

SPECIAL VOTER EDITION



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NOTEBOOK

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

To Promote the Ideals, Policies and Accomplishments of the Association and its Members

SPECIAL ELECTION EDITION

SAN FRANCISCO



NOVEMBER 1998

Chief Fred Lau Needs Passage of Proposition A

Chief Fred Lau is the number one law enforcement officer in the city. He has the responsibility to do everything he can to make our streets safe, our homes secure, and our neighborhoods harmonious and peaceful. That is a big job, and one which requires dependable ranks of top-notch, experienced officers.

The process of recruiting viable candidates, screening them thoroughly, training them for six months at the academy, and putting them through the rigors of field training and certification is a costly and time consuming endeavor. It requires several hundreds of thousands of dollars, more than 18 months, and thousands of man-hours to successfully place just one recruit class onto the streets. It is anticipated that several classes per year will need to be generated in order to keep up with the attrition and resignations over the next few years.

Chief Lau needs to recruit only the best men and women for the San Francisco Police Department, and would expect each one to remain with us for their entire career. The current "Tier-II" disability/retirement plan is a frustrating impediment to achieving that goal. It is among the



Fred Lau, SFPD Chief Of Police

most deficient police benefit plans in the state. Not only do we pool a lesser number of qualified applicants, but we also lose many trained and experienced officers to departments that have better disability provisions.

San Francisco police officers risk their lives to serve this city. Chief Lau is duty-bound to provide every man and woman in this department with the best training, education, and equipment necessary to get the job done. He will want to ensure every officer that they and their families will be adequately and fairly provided for should any of them become disabled or die in the line of duty.

Help the Chief of Police help them. Let's show our police officers that they are a valued and appreciated resource. By retaining our best people we make our city safe, and we save money by deferring recruitment and training costs.

Vote Yes on Proposition A, and give Chief Lau the resources he will need to attract and retain qualified police officers.

A Special Message from Chris Cunnie, President SFPOA

I have been proud to serve my city over the past 18 years as a police officer and as the President of the San Francisco Police Officers' Association.

During my years on the beat, I saw the San Francisco police department make great progress in the fight against crime. It is our excellent officers who have helped us turn the corner. These resourceful women and men run public safety programs like community policing, bicycle patrol and juvenile outreach. Without such innovative officers, these successful programs would be in jeopardy. That's why it is vital that San Francisco keeps the kind of officers who are helping to win the fight against crime.

Unfortunately, our ability to attract and retain these officers continues to be at risk. San Francisco provides younger police officers (those hired since 1976) the lowest pension and disability benefits of any other major city in California.

As police officers, our top priority is to keep you and your family safe. But in our line of work, we must also consider how to protect our own families should we be killed or seriously injured in the line of duty. Because San Francisco provides pension and disability protections so much lower than surrounding communities, the Department is having difficulty attracting and retaining experienced officers.

On the November ballot, there is a measure that will help us maintain the highest quality police department. Proposition A will provide equal pension and disability protections for all officers in the Department, regardless of race, sex or date of hire. This is a simple, low cost measure, that will equalize benefits with other cities. All our officers take equal risks. Proposition A simply makes sure that



Chris Cunnie, President, San Francisco Police Officers' Association

they all receive equal pension and disability protections.

Due to a large surplus in the city's retirement fund, the cost to the city will be absolutely nothing for at least 15 years. After that, reduction in overtime and other savings should offset the minimal costs.

Proposition A has already earned the support of leaders from every community in San Francisco, including Mayor Willie Brown, Congresswoman Nancy Pelosi, former Mayor Frank Jordan, State Senator John Burton, Assembly members Carole Migden and Kevin Shelley, District Attorney Terence Hallinan, Board of Supervisors President Barbara Kaufman, Treasurer Susan Leal, Supervisors Mabel Teng, Leland Yee, Amos Brown and Jose Medina, Chief of Police Fred Lau and scores of others.

We would be proud to earn your support as well. San Francisco Police Officers hope we can count on your support for Proposition A on November 3.

Chris Cunnie

DON'T FORGET TO VOTE!

Your voice counts! Tuesday, November 3, 1998 is election day. Exercise your most empowering American right. Cast your vote to enhance public safety and to perpetuate the great San Francisco traditions of equity and fairness. Vote yes on Proposition A on November 3rd..

"Should things go wrong at any time, the people will set them to rights by the peaceable exercise of their elective rights."

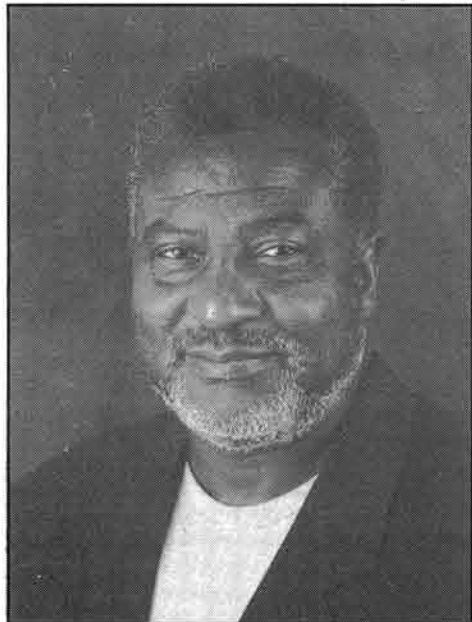
— Thomas Jefferson

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Join Us — Vote YES On Proposition A

Officers For Justice Urge Yes On A



Most of the African-American officers currently working in the SFPD were hired after 1976. The inequity of their Tier II disability and retirement system needs to be corrected so that all officers, regardless of race or gender, work under the same conditions and have the same protections. Proposition A provides us all with a fair and balanced plan.

Please join us in supporting this vital measure. Vote YES on Proposition A this November.

*Inspector Marion Jackson
President, Officers For Justice*

San Francisco Republican Party Supports Prop A

In June 1994, San Francisco voters approved Proposition D, which required that the San Francisco Police Department be brought up to full staffing levels. This measure, authored by the San Francisco Republican Party, prompted Mayors Jordan and Brown to increase the number of Police Academy classes, and to put more officers on the streets.

However, the San Francisco Police Department still has not reached full staffing levels. The major impediment has been the two-tier police retirement system. Under the two-tier system, San Francisco police officers hired after 1976 receive lower retirement and disability than their counterparts almost everywhere else in the state. Experienced San Francisco Police officers transfer to other departments because those departments provide better benefits.

We can stem this hemorrhage by passing Proposition A, which will equalize benefits.

Vote Yes on Proposition A.

*San Francisco Republican Party
Donald A. Casper, Lee S. Dolson,
Arthur Bruzzone, Chairman,
Ted Turrell, Jody Smith,
Howard Epstein, Jody Stevens,
Sue Woods, Harold Hoogasian,
Jun Hatoyama, Albert Chang*

The SF Chamber Of Commerce Urges Yes On A

Proposition A is a fiscally-prudent plan to keep our most-qualified police officers working in San Francisco.

A \$4 billion surplus in the city retirement fund means that no tax dollars will be needed for up to 20 years. By improving pension and disability protections, we keep the most highly-trained officers here in San Francisco.

The benefits are significant and the costs are low. We urge all San Franciscans to vote YES on A.

*San Francisco
Chamber of Commerce*

I Endorse Proposition A



Our police officers take great risks to keep our city safe. They deserve to be treated equally when it comes to pension and all-important disability protections. We need our officers focused on keeping our communities safe, not worried about who will take care of their families if they are killed or seriously injured in the line of duty. Prop. A is a fiscally-responsible solution to this pressing problem.

Please join me in voting YES on A.

Congresswoman Nancy Pelosi

Neighborhoods Support Proposition A

Proposition A is about fairness. It is also about keeping trained Police Officers in San Francisco. The present unequal, two-tiered system drives many of our newly trained officers to other cities, resulting in a financial loss to taxpayers as new officers have to be trained. RETAIN AND SUPPORT OUR POLICE OFFICERS!

*Coalition for San Francisco
Neighborhoods Representing 33
Neighborhood Associations*

Future Police Leadership Needs Prop. A



The San Francisco Police Department will need a new generation of leadership soon into the new millennium. Proposition A will enable us to recruit and retain qualified young officers to fill that need. We can't afford to lose our best officers, but that's what will happen if we can't provide at least competitive disability protections. Proposition A is a cost-effective measure that will save money by reducing overtime and training costs.

Help protect the future of San Francisco. Vote YES on Proposition A

*Al Nelder
Former San Francisco
Chief of Police*

Women Of The SFPD Support Proposition A



The Women's Issues Committee of the POA urges all voters to support women in San Francisco law enforcement. Some of our issues are particular to special details or assignments, but all officers - both women and men - who patrol our streets assume the same hazards and risks. Please vote to give women officers the same disability and retirement provisions that more senior officers enjoy.

Vote YES on Proposition A on November 3rd.

*Officer Rowena Wilson
Womens' Issues
Committee, SFPOA*

Equality For Women

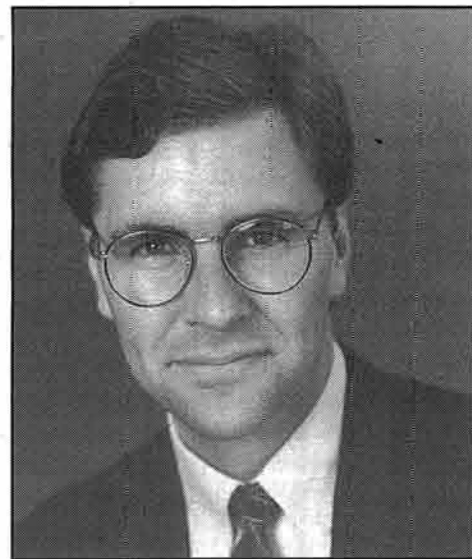


Women Police Officers assume significant risks while policing the streets of this city, and deserve to be equally provided for in case of disability. Our current system is flawed and makes for an unfair and inequitable two-tiered pension plan. It is an unbalanced system that discriminates against those of us hired after 1976 - as most women were. Proposition A is a simple, common-sense measure that would correct a blatant inequality within our Department.

Please support fairness and vote Yes on Proposition A.

*Sergeant Carri Lucas
Chairperson, San Francisco Police
Officers' Association
Women's Issues Committee*

Proposition A Creates a Stronger Police Force



Police officers put their lives on the line to protect our families. The very least we can do is make sure that if they were killed or injured, they can take care of their own husbands, wives and children.

Proposition A will create a stronger police force and a safer San Francisco. Please join us in support of Proposition A.

*Assemblymember Kevin Shelly
Assemblymember Carole Migden*

"It is the people to whom all authority belongs."

— Thomas Jefferson

Join Us — Vote YES On Proposition A

Equal Justice

Our police officers have made great progress in the last ten years to keep our families safe. Let's take this low-cost step to protect *their* families. Please join me in voting YES on A.

Dr. Anita Grier

Asian Peace Officers Support Proposition A



The San Francisco Asian Peace Officers Association supports the Charter amendment which would correct the inequity caused by the "Tier 2" system and provide equal benefits for all officers without discrimination. At no cost to the taxpayers for up to twenty years, we can create both a stronger department and a more just system.

Vote Yes on Proposition A.

David Tambara
President, San Francisco Asian
Police Officers' Association

Women Officers Network Urges Yes On Prop A



Women police officers have fought equality in the station houses and on the streets of San Francisco. We did so by giving all San Franciscans the best possible police services a woman can provide. This means assuming the same risks as male officers. Proposition A will enable all women officers to assume those risks knowing that they do so with the same disability and retirement protections now given to more senior officers.

Please join us in voting YES on Proposition A.

Officer Sally Dehaven
Womens Officer Network

A Fiscally Responsible Solution



Proposition A is a fiscally-sound solution to a growing problem.

The two-tier police retirement and disability system was put into place over 21 years ago. Since then, San Francisco has earned the dubious distinction of providing the lowest pension and disability protections of any major city in California.

The hard fact is that our officers must consider what would happen if they were killed or injured in the line of duty. That's why we face the danger of losing some of our finest police personnel.

Recent budget reports show that San Francisco has a \$4 billion surplus in our retirement trust. This measure will not cost tax-payers a cent for up to 20 years.

A surplus in the retirement system doesn't mean that it is time to raid the coffers. But it does give us the opportunity to keep our police force strong without endangering city finances.

Please join me in voting Yes on Proposition A.

Barbara Kaufman
President, San Francisco
Board of Supervisors

Single Parents Need Proposition A

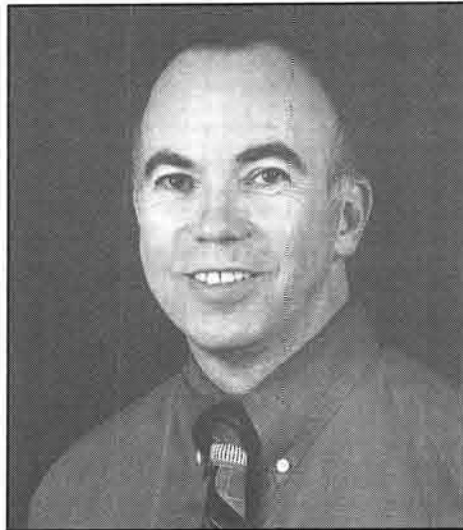


I am a divorced, single mother. I am also a police officer. My greatest worry is that I will become gravely disabled or killed while policing this city, and my children will not be adequately provided for. Proposition A would alleviate those concerns by providing them with a proper survivors benefit. I care about San Francisco and my children.

Please support single and divorced parents. Please vote YES on Proposition A.

Officer Sylvia David
Divorced Single Parent

Gay/Lesbian Officers Support Equality



Lesbian & Gay San Francisco police officers strongly support Proposition A. The current two-tier retirement system discriminates against our members by basing benefits on an arbitrary date of hire. Voting Yes on Proposition A will help provide equal treatment for all officers. Vote to treat all San Francisco police officers fairly. Vote YES on A on November 3rd.

Phil Fleck
Golden State Police Officers'
Association

Firefighters Urge Yes On Proposition A



All of San Francisco's public safety employees need equal and fair disability protections. Proposition A will make that happen. It will give San Francisco's crime-fighters the exact same disability and retirement provisions that voters gave to SF Firefighters in 1996.

Join me in voting YES on Proposition A. Let's treat all San Francisco public safety personnel fairly and equitably.

Jim Ahern
President, Firefighters Local 798

The San Francisco Democratic Party Strongly Supports Proposition A

This sensible measure will help protect all San Franciscans while promoting equality in the police force. All of our officers take equal risks. It's high time they all were offered the same disability and pension protections.

Proposition A is a low-cost remedy that will help keep qualified officers at work, thus lowering overtime and training costs.

Proposition A helps keep the best officers right here in San Francisco. Please join us in voting YES on A.

San Francisco Democratic Party
Natalie Berg
Chair of the San Francisco
Democratic Central Committee

San Francisco Latino Officers Support Proposition A



Proposition A is a long-overdue measure that would adjust inequities facing Latino officers within the San Francisco Police Department.

We are proud to help protect your families. Please help us protect our own. This low-cost measure helps guarantee adequate protection for our families in the event we are killed or seriously disabled in the line of duty. Because most of our officers were hired after 1976, we suffer from the lowest pension and disability protection of any other major city in California.

That's why we ask you to join us in support of Proposition A.

David Elliott
San Francisco Latino Police
Officers' Association



IT'S AN AMERICAN RIGHT

YES on Proposition A: Equal Risk — Equal Protection

All San Francisco police officers take equal risks to keep our city safe. Yet currently, in any given incident, officers working side-by-side receive dramatically different disability and pension protections.

A November ballot measure, "Proposition A," will correct this inequity. Proposition A will ensure that the future well-being of our police officers and their families will be secure if the officer is injured or killed while protecting others.

Today, less senior officers, including the majority of women, African-American, Asian, Latino, lesbian and gay officers, receive pension and disability protections far less comprehensive than those which protect more senior officers. The less officers receive the lowest benefits of any major police department in California. In this tight labor market, San Francisco faces the prospect of losing trained and tested officers to other cities because of this strained inequity.

If the current system is left unchanged, the taxpayers will be forced to absorb the overtime costs needed to compensate for the loss of experienced officers and for the training of less qualified personnel.

Along with the increased overtime and training costs, the loss of the City's experienced and talented officers would diminish innovative programs like community policing, bicycle patrol, and juvenile resource and diversion. Proposition A will enable us keep our trained and qualified officers hard at work on the streets of San Francisco and managing the community programs that we need to keep our neighborhoods safe.

City financial experts agree that Proposition A will cost taxpayers nothing for the next 15 years due to a large surplus in the retirement fund. After that, it is anticipated that the savings generated from retaining trained officers and reducing the need for overtime will offset any future costs.

It is important to remember that in 1996, an identical measure passed overwhelmingly for the San Francisco Fire Department. Prop. A simply gives police officers the same fair treatment that voters extended to our firefighters two years ago.

Prop. A has already earned the support of leaders from every community in San Francisco because it is sensible and fair.

Cast your vote on November 3rd for a more unified and equitable police department. Vote YES on Proposition A and keep San Francisco progressive and safe.

POA Endorsement List

U.S. Congress
Nancy Pelosi

Governor
Gray Davis

Lieutenant Governor
Cruz Bustamante

Secretary of State
Michela Alioto

Treasurer
Phil Angelides

Controller
Kathleen Connell

Attorney General
Bill Lockyer

State Senate
Jackie Speier

Assembly
Carole Migden
Kevin Shelley

Board of Supervisors
Tom Ammiano
Amos Brown
Mark Leno
Gavin Newsom
Mabel Tang

Board of Education
Eddie Chin
Frank Chong
Mauricio Vela

Community College Board
Robert Burton
Anita Grier
Andrew Shorter
Lawrence Wong

Propositions
Yes on A
Yes on B
Yes on C
Yes on D
No on E
Yes on F
Yes on H
Yes on I

YES | ON

A

EQUAL RISK EQUAL PROTECTION

Paid for by San Francisco Police Officers' Association. YES on A Committee

