through an oversight, certain individuals are over-

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BOARD OF DIRECTORS MEETING
Tuesday, April 20, 1971
2:00 p.m. — 548-7th St. Discussion of
MEMORANDUM OF UNDERSTANDING
With Board of Directors at This Meeting

PRESIDENT'S CORNER

By JERRY D'ARCY

It is now a certainty that there will be a June ballot and, even at such short notice, your association will have a ballot proposition submitted.

For many years we have utilized the ballot box to request working conditions and the public has rejected our proposals many more times than they have approved them.

Naturally, there have been many reasons we have failed at the polls, among them confusion and suspicion caused by our opponents campaigns and the taxpayer's fear of a possible tax increase. It should be clear to all of us that no matter what the ballot proposal will be, if it smacks of a high cost item, it faces almost certain defeat.

What do we policemen truly want? Shouldn't our main desire be to secure the same opportunity as other public employee groups—the right to collective bargaining?

State legislation granting police officers bargaining rights only does a halfway job for San Francisco policemen; the reason being that we can bargain all we want but if the City Charter, which governs us locally, specifically forbids the legislative body of our city from granting us any fringe benefits, then we can win any battle at the bargaining table and in the end receive nothing.

For example, every other city employee with the exception of policemen and fire fighters receive time and a half for work performed in excess of the basic 8 hour day or

40 hour week. The employer representatives for the city could agree to grant us this vital benefit today and the Board of Supervisors would be forced to refuse to draw up the ordinance because the Charter specifically forbids such legislation.

What ingenious strategy the tax guardians have used to hold us down. If we submit a ballot proposition to the citizen asking for improved working conditions, the Downtown groups unite, spend a relatively few dollars and defeat our measure. If we seek recourse at the bargaining table we reach defeat because of the Charter. To emasculate our position further proponents of policemen remaining second-class citizens say we should not use such things as picket lines, demonstrations, work slowdowns, or the ultimate in employee grievance expression, the strike.

So brothers, what do we do? Do we sit idly and let this impossible position demean us as other police departments pass us by? Must we always be caught in the political world? NO—we must change the wording of the Charter so that our city legislators may grant us justifiable working benefits in accordance with other law-enforcement agencies AND WE MUST DO IT THIS JUNE.

We cannot do it unless we are united in an all-out effort. Everyman must talk to neighbors, friends, relatives and strangers. It boils down to a doorbell ringing, house to house campaign to show the public how archaic our present system is.



Police Post 456

Important Information To Post Members And Their Families

In a family emergency, such as the death of a loved one, we sometimes overlook the things pertinent to the welfare of those who are left behind.

From a realistic point of view, it behooves every one of us, to place this list with the family papers or inside the medicine cabinet where it can be found and referred to in case of an emergency or in time of emotional stress.

Post No. 456 and the American Legion is ready at all times to render assistance.

NOTIFY

Chief's Office.
Contact Station or Detail.
Church of your faith.
Funeral DirectorSD
Widows and Orphans Aid Assn.....DC
Police Officers Assn.....DC
Police and Fire Ins. Assn.....DC
S.F. Police Credit Union.....DC
S.F. Police Post No. 456. F.C.U.....DC
Dept. Vet. Affairs—Cal-Vet

.....DC-ML-SD
Retirement BoardDC-ML
Health Service System.....DC-ML
Veterans Administration DC-ML-SD
American Legion Service Off
(For further assistance)
Social Security Adm.....DC-ML

PROOF REQUIRED

Death CertificateDC
Marriage LicenseML
Service DischargeSD

OTHER IMPORTANT NOTIFICATIONS

Life insurance, auto insurance, etc.
Dept. of Motor Vehicles, Internal Revenue Service, Assessors Office, Savings and Loan Assns., Banks

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POST CREDIT UNION

ROOM 127
VETERAN'S BLDG.
MONDAY-FRIDAY, 9-4
431-2877

POLICE POST #456

REGULAR MEETING:
ROOM 202 VETERAN'S BLDG.
2ND TUESDAY
OF EACH MONTH
8:00 P.M.

International Conference Of Police Associations Newsletter

Royce L. Givens, Executive Director
Police Week is May 9 - 15, 1971.
1971 Conference will be held in Los Angeles, California, July 15-22, 1971, Hotel Sheraton Universal.

The ICPA is in Washington seeking help from their legislators on matter such as, the right of police officers throughout the country to bargain. We need laws which will be good faith.

Carl Parsell, President of the ICPA, demands that the U. S. Government withhold any and all federal funds earmarked for law enforcement purposes from the cities and states which deny police officers their bargaining rights, and all rights guaranteed to other citizens in the constitution.

We are asking the lawmakers to beef up the courts and other phases of law enforcement.

If we do not receive relief from the many assaults and murders of police officers and proper bargaining rights, the leaders of the ICPA are fearful of the actions their members may take, such as strikes, sick-ins, slowdowns and other job actions.

We are pledged to enforce the law, to the best of our ability but we feel a new and more vigorous effort is required from other sources.

The ICPA, International Conference of Police Associations, announces that a "Bill of Rights" for law enforcement officers has been introduced in Congress. Carl Parsell, President of the ICPA, with a membership of 150,000 police officers throughout North America, stated the Bill of Rights will go far to restore dignity to the officers and is one giant step toward true professionalism. The law was introduced by Congressman Biaggi (D) of New York and is supported by many Congressmen.

In the most part, the new law will once and for all outline the basic rights of policemen, nationwide.

At the present time, each section of our country and in some cases, each town, decides the "rights" or the lack of rights of their police. In many cases they actually strip the police officer of all his rights, thus his dignity.

While we are in a period of history where the basic "rights of the individual" are paramount, while everyone is demanding that the police officer not only understand the rights of others, but see to it that everyone be given all their rights under threat of punishment, then it becomes most important that the police officer also know and understand his rights and have some recourse when any of his rights are denied. It should be noted that Canada is far ahead of the United States in this regard. Most Canadian Provinces have a Police Act which outlines in detail the rights of the police officer.

The President of the ICPA stated that he hoped for an early passage of the bill. All Congressmen, liberals, conservatives and moderates alike, fully understand that it is highly impossible to expect one group to remain fully aware of the rights of others, while they feel their own rights are being denied.

From the Cities & States

Los Angeles, Calif.—A municipal labor management relations ordinance containing a controversial binding arbitration clause opposed by the city attorney and the City Police Department was unanimously approved by the Los Angeles City Council.

Affecting 20,000 council-controlled city employees and subject to approval by Mayor Yorty, the ordinance had been recommended by the council's personnel committee, headed by Council President Pro

Tem Billy G. Mills.

Prior to approving the ordinance, the council listened to a plea by Assistant City Police Chief Darryl F. Gates to exclude the 6,600 policemen from compulsory arbitration provisions covering certain employee grievances, including disputes over the interpretation or application of a written memorandum of understanding and departmental rules and regulations governing personnel practices or working conditions.

Mills pointed out that the provisions don't involve wages, hours or fringe benefits.

Assistant City Attorney Jack L. Wells held that the compulsory arbitration feature was illegal because it required delegation of authority to an arbitrator, violating provisions of the city charter.

Gates, speaking on behalf of the Police Department, conceded that the ordinance was "outstanding . . . and a model for other cities". But he argues that it would be "simply impossible to have a police department of high quality and standards without corresponding high standards of discipline."

He warned that the compulsory clause would be the "first chink in the armor" through which "erosion (of discipline) will undoubtedly take place."

Gates said the councilmen should look carefully at New York and other eastern cities where, he said, "police have won their rights" through collective bargaining contracts.

Although he didn't say compulsory arbitration was the cause of current strikes, he cautioned "that's where you will find the blue flu crisis . . . and a complete breakdown in discipline."

In rejecting Gate's opinion, Mills contended that, contrary to the city attorney's opinion, binding arbitration was "proper, right and consistent with the Meyers-Mills-Brown Act." Most of the city ordinance, with the exception of the arbitration provision, implements the state legislation.

Mills said that the ordinance places before a third party arbitrator matters of disagreement on rules and policies. He said that general managers will no longer have the final word on "whether they are fair" on grievances in the three specific areas.

He also predicted that the ordinance would not precipitate a "flood" of grievances because employees will be careful and selective in their actions.

Under the ordinance, provision is made for preliminary discussion of a grievance with an employee's immediate supervisor. But if the dispute is unresolved, either party can initiate the grievance procedure.

A five member board selected by the mayor and confirmed by the council will administer the ordinance. The arbitrator would be selected from a panel of seven furnished by the board.

Dallas Police Group Asks Protection

Are policemen under investigation entitled to the same protection given any suspect in a criminal investigation? The Dallas Police Association thinks so and they also agree that the accused officer should have the right to consult an attorney before making statements that could be used against him.

The present policy of the department is to refer to the grand jury any investigation of a shooting involving a police officer.

Preston Parks, president of the association said, "... these officers should be protected as anyone else who has a case going to the grand jury."

Revolution . . . In The U.S.

Continued from Page 1—

formed by different radical groups bent on the same general goal; the overthrow of the government of the United States. These groups use guerrilla tactics, tried and true in many different lands, and yet we, the police, are held to fighting such tactics by rules which are totally unsuitable in dealing with guerilla warfare.

The following article "Teachings of Revolutionary Tactics" is some of the literature being circulated by radical groups. In light of the number of shootings and bombings occurring in this country, you had better take this article seriously, because the person who wrote it was serious, deadly serious, when he laid down these rules.

Editor

TEACHINGS OF REVOLUTIONARY TACTICS

Beyond all illusion, the eighth decade shall bear witness to an attempt by the various revolutionary factors of the United States, to overthrow the United Federal Authority . . . and replace it with a government of the people, and by the people . . . a Proletarian Government.

I shall attempt to outline the conduct of a modern, and urban, guerilla war from the period of agitation (which began in the early sixties, and still persists), to the wonderful apex of full-fledged revolution. I have taken pains to incorporate the teachings and political philosophies of such men as: Engels, Lenin, Voltaire, Nietzsche, Fanon, Malcolm X, Rousseau, Odinga, Thoreau, Aristotle, Kenyatta, Ho Chi Minh, Mao Tse Tung, and the most necessary thinking of Che Guevara.

"AUTHOR"

Lesson Plan One (1)

Agitation, planned or not, always precedes revolution. Agitation, to be effective, must serve at least two purposes:

1. It must inflict pain however slight, and not necessarily physical per se, upon the oppressor.
2. It must be made public, in order that others who wish to overthrow the status quo will be able to read of your exploits, and know that they are neither alone nor isolated in their actions.

Political Assassination

Assassination, contrary to popular thought, is not a new thing in the war against oppression. The most immediate assassination which we should concern ourselves with is the destruction of police officers . . . or insuring great bodily harm, to as many of them as possible. While this often exposes the revolutionists to immediate retaliation, the effects of such an act are glorious beyond words, in terms of positive agitation. The police officer is the establishment's first line of defense and, therefore, any pressure placed upon him is immediately felt in the highest of quarters.

Washington has become aware of a new brand of fighter in her midst . . . one that she had hoped to never see in America. The 'GUERRILLA' has arrived. The most effective form of pressure to place upon a policeman or his department is to insure that at least one a week is either killed or suffers great bodily harm. In large cities the most effective of guerillas will only be able to operate for three or four weeks at best . . . until the police department puts unbearable pressure upon the neighborhood. At such a time . . . he goes underground, and leaves the state for two or three months. If his actions get sufficient press covering, then guerillas in other cities will get the message . . . and began to duplicate those actions in their own places of oppression. 'Any man worth shooting . . . is worth killing.'

Police are like all other men in one respect.

They feel that death by the gun . . . will always happen to somebody else, and thus, they tend to be extremely careless. Careful observation of any patrol vehicle will offer many opportunities to assassinate its occupant. Such a strike should be as well planned as possible . . . and the method by which you are to make your exit from the scene . . . gone over two or three times. A strike should never be attempted while the officer sits in his patrol vehicle. An emergency radio call could blanket the entire neighborhood within a matter of minutes. This is especially true in large cities such as Chicago, Los Angeles, New York, and San Francisco . . . but not necessarily true of cities such as Denver, Detroit, Cleveland, and Seattle. The more deserted the area, the more favorable the strike. If it is not possible to strike in a deserted area, it might be wise to tie up the lines of police headquarters during the actual strike. This is a very easy situation to bring about without really divulging the actual plans of your strike.

An hour before the actual strike, you get three of your comrades to phone the number of the main police headquarters. (I have in mind smaller cities, like San Jose, Oakland, and Santa Monica. Bigger cities like Los Angeles, San Francisco, Chicago, and New York should have eight to ten men making the phone calls.) The calls should be made from a public phone booth and no fingerprints should be left. When the phone is answered at headquarters, the man in the phone booth simply lets the receiver hang. Even when headquarters hangs up its phone, it will be useless as long as the phone in the phone booth is still dangling. The men who make the calls in the booth should be instructed to make them about one minute before your strike. They will have no idea of your plan, and you will have effectively blocked all incoming calls to the main switchboard. Such a tie-up can only be eliminated with the help of the telephone company (which would take about ten minutes), or with the hanging up of the receivers in the phone booths. By this time your strike plan should have been completed and your exit effected. Such assassination need not be confined to police officers, but will have an even greater effect upon District Attorneys, Court Bailiffs, Judges (as witness the Marin shoot-out), Federal Attorneys, and Federal Police Officers (FBI; Secret Service; Federal Narcotics Agents; Treasury Agents; etc.).

The greatest help to law enforcement peoples in trying to solve a homicide is Motive. In political assassination there is no motive and thus, law enforcement is at an impasse from the very beginning. Comes now, however, the very real need for secrecy . . . the Federal authorities will spend fabulous sums of money to obtain the identity of a political assassin. Failing this, they will disregard the 'Bill of Rights' and unleash a reign of terror on Black neighborhoods. This is good from a double view. First, it will enrage many Black Bourgeois, and second, it will show that the beast is frustrated and striking back in blind anger. He is more vulnerable to more effective attack. With no pressure, the beast ACTS . . . when his life is in danger . . . he REACTS, oftentimes foolishly.

The death of a law enforcement officer need not be one who is on duty . . . for a pig is a pig . . . in uniform or out. It would be much easier to set up an off-duty policeman than it would be for one who is currently on duty.

Hi Sarge, And Sarge, And Etc.



THE NOTEBOOK CONGRATULATES 23 newly appointed Sergeants. On March 17, 1971 the following men were sworn in as Sergeants by Chief Al Nelder. Being it was St. Pattie's Day, an old Irish salute to you all. Begorra, and Keep the Faith Baby to John J. Jordan, Lloyd F. Crosbie, David P. Roche, Daniel J. Murphy, Robert F. Mueller, Salvatore R. Ragona, Theodore J. Connell, Steven A. Runyon, Thomas F. Ryan, Edgar J. Eimil, Gale W. Wright, Arlyn R. Bragg, Kari G. Johnson, William B. Navin, James M. Hurley, Frank J. Surina, Frand D. Gonzales, Charles E. Hoesisch, Jr., Richard P. Cullinan, John V. Young, Richard J. Shippy, John A. Damon, Jr., Grant H. Fahs.

The man who approaches a policeman with a smile on his face and in an obviously friendly mood (as witness the daring brother who took the head of the Japanese pig in Berkeley), has a far better chance of succeeding than the brother who walks up to the policeman with a look of scorn, hate, and anger upon his face. A Brooks Brothers suit and a Stetson hat will open doors that are forever closed to a black leather jacket and a black beret.

Lesson Plan Two (2) (Political Bombing)

Bombing has become the vogue of the white radical, and is quickly being adopted by the Black guerrilla. How effective is bombing to the cause of revolution? One might get a good answer to that question by realizing that the State of California has just passed a law making the death penalty mandatory for anyone convicted . . . where great bodily harm has resulted from the explosion of a bomb.

Political bombing is unlike assassination in that there is no plan to kill a specific person. The primary object of bombing should be the complete destruction of a building. Secondary objectives should include financial damage and fear to the general population. To bomb a building for other than these purposes is not an act of revolution. Killing a large group of people, however, can also be effected with the use of a bomb. Bombing is, of course, the most ruthless forms of agitation . . . in that it assigns a great number of people to death.

Lesson Plan Three (3) Political Kidnapping

Kidnapping has burst upon the international third world scene and is as important to the release of political prisoners . . . as their incarceration is to the oppressor. Political prisoners in the United States today are numerous and nothing short of this tactic will suffice to offset their release. Among our advantages is the ever increasing need of America to 'Save Face' in the grand councils of international power. This takes on even greater significance when the kidnap victim is the representative of a foreign government. Much thought should be given to the selection of a kidnap victim. First, he must be of sufficient importance to guarantee immediate indignation over his abduction.

Harm to the victim should not be entertained until it has become obvious that demands for his safety will not be met. At such a time, he should be executed at once. His face should be disfigured by small arms fire and pictures of the result sent to newspaper and television studios across the country. His death should serve to alert the population of what they can expect if demands are not met for any other victim captured in the future.

The theory behind political kidnapping is to place such intense pressure on the host country that, politically, no alternative exists except to negotiate with the abductors. When the hostage is important enough, no price is too high to pay.

Ambassadors are the highest ranking foreign representatives which are permanently assigned to a country. Being so, they are highly desirable as hostages when negotiating for the release of political prisoners. After the Ambassador comes the First Secretary, the Second Secretary, the Military Attaches, and the numerous Consul Generals. An obvious advantage of concentrating on the latter is the fact that they are to be found in most major cities.

In selecting hostages, United Nations Representatives should be overlooked (with the exception of the U.S. Ambassador to the U.N.) Most third world governments are members of the U.N. and should not be offended.

In presenting demands for the release of political prisoners, it is essential that you designate the place they are to be flown to. Cuba, Algeria, U.A.R., North Vietnam, North Korea, China, and possibly Sweden would be sufficient to serve the purpose.

If it becomes necessary to bypass foreign diplomats for one reason or another, then domestic persons of sufficient reputation should be considered. In this group may be included: U.S. Senators (those conservatives who are in the public spotlight are most valuable), U.S. Representatives (same as above), top military officers (Lt. Generals and Vice-Admirals being the lowest rank one should consider), members of the President's Cabinet (the heads of State, Defense, and Attorney General being the most desirable), the American Ambassador to the U.N. (no other United Nations Ambassadors should be taken unless it be the South African Representative), Presidential advisors, members of the High Court (Mr. Justice Douglas to be given immunity), and (in the state where the particular prisoner is being held): members of the State Senate and House (same qualifications as above for U.S. members of Congress), members of the State Supreme Court, the Lt. Governor (the Governor being easier to assassinate than to abduct) the State Attorney General, the State National Guard Commander, the Director of Public Safety (or the Director of Prisons), the senior officer of the Highway Patrol, the Police Chiefs of the state's major cities, the Sheriffs of the state's major counties, City Councilmen, Supervisors, District Attorneys, prominent jurists (Federal and State), and chief officials of the Adult Authority and Parole systems in the state.

Executive Board Meeting, Tues., Mar. 16, 1971

1. Roll call of officers.
2. Pledge of allegiance to the flag.
President D'Arcypresent
Secretary Dempseypresent
Treasurer PattersonPresent
Co. A—Philpottpresent
Co. B—Kwartzpresent
Co. C—Robinsonpresent
Co. D—O'Donnellpresent
Co. E—Frescurapresent
Co. F—Toomeyexcused
Co. G—Robertspresent
Co. H—Tovanipresent
Co. I—Calabropresent
Traffic—Wrightpresent
Traffic—Derenalepresent
Bur. Insp.—Ruggeiropresent
Bur. Insp.—Clarkpresent
Cr. Prev.—Garrypresent
Headquarters—Crowleypresent
Headquarters—Riberapresent
Retired—Barlingpresent
President D'Arcy suspended the order of business:

Harry Paretchin—fire department—former police officer asked for our support and endorsement re; his candidacy for the health service board. Under new business—moved by Ruggeiro and seconded by Perry — we endorse and support the candidacy of Harry Paretchin —split the cost of his campaign with the fire department—unanimous.

Attorneys for the Association Beirne and O'Byrne, gave a short talk via introducing themselves and what they hoped to accomplish for the association.

John Courtney—President of the Department Sheriffs' Association asked for support re; re-classification of disabled persons in miscellaneous employee classification — move afoot to make them station officers and other functions in the police department. Meeting Civil Service Board — Monday, March 22, 1971 at 4:00 PM.

Minutes of last quarterly meeting—Wright:
Motion, Dempsey; Seconded, Ruggeiro — report be accepted as in Notebook — motion failed. Many complaints from members as not receiving Notebook — Wright gave a short synopsis on quarterly meeting as printed in paper.

Secretary's report—Dempsey:
Letter from committee "Tribute to Jack Goldberger" dinner March 20, 1971. Fairmont Hotel—Goldberger is a teamster official who has done many things for many people and the only reward he accepted was "thanks Jack".

Motion—Calabro. Letter be filed, seconded, Kalafate — Passed.
Health Service Board Election—April 26, 1971 thru May 6, 1971.

Letter from committee—PAL Booster dinner, Friday, March 26, 1971. S.F. Athletic Club, 1630 Stockton St. Tickets \$7.00 per person.

Moved—Barling, seconded, Ruggeiro; we buy 5 tickets—Passed unanimously.
Letter from Phil Kearney—thanking us for our strong support re; his candidacy for re-election to the Retirement Board.

Letter from Mr. Higgins — Hertz Rental — wants to issue members of the association cash identification cards which entitles us to 20% discount on car rentals and 10% discount on trucks, campers and trailers. This card waives the necessity of cash deposit and waives a credit check on the person. These cash cards would have the members name and 850 Bryant St. as an address. Moved Ruggeiro and seconded Barling—Passed.

Letter from Miller—Johnson Circus Committee re; a law enforcement circus — committee formed re; feasibility —Kalafate, Vigo, Hosea.

Note from Pam Lagasa—saying "thank you."

Treasurer's Report—Patterson:
Moved Tovani, second Clark—report be accepted as printed in Notebook—Passed.

Bill submitted by Ehrlich read by Brother Patterson for \$1,854.63. Officer J. Northern represented by Ed Dullea—bill paid by Ehrlich. Original bill sent April 1970 and held in abeyance because we needed the funds to support Prop. I.

Moved we pay bill—Beare, Second Dempsey—Passed.

Committee Reports:
Blood Bank—Blood on hand, 502 units.
Civil Service Commission, Grosward—No report.
Comm. Serv. Comm., Weiner—Brother Barca resigned from committee and Brother J. Taylor put on committee.
Grievance Committee, Ribera—One of our brothers had a problem and it was adjudicated.

Health Serv. Comm., Robinson—No report.
Ins. Comm., McKee—Had 1st. meeting of committee—no report.
ICPA, D'Arcy—Short report on ICPA —Reports passed out to all members present re; International Conference, Washington, D.C., March 2, 1971; March 3, 1971 and March 4, 1971. Dues to ICPA 5c per month per member and ICPA publication "Law Officer" subscription \$1.00 per year.
Motion, Patterson; second, Perry—Report be accepted—Passed.
Legislative, Carey—Will submit report.
Labor Relations, Calabro—1st meeting—Studying conditions in other police departments. Working on a policemen's bill of rights.
PORAC, Jerry Crowley—Will submit report.
Retirement, Bigarani—Very successful in front of retirement board.
Screening Committee, D'Arcy—Working on a police case — will contact attorney.

Publication Comm., Hemby — 3800 copies of Notebook being printed — still working on 2nd. class postage. Expenses increased to editor from \$80 per month to \$200.00 for editor and assistant editor.

Accept. report, Robinson; second, Calabro.

Calabro—Minutes of Board Director be amended to show Board Directors approved expenses increased for Bro. Hemby from \$80 to \$200, Second, Hosea —Passed.

Unfinished Business:
Lehane—Asked for report from Calabro re: rule 56. D'Arcy censured Calabro for not having report ready — will have at next meeting.
O'Donnell—Stated over-time accrued after March 9, 1971 will not be paid until after June 1, 1971.

President D'Arcy appointed a committee to study over-time. Moved, Perry; second, Hess—Members of committee are Perry, Hess and Tovani.
Weiner—Plaque to be given Jake Ehrlich for past services rendered—second, Dempsey—Passed.

Clark—Plaque to be given Nick Daphne, March 17, 1971 at the swearing in of new Sergeants.
Patterson—New office of association, 548 7th. St. Cost \$250.00 per month.

Building Committee—To be formed by President D'Arcy.
Meeting adjourned—11:00 PM in memory of our dear departed Brothers.

Thos. G. Dempsey
Secretary

Treasurer's Report

Period Ending March 16, 1971
Membership: 1,695 Active; 233 retired; 1,928 Total.

Expenditure	
Golden Brands	\$ 36.40
Tim Ward	45.00
Bartenders	175.00
Organ Music	30.00
Ray Aguirre Trio	319.54
Bill Allen	16.86
Dina's Catering	330.00
Seabiscuit Liquor	23.00
Garrett Press	275.00
Del Webb's	39.69
Telegraph Press	10.55
President's Washington trip	100.00
Robert Dugey Co.	47.00
Monarch Printing	22.00
Busy Line Catering.....	697.19
Harvey Miles Co.....	157.12
Royal Supply Co.....	29.62
S.F. Vet Police.....	54.72
Del Webb's	107.26
President's Expense	100.00
Secretary's Expense	100.00
Editor's Expense	80.00
Welfare Expense	250.00
Treasurer's Expense	100.00
Stamps	6.00
S.F. Policemen's Fund.....	50.85
Jerry Crowley	50.00
Pacific Telephone	48.27
Apostleship of the Sea.....	400.00
Loan	2,180.50
Monarch Gold Printing	18.00
Taffy's Liquor	448.00
PORAC Meeting	20.00
Frank Hall Ins.....	82.00
Artson Answering	13.31
	\$6,462.88

Savings Account	
\$ 9,011.63 Bal. from 2/16/71	
2,966.25 Dues	
-2,180.50 Trans. for Loan	
\$ 9,797.38 Bal. 3/16/71	

1970 Allstate Award To Chief Nelder



Chief Alfred Nelder was presented the Allstate Safety Crusade Certificate of Commendation for 1970. Presentation of the Award was made by Eugene Halm, Manager, National Auto Theft Bureau. This award is a national one, and is given in recognition of service to safety "above and beyond" the call of the recipient's routine duties. Past recipients have included the then Governor Hatfield of Oregon, Romney of Michigan, Senator Ribicoff of Connecticut and others of national note.

Chief Nelder has been chosen to receive the award at this time because of his outstanding contribution to the auto theft campaign in San Francisco. Results of his personal involvement are evident in the auto theft statistics for the city, down more than 20% in 1970.

Legislative Committee
Minutes of Second Meeting
Tuesday, March 16, 1971
1:00 p.m. Potrero Police Reserve Building

Present: President D'Arcy in ex-officio capacity. Brothers Jim Crowley, Jerry Crowley, Gale Wright, Lou Calabro, Don Drake, Ken Foss, Tom Carey.

Absent: Brothers John Lehane and Bill Allen.
Meeting called to order by Temporary Chairman T. Carey.

First order of business was the election of Brother Carey as permanent Chairman of the Legislative Committee.

Brothers Lehane and Foss resigned from the legislative committee. President D'Arcy appointed Tom Vigo and Tony Balzer to the legislative committee pending approval of the Board of Directors.

Brother Drake appointed Clerk of the Committee.

Legislative committee was subdivided into three Sub-committees as follows:
City Legislative Committee—Tony Balzer, Jim Crowley and Tony Balzer.
State Legislative Committee—Jerry Crowley, Tom Vigo, Gale Wright.
Federal Legislative Committee—Lou Calbro, Mike Barling, Bill Allen.
Chairman Carey will coordinate all three committees.

The following matters were discussed by the legislative committee and will be presented to the Board of Directors and the Membership at the Regular meeting at the Boathouse Tuesday, March 16, 1971.

Legislative Committee requests President D'Arcy appear on TV at his convenience to express the objection of the S.F.P.O.A. to the Berkeley Plan to divide their police department and to show our support of the Berkeley PD in their opposition to the plan.

Legislative Committee is to have our attorneys file an injunction to require the City of SF to follow the Meyers, Milias, Brown Act before the Civil Service Commission can hold examinations for Station Officer, Bldg. and Grounds Patrolman, Traffic Control Officer, Parking Controlman, and Police Communication Dispatcher.

Legislative Committee to spend available funds to purchase necessary refer-

ence books and materials that it will need in order to accomplish its purpose. The material and storage cabinets will be kept at the new association office available to all committee's of the S.F.P.O.A.

Preliminary planning of proposed June Ballot Amendment to the Charter, 35.5.1 1/2 was discussed. Legislative Committee approved addition of word Fireman to the Amendment. Police and Fire Department are to work together in the June Election. President D'Arcy recommended a Campaign be waged utilizing a Door Bell Ringing and Public Speaking Campaign along with Police and Fire representatives together in front of churches and other public gatherings. Brother Jim Crowley suggested a much more intensive campaign using TV and the Mass Media. The actual Campaign Method has not as yet been decided upon.

A question was discussed regarding a series of letters that President D'Arcy was to send to the City Attorney requesting his official opinion in regards to salary, fringe benefits, etc. The Charter Sec. 26 states that only Dept. Head etc. can request City Attorney Opinions. A check with the City Attorney's Office was made and President D'Arcy cannot request City Attorney Opinions as President of the S.F.P.O.A. The committee believes that President D'Arcy can request opinions based on a 1939 Appellate Case, "Brown vs. Boyd" which states a police Captain is a public officer. This is backed up by California's own constitution on Art. 4, Sec. 1 which defines a police officer. We will need a City Attorney's Opinion to clarify this.

Legislative Committee checked with Lou Harris, who is campaign manager for Alvin Duskin's Height Limit Petition, to determine if there is going to be a June Election. Information from Harris's office at this time indicates that they have enough signatures and a June Election is almost certain.

The above report was read at the regular Association Meeting Tuesday, March 16, 1971 at the Boathouse by Chairman Carey and as the membership did not object to any part of the report it was accepted and the legislative committee will proceed with its recommendations.

Report made by
Tom Carey

Recognition

Continued from Page 2—
looked. I am quite certain this oversight will be corrected at the next dinner, for so many men have given of their valuable time and talents to build this organization, without asking anything for themselves. The least the organization can return is simply one thing—recognition for a job well done.

FRANK KALAFATE

Police Olympics

**FIFTH POLICE OLYMPICS
TO BE HELD IN SAN FRANCISCO**

By Mark Hurley

It's not very far off to September 2, 3, 4, 1971 and the Police Olympics. After last year's Olympic's held in Long Beach in which 1382 Police Officers, Sheriffs and Probation Officers participated, a meeting of representatives of these Departments was held and the San Francisco bid was accepted. Representatives of our Department have been meeting with the various Police Departments in the State in order that each year we may add to the Olympics and make the events run smoother. We found that the more help we get especially, in the officiating department, makes the events run much smoother. So we are asking everyone's help in this, especially the wives who may act as hostesses, timers in swimming events, typists etc. Of the 1382 officers who participated in last year's Olympics a great number will bring their families to our city for a couple of days. We have the Jack Tar Hotel as our headquarters and main place to house these officers. We intend to offer these families and officers various activities and enhance their cultural awareness to our city. We need money to do this, therefore, we are conducting a sale of tickets for a raffle of a color TV, black and white TV, radio, appliances and numerous other prizes. So far sales of these tickets are going quite well. If every one in our department could sell 10 tickets we would be in good shape. Each company and unit has tickets. See your Lt. or call one of the Olympic Committee for your tickets. You'll be surprised how many people will be more than willing to buy a ticket to help us support this event.

As far as the events, they are shaping up as 30 different Olympic events with two new events being water polo and 4 man crew with coxswain. To coordinate these events we intend to have Commissioner in each sport, with a central input area. This could best be explained as a large wagon wheel. Joe Mollo of the Police Academy is the hub and headquarters. The wheel has 30 spokes all represented by a Commissioner in their individual event, and the rim will be the Olympics on September 2, 3 and 4th of 1971. In order for this wheel to turn, every commissioner must do his job and feed information to the hub. I thought by breaking down the 30 various events and giving the name of the commissioners in each event we might make this wheel turn easily and not flood the hub with information the Commissioners could handle. A question also asked by officers thinking of participating is, what times, distances, scores, won the Olympics in the past? Each event can have three entrants from our department. Medals are awarded through fifth place (so L.A. can have a fourth and fifth place medal). Anyone interested in a more complete breakdown in any of the events contact Mark Hurley, Co. C or Joe Mollo, Academy.

WE WILL BE HAPPY TO ADVERTISE
YOUR UPCOMING TESTIMONIALS.
JUST SEND US THE INFORMATION
30 DAYS IN ADVANCE

The NOTEBOOK is the official publication of the San Francisco Police Officer's Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the S.F. Police Dept.

S.F.P.D. League Standings

Team	Won	Lost	GB
Mission	2	0	—
Ingleside	2	0	—
Taraval	2	0	—
Central #2	1	0	1/2
Bureau of Insp.	1	0	1/2
Central #1	1	1	1
Potrero	1	1	1
Park	1	1	1
Southern	0	2	2
Northern	0	2	2
C.P.H.C.	0	2	2
Richmond	0	2	2

Results week ending 16 March '71:

Central #2 vs. Inspectors—Rained out, to be played at the end of the season.

Potrero vs. Northern—Potrero bounced back and handed Northern its second consecutive loss, 20-10. Jim Petrie had a BIG day with the stick, for Potrero, going on a five hit rampage, including a triple and six RBI's. Co. C's Frank Scott also banged out five hits and collected 4 RBI's. Northern's having a hard time putting it together but their turn out has been terrific, 16 men the first week and 18 men the second week showed up.

Taraval vs. Park—In probably the best game of the early season Taraval beat a determined Park club, 10-8. Meixner, Co. F, led his team with the bat collecting four hits, including his first home-run. Co. F's, Matteoni crashed a 3 run home run and pitched good enough to win, but was betrayed by two

miscues in the eighth inning that subsequently led to Taraval's victory. No stats as of the above date have been forwarded by Co. I.

C.P.H.C. vs. Mission—In a game where the lead changed hands several times Mission out lasted the CP's winning 18-14. Ken Williams of the CP's had his team's heavy bat collecting four hits. Gary Fox and Moose Koniaris both hit home runs for the CP's. Moose has a big bat but like all ex-football players he has been plagued with cardboard hands . . . try neatfoot oil, Moose. Mission didn't forward any statistics. Coach Bertucci must be trying to keep his success a secret.

Co. H vs. Co. G—Ingleside keeps rolling along looking better each week. They stormed past Richmond, 26-6. Co. H's Dave Maran had a home run and Nick Eterovich unloaded his second of the season. Tom Chasey turned in the first triple play of the year and to show it wasn't a fluke he later started a double play. Richmond for the second week failed to send down any comments.

Southern vs. Central #1—Central #1 rolled past Southern but no comments regarding this game were forwarded by either team.

* In the future the standings will be forwarded to each station on Friday of each week, so have your score and comments in before Wednesday night.

Frank Falzon

Gen'l. Wk. Detail, Ext. 1141

Board of Directors

Police Officers' Association

Friday, March 12, 1971

Sir:

I wish to thank the members of the Grievance Committee, especially Lieutenant Gerald D'Arcy, Officers Joe Patterson, Don Deranale and Tony Ribera, for coming to my assistance recently in a rather touchy situation. What could have been a most embarrassing situation was handled very discreetly and effectively, by these men, with satisfying results to me. As far as I am concerned, these men have proven that they are willing to fight for the membership, to obtain better working conditions for the police officers of this Association.

BACK THEIR EFFORTS!!! They need your support. We need their drive and ambition.

Thanking the Association for its help, I remain,

Officer Peter D. Cappodona
Juvenile Bureau

Parliamentarian's Corner

By Mike Hebel

As parliamentarian of the Police Officer's Association it is incumbent upon me to relay information on parliamentary law and procedure to the membership in order that our meetings may be organized and conducted with order, decency and regularity. Accordingly the Parliamentarian's Corner will appear regularly and will summarize provisions found in Robert's Rules of Order and the Constitution-By Laws of our Association.

Duties and Rights of Members

Duties:

1. To obtain the floor before speaking.
2. To stand when speaking, if convenient.
3. To avoid speaking upon any matter until it is properly brought before the assembly by a motion.
4. To keep upon the question then pending.
5. To yield the floor to calls of order.
6. To abstain from all personalities in debate.
7. To avoid disturbing, in any way, speakers of the assembly.

Rights:

1. To offer any motion that is germane to the organization.
2. To explain or discuss that motion, or any matter properly before the meeting.

—Continued on Page 7

TESTIMONIAL DINNER

Honoring

RETIRED:

SGT. JOHN DUBOSE

SGT. ROY PEYRE

FRANK STAEGELICH

VIC GIANNINI

WALTER ROTHCHILD

PROMOTED:

SGT OWEN KENNY

SGT. WILLIAM SAMARIN

Where: Presidio Officers' Club

Portola Room for Cocktails

Main Dining Room for Dinner

Price: \$7.50

Time: Cocktails, 6 P.M. 'til Close

Steak Dinner; 7 P.M. — Drinks 40¢

Date: April 29, 1971

Contact: Officers Pigott or Frescura

Northern Station Ext. 1563

Price Includes: Dinner - Wine - Tip - Gift

S.F.P.D. 1971 Softball League Schedule

	April 20th (7)	April 27th (8)	May 4th (9)	May 11th (10)	May 18th (11)
BUREAU OF INSPECTORS	April 17th Park Hayward #1	April 24th Richmond Hayward #1	May 1st Ingleside Hayward #1	May 8th Taraval Hayward #1	May 15th C.P.H.C. Hayward #1
CENTRAL #1	Taraval Rolph	Ingleside Hayward #2	Richmond Jackson	Park Rossi	Potrero Hayward #1
CENTRAL #2	C.P.H.C. Hayward #2	Taraval Jackson	Mission Rossi	Ingleside Hayward #1	Northern Hayward #2
SOUTHERN	Northern Jackson	C.P.H.C. Rossi	Park Hayward #1	Mission Hayward #2	Taraval Rolph
POTRERO	Richmond Rossi	Park Hayward #1	Taraval Hayward #2	C.P.H.C. Rolph	Central #1 Hayward #1
MISSION	Ingleside Hayward #1	Northern Rolph	Central #2 Rossi	Southern Hayward #2	Richmond Rossi
NORTHERN	Southern Jackson	Mission Rolph	C.P.H.C. Rolph	Richmond Jackson	Central #2 Hayward #2
PARK	April 17th Inspectors Hayward #1	Potrero Hayward #1	Southern Hayward #1	Central #1 Rossi	Ingleside Jackson
RICHMOND	Potrero Rossi	April 24th Inspectors Hayward #1	Central #1 Jackson	Northern Jackson	Mission Rossi
INGLESIDE	Mission Hayward #1	Central #1 Hayward #2	May 1st Inspectors Hayward #1	Central #2 Hayward #1	Park Jackson
TARAVAL	Central #1 Rolph	Central #2 Jackson	Potrero Hayward #2	May 8th Inspectors Hayward #1	Southern Rolph
C.P.H.C.	Central #2 Hayward #2	Southern Rossi	Northern Rolph	Potrero Rolph	May 15th Inspectors Hayward #1

All games against the Inspector's Bureau are played on Saturday at M. Hayward. All other games will be played on Tuesday. Game time 10:00 a.m.

Prediction: Civilianized Police Depts.

As reported in the March, 1971 issue of the **Michigan Police Journal**, the official publication of the Michigan Association of Chiefs of Police, the director of the Michigan State University's School of Criminal Justice recently predicted that tomorrow's police department will be civilianized with less emphasis placed on the military aspects of police service; its officers will be better educated and more community-service-oriented. The director saw the police officer as the most important public official in the community. He also felt that every sign indicated that the police role will become increasingly positive and that the police officer will assume the role of social peace maker and community service officer.

The director concluded by stating that the police service needs men who are creative, who are imaginative, who have courage in their convictions and who are willing to expand the broad social responsibilities of the police, not just the legal ones.

RETIREMENTS

Emil Giacomini, Ptlm retired April 7th from the Solo M/C with 15 yrs—Disability Pension.

Thomas F. Callaghan, Ptlm., Service pension with 24 yrs.

Thomas H. Whiteside, Sgt., Service pension after 28 yrs.

Robert O. Fogarty, Ptlm., Disability pension with 21 years.

PROMOTIONS

Michael Mullane, promoted from patrolman to Ass't. Insp.

Silvio Gordello, promoted from patrolman to Ass't. Insp.

Daniel Driscoll, Ass't. Insp. promoted to Full Inspector.

Parliamentarian's Corner

Continued from Page 6—

3. To call to order, if necessary. (This is raised to ensure orderly procedure when there is a breach or violation of Rules or By Laws or when a member is not speaking on the motion before the assembly.)

4. To hold the floor, when legally obtained, until through speaking.

5. To appeal from the decision of the chair to that of the assembly.

In accordance with our Constitution and By-Laws the regular meetings of the Board of Directors shall be open to the membership who shall be able to speak on any matter that is before the Board, but shall have no vote (Article IV, 5, C). Also, elected officers and members of the Board of Directors shall act in a manner as prescribed by the majority of the members present at a quarterly or special membership meeting and not contrary to the Constitution and By-Laws of this Association (Article VII, 9).



Dick YOELL, Gerry DOANE, Louis LIGOURI, of Crime Prevention One, and Patrol Special John CANDIDO responded to a hold-up-in-progress at the M. D. Pharmacy on Van Ness. They saw the druggist with his hands in the air, and near him, crouching behind the counter, the holdup man wearing a ski face mask, holding a gun. The robber was trying to sneak out the back way when YOELL fired a warning shot, but missed. This was enough for the crook, though, who threw down his gun and surrendered.

Isaiah NELSON, of the Northern, didn't even have to go out on patrol. Sitting at home, NELSON heard a noise at his front door. Looking down, he saw a piece of celluloid going up and down through the crack in the door. Quickly getting his gun, Isaiah sat at the top of the stairs and waited. The burglar finally succeeded in opening the door and sneaked inside only to face NELSON's .41 magnum. Surprise!

Dave BOWMAN, of Crime Prevention, dropped in on the Liberty National Bank at Sixth & Market for a routine check. He passed a man who had both hands deep inside his pockets, trying too hard not to look at BOWMAN. Bank officials signals confirmed Dave's suspicions, so he came up behind the holdup man just as the crook was ready to leave the bank. And all of this got on the bank's movie camera, too.

This was a happy ending. But let's always be aware of the dangers of going into a bank. Let's not forget our late Brother Harold HAMILTON. Take care, fellows.

Another bank robber came into the Bank of America on Diamond street and shoved a loaded sawed-off army carbine into the cage of policeman-teller Richard HARGENS, of Co. D, demanding money. Scooping up almost six thousand dollars from several tellers, the holdup man left with HARGENS in pursuit. Outside, the crook jumped into a car driven by his wife and tried to get away, pointing his rifle at HARGENS and at Retired Officer Charley COLLINS formerly of the Property Clerk's Office, who had joined in the chase. Both our guys ran alongside the car, fired a couple of rounds into it, and caught the holdup man and his gal without anymore trouble.

Jerry ROBERTS and Jerry BELFIELD of Richmond 11 scared away several burglars whom they surprised at work in the 300 block of 19th Avenue. Evidence left at the scene led our sleuths to the 44th Avenue home of one of the burglars. However, just as the two Jerries were getting there, a burglar-in-progress came over from 706-45th Avenue, a block away. BELFIELD startled one young burglar who was coming out of the place. He asked the crook, "What are you doing here?" to which the burglar replied, "What are YOU doing here?" but BELFIELD asked first, and the good guys won, netting five burglars and clearing almost 20 similar jobs in the Richmond District.

We did not win them all, though. Officers Ed GEETER and Phil DUNNEGAN of Taraval Station were on bicycle patrol. They went into a store to talk to a merchant who had troubles with thieves. When they came uot, GEETER's own ten-speed gold Snapper was no longer there. The thieves still have it. Keep on the look-out, men.

S. F. Multiple Listing, San Mateo County, Marin County. Call collect 897-5814 or Company C.

Overtime

This is a preliminary report on the overtime situation to be published in The Notebook by the overtime committee. We hope to have additional information for our report to the association.

All overtime rolls have been submitted on time. There has been no delay in personnel or the controllers office.

The delay in overtime checks has been because funds were used up by the end of 1970 and the mayor's office has refused to allow sufficient supplementary budget requests.

The department budget for 1970-1971 was too small to cover overtime and holidays. Six hundred and fifty thousand dollars was allocated for extra duty and five hundred and ninety thousand was allocated for holiday pay.

Since every one is entitled to holiday pay if he wants it, the total that should be budgeted is approximately \$100,000 per holiday, for 12 holidays. The budget should have contained one million two hundred thousand dollars for holiday pay.

A recommendation that this should be required in future budgets has been given to the Labor Relations Committee.

As the budget is presently worked, men actually on duty on holidays are paid from the holiday pay budget and men requesting pay in lieu of the holiday are paid from the extra duty fund since the opportunity for extra duty has been cut this year it is probable that more men are requesting pay for holidays.

Planing and research estimated that from past expeirence the department would need one million two hundred thousand for extra duty. The Chief felt that by cutting down on overtime he could cut out about four hundred thousand, and the budget submitted to the commission contained eight hundred thousand. This amount was cut once by the commission and again by the mayor's office. When the budget got to the Board of Supervisors it contained \$650,000 this amount was approved, obviously some of the cuts were over optimistic when the budgeted funds were exhausted planning and research estimated that we would need seven hundred and eight thousand dollars to carry us for the rest of the year. A supplementary budget request was submitted in this amount and sent back from the mayor's office with instructions to resubmit a request for \$100,000 dollars. A supplementary request takes 6 weeks to complete and the department has had to submit three requests this year because of the refusal of the mayor's office to allow sufficient funds.

We will submit a more complete list of recommendations to the S.F. P.O.A. board of directors recommending improvements in budgeting within the department. Reopening our suit against the city for late payment, seeking an injunction against the city and possibly, if insufficient funds are on hand, suggesting that the entire dept. take holiday watch-off on May 31.

—Continued on Page 8

Pig-Tales ©71



"Keep your eyes peeled tonight, Collins! The robbery rate is up on this beat."

The Famous Gold Badge

The following excerpts are taken from the book "Sieze the Time" by Bobby Seale:

Besides being our lawyer, our chief defense counsel, Charles Garry is also an honorary San Francisco police officer. He has a special police department badge. Dr. Washington Garner, a black doctor who knew Charles very well, was appointed to the Police Commission in San Francisco several years ago. Doctor Garner made Charles an honorary police officer and gave him a gold badge. It hit all the papers in the Bay Area. That upset cops all over California, the bigots and the racists, because at that time Charles was right in the middle of Huey P. Newton's trial. We heard wild, crazy, upsetting racist remarks and stories. We read them in the newspapers as far south as Los Angeles. They were really mad. But Charles kept his honorary policeman's badge. He began to receive a lot of threatening letters right after that and we suspect most of those letters came from racist bigots who are on the police force. Charles started to give the honorary policeman's badge back, but when the bigots, racists, and fools started to scream, Charles decided to keep it.

When he was defending Warren Wells, who was involved in the April 6 shoot-out, Charles took his gold honorary policeman's badge out, during a recess, and started waving it all around. Warren figured it wasn't a real badge and was frantically trying to whisper to Garry, "Charles, Charles, you better put that away, because they're going to arrest you. They'll bust you, man. You can't impersonate a pig—especially nowadays." You can imagine Warren Wells' mind going through all kinds of changes, with Charles Garry being the chief counsel for all the Panthers and the head Panther lawyer. You can imagine Warren's mind going twenty-one ways, thinking that if one of those deputies saw Charles with the badge, his own lawyer was going to get thrown in jail. Warren got real excited when Charles was playing around with a few of the people in the court corridor during the recess, holding his badge up and saying, "See, I'm a pig, too. I'm a pig, too."

Charles did not want to upset Warren, and Warren couldn't call Charles a pig at all. No one could ever do that, because Charles R. Garry is a great revolutionary lawyer, a brother, and, to our way of thinking, the Lenin of the courtroom.

Association Submits Employee Relations Ordinance

On March 25, 1971 the Association's Labor Relations Committee (D'Arcy, Calabro, G. Crowley, Hebel and J. O'Shea) met with the City's Management Team in the Chief Administrative Officer's Conference Room and presented a proposed ordinance to facilitate employer-employee relations in the City of San Francisco.

The purpose of this proposed ordinance is to promote full communication between the City and County and it's police officers by providing a reasonable method of resolving disputes between the City and County and it's police officers regarding wages, hours and other terms and conditions of employment.

The ordinance covers such topics as: Employee Rights, Management Rights, Recognition of Employee Organizations, Unfair Employee Relations Practices, Meeting and Conferring, and Impasse Procedure.

The Labor Relations Committee
—Continued on Page 8

SECOND PLATOON NEWS

By 684

Along with the upcoming Police Olympics to be held here Sept. 2, 3, 4, 1971, the call for volunteers has been answered by several officers of our department, who are willing to give their off duty hours and resources to be at the disposal of our guests from throughout the State.

Officer Lloyd Winston has also volunteered to conduct his own personalized tour of the new Central Station with the high-lite being the small offices.

Joe Mollo getting in the act will have his own tour of the police gym, with special attention to the dirty towels, sauna area and promises everyone a dip in the whirl pool.

Sgt. Ed Epting, has stated a desire to conduct a tour of the Bay on his Boston Whaler!

John Devine and Inspector Patrick O'Shea of the Hit and Run Detail have been observed in deep conversation at the Hall. The question asked by those in the know, "Is there a trip up North in store for Pat?" John states his bags are packed and ready to go. Don't forget the lemon drops Pat!

This weight watching thing is starting to get out of hand in our department. Rumor has it that Harold Eliaser of Co. I and Capt. Hugh Elbert, Commanding Officer in charge of the Complaint and Welfare Unit, have been seen jogging together in the area of Fleishhacker Pool. Thumbs Bob say's they both are in excellent shape with weight loss about the same for both.

May 21, 1971, Italian American Hall we will have our Third Annual Second Platoon Dinner and awards night. We are working on the show at present, and believe me this show will top last years. Tickets for 250 will be all that we can handle. A special bulletin to be issued later this month. Also a few tie bars are left. Contact Lt. Ray White, Felix Buckley or Mark Hurley.

Overtime

Continued from Page 7—

We also realize that the city has financial problems. We intend to suggest that costs for policing parades and special events come from the hotel tax; that the city bill the Giants, 49ers, Winterland and other businesses directly for the unusual extra police services they require; establishing either a tax on alarm systems or a charge on false alarms; increasing the fee for reports and accident reports.

Overtime Committee Members: A. Perry, D. Darenelli, M. Tovani.

Police Salaries

by Mike Hebel

In March, 1971 rates of pay for policemen in public jurisdictions California with a population in excess of 100,000 are as follows:

1. Berkeley\$1,106
San Francisco\$1,106
(effective July 1, 1971)
2. Los Angeles.....\$1,049
3. San Jose.....\$1,041
4. Oakland.....\$1,025
5. Long Beach.....\$999
6. Fremont.....\$998
7. Torrance.....\$989
8. San Diego.....\$978
9. Anaheim.....\$905

On March 29, 1971 the Board of Supervisors accorded to policemen and firemen a 7.9% salary increase effective July 1, 1971.

However, it is expected that the Los Angeles rate will increase above the Berkeley rate on July 1, 1971. If this occurs, under Charter provision 35.5.1 police and fire salary rates could again be increased during the month of August by the Board of Supervisors.

OPEN LETTER TO ALL NEWS MEDIA

San Francisco, Calif.
Monday, March 22, 1971

To The Editor
San Francisco Examiner
To The Editor:

For the third time in as many days, your paper has carried stories involving police and firemen who have been injured in the performances of their duties. Why is it that they must be subjected to the possibility of further injury and harassment to their families because you, as well as other newspapers throughout the country, insist on printing the addresses of these men? When it is common knowledge that many segments of our society look unfavorably on law enforcement as well as members of the fire department, shouldn't as much effort be made to protect their privacy and homes as is given to other people? Eleven firemen required treatment as the result of injuries sustained while fighting a fire. Their names and addresses appeared in the newspaper; for what reason? A policeman had his home bombed on Thursday and the newspaper account gave his Marin County address; a special policeman was shot responding to a hold-up and his Sunset address was printed. In this last incident, a witness begged not to be identified and her wishes were granted! My suggestion is that there is no purpose to publicizing residence addresses of police, law enforcement specials or firemen and for their protection the practice should be discontinued. Undesirable elements of society are given protection not afforded people deserving it. Naming the individuals involved is ample identification.

Patricia Rodrigues
San Francisco, California

"Hindsight Is Easier Than Foresight"

—D. Webster

Maybe if someone had thought of a simple item like an inflatable vest or safety man, maybe, just maybe, Brother C. Logasa would have been saved.

It is unthinkable why it is. Was not mandatory for the helicopter crews to wear a vest or belt that is inflatable. They take off and land over water, practice powerless stalls over water and work (fly) in an area surrounded no three sides by water.

A safety man (the range watchman?) should be on hand, with a boat handy, on every take-off and landing. In any case, during an emergency, someone would be available to sound an alarm either by a 10-96 type code, or hit a phone.

Even without hazard pay, the job is tough enough, lets not make this tragedy become a forgotten one.

Information—Post Members

Continued from Page 3—

(Safe Deposit Boxes), Family Attorney, Labor Unions, Fraternal Organizations.

Keep Your Beneficiary Up to Date

By law, the beneficiary of record is the one paid, even though you may have been single, married, divorced, remarried, etc. KEEP AN UP TO DATE WILL: Get photostatic copies of death certificate at the Department of Public Health.

Check all of the above for possible benefits, pensions, etc.

Phone numbers and addresses of all of the above were purposely omitted as addresses are constantly subject to change as well as phone numbers.

Any further information or assistance needed, call 584-1047 (home phone number) or 553-1532 (work phone number). John A. Russell

Police Post #456



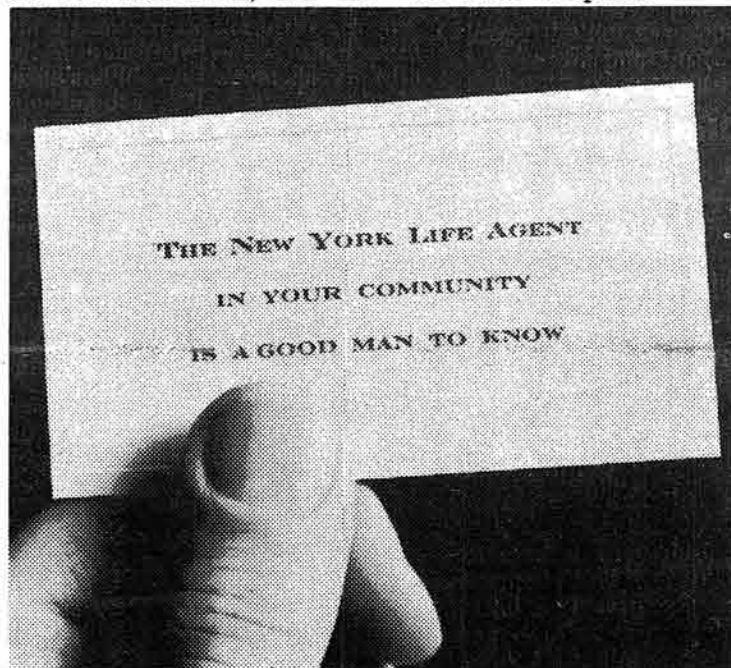
Association Submits Employee Relations Ordinance

Continued from Page 7—

will again meet with the City's Management Team to discuss our proposed ordinance.

Along with our proposed ordinance the City Management Team is considering proposals submitted by the Teamsters, Labor Council, Civil Service Association, and the

Social Services Employee Union. These proposals would affect all City employees. From amongst these proposals plus the Management Teams proposal an Employee Relations Ordinance will be submitted by the Chief Administrative Officer to the Board of Supervisors for their adoption.



This is our trump card!

These fourteen words carry a world of meaning for you and your family. Here's why:

Your New York Life Agent is a man who can help you with your family financial planning. Carefully chosen, thoroughly trained and experienced, he makes a full-time career of guiding families like yours towards greater financial security. And the company he represents is one of the oldest, largest, most efficiently managed in the nation.

Today, more people than ever are turning to the man from New York Life. They find that he's a good man to know. You will, too!

Mitch Spangler
FOX PLAZA
SUITE 705



Mike O'Brien
FOX PLAZA
SUITE 705

Fox Plaza, Suite 705, San Francisco, Calif., 863-4900
Representing the S.F. Police Officers' Association

863-4900

Representing S. F. Police Officers Association

Send any address changes to:
Editor: NOTEBOOK, P.O. Box 34003
San Francisco, California 94134