

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION NOTEBOOK

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

Member of ICPA-International Conference of Police Associations

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151

No. 6

Big 4 Alliance Meeting in L.A.



The above picture represents one of the initial "Big Four" Alliance meetings between the S.F.P.O.A., Los Angeles Fire and Police Protective League, Los Angeles County Professional Police Officers' Assn., and the California Highway Patrol Assn. Combined, these four groups represent approximately 20,000 members in California. The purpose of the Alliance is to pool the resources and strength of the four largest police associations in the State. You will be hearing much more about this Alliance in the coming issues.

KNEELING, left to right: Walter "Walt" Garry, Member, Board of Directors San Francisco Police Officers Ass'n.; Al Davila, Member, Board of Directors California Association of Highway Patrolmen; Timothy L. "Tim" Murphy, Chairman, Board of Directors Los Angeles County Professional Police Officers Association (L. A. County Sheriff's Office); George A. Morrison, Member, Board of Directors Los Angeles Fire & Police Protective League—Legal Committee Co-Chairman. **STANDING, left to right:** Donald H. "Don" Westphal, Member, Board of Directors Los Angeles Fire & Police Protective League—Legislative Com. Co-Chairman; William P. "Pete" Godfrey, Member, Board of Directors Los Angeles County Professional Police Officers Association (L. A. County Sheriff's Office); Richard H. "Dick" Buckland, Member, Board of Directors Los Angeles Fire & Police Protective League—Workman's Compensation Committee Chairman; Jerry D'Arcy, President, San Francisco Police Officers Ass'n.; James "Jim" Brunow, Secretary-Treasurer, California Association of Highway Patrolmen; Camie L. Jarvis, Vice-Chairman, Board of Directors Los Angeles County Professional Police Officers Association (L. A. County District Attorney's Office); Thomas "Tom" Akren, Member, Board of Directors Los Angeles County Professional Police Officers Association (L. A. County Sheriff's Office); John F. Fleming, Former Vice-Chairman & Board Member Los Angeles County Professional Police Officers Association (L. A. County Sheriff's Office), Vice-President, ICPA, Western Region; Oliver "Ollie" Taylor, Chairman, Grievance Committee Los Angeles County Professional Police Officers Association (L. A. County Sheriff's Office); Robert "Bob" Wood, President, Los Angeles Fire & Police Protective League, Vice-President, ICPA, Western Region.

Don't Make a Federal Case Out of It

By William Hemby

Not to be outdone by their counterparts on Bryant St., some of our notable jurists residing in that federal repository on Golden Gate Ave. are going all out in defense of civil rights... for the suspect of course. Case in point: On January 22nd two S.F. Police Officers responding to a silent alarm at the First Western Bank, confronted an armed holdup man. One of the officers was able after a struggle to physically force the gun away from the suspect who then attacked both officers. After a donny-brook running from an inner office out into the main business area, the officers were forced to knock the suspect out, to affect the arrest.

During booking, a bag of marijuana was found on the suspect's person so he was booked N/W 211PC, E/R to the U.S. Marshall, 11530 H&S and 148PC.

On February 14th the suspect went before Federal Commissioner Goldsmith at 450 Golden Gate Ave., and after a hearing was released on an O/R Bail of \$1,500.00.

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Association Questionnaire

Almost every day some agency or group — from the Federal level on down to the State, County and City — is reported as studying some phase of criminal justice, and the role of the police.

Rarely do these "investigations" reflect the opinions of police officers themselves. How they regard their job; what are their problems; how do they feel towards each other and toward their superiors, and vice versa; what about their wages, benefits, promotions, duty assignments; what can be done to restore confidence in them; and numerous other opinions and feelings.

These are things we sometimes discuss privately; in a limited way. But, by and large, we do not know the opinions and feelings of all of the more than 1,800 men who compose the San Francisco Police Department.

It is the belief of the Police Officers Association of San Francisco that if we are to be effective in establishing the "facts of life" for those who set policy and determine our working conditions, and in se-

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A Credible Strike Threat

By Mike Hebel

Public employees have not been as quick to organize as their counterparts in the private sector because public employees have respected the "idea of sovereignty" and its implications. The idea of sovereignty is one deeply rooted in the common law of England and subscribes to the legal fiction that "the king can do no wrong." Because he "can do no wrong" the king found it inappropriate for the sovereign to have to negotiate and consult with his employees before deciding their wages, hours and working conditions. For after all the king is sovereign — he has dominant control and power. Obviously there are no kings running local, state or federal governments. But these governments have grafted onto themselves the idea of sovereignty — the notion that they "can do no wrong." As with all legal fictions, they serve a purpose and have an efficacy as long as the governed are willing to accept the fiction as having a reality. With due respect to the Tutors and Plantagenates of England, this legal fiction has run its course. A death blow has been struck to it; it is now dying a slow painful death in City Halls, State buildings, and Halls of Congress. Public employees, holding the bloodied ax in one hand and the Constitution of the U.S. in the other, have struck the fatal blow.

As the vital life signs of the "sovereignty doctrine" ebb, city, state, and federal managers and administrators, with tears in their eyes and vengeance in their hearts, have been heard to utter, "Public employees are revolutionaries." Perhaps so.

But what are public employees up to? They are not trying to destroy or tear down the system. They just want a fair share of it. Are

they not entitled to expect that their wages will keep pace with the cost of living and with wages paid employees in the private sector?

The prevailing wage-gap between salaries of employees in the public sector and employees in the private sector continues to grow and shows no sign of abatement. Consider these startling figures on the average hourly union pay in the United States (as reported by the U.S. Department of Labor):

	Year	In-
	Ago	Latest crease
Building Laborers	\$4.91	\$5.69 16%
S.F. Policemen	5.87	6.91* 7.9%
Painters	6.31	7.07 12%
Plasterers	6.51	7.36 13%
Carpenters	7.08	7.92 12%
Bricklayers	7.16	8.21 15%
Electricians	7.33	8.24 12%
Plumbers	7.70	8.76 14%

*Effective July 1, 1971.

This having been said, it is not difficult to see why public employees want to talk about collective bargaining, compulsory arbitration and contractual agreements. What is most difficult to comprehend is why public employers insist on "meeting and conferring," presenting opinions, and entering into non-

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S.F.P.O.A. Members Go to Sacramento For Senate Bill 333

By William Hemby

On Wednesday, May 19th, 19 members of this Association journeyed to Sacramento to support what has been termed "one of the most important Bills to be introduced in the Legislature concerning working conditions for police in California." S.B. 333 or commonly referred to as the Dill's Bill "Requires that, upon request, public agencies meet and confer with recognized employee organizations representing a majority of the local safety employees and requires parties to attempt to reach agreement on matters under consideration."

In essence, the Dill's Bill forces City Governments to meet and confer and to be bound by arbitration to settle differences; in effect putting "teeth" into employee-employer relations regarding police and fire groups.

What follows are excerpts from the Bill as presented to the Senate in Sacramento. It is in your best interest to understand this proposed law as it will effect your working conditions to a great extent for the rest of your career. "Section 1 (c) "public agency" means the State of California, every governmental subdivision, every district, every public and quasi-public corporation, every public agency and public service corporation and every town, city county, city and county and municipal corporation, whether incorporated or not and whether chartered or not."

Meaning Of Terms

Section 3526 (a) "Employee organization" means any organization which includes local safety employees of a public agency and which has as one of its primary purposes representing such employees in their relations with that public agency.

(c) "Local safety employee" means any city policeman, etc., etc."

(d) "Recognition" Section 3530. "A public agency shall recognize an employee organization which represents a majority of the employees of the entity. No public agency shall unreasonably withhold recognition of employee organizations."

(e) "Impasse" means failure of the parties to enter into a memorandum of understanding, or if the memorandum of understanding is subject to action by the governing body, failure of the governing body to accept or ratify the memorandum of understanding. Scope 3529. The scope of representation shall include all matters relating to employment conditions and employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment.

Section 3530. "Upon request, the governing body of a public agency, or such boards, commission, etc., shall meet and confer with representatives of recognized employee organizations" ... "(and)

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PRESIDENT'S CORNER

At the beginning of my fourth month as President of our association it would be premature on my part to give an opinion as to what I consider to be the most needed item on our agenda of conditions for which to strive, nor is this really a president's purpose. Hopefully, through the privileged information and time spent on administering the association the president will see what is most desired among the membership and aim for that specific goal. When an organization is as far behind in working benefits as we are it is almost an impossibility for even the most experienced administrator to determine what takes precedence. How does he resolve the problem? He should attempt to get accurate feedback from the members. To do this in the best possible fashion a comprehensive survey should be conducted, preferably by a professional outside agency. If a cost is involved then such a survey should cover as many factors as practical to get the most for money spent. Not only should we know the facts on what we are seeking, but also what we are willing to sacrifice in order to create a better working atmosphere and a better overall department.

Very shortly, you will be asked to participate in such a survey. For the first time in the history of this association you will get a chance to "tell it like it is"—with no holds barred and, most importantly, with anonymity.

Now, let's be realistic. If you were subjected to a list of 10 working benefits you would most like to have it, probably would effect each member differently. The individual's personal preference would take precedence over the general. A tally would be made, a ballot amendment drawn up, an expensive campaign waged and if won, a proportion of the membership, hopefully the majority, would be satisfied. The other group might not be as their personal desire had not been achieved.

The point I am trying to make

is that the method of attaining benefits is every bit as important to us as the benefits themselves.

We must analyze our past performances and ask ourselves why, in over 18 years we have only won one ballot proposition affecting the general membership. Was it bad campaigning, lack of money, strong opposition? Undoubtedly all of these played their role in our many defeats; but wasn't a lot of it the impression of out and out greed? The voter fears the pages and pages of charter changes and requests for fringe benefits. He doesn't realize the only reason we used this unsuccessful process was through our own FEAR, not our greed. Fear that this might be the only chance left of passing a proposition, hence the attitude "let's get everything in". I submit to you, the membership, that this is unfair not only to the taxpayer, but ourselves! How can any group of employees be deprived of such basic employee conditions as time and a half, paid medical and dental plan, night differential pay, collective bargaining and a sound grievance procedure, and yet continue to do a good job anyway, be considered greedy?"? We are not greedy; but we are *frustrated!*

Therefore it is primary that we have a truly meaningful and dignified method of ASKING. Why should policemen have to resort to politics to get working conditions? Why can't they be given the opportunity to sit at the bargaining table like other employees and negotiate for working benefits? More important than any working conditions is the need for a *satisfactory method* of seeking these needed conditions, with full knowledge and consideration by BOTH parties of what is primary and secondary.

As your elected representative, it is my opinion that we should, as soon as possible, ask our citizens of San Francisco to provide for a sound, fair, dignified employee-employer relations charter amendment for their policemen.

Jerry D'Arcy

Community Relations

By Tony Balzar

The topic of police community relations is controversial—particularly when it comes to deciding exactly **how** the PCR program is to be run. Few people seriously deny the need for some PCR orientation. To do so is to deny the basic facts of police life. Fact one: the public pays our salaries. Fact two: the existence of the numerous complaints filed every week against our Officers is prima facie evidence of at least some public dissatisfaction with the services rendered them by the SFPD. Of course, you can't please all of the people all of the time. Particularly in police work, you are bound to antagonize someone sometime merely by doing your job. However, our "Bread and Butter," so to speak, is in selling the police service we offer. The use of plain courtesy or just making a simple report can make a big difference. Generally it benefits us to perform these simple services and take advantage of the opportunities they present for bettering our popular image — even when circumstances don't demand they be done.

Most PCR authorities agree that the only lasting solution to PCR problems lies in providing the public with consistently excellent police service. It is not enough to have a relatively isolated PCR unit such as ours do all the Department's PCR work. Words alone are insufficient in the long run; without some action, they smack of hypocrisy. To my way of thinking, the best answer to the SFPD's PCR

problems is to re-emphasize the Patrol Force, which handles at least 90% of all initial public contacts — often, under circumstances of high emotions and physical danger. Perhaps it is time we took another look at our patrol force in light of present day circumstances instead of those existing in 1932, the birthdate of our current City Charter.

Traditionally, the patrol force has been the forgotten man among all other elements of the SFPD, offering the lowest pay, the most hazards, the fewest fringe benefits, and the least recognition. There is relatively poor mobility between various stations and details within the patrol force, and perhaps even less opportunity for advancement into the Bureau (without "juice") or into supervisory positions (without seniority and time to study). Recent efforts by the Chief and other high administrators have partly alleviated the last two situations, but much can still be done. If we really want a superior patrol force, we must all begin to recognize it as such — in terms of **actual** respect and benefits paid, rather than meaningless lip-service.

There are two general approaches available for improving morale and work output in the patrol element. First, you can concentrate on making the patrolman's job as pleasant as possible. For example, the matter of rotating vs. steady watch assignments might be left up to a ma-

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Editorial Comments

Behind the San Francisco Wall

By William Hemby

Many city employees are, to put it mildly, upset about Supervisor Feinstein's motion to restrict the residency of civil service employees to the seven mile boundary of San Francisco.

Evidently, Mrs. Feinstein's reasoning is to retain that large block of votes from city employees currently migrating to the suburbs. And of course if you have to live in the city then you have to spend your hard earned pennies within its 44 square miles.

I hope, Mrs. Feinstein, that you are not overlooking the fact that although you may force us to reside within your city, you can't force us to vote for you when its your turn to again run. Quite the contrary, if this ordinance is passed you can expect at least one group, the S.F.P.O.A., to remember this bit of nonsense, come election time.

Now Mrs. Feinstein how will you stop the increase of "illness" in city civil service families due to the "inclement" weather of San Francisco? Because that's what you will form. City employees in droves will be afflicted with all sorts of maladies due to our wet foggy climate, necessitating their moving out of the city for reasons of "health".

Yes, madam supervisor, there is only one way to put a stop once and for all to this problem. After all the precedents have already been set, with quite a bit of success. I can see it now. . . . In the near future an article will appear in one of the dailies reading . . .

"Latest reports from City Hall state that the huge wall being constructed around San Francisco is almost 2/3rds complete. The San Francisco Wall, a brainchild of Supervisor Dianne Feinstein, was start-

**Health Service Board Rep.
Thanks S.F.P.O.A.**

May 28, 1971

Mr. Jerry D'Arcy, President
San Francisco Police Officers As-
sociation
548 - 7th Street
San Francisco, California 94103
Dear President D'Arcy:

I wish to express my profound thanks for your splendid support in my recent campaign for the Health Service Board.

Also a special thanks to Tom Dempsey and John Lehane for their fine cooperation in getting the ballots distributed and picking them up promptly, which resulted in an overwhelming victory. Once again this proves that a unified effort of two large organizations, such as ours, can come out 'on top' when they combine forces for a mutual goal.

Again my thanks.

Sincerely and fraternally
Harry Parechan

ed three years ago when reports reached City Hall that civil service employees were submitting "phoney" health certificates in order to obtain a waiver to live outside of the City and County. County health officials became suspicious when cases of asthma, and respiratory diseases reach epidemic proportions among city workers, especially police and firemen. To date 27 doctors have been exiled from San Francisco for issuing "phoney" health certificates.

Another problem quickly being dealt with by Mrs. Feinstein is that of police officers "looking the other way" when fellow city employees sneak out of the city to shop at neighboring shopping centers. At present these traitorous policemen have been "reassigned" to more hazardous duty of guarding the homes of the Supervisors, the Mayor. In order to put a stop to these midnight sorties Mrs. Feinstein has replaced police officers on the wall with her own trusted band of followers, the "Gay Liberation Front". A spokesman for the GLF has pledged the supervisor their wholehearted support and is quoted as saying "Don't worry honey, while we're on duty they won't catch us with *our pants down*".

Mrs. Feinstein can't understand why all the concern over her wall. After all, look at all the tourists flocking to Berlin each year. And city employees can certainly look forward to holidays when their families and loved ones living outside the city can stand outside the wall to exchange packages and letters.

On the plus side Mrs. Feinstein points out that her 6 story wall in no way conflicts with Mr. Alvin Suskin's height limitation and the Recreation and Park Department says there is a marked increase in international indoor table tennis matches being scheduled in San Francisco next year.

NOTEBOOK

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Sand Bags by the Bay

By William Hemby

Have to disagree with Guy Wright's, "Pension for a Rookie" May 4th. Thomas McKittrick was not afraid of police work, you don't spend two years in this racket if you're scared of playing cops and robbers — you learn real fast. No one questions military personnel pensioned off with psychological illnesses. As far as it being a "phony"; officers who have worked with him stated that McKittrick's disability was real, and that old adage "you can fool some of the people all of the time . . . etc." aptly applies here. You don't fool your working partners for long if you're a phoney.

Does he deserve a life-time pension? Psychologists have stated that psychiatric disabilities can in many ways be worse than physical ones. What should we do? Give the lad a months severance pay and a gold watch?

A great round of applause for Dick Nolan's "A Political Disease" Examiner May 26th. If anyone ever hit the nail on the head, you did. I don't know what cop you were talking to, (I have my guesses though) but your appraisal of the old S.F.P.D. certainly was accurate. I'm sure it caused much gnashing of teeth and cringing around the Hall but as we all know, "Sometimes the Truth Hurts". Hopefully within the near future, through the efforts of our Association, we can effect meaningful change for the better.

Well as another famous saying goes, "one day a hero, the next a bum". Sorry Dick, but you have done a great injustice to Captain Joseph Flynn in your article "The Menacing Artists" May 18th. Captain Flynn is one of the best men in the Department which is the consensus of opinion of his own men — and that means quite a lot in this business. If you would take the time to inform yourself of workings of the Department you would know, for instance, that District Captains don't compile their own crime statistics, that's done downtown. Another point of interest; the Central may not be the biggest geographical district in the city, but it certainly is the most populous. When you count the influx of commuters, tourists and shoppers in the downtown and financial areas, it makes quite a crowd. And of course lets not forget the Tenderloin, the Barbary Coast of the future. Its residents comprise every facet of weirdo imaginable. So, you may be bugged because he locked up some "budding young Van Goghs" but don't attack the man where he doesn't deserve it.

In reading PAL's latest Annual Report it was disappointing to find no mention of the S.F.P.O.A.'s \$3,000.00 donation. It seems we are sandwiched in somewhere with "Public and Private Organizations Donations". It's my understanding that the S.F.P.O.A. is the parent organization of PAL, but we were told by a PALer that "children grow up and move away". Ours even changed its name!!

This Is YOUR Paper

There's nearly 2000 active and retired men in the SFPOA. Surely, among this large group of men there must be at least 1% (20 members) who monthly have something worthwhile which they wish to write about.

Anyone wanting to write something, please do so, and send us your copy. We are interested in the make-up of the paper, and you can help us tremendously by sending in your views, criticisms, or whatever. The content of the paper is very important and only from hearing from you can we fairly evaluate that content.

Police Week A Success And A Failure

One of the most successful National Police Week Programs ever put together in San Francisco came to a close on Saturday, May 15, with a special religious memorial service at St. Mary's Cathedral.

The Police Week Shows, presented through the efforts of the entire Department attracted large crowds and good comments everywhere it went.

99 and 9/10ths per cent of the public who viewed the shows expressed overwhelming support for our Department and the job being done by our police officers. National Police Week opened in Golden Gate Park on Sunday, May 9, then our shows traveled through the downtown area during the week explaining different functions of the Department and generally offering an opportunity for the ordinary citizen to talk with a police officer and learn about our job. People were amazed to find out the numerous roles we perform in the law enforcement field. It was felt by many of our visitors, and the men participating in the shows that this was an invaluable form of public relations and should be done more often during the year.

One disappointing aspect of National Police Week was the poor turn-out of San Francisco Police-men and their families at the first inter-faith Police Officers Memorial Service. St. Mary's Cathedral, which holds about 3,000 people, looked embarrassingly empty during the service. It's a shame we can't generate enough interest to spend one hour a year to our fallen brothers.

The service itself was a credit to those who formulated it, namely our police chaplains, the San Francisco Boys Chorus and guest speaker, Larry Lawson. A special note of thanks should be given to those members and their families who took the time to attend, especially Captain Cummins who showed up with a contingent of Solo Motorcycle Officers in uniform to represent our Department.

—Editor

The following speech was delivered by Mr. Larry Lawson, City College of San Francisco, during our Police Officers' Memorial Service at St. Mary's Cathedral, Saturday, May 15th.

I find it extremely difficult to find the proper words to try to express myself today. The awe of this beautiful cathedral, the angel like quality of the voices of these young people, our distinguished guests, and the presence of you men and women who are dedicated to a profession that serves the communities in which all of us lives — leaves me moved beyond what I am capable of expressing.

If only we could open up these doors to everyone who lives in the Bay Area and bring them into this House of God so that they might share in this ceremony honoring the men and women of our police services and those who have given their lives through professional police service for their fellow man.

Especially I would like to invite those who work to destroy a community, a college campus, or who would bomb a church or a police station. For how can one believe that violence begets anything other than more violence. It is folly to hold that a utopia of individual rights will rise from destructive acts.

For it seems today that a peaceful, healthy, orderly society cannot exist unless we all work together. Yes, this means every person in a community regardless of race, color or creed.

Many years ago, Montesquieu wrote: "The tyranny of a prince in an oligarchy is less dangerous to the public welfare than the apathy of a citizen in a free republic." The truism of this text is pointed out in

the fact that a hard, exacting, and at times dangerous job or law enforcement (as the families of the seventy-five officers who have been killed in San Francisco can attest to) and an all too often public apathy toward performance of that job help contribute to our problems. For we must realize that the effort to involve citizen support for law enforcement is basic to a democratic society. That is why a program such as police week is one in which we should all be willing to contribute to.

Too often we of the general public have been willing to pass off the sociological problems of society on to the police. Instead of working vigorous programs to cure the economic problems of those who live in high crime areas, instead of an unending struggle against the evils of bad housing, unemployment and bad neighborhoods we find it easier to throw these problems onto the shoulders of the police.

It is also quite strange that those who criticize the police the most today can offer no logical and constructive approaches to these problems.

Although the job of the police in today's society is tremendous, many strides forward have been made because you men and women are members of a profession. And as members of a profession you are constantly striving to improve the knowledge you have for your task.

Also a hallmark of a profession is a code of ethics—a way of life embracing a worthy body of moral principles. This code is being defined in every increasing clarity, by men of responsibility—by men of the police department throughout this land.

Let us go forth and tell the community of our standards and our principles and the need for it to understand our position. For too long, have we been silent. For to have a profession we must have Americans, young and old, to trust and respect the man with the badge —not merely because he wears it, but because he wears it with honor. This is the mark of a profession.

Finally — and perhaps most important professional implies devotion to loftier than material goals. It incorporates obligation to others within and without the profession, to society as an entity.

As professional policemen, you have as a common goal the betterment of our city, our nation, and our civilization. You are going to devote yourself to that end. Your chiefs and captains will instill into you an appreciation of personal dedication to that principle.

For I don't think I need tell you that we Americans face an individual emergency today. Americans are beginning to look toward law enforcement with a new light. The public wants a new kind of police attitude and makes higher standards for police performance.

You men and women will make this light become a beacon. You will make it shine as the glorious light shines in this cathedral.

A profession often means the involvement of many people who sacrifice. The police profession is no different than any other.

I would be remiss to forget any of these people. The wives who worry each day or night their husbands go off to work. The parents of the young men who are entering into police work in ever increasing numbers for instilling in them the unselfish ideals to want to work with people and give of yourself to people who are in need of assistance—the children of your officers who are proud of their fathers and don't often understand why the public will sometimes make foolish

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Fatooh Fund Collects \$1,500.00

On Friday, May 21, Headquarters Rep. Tony Ribera and Jim Hurte presented a check for \$1,502.00 to the Donald Fatooh Fund on behalf of the San Francisco Police Officers Association. Donald Fatooh was the Patrol Special wounded while responding to a robbery call. The money, collected throughout the Department, was turned over to the organizers of the fund at the Sugar Bowl Bakery on Balboa St.

A special note of thanks was requested by Tony to the City Prison, Headquarters Company, Companies A-B-E and G who achieved 100% of their quotas, and also those Station Officers who donated.

—Editor

Attn: Sgt. Tony Ribera
Gentlemen:

On behalf of the Fatooh family, this is to acknowledge your check in the amount of \$1,502.00 and to thank you with sincere gratitude for the donations of all officers and any other individuals who made this large contribution possible.

Thanks to your wonderful effort, we are pleased to say that we have over \$4,000.00 in the Don Fatooh Fund.

Sincerely,
Mrs. Carol Fiege
on behalf of
Mrs. Mary Fatooh
Mother of Donald Fatooh

Novel Police-Community Relations Program

By MIKE HEBEL

As reported in a recent publication by the California Peace Officers' Association, in late 1969 Chief Edward Davis of the Los Angeles Police Department implemented a *Basic Radio Car Plan* which was specifically designed to bring patrol officers into contact with the citizens they serve more frequently and in an informal atmosphere. The officers assigned to the Basic Cars (There are 83 Basic Cars deployed in Los Angeles' geographic patrol divisions) meet monthly with citizens from their districts at a local school house or meeting hall. The police patrolling a district and the citizenry living or working in the same district discuss methods to prevent crime. Frequently larger groups are assembled into smaller workshops to give specific subjects more attention.

The Basic Car Plan officers are assigned as permanently as possible for the express purpose of increasing stability of assignments in patrol districts. Officers are encouraged to become involved in the community activities of the area in which they work. This plan has become involved in the community activities of the area in which they work. This plan has become an integral part of the police-citizen relationship in Los Angeles. Its success is shown by the 80,000 people attending local monthly meetings during 1970. Needless to say, this experimental program is being closely watched by most major metropolitan law enforcement agencies.

Police Officers' Wives' Luncheon, Fashion Show
Benefiting: Recreation Center for the Handicapped
Fashions by: Peck & Peck
Date: Saturday, June 26, 1971
Where: Red Chimney Restaurant, Stonestown
Time: No-Host Cocktails 12-1 pm Luncheon & Fashions 1 pm
Donation: \$6.00 per person
Reservations must be in by Saturday, June 19th. For further information call: 661-1248.



Police Post 456



PICTURED ABOVE are Michael D. Barling, Board of Directors of the SFPOA and Lionel Hess, incoming Commander of Police Post 456, American Legion, at a joint presentation of a United States flag to the Police Department for use at the Police Academy.

The flag was accepted by the Academy Class No. 118 which graduated on Thursday, May 13, 1971.

The Association and Police Post presentation committee wishes to thank Director of Personnel George Eimil and Sgt. Willis Casey for their assistance in making the presentation possible.

S.F. Police Post 456 holds Installation of Officers for 1971-72.

Police Post of the American Legion invites all Post members and their ladies to our annual INSTALLATION OF OFFICERS, Tuesday, June 8th, at 8:00 PM in Room No. One, Veterans Building, Van Ness and McAllister St.

The newly elected officers and appointments for 1971-72 are:

Commander: LIONEL HESS
1st Vice Comm: HENRY ZUNIGA
2nd Vice Comm:

RICHARD MOORE

Sgt-at-Arms: CARL KLOTZ
Junior Past Comm.

& Chaplain: AXEL LUNN

Adjutant: DONALD CARLSON

Finance Officer: JOHN PAYNE

Service Officer: JOHN RUSSELL

Judge Advocate &

Historian: JOHN DOLAN

Post Commission: FRANK OTTERSTEDT, JOHN PAYNE,

MICHAEL BARLING,

JOHN RUSSELL.

Delegates to S.F.

County Council: HAROLD

JACKSON, HENRY ZUNIGA.

Delegates to 7th

District Council

and Convention:

(19 delegates

+ alternates): HARRY BEARE,

FRANK OTTERSTEDT, JOHN

PAYNE, JOHN RUSSELL,

DONALD CARLSON, MICHAEL

BARLING, AXEL LUNN,

EDWARD ROSE, LIONEL HESS,

ROBERT CROWLEY, HENRY

ZUNIGA, MELVIN OLIVEIRA,

GEORGE HOLMBERG, STANLEY

SCHELD, JOHN DOLAN, RICH-

ARD MOORE, HAROLD JACK-

SON, CARL KLOTZ & CLIFFORD

WATTS.

Alternates: PETER MAYER,

HOLMES LASH &

DAVID O'BRIEN.

There will be a short installation ceremony followed by refreshments and dancing.

Your Post is 871 members strong and is No. 2 in San Francisco and trying hard to be No. 1. There are quite a few members of the police department who are veterans and eligible to join the American Legion and especially Police Post.

The more veterans that join veterans organizations the more secure our veteran's benefits will be. Throughout the years the benefits

become more and more valuable to the veteran and his family.

Police Post maintains a Service Officer who is available to assist you with veteran's benefits and problems related thereto with the Veteran's Administration.

Some veterans know little of the benefits due them from the State of California and the Federal Government. The American Legion is here to help the veteran and his family.

Look up one of the Post Officers named above and join an organization that puts America first—the American Legion.

The Post Credit Union in Room 127 Veteran's Building is one of our outstanding benefits for Post members and their families. All types of savings and loan programs are available. Payroll deduction is encouraged to make savings and loan payments a bit easier. Stop by soon, see Al Thorington or Erl Rolandson for membership applications, or call 431-2877, 9:00 A.M. to 4:00 P.M. daily.

POST CREDIT UNION

5½% current dividend paid on shares deposited in Police Post Credit Union.

Shares deposited before age 55 are 100% insured. Each member of your family may open a separate account and participate in this free-to-the-member life insurance coverage.

\$20,000 SHARE PROTECTION

All shares in Police Post Credit Union are insured to \$20,000.00 for each account by the Federal Government National Credit Union Administration (NCUA). Yes—we have the same protection as a bank



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.

has with the FDIC.

LOANS TO 10 YEARS.

In addition to signature, co-maker, and auto loans to you and members of your family, loans may be obtained at the lower rate of 9% interest for a longer period than five years.

They may be made only for long-cost undertakings such as purchase of seasonal or mobile homes, or Assistance in purchasing real estate or a business.

This type of loan must be secured by a first or second deed of trust on your real estate or other sufficient collateral.

LOAN EXAMPLES:

Medical and Dental expenses
School or college for your children

Automobiles, motorcycles, campers, motorboats, airplanes

Home improvement loans

Consolidation of debts (accumulated bills)

Travel and vacations

Taxes or insurance premiums

Furniture and appliances

If you do not see above what you are looking for then call 431-2877, 9:00 A.M. to 4:00 P.M. daily, and let your needs be known to Police Post Credit Union.

FULL COVERAGE

Loan protection insurance. Total loan balances are fully covered.

COMMUNITY RELATIONS

Continued from Page 2—

majority vote of the two night watches—with some flexibility allowed for cases of hardship, outside employment, or education. A small differential pay bonus might be adopted for night work. More men could be allowed vacations at the same time at the district stations. Facilities might be set up at district stations for warm-up exercises, showers, and refreshments, as LA is now doing. Perhaps a laundry service could be contracted for uniforms. Transfer requests between stations and details could be honored whenever possible, or perhaps made mandatory on a seniority basis every year. Court liaison might be improved so as to provide at least one week's notice before each appearance, with the officer involved having a choice between pay or use of compensatory time on the day the appearance or the following day. Greater recognition for good patrol work might be arranged through more use of the Captain's Commendation (which could be given some point value for advancement examinations and transfer request priority).

The second general approach to uplifting the patrol element concentrates on developing a career—incentive program which encourages and enables members to improve themselves and the services they offer. Once a San Francisco patrolman has completed his probation and begins to realize how few advancement opportunities lie before him, he has little reason to work to improve his knowledge and proficiency. He gets the same pay no matter how much he does, and the less he can get away doing, the less are his chances of getting into "s...t." One answer to this situation is the creation of pay steps within the rank of patrolman, such as LA has done. In short, these pay steps are established in relation to such factors as experience, education, supervisory duties, policy and methods, personal contacts, records and reports, safety of others, mental skills, mental demands, physical demands, unavoidable hazards, and surroundings demanded by the job in question. Entry into the higher pay steps requires 18 months seniority, a minimum passing score on a qualifying written examination administered by the personnel element, and placement into a ranked manpower pool according to an oral evaluation. Under this system, a man who betters himself and takes on added responsibilities is rewarded accordingly.

Another incentive to self-improvement is to "open" more advancement opportunities into other areas, such as supervisory positions and investigative specialties. One way to accomplish this is to create more of these jobs in the budget. We have little control over this. Another way is to bring all of these positions under competitive civil service examinations. The primary advantage to this kind of selection system is not its infallibility in always picking the best man, but in its acceptability to all the members as fair, and in its ability to motivate more men to compete and develop higher skills.

In conclusion, the proposals I make here are not intended in any way to be criticisms of Department Administration. They are nothing more than ideas to be explored; some may not be feasible, perhaps others will prove to contain some merit. The main point is this: as the primary line element, the Patrol Force is the largest and most important single unit in the whole Department. Indeed, all other elements in the Department exist primarily to implement the line function. Therefore, if police services offered the public (and resultant community relations) are to be improved, we might well start right with the Patrol Force.

GENERAL MEMBERSHIP MEETING
Tues., June 15, 1971
8:00 P.M.
LAKE MERCED BOATHOUSE
Discussion and Vote on '71-'72 Budget

BOARD OF DIRECTORS MEETING

18 MAY 71 — 1400 hrs.

ROLL CALL: All members present except Bro. Toomey who was excused as he is in the hospital.

MINUTES OF THE LAST MEETING: M/Patterson; S/Dempsey that the minutes be approved as entered in the Notebook. Exception by Bro. Garry that the voting record did not appear. Executive Secretary Wright agreed to the oversight, stating that the correction would be made. The motion was then passed.

TREASURER'S REPORT: See the Treasurer regarding his report. The Auditor's report will be read at the next meeting.

PUBLICATIONS COMMITTEE: The eight (8) page newspaper continues to receive favorable reaction from the men, however, the increased costs are not being offset by the expected advertising accounts. We can get the necessary share of the advertising dollar, but, these accounts are set up well in advance of publication. We will continue to solicit advertisers. If we are not successful, a survey of the men might be taken to see whether they would support the eight page Notebook by a charge of fifty cents (\$0.50) per man per year.

UNIFORMS: Bro. Bernadini of Planning and Research spoke briefly on how to get the uniform jackets from the Property Clerk. He stressed, "Do not accept an ill fitting jacket, such as too short sleeves, too long waists, too short waists. It must fit you."

CIVIL SERVICE COMMITTEE: Bro. Grosword says that the Harbor Police want a "Q" Civil Service classification. In 1968 they were State Harbor Police, now they are a City Harbor Police. There are nineteen (19) men in this unit; one captain, three sergeants and fifteen patrolmen. The patrolmen earn \$840 per month. They pay fourteen percent (14%) to the State for retirement and the Safety Officers' Retirement Plan. It is said that they would stay in that plan because of their vested rights (non-transferable to our plan). M/Patterson; S/Philpott that we support the nineteen men in their "Q" classification plan.

NOT PASSED** A/Ribera; S/Tovani that we include the four promotional jobs for the Department.

M/Calabro; S/Dempsey to table the issue.

PASSED*

TRIP TO SACRAMENTO: President D'Arcy stated that we will have two buses to take one hundred (100) men to the Capitol to demonstrate with other policemen and firemen for the passage of S.B. 333 in the Senate. Commitments so far are a disappointing twelve men. (NOTE: Actually, only seventeen (17) men from this Department did make the trip.)

SPECIAL ORDER OF BUSINESS: President D'Arcy introduced Al Baccari, a public relations expert, to the Board. In order to prepare for a successful campaign in the November election, we must conduct a survey to find common ground between the police and the public. Mr. Baccari proposes just such a survey, first of the police to answer questions, "What do they think and what they want from our own department?" Related subjects are their thoughts, rights and possible promotional advancement. The second phase of the survey would be to find out what the public thinks of the Department. Again, step one—the police, and step two—the public. The cost of this type of survey is between \$2,500 to \$3,000. Starting time would be July 5, 1971. The survey would be completed in one month. M/Roberts; S/Wright that we utilize the Baccari survey method.

PASSED*

SPECIAL ORDER OF BUSINESS: Bro. Calabro presented a check from Lakeshore Plaza/G.E.T. for five hundred dollars (\$500) to the Police Association. M/Calabro; S/Ribera that a check for fifty dollars (\$50) each be presented to Bros. J. LaBrash and to V. Shegloff for their involvement in the attempted burglary at the Plaza.

PASSED*

CIVIL SERVICE COMMITTEE: Regarding the time and credit for veterans from when reached for certification — our attorney, Bill Beirne feels that this matter would get a favorable interpretation by the Superior Court. (Vets' certification for everything now but retirement.) Three Associations will have to share the cost of twelve hundred dollars (\$1,200). These are the Fire Department, the Civil Service Association and the Police Officers' Association. M/Ribera; S/Robinson that we direct our attorneys to pursue this matter.

PASSED*

BOARD OF SUPERVISORS' REPORT: The residence ordinance could effect residence rights in many ways if passed. We will continue to fight passage of this ordinance, however, help from the Civil Service Association and Local 400 is lacking, as they took no stand on the issue. Bro. Barling reported that Supervisor Bob Gonzales is having a dinner on Fri., May 21, 1971, at the San Franciscan Hotel. M/Barling; S/Dempsey that we attend by buying a table of tickets for the dinner for two hundred and fifty dollars (\$250).

PASSED*

WELFARE:

1. Hospital—Bro. Bigarini reported that the Retirement Board has assigned a Mr. McKenzie to investigate the San Francisco General Hospital accreditation. President D'Arcy directed Bro. Bigarini to send a letter regarding our getting out of the SFGH.

2. Picnic—the Department is having a picnic for the policemen's kids at the Range on Sat., May 22, 1971. The Police Officers' Wives Auxiliary requests a one hundred dollar (\$100) donation for this purpose. M/Dempsey; S/Garry that we concur.

PASSED*

INTERNATIONAL CONFERENCE OF POLICE ASSOCIATIONS: President D'Arcy announced that the I.C.P.A. will hold a conference in Los Angeles from July 16, 1971 through July 21, 1971. We presently have a three man committee, but President D'Arcy would like to see at least five or seven men go since it is so close to our area. M/O'Donnell; S/Ribera that we allow fifteen hundred (\$1,500) dollars for the delegation from our Association to attend the Los Angeles conference. A/Garry; S/Tovani that the amount be two thousand dollars (\$2,000). The amendment was defeated and the motion passed. (NOTE: It was figured that six men could attend the conference for \$1,500.)

HEALTH SERVICE COMMITTEE: Bro. Robinson reported on some of the health and/or dental plans available. All plans have a deductible clause while the dental features appear to be quite good. M/Dempsey; S/Patterson that we circulate "experience" forms regarding dental plans. These "experience" forms will be required for any dental plan considered as the company must know certain ages, histories, etc. before they can quote any rate to us.

PASSED*

SCREENING COMMITTEE: DO NOT MAKE ANY STATEMENTS WITHOUT THE ASSOCIATION ATTORNEY PRESENT." You can decline for just as long as it takes the attorney to arrive and confer with you. Resist all pressures

Voting Records

MEETING OF APRIL 20, 1971.

Vote on accepting Treasurer's Report:

Yes—unanimous

Vote on accepting of Memorandum of Understanding:

Yes—unanimous

Vote on purchase of American Flag:

Yes—unanimous

Vote on buying table for Terry Francois' Dinner:

Yes—unanimous

Vote on hosting Calif. Alliance of Police Association:

Yes—unanimous

MEETING OF MAY 18, 1971

Vote on tabling Harbor Police Q-2 Civil Service Classification:

Yes—D'Arcy, Dempsey, Crowley, Clark, Ruggiero, Deranale, Wright, Philpot, Kwartz, Robinson, Friscura, Roberts, Tovani, Calabro, Barling.

No—Patterson, Ribera, Garry.

—Abstain: O'Donnell.

Vote on adopting the Al Baccari Survey:

Yes — D'Arcy, Patterson, Crowley, Ribera, Clark, Ruggiero, Deranale, Wright, Garry, Philpot, Kwartz, Robinson, Friscura, Tovani, Calabro.

No—Roberts, Barling.

Abstain: Dempsey, O'Donnell.

Vote on buying table at Supervisor Gonzalez Dinner:

Yes—D'Arcy, Dempsey, Patterson, Ribera, Deranale, Wright, Garry, Kwartz, Friscura, Tovani, Calabro, Barling.

No—Crowley, Clark, Philpot, Robinson, O'Donnell, Roberts.

Abstain: Ruggiero.

Vote on allotting \$2,000 for LA-ICPA Convention.

Yes—Garry, Roberts.

No—D'Arcy, Dempsey, Patterson, Crowley, Ribera, Clark, Ruggiero, Deranale, Wright, Philpot, Kwartz, Robinson, O'Donnell, Friscura, Tovani, Calabro, Barling.

Vote on allotting \$1,500 for LA-ICPA Convention:

No—Roberts.

Yes—All Others.

Vote on circulating "dental experience" forms required for dental plan:

Yes—unanimous

Vote on Number of Chief's suspensions last 3 years.

Yes—D'Arcy, Deranale, Kwartz, Robinson, O'Donnell, Roberts, Tovani, Calabro, Barling.

No — Patterson, Crowley, Friscura.

Abstain or Absent: Dempsey, Ribera, Clark, Ruggiero, Garry, Philpot.

Vote on Bulletin Boards in Units and Stations:

Yes—unanimous

and remain silent.

THE ALLIANCE: We will meet here Thurs., May 20, 1971, at 1000 hrs.

OVERTIME: Bro. Hess reports that a three hundred thousand dollar (\$300,000) appropriation should have its second reading soon which would cover overtime up to and including May 30, 1971.

BULLETIN BOARD: M/Wright; S/Calabro that we get more and/or bigger bulletin boards for the Association news for each station, detail, etc. This is necessary for better dissemination of Association news.

PASSED*

SAN FRANCISCO POLICE OLYMPICS: M/Crowley; S/Kwartz that we support the San Francisco Police Department Olympics and contact Bro. Mollo regarding amplification of their particular needs.

PASSED*

SUSPENSIONS: M/Calabro; S/Wright that we survey how many suspensions have occurred over the last three years in this Department.

PASSED*

TREASURER'S REPORT FOR PERIOD ENDING APRIL 18, 1971

Membership, 1,692 Active; 233 Retired; 1,927 Total.	
EXPENDITURES	AMOUNTS
Labor Relations Committee	\$ 280.72
April Board Meeting	106.60
Legislative Expense	630.00
Office Expense	
(Materials & Labor etc.)	307.31
S.F. Chamber of Commerce Dues	225.00
U.S. Post Office	
(Stamped Envelopes)	92.40
First Western Bank	2,180.50
Rent (548-7th St.)	250.00
State of California	8.80
H. J. Carle Co.	162.27
Henry Schruppf Co.	10.55
P.G.E.	13.80
Artson Answering Service	908.75
Attorney's Fee	564.10
Garrett Press	62.25
Dolores Press	50.76
S.F. Policeman's Fund	146.91
Pacific Telephone	26.33
S.F. American Legion	38.19
Van Wormer & Rodriguez Co.	200.00
Editor's Expense	250.00
Welfare Officer	100.00
President's Expense	100.00
Secretary's Expense	100.00
Treasurer's Expense	188.50
Civil Service Committee Expense	28.06
Miscellaneous	

Total \$ 7,030.57

Commercial Account	
Balance from 20 April 1971	\$13,565.09
Dues	4,293.50
Receipts from Notebook	600.00
Insurance Refund	72.00
Loan	2,324.22
Less Expenses	-7,030.57

Balance \$13,824.24

Savings Account	
Balance 20 April 1971	\$10,591.53
Dues	2,964.15
Less Loan	-2,324.22

Balance \$11,231.46

Emergency Fund	
Balance 20 April 1971	\$12,610.73
Dues	1,270.35

Balance \$13,881.08

Submitted by
Treasurer S.F.P.O.A.
Joe W. Patterson

San Francisco Police Officers' Ass'n

PROPOSED BUDGET 1971 - 1972

Item	1970-71	1971-72
Rent	\$ 675.00	\$ 3,000.00
Utilities		600.00
Salaries	3,600.00	3,600.00
Phone Service	200.00	360.00
Supplies and Office		
Equipment	200.00	200.00
Administration		
Expense	1,100.00	
Welfare and		
Retirement	4,000.00	4,000.00
Legal Expenses	4,000.00	6,000.00
Executive Board	4,000.00	6,000.00
Committees and		
Office Expense	2,700.00	2,700.00
A. Legislative		
Committee	1,500.00	5,000.00
B. Grievance		
Committee		2,175.00
C. Civil Service		
Committee		330.00
Notebook—Salaries		
and Printing		
Costs	2,500.00	10,320.00
Ladies Night	1,000.00	1,500.00
Donations and		
Awards	1,000.00	1,000.00
Convention		
Expenses	2,000.00	3,000.00
Blood Bank	350.00	350.00
Annual Dues—		
I.C.P.A. and		
C. of C.	21,000.00	1,242.00
Meeting		
Refreshment	500.00	500.00
Ward 45	500.00	500.00
Petty Cash		600.00
Annual Assn.		
Election	500.00	500.00

TOTAL \$ 47,325.00 \$ 47,477.00

Estimated income from dues	
1700 reg. members \$ 60.00	\$102,000.00
191 Retired mem. 9.00	1,719.00
35% to Savings	
Account	\$ 36,302.00
15% to	
Emergency Fund	15,557.85
50% to	
Commercial Account	51,859.15
Commercial Fund	\$ 51,859.00
Estimated Expenses	47,477.00
SURPLUS	\$ 4,382.15

SUBMITTED MARIO TOVANI—
CHAIRMAN
JOE W. PATTERSON—
TREASURER

SID NEUMAN UNIFORMS

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Expert Fitting on Uniforms
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Fast Service at Reasonable Prices

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Chris Weld of Planning and Research stopped to aid a bruised, shoeless, crying woman at Brosnan and Guerrero. The girl told Chris that a thief had grabbed her purse and hit her on the head with it, knocking her down, and had just run away. Weld went looking for the crook, to find that Officers K. Williams and G. Steil of the Housing Police had already collared him in an alley near Valencia. He still had the purse as well as a four-inch knife.

"That wasn't the way it happened at all," declared the cocky thief to Earl Saunders of Robbery Detail when interviewed at the prison. "I walked up to her and said, 'Hi. Can I go your way?' But she dropped her purse, fell to the ground, and started kicking and hollering. I just picked up the purse and took it around the corner to check it out; that's all." Saunders says that such checking out will cost this crook some time in jail.

Rich LEON and Jeff BROSCH of the Burglary Detail went to the home of a burglar for whom they had a warrant. The crook was baby sitting with his two small children and lamented that his wife would return from work after which he had to go for a job interview. "All right," said Leon. "Come in and give yourself up after the job interview." And wonder of wonders, Leon's faith paid off. There was the crook just as he'd promised, surrendering himself after his job interview. If more crooks were this honest we could take off a wagon or two from the budget next year.

When a six-foot tall man signed a Bankamericard purchase using the first name "Sandra," a USE salesman got suspicious and summoned police. "Sandra"—in reality a well-known crook—was just driving away in his car when Nick Eterovich, Leon Crouere, and Gary Pisciotto of Ingleside Station arrived at the store lot and put him under arrest. The six-foot dummy still cannot figure out what trapped him.

"Dynamic Duo" is the name the Auto Detail gave its recent addition, Ted Peck and Dick Duane of Inspectors 46-A. In a short period the Duo busted up a car-stripping operation on Galvez near Lane, recovering six cars, many auto parts, and \$30,000 worth of Southern Pacific wire. During the bust two of the crooks fled over a makeshift paintshed, but fell through its roof, trapping themselves inside. Off. Bobby Shepherd of Central Station was particularly happy, because his own stolen Corvette engine and transmission were among the recovered loot.

A while later Peck and Duane spotted an incompatible license plate on a speeding car at Silver

and Mission. They chased it, going 100 miles-per-hour over the freeway. Near 22nd and Iowa the driver stopped, left his car, and jumped off the 20-foot high freeway, breaking both legs. His phoney license plates were quickly explained by the fact that he was a long-sought kidnap-rape fugitive from Daly City.

An assault on batteries was interrupted one recent midnight by Ronald Kern, Don Merkley, and Richard Cosmi of Crime Prevention 5-B, when they saw four suspects busily installing a brand-new 12 volt battery in their old car at Fremont and Howard. Three other apparently rejected batteries surrounded the crooks' auto. A quick look around the block produced a dismayed citizen who couldn't start his car which had had a brand new battery just a short while before. Thus three midnight-supply artists were bedded down at the City Prison instead of continuing home to Valetje.

Troy Dangerfield of Community Relations was taking a bunch of Los Angeles P.D. cadets on a bus tour of our city, when he suddenly saw a crook busily prying open the vent window of a car behind the Jack Tar Hotel. Dangerfield—well known for his off-duty arrests—stopped the bus and nailed the car burglar, who was already inside the car, deftly unscrewing the tape deck. The L. A. cadets were so stunned they first thought that this was a staged performance for their benefit.

Shades of Superman: every morning for many months a handsome young fellow wearing nondescript clothing entered the Burglary Detail and almost unobserved sneaked into a small interrogation booth. Soon afterwards Cadet Dave Minner emerged wearing a well starched uniform with golden phoenixes rising from the ashes on each shoulder. . . . It inspired one to exclaim "Shazam" or something equally appropriate. But now our Superman has truly been transformed. He is Officer Minner, attending the Academy.

Ed Kenney and Bill McGee of Park-11 recognized a pair-of-brothers robbery team after the two had attempted to rob a family one recent evening on Shrader Street. One robber grabbed the woman by the throat, pointing his gun at her head, while the man was holding his baby. The husband got so mad that he put down the baby, wrestled the gun away from the crook, and even grabbed his wallet out of his pocket. The thieves fled, but the wallet revealed one's identity which led to the arrest of both by Kenney and McGee who spotted them in a group of badies. Two more candidates for San Quentin on their way.

Association Questionnaire

Continued from Page 1—

curing public recognition of our duties, aspirations and rights, that we must know more — far more — about ourselves than we do now.

Accordingly, the Police Officers Association of San Francisco has authorized a highly qualified organization to conduct a "fact-finding" survey which will make it possible to determine how you feel about a wide variety of matters affecting your job. And, by you mean every man in the Department whether a member of this organization or not; regardless of rank.

As the first step, a questionnaire will shortly be sent to you by mail. It does NOT ask for, or want your

signature. It will not be coded in any way. Therefore you can freely express yourself with complete candor.

The organization chosen to conduct the survey is the public relations firm of Alessandro Baccari and Associates. They have been chosen for their already intimate knowledge of police affairs, here and in other cities; and a long record of public opinion surveys which have won high ratings for effectiveness, objectivity and public service.

You should be receiving the questionnaire by the middle of June.

We urge that you be prompt in answering the questions. Time is of the essence. Please cooperate.

ICPA NEWS

President Nixon and the nation's top police chiefs and sheriffs will soon meet to find ways of curbing assaults on law officers. The letter below is from ICPA in response to this meeting.—Editor

International Conference Of Police Associations

Largest Police Association in North America

Detroit Office—2899 West Grand Blvd.

Detroit, Michigan 48202

Phone (313) 872-4005

Carl Parsell
President

June 1, 1971

The President
The White House
Washington, D.C. 20500
Mr. President,

You have shown deep concern about the wanton killings of our nations Police Officers. For this the ICPA, International Conference of Police Associations, is pleased and proud of your stand.

But up to now, you have only met with organizations representing Police Chiefs of our country. It would be a much greater show of concern if you met with the leaders of the organization who actually represent the Police Officers that are being killed.

The ICPA has a membership representing over 150,000 of these Police Officers.

We need not remind you what a great moral boost would be given to these Police Officers who are in the "front lines" and to their families, to cause this most important meeting to come about with this "line" organization.

As President of the ICPA, I sincerely urge this receive your earliest attention and approval.

Brothers-in-law,
Carl Parsell, President
International Conference of Police Associations

4th Annual S.F.P.D. Lady of Fatima Picnic

Bring the family out for a day of fun. Our Lady of Fatima group has reserved an adequate picnic area at Morton's Warm Springs, in Kenwood, Sonoma County—an hour drive from San Francisco—for Saturday, June 19, 1971.

Play, swim, dance and picnic with your family. The area is shaded by huge oak and bay trees and cooled by beautiful Sonoma Creek. The price includes admission into Morton's, hot dogs from 11 A.M. to noon, barbecued steak dinner with beans and salad from 4 P.M. to 6 P.M. All other refreshments self furnished. Barbecue pits are available, as well as ice and charcoal.

FOR MORE FUN . . . covered dance floor with juke box having latest selections, two large warm water swimming pools with diving board, also a wading pool for the little ones, spacious lawns, modern dressing rooms and a snack bar. Softball field, horseshoe pits, volley ball court, and ping pong.

ADDED ATTRACTIONS . . . Games and many prizes for all ages.

So mark the date and bring the whole family out to relax in the sun. All members of the San Francisco Police Department are welcome.

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(Organized March 1913)

Health and Accident Protection

"Prompt Service Your Guaranty"

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Mortgage, Family, Juvenile

(Payroll Deduction)

DAVID B. MAYER—B. S.

584-4410

Teddy Bears

Have you had an opportunity to wear the new nylon 'work jacket'? If so, you can attest to the bulky Teddy Bear appearance of this thing. In researching the origin of our new 'work jacket' I find it is modeled after the jackets worn by the PAL Law Enforcement Cadet jackets. This seems a little ridiculous to me, but apparently someone goofed. The nylon is the type known as industrial Grade, and will burn (or rather melt) when subjected to flame; it tears quite easily, and the lining of the new jacket is 1/4 inch thick which gives it the Teddy Bear look. It is just a bulky, hot, ugly looking jacket.

There is on the market a material known as Wearnyl which is far superior to the industrial grade nylon presently used in the Teddy Bear Model. This Wearnyl will withstand direct flame without melting, is extremely difficult to tear, and due to the way its woven, it does not readily snag and run (as nylon is known to do.) The lining of a jacket of Wearnyl is 1/8 inches thick, which does away with the Teddy Bear effect, and produces a much more tailored look. The manufacturer's specs insertion shows it to be made of 50% Antron® Nylon and 50% Spun Rayon — can be machine washed or dry cleaned. Also Wearnyl is unconditionally guaranteed against abrasion for one year in the normal use of the garment. The cost is about \$3.00 more per jacket, but for its superior qualities over the industrial nylon, it is well worth it. Also, since we are sometimes labeled 'Safety Officers', then lets look for something in 'Officers' Safety', such as this type of durable fabric somewhat affords. F.K.

Off-Duty Insurance

By CHARLES E. TOOTH

Two issues ago, in the NOTEBOOK, I wrote a letter informing you that there was an insurance policy available, for injuries incurred off duty, that would pay 2/3 of our salaries (Captains to Patrolman) to age 65. I further informed you that this policy would cost us approximately \$5.00 per month and take effect 30 days after the expiration of all sick and vacation leave. In my original letter I asked the SFPOA and the insurance committee to try and institute such a plan as I outlined and that which South San Francisco Police Department presently has in effect. I also stated that none of us could afford to support our families or pay our bills as we are presently able to do for more than 6 months (maximum sick leave accumulated).

For example, had this type of insurance policy been in effect for Special Officer Fatooh he would not have to rely on donations. But more important, he would not have to worry how he is going to meet his commitments.

The insurance committee undoubtedly thinks that dental plans, or health plans are more important than a long-term disability plan and maybe they are right and I am wrong, but what good is a dental plan etc. if you are not able to pay the premium. In all fairness, President D'Arcy and Tom Dempsey are most receptive to my suggestion and have given me their support. What I also need is some backing from other members of this department. Therefore, if any member agrees with my plan, please send your name to me in c/o City Prison. Thank you.

REMEMBER: ANY OF US CAN BE INJURED, FOR LIFE, OFF DUTY. HOW WOULD WE LIVE IF WE WERE?

We will be happy to advertise all upcoming TESTIMONIALS. Just send us the information by the 25th of the previous month.

Call Box

Letters to the Editor

Acclaim for a Captain

A commanding officer of a district station is subjected to a lot of criticism as we all know. Due to the complexity of his job he'll make mistakes from time to time and more than likely be called on them. However, he rarely, if ever, gets acclaim when he is doing a good job.

Recently Joe Flynn, who is considered the City's finest police captain by the men who have worked for him, was verbally assaulted by a patrolman with a less than spectacular record. After heated debate, it was decided that this officer's actions deserved no more than a slap on the wrist. Then last week, a local columnist came out with an article on how Captain Flynn is using his resources on petty crimes while he lets serious crime flourish. It is obvious that the columnist knows nothing about commanding a district police station or the crime situation in the Central. He apparently based his condemnation on a few incomplete statistics, which mean little, if anything.

Cheer up Captain Flynn, consider the source of your criticism. And, consider the source of your acclaim—the policemen who have worked with you.

Tony Ribera
Headquarters Director

Judges Under Pressure

I wish to take issue with one small portion of Tony Balzar's article titled "Trial Lawyers". I feel there appears to be a slight case of over-patronizing on the part of Tony toward the judges of our city.

Mentioned is the valiant job that our judges are doing under the political pressures, etc. If a judge has a tendency to wilt under these political pressures, as obviously Judge Glickfield has, he should remove himself from the bench. I feel that most of the judges are doing a very poor job, and the exceptions can be counted on one hand. If any one group of people can be blamed for the violence and flourishing of crime in our country—judges come closest to that group. I am not a supporter of the Women's Liberation Movement, but it is my opinion that we lost one of the better judges in the Bay Area in the Nov. election when Janet Aikens was defeated.

Much has been said about Judge Glickfield's infamous decision involving the rapists. Little or nothing has been said of the judge who presided over the Los Siete / Joe Brodnik trial. What occurred in the courtroom during that trial by

the defensive counsel was despicable. To my knowledge, not once was Attorney Garry reprimanded or even threatened with contempt of court by the presiding judge (I believe Judge Manna). The decision was not his, but it was his court in which this circus occurred.

Another example of the fine men of the Bench are the five (5) Superior Court judges in Marin County who have disqualified themselves from the Angela Davis Trial. Their explanation for doing so is an insult to the people who pay their salary. If they do not want to do the job which they are being paid to do, or are afraid to do it, they should be taken off the county payroll. I'm wondering what would happen to our City if we (policemen) decided to disqualify ourselves every time the going got rough.

A third example of the men of the Judiciary and their Casper-milk-toast approach to violators of the law was the amount of bail set in Washington D.C. for arrested demonstrators. Bail was allegedly set at \$10 per head. At this price, and with the financial support the demonstrators apparently have, I don't think they had much of a problem making bail.

The latter two examples mentioned have not yet occurred in San Francisco, but if similar situations arise, I feel sure our local judges would take the same position as their fraternal brothers have in Marin Co. and Wash. D.C.

I have digressed from our local problem in citing judges' decisions in other parts of the country. But, to support my opinion of our local judges, merely check with the Identification Bureau of persons arrested in San Francisco and of the same person arrested in one of the southern counties of our state. One example cited to me was that of a suspect being arrested for a second time for petty theft. On the second arrest the suspect was committed to the county jail for six months in a particular southern county. This same individual has since moved to San Francisco. He has been arrested in excess of twenty (20) times, and has yet to be sentenced to a day in jail. This I cannot consider a "valiant job". If you were of a criminal nature, which county would you want to live?

These judges who are responsible for the decisions mentioned above, even though not responsible for the actual sentencing of the defendant, as in the Glickfield case, should also be noted and called to the attention of the citizenry.

Richmond Station
Frank Williams

The following letter was received after our deadline for the special May edition. It is reprinted here for your general information.—Editor.

RONALD REAGAN
GOVERNOR

State of California
GOVERNOR'S OFFICE
SACRAMENTO 95814



Our peace officers are the first line of defense against those who would destroy our freedom and our American way of life. Our citizens know the peace officers can be depended upon for the protection of their lives and their property.

We all are grateful for the heroism and devotion to duty which are part of the code of every good police officer. I want to assure you that you will continue to have the support and backing of my administration in the service you are performing to protect the rights and freedom of every citizen.

I am pleased and proud to join with the citizens of California in giving recognition to National Police Week, May 9-15, 1971, and Police Officers' Memorial Day, May 15, 1971.

Sincerely,

Ronald Reagan
RONALD REAGAN
Governor

Softball

S.F.P.D. ALL STARS26
POSTAL DEPT. ALL-STARS9

In a game highlighted by the booming bats of the Police Dept. the Mailmen were outplayed in every aspect of softball. The Police All-Stars were led by the hardhitting of "lefties" Jerry Donovan-Taraval and Don Schnieder-Central. Donovan belted a double his first trip and then three consecutive homeruns. The best Schnieder could do was hit for the circuit—a single, double, triple and homerun. With fifteen All-Stars, selected the decision as to the starting ten players was no easy matter. Both Rich Leon—Bureau and Greg Clooney—Central came off the bench and collected two solid hits in their times at the plate. Gary Bertucci—Mission collected three hits and turned in an excellent performance at shortstop. Homeruns were also belted by Dan Dragos—Mission and Joe Williams—Ingleside.

This game was a laughter all right but the Fire Dept. has already guaranteed that when we meet in June we better come prepared. They boast that all the talent has left the Police Dept. and are now starting in the newly formed Fire Dept. Softball League. Notices will be sent to each station as to when this game with the Fire Dept. will be played. We have a score to settle after that fluke victory (6-0) in Football that the Firemen pulled off on us this year.

All-Star Team Individual Performance

Player—Position	AB	R	H	RB	I
Gerry Norman—lf	3	1	1	0	0
Joe Chaimparino—lb	3	1	1	0	0
Gary Bertucci—ss	5	3	3	1	1
Gerry Donovan—rf	4	4	4	8	8
Gary Fox—3b	4	1	1	0	0
Don Schnieder—cf	4	4	4	4	4
Dave Maren—sf	4	2	3	1	1
Joe Williams—2b	3	2	2	3	3
Frank Scott—c	1	0	0	0	0
Frank Falzon—p	4	2	2	2	2
Greg Clooney—lf	2	2	2	5	5
Dan Dragos—cf	2	1	1	2	2
Willie Durkin—sf	0	0	0	0	0
Paul Largent—c	1	1	1	0	0
Rich Leon—2b	2	2	2	0	0

F. Falzon

FEDERAL CASE

Continued from Page 1—

What this means evidently is that the defendant is released on his own recognizance with \$1,500.00 pending if he fails to show up for trial. The hearing was set for May 17th, and on that day every one was sitting before Judge McNichols at precisely 10:00 A.M.. Everyone, except guess who? That's right our sterling defendant. Add one more federal fugitive to the list.

Well we can't all be perfect can we? Except this isn't the first bail jumping case in federal court. A similar case on May 7th; defendant John Tarpenning, booked for robbing the Crocker Citizens Bank in Walnut Creek was also O/rd — No Show Either. I guess the Government has to do something to keep the F.B.I. busy. Can't have them spending idle time tapping phones or something!!!!

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FOR SALE—German Shephard. 3 years old. Female, spayed. Beautiful Markings. No charge to good home. Call Jim Crowley - 553-1732 or 992-6012.

'65 KARMAN GHIA, new factory rebuilt engine, brand new red paint, radio, heater. \$900.00.

IF YOU are looking for a used car, we can get completely rebuilt VWs in top shape. Contact Bill Hemby, 553-1101.

The Second Time Around

On August 8, 1970, Officer Gary Frederick, San Francisco Police Department, was run down and injured in the Potrero District by a young driver of a stolen auto.

The driver was captured and sent to the Log Cabin Ranch for THREE WHOLE MONTHS. The driver's name was Tyson J. Duhon.

On May 7, 1971, Sgt. James Wakefield, San Mateo Sheriff's Department, was run down and injured in East Palo Alto by the driver of a stolen auto.

The driver was captured after a long chase and was found to be—guess who? Right, Tyson J. Duhon, who happened to be on parole for the attempted murder of Officer Gary Frederick.

In the August, 1970, incident a police officer was seriously injured, the stolen auto and a police car was damaged. In the May, 1971, incident a Sheriff's Deputy was seriously injured, a stolen auto, a citizen's parked car, and four police cars were damaged.

And who is going to pay for the lost man hours of the two injured men; the damage to all the vehicles involved—Tyson J. Duhon? You can bet your sweet bippy he won't.

He'll probably be released again and the next time wind up killing some cop while driving a stolen auto. Remember the old saw? "The third time is a charm!"

CLASS REUNION

15th YEAR REUNION

81st RECRUIT CLASS

J & B, 20th & York Sts.

Monday, August 30th, 1971
Dinner 8 P.M.

Cocktails Starting 6 P.M.

Contact: Jim Stevens
or Frank Coombs, Co. D

POLICE WEEK

Continued from Page 3—

statements concerning their fathers occupations.

San Francisco and your communities owe you a debt which we can never pay. For what can we say to the family of a man who has given his life that we may have a better and safer society. "For no greater love hath a man than he lay down his life for his fellow man."

We have seen acts of unselfish courage daily and yet the public seems equally willing to forget these acts.

I cannot express to you in words the pride I feel in being allowed to share this day with you. Use your knowledge, your integrity and have courage, courage that you are not alone in your task, and may God guide you as you meet the challenges ahead."

1963 TRIUMPH, excellent running condition, \$550. Mike Hebel, 553-1101.

Services

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WANTED

Player Piano

Retired Policeman would enjoy a player Piano during his retirement, any condition. Call 333-2823.

SACRAMENTO TRIP — S.B. 333

Continued from Page 1—
attempt to reach agreement on matters under consideration. Local safety employees shall not have the right to strike, or to recognize a picket line of a labor organization while in the course of the performance of their official duties.”

Impasse
3531. “If after a reasonable time the parties do not reach agreement” . . . “the matter shall then be at impasse, each party shall, within 10 days, submit to the other party,” . . . “a statement of its position and reasons therefor.”

Mediation
3531.1 “. . . not less than three days or more than five days after receipt of the statement of position of impasse, unless by mutual agreement by the parties, the parties shall go to mediation.” “If the parties reach agreement” . . . “they shall prepare a written memorandum of such agreement and submit it to the governing body.”

Factfinding
If after 10 days and there still is an impasse, the parties shall go to factfinding. Factfinding shall begin within five days after the governing body has been notified by the mediator that the parties are still at an impasse.

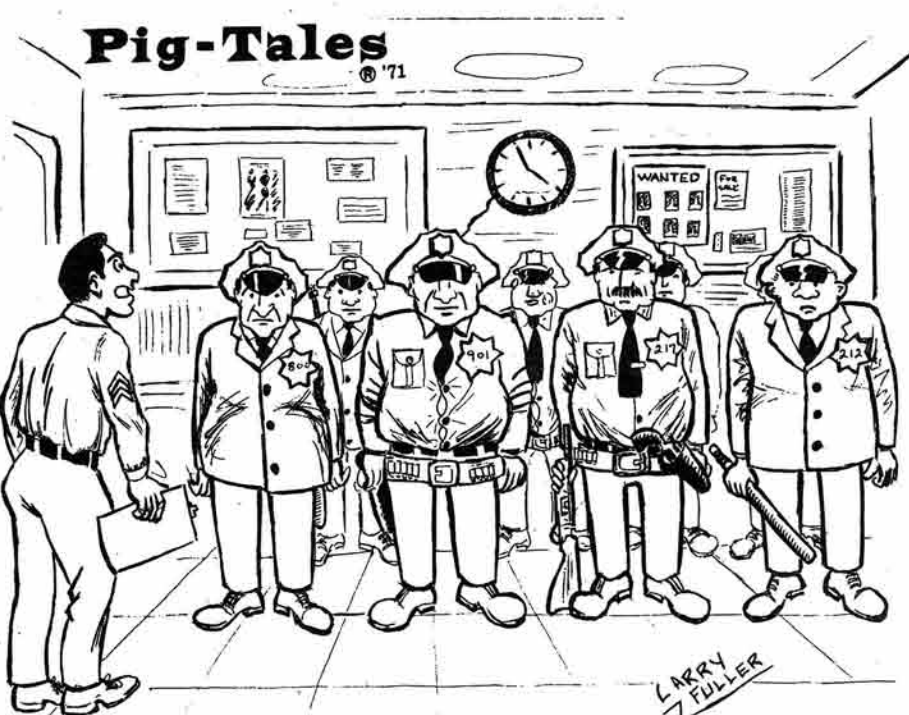
The factfinder shall hear all relevant evidence and be governed by the same rules of procedures and

standards as set forth in Sections 3534 and 3532. He shall hear the matter of impasse and make his findings public within 21 days after the matter has gone to factfinding.

Compulsory and Binding Arbitration
Ten days after the factfinder determinations are made public, if there still is an impasse, the matter shall be submitted to compulsory and binding arbitration by a three-member board of review. Section 3532. “The findings and recommendations of the board shall be conclusive and binding upon the parties.”

The remainder of the Bill establishes the selection method of board of review, mediators, etc.

As you can see this Bill 333 if passed can go a long way to aid us in bargaining for our sorely needed benefits. Whether Senate Bill 333 can make it through the Assembly and the Governor remains to be seen. We, as an Association can do much to see it through. What it will mean is probably another trip to Sacramento when the Bill goes to the Assembly and another when it goes to the Governor. But one thing is certain; 10 or 20 members of this Association traveling to the state capitol will not make much of an impression, but 100 men will. Think about that when next we ask for your support.



“Nothing Thin About This Blue Line, Is There?”

A CREDIBLE STRIKE THREAT

Continued from Page 1—

binding memorandums of understanding, all of which are archaic labor relation concepts. The difference between these two positions is abyss-like.

If the wage gap between the private sector and the public sector continues to grow and if public employers continue to refuse to meet with public employees as equals at the bargaining table, either the public employees will become docile sheep or they will turn to concerted activity and that includes STRIKE. Now that this “unutterable-treasonous” word has come into the open, I can faintly hear the perishing “sovereignty doctrine” moaning, “But the common law states that strikes by public employees are unlawful.” Yes, on dying sovereignty doctrine, but it makes little sense to argue the legality of strikes in the public sector when they have gone on, are going on, and will continue to go on. As documented by the Federal Advisory Committee on Intergovernmental Relations, the rapid increase in public employees work stoppages in recent years could very well result in a crisis in public employee relations in the near future.

But why the strike threat! Precisely because public employers in City Halls, State buildings, and the Halls of Congress are working indefatigably to bind the wounds of the dying “sovereignty doctrine” and to revive it. Simultaneously they are furtively attempting to steal the public employee’s ax; they are attempting to disarm the rebellious employee.

Concisely and briefly the situation is this. Without a credible strike threat we are like a man with

paralyzed muscles. If we wish to close the wage and fringe benefit gap between the private and public sectors and if we wish collective bargaining, then they will come with a combination of rational discourse and a credible strike threat. Either alone is insufficient. If the public employer believes that the public employee may strike, the two will meet at the bargaining table as equals. If the public employer does not believe that the public employee may strike, the public employee must swallow his dignity and beg for wages, hours and working conditions.

Concluding, it would appear that the occupational genocide now being perpetrated upon the nations police officers should further evidence our dire need to meet public employers as equals. The grim and lamentable facts are that in the last six months of 1970, thirty-nine (39) policemen were murdered in the United States; in the first four months of 1971, forty-six (46) policemen have been murdered in the United States. We must be treated as equals and receive the wages, hours and working conditions that our hazardous occupation demands.

SFPOA Receives G.E.T. Contribution

A letter of thanks has been sent to the G.E.T. Department Store for their generous contribution to the SFPOA. The gift, in the form of a check for \$500.00, was given in appreciation for the outstanding work performed by Sgt. LaBrash and Officer Shegoleff in capturing a couple of burglars after a shoot-out at the G.E.T. Store.

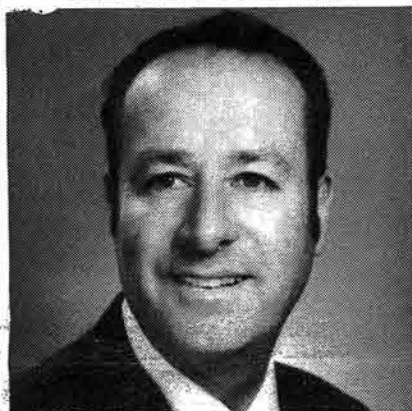
The letter, sent by Lou Calabro for the SFPOA, reiterated that “our policemen have a desire to fulfill their obligations to the community.” The letter ended by stating that “the men of Taraval Station will continue doing the best possible job for you and the citizens of our community.”

—Editor

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.

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DEADLINES, DEADLINES . . .

For those of you who wish to submit articles to the Notebook—as of this printing we are setting a deadline of the 25th of the month for all copy to be in for the following month. This is necessary as it speeds up the composition and the publishing of the Notebook. This is important because, as I know, you each wait with baited breath for the monthly appearance of your Notebook, we hope. W.H. & F.K.

114th Class Reunion

Arrangements are now being made for the 1st year reunion for the 114th Recruit Class on July 16, 1971. Announcements will be mailed to all members some time in June regarding time, place, etc. For further information please contact either Bill Thiffault, Co. B, or Mrs. Linda Thiffault at 861-0232 between 9 and 5. Hope to see you all there.

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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