

POA NOTEBOOK

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

VOLUME 31

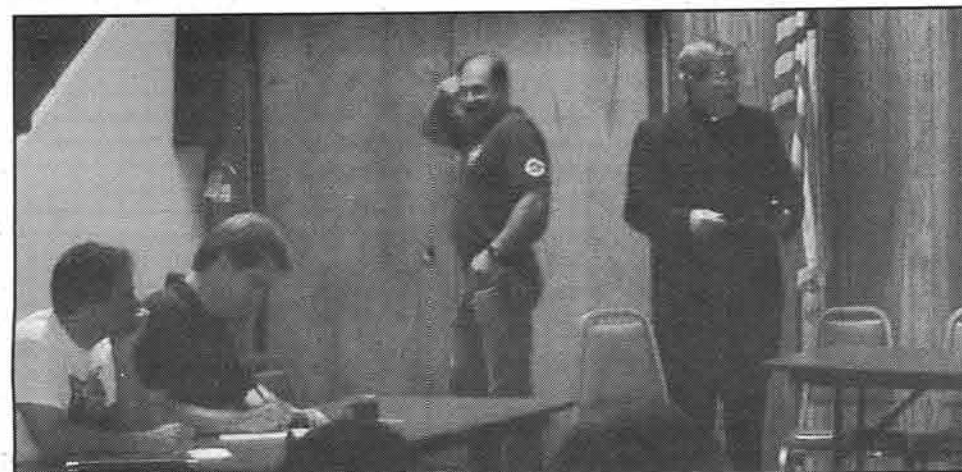
SAN FRANCISCO, AUGUST 1999

NUMBER 8

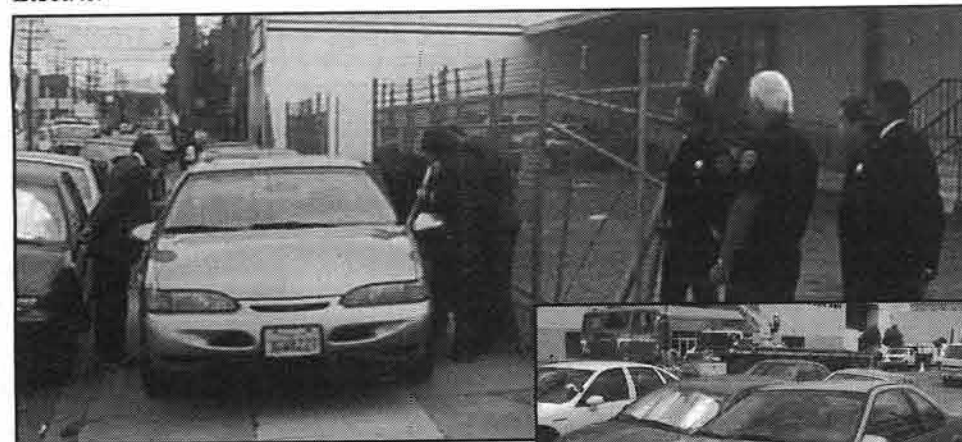
Monsignor John Heaney POA Officer of the Month



POA President Chris Cunnie, left, and Kevin "Ace" O'Connor, right, present Police Chaplain, Monsignor John Heaney, center, with a plaque honoring him as the POA Officer of the Month. Many friends and well wishers attended the ceremony at the POA building on July 20, 1999, including the police department administration and command staff. The honor was bestowed on the Monsignor in appreciation for the years of service to our Department, to the Association, and the innumerable officers and families that he has ministered to in their times of need.



POA Treasurer, Jack Minkel, standing left, emulates the Monsignor in the practice of the ear tug (see photo above). This followed a presentation by Jack of a set of keys to a car donated to the Monsignor by Mr. Nick Dutto, owner of Metropolitan Electric.



As Chief Lau and members of his staff look on, Monsignor Heaney, inspecting his new car at the driver's door, expressed his delight and appreciation for the "barely used" Ford T-Bird given to him by Nick Dutto. The car was his for the taking however, since this is San Francisco, the Monsignor will need to use his eminent contacts with the Higher Authority in order to obtain more appropriate and readily accessible parking.



A better view of the Ford T-Bird donated to Monsignor Heaney by Nick Dutto. Mr. Dutto owns Metropolitan Electric, and is a long-time friend and supporter of the POA and the department.

A message from the President

POA Public Relations: Doing It Our Way

By Chris Cunnie

A little more than two years ago, a spirited discussion took place at a POA General Membership meeting. The issue was the media. Specifically, that local coverage of the SFPD was biased, and failed to present a true image to the public. The board members felt that the media failed to adequately report all of the good and honorable things about the department, particularly in regards to the everyday activities of patrol officers. The consensus of was that there were only two types of media coverage about San Francisco police officers: either it was 1) negative; or 2) non-existent.

One of the members most frustrated with this media issue was Bob Mammone, the representative from TTF. He spoke of scores of selfless deeds performed by street officers on a daily basis that never received even an inkling of acknowledgement. He admitted that it was probably to be expected, considering that none of the individual officers had done anything in order to gain media attention. Nonetheless, Bob felt that the public would like to know about these unsung acts; that they would be interested in meeting the real people behind the star. As it was, only the negative things made it into the media or, occasionally, a positive story set-up by the Public Affairs Office.

The Board of Directors was pretty much of one mind: that the rank-and-file did need to "blow on their own horn a bit", especially since we were gearing up for a comprehensive Prop A campaign. It was decided that the POA initiate an on-going public relations campaign. Among those most in support of the idea were Mammone, Matt Gardner, Matt Castagnola, Dan Linehan, George Rosko, Glenn Sylvester, and Lynne Atkinson. The entire Executive Board — Gary Delagnes, Jack Minkel, Steve Johnson, and me — agreed, as did Notebook editor Ray Shine. The members also wanted this to be a campaign waged from the heart, reports about police officers by police officers. It was decided that we would do as much of the PR as we could,

calling on professionals only when we absolutely needed to.

Lots of brainstorming followed. We had limited resources, and realized that we would have to be creative in order to work within our means. Nonetheless, all of us were surprised at how quickly the good ideas developed and evolved. In the end, we decided to focus on four primary avenues of public relations: a public memorial to fallen police officers; a public access television video; special neighborhood editions of the *Notebook*; and an Internet web site with Email rosters.

Dan Linehan volunteered to investigate the possibility of obtaining broadcast time on local television channels. His work paid off. He reported that the POA could get airtime — possibly at little or no charge — but we must first have a finished video product in-hand and ready to show. The Board acted quickly. They directed Dan and Bob Mammone to begin working on what would be a huge undertaking — the shooting and production of our first video. But, more on that later.

Meanwhile, I had begun organizing plans for a police memorial in Union Square — another major production. This was a big job, and I could not have pulled it off alone. Under the skilled guidance of longtime POA friend Joyce Aldana, a private media consultant, a committee was formed to make it happen. Those on the committee were Captains Rich Cairns and Rick Bruce, and Officer Matt Castagnola. I made it clear to all that this was to be a solemn event, yet I knew that most civic leaders would want to participate. I decided early on that they would do so by invitation only. This was to be an event for our members and their families, not a photo-op for politi-



(see PRESIDENT, page 4)

Widows and Orphans Aid Association

The regular meeting of the Widows' and Orphans' Aid Association of the San Francisco Police Department was called to order by President William Hardeman at 2 pm in the conference room of Ingleside Station.

ROLL CALL OF OFFICERS: All five Trustees present, namely Jeffery, Kemmitt, Fontana, Crosat and Kurpinsky. Vice president Garrity, Treasures Sturken, and Secretary Hurley.

MINUTES OF THE JUNE MEETING: Changes made to include Motion on the Bills by Kurpinsky, second by Crosat. Motion Carried. Also the age of Joseph Mendiola to 86.

APPLICATIONS FOR NEW MEMBERS AND SUSPENSIONS: None for this month.

BILLS: Treasurer Sturken presented the usual bills. Motion Garrity, seconded by Fontana that the bills be paid. Motion carried.

REPORT OF THE TRUSTEES: Trustee Kemmitt will set a meeting to work on the revision of By-Laws. Sturken, Crosat, Hurley along with Kemmitt will meet and make the first draft within the next few weeks.

BANK OF AMERICA REPORT: Gary Joe and Tom Abbott made their presentation. Tom

Abbott spoke about the strength in the U.S. economy has caused the Bank to raise their estimate for real GDP from 3.4% to 4 %. However, growth should be moderate the rest of the year. Our Approach is Income with Growth Objective. Our Asset Allocation is 38% Stocks, 59% Bonds and 3% cash. With the foreign economies just starting to show they are rebounding the Fed. wants to keep the lid on. The Total value of our account is \$9,367,689.00.

The Trustees and The Bank of America agreed to meet in April, August and November. This will go along with the quarters and keep the Trustees and Officers a little more informed. The Bank will still be at our Monthly Meeting the rest of the year. The Bank and Trustees set the next meeting at the Bank for Thursday August 26, 1999, 6 pm.

TWO DEATHS WERE REPORTED THIS MONTH.

DANIEL V. FLANAGAN 90 years. Dan was born in San Francisco, and

grew up in North Beach. He attended Galileo High School and worked as a Warehouseman with a Ice Storage Company on Lombard St. He entered the SFPD in 1936 stayed for five years before going back to working with Local 3844 as its Secretary-Treasurer, a job that brought him National attention, working with the Defense Production Administration working with the unions and government during the war. He also did the same in the Korean Conflict. Dan was a very successful Boxer and won the Pacific Coast Light Heavyweight Championship. He lost in the Nationals, the winner in his division was a fighter by the name of Joe Louis. He kept his membership in the Widows and Orphans all these years.

ALAN L. PERINI: 61 years. Al was born in Granite City, Ill. Upon moving to San Francisco, he lived in Noe Valley, and attended Poly High. Military service saw him serve his country in the US Army. Upon returning to San Francisco he worked as a Concrete Refinisher before entering the Police Academy in 1960. His first assignment saw him at Richmond Station. He next made the Big Lights of Central. Al Made a lot of different moves in his career, from Park to Co. A to the Solos, then back to Co. A. The Patrolman at Central, had a saying, Uncle Al, the Patrolman's Pal." Al was a good guy to have in a beef. He was awarded, two Gold medals of Valor, one Silver medal, and Two Bronze Medals of Valor. Plus many Captains Commendations. Al finished his police career as a Lt. at Ingleside Station.

ADJOURNMENT: President Hardeman, set the next meeting for Wednesday August 18, 1999, 2 pm, Conference room of Ingleside Station. The Trustees meeting with the Bank on Thursday August 26, 1999 6 pm.

REMEMBER TO KEEP YOUR ADDRESS AND BENEFICIARY CURRENT WITH US. WE ARE HERE TO HELP YOU, IF YOU HAVE ANY QUESTIONS CALL 681-3660.

Faternally,
Mark Hurley,
Recording Secretary.



Police-Fire Post 456

By Greg Corrales

*Do all the good you can,
In all the ways you can,
In all the places you can,
At all the times you can,
To all the people you can,
As long as ever you can.*

— John Wesley Rules of Conduct, circa 1770

On Tuesday, 8 June 1999, Police-Fire Post 456 held their last meeting (no meeting in July). 1843 hours-Meeting called to order by Commander Hurley.

Pledge of Allegiance.

Prayer by Post Chaplain Castro.

Preamble to the American Legion Constitution recited. Commander Hurley read minutes of the last meeting. Moved by Aguilar and second by Kelly to accept the minutes as read. Passed.

No guests or new members. Finance Officer Castro read the finance report.

Danker moved that the report be accepted. Second by Struckman. Passed. After a suggestion by Gay to move Post funds to an 5-15 account, Harms made a motion to contact the credit union and ascertain the most advantageous interest rate available. Second by Corrales. Passed.

Unfinished Business—Commander Hurley addressed airline arrangements for the State Convention, and transportation to the air-

port. Convention Delegates were finalized-Castro, Corrales, Erlwin, Gay, Harms, Hurley, and McMurtry. It was decided that the Post would pay half the cost of a rental car at the Convention.

Corrales gave a reports on Boys State and on the Officer of the Year Dinner. New Business—Danker volunteered to make efforts to increase member participation of Post activities. On the same note, Commander Hurley emphasized the need for new younger members of the post to take charge and rejuvenate the Post. He then regaled us with his Pico Meadows experiences with some active duty Marines.

Struckman reported that he has made inroads into the USMC recruiting situation at Sacred Heart High School.

Officers for 1999-2000 were elected: Commander- Brian Danker, First Vice-Joel Harms, Second Vice-Richard Struckman, Sgt.-at-Arms-Michael Mattich. Al Aguilar, the senior member present presented a plaque to outgoing commander Mark Hurley for the outstanding job he did as commander for 1998-1999. Commander Hurley gave an inspirational talk to the incoming officers. 2005 hours—Prayer by Chaplain Castro, meeting adjourned by Commander Hurley.

2006-??? Refreshments served, war stories embellished and told.

On Thursday, 10 June 1999, Police-Fire Post 456 held a dinner honoring the last three officers of the year, Rene LaPrevotte, Mike Toropovsky, and Shaughn Ryan. The dinner was a great success thanks to all of you who supported the Post by

(see POST, page 11)

Editorial Policy

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

The San Francisco Police Officers' Association

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- Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

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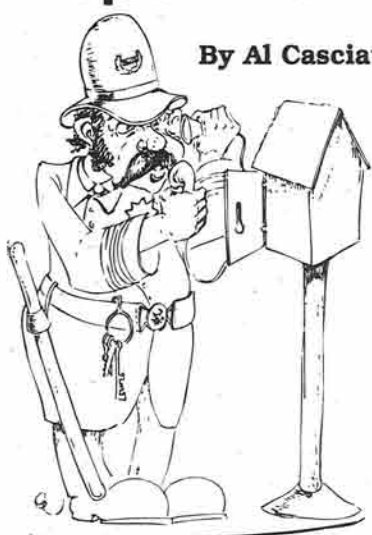
"Keep in touch"

On the second Tuesday of every month, you can visit and have lunch with your police friends at the ICA Hall, 3255 Folsom St. Parking is good. Annual dues of \$15 includes a monthly Bulletin.

Attend to join or write to Box 22046, SF 94122, or call the Secretary at (415) 731-4765.

Around The Department

By Al Casciato



...Graduates:

Congratulations to **Jolene and Matt Blessing** (fraternal twins) who graduated from Folsom High School in June and are on their way to College. Their father, **John Blessing** was killed in the line of duty 10 years ago. Their mom, **Denise**, raised both children on her own and did an outstanding job. Congratulations Jolene and Matt...

...Harley Winner:

On Saturday July 24th several dozen SFPD and SFSO members rode their motorcycles to Sacramento and participated in the 6th Annual Police Memorial Run. The funds generated by the annual runs are being used to build a memorial to Sacramento Police Officers and Sheriff Deputies who have died in the line of duty. A member of our contingent, **Deputy Robert Rood**, of the San Francisco Sheriff's Office, won the brand new Harley that was the grand prize. Congratulations to Robert and a big thank you to all who participated...

...40 - Already:

On July 2nd friends of **Nacho Martinez**, Co.H and **Lou Perez**, GTF, gathered to surprise the two on their 40th birthday. Neither appeared to be slowing down as they hit the half way to 80 club. In fact, Nacho plans many more "Nacho Mania" parties. Nah, they can't be 40 already. Happy Birthday and many more...

...What is she worth?

What is a good clerk worth in Q-4's? The day **Teresa Fulton**, clerk of the STOP Program, took a vacation day she had to be replaced by three Q-4's, **Dave Ambrose**, **Al Leunow**, and **Bob Mattox**. Several dozen good clerks around the department would be extremely helpful since the new computer system is less than user friendly. Most members of the Command Staff can remember when officers would dictate their reports to a clerk in the station, thus remaining on the street. How we got away from that system and took officers off the street is one of our great mysteries. Maybe with the new technology we could dictate to a disk and forward reports to a clerk for proofing. Just a thought...

...Birth:

Albern and Stephanie Ciudad, Park Station, are delighted to announce the birth of their third daughter, **Sarah Grace** 7 lbs. 3 oz. 20 inches, who arrived July 9, 1999 at 1158 hours. Big sisters **Hannah** (10) and **Rebecca** (7) are thrilled with their new sister and are helping mom and dad with all the chores. Congratulations to all and best wishes for future success...

...Wedding Bells:

On Monday July 12, 1999 **Lt. James Speros** married **Laurianne May Vindevoghel** of Maple Ridge, British Columbia. The wedding took place at the Treasure Island Chapel and the entire wedding party was in SFPD formal dress uniform. Congratulations to the happy couple. May you have a long and happy marriage...

...Health Watch:

Keep your eyes on the financial pages as the fight between CalPERS and HMOs (Kaiser and HealthNet) heats up during their open enrollment period which starts September 1st. Never in its history has the CalPERS board recommended a specific health plan to its members. This year they are strongly hinting to their members that they move to another HMO. Keep an eye on this fight; it is sure to affect us in the long run. — Retired Clerk, **Barbara Grizzel**, calls to advise all that effective December 31st HealthNet is dropping its coverage of City Retirees who live in Calaveras County. "Why weren't we told about this during our open enrollment?" asks Barbara. Good question...

...Recruitment:

In discussions currently being held, **Chief Lau**, has floated the thought that officers who attend training to become a certified recruiter and recruit would receive promotional points; similar to those being awarded for FTO participation on the upcoming lieutenants' exam. Other proposals include rewarding officers who recruit an individual that successfully completes FTO with the equivalent of a PE day. Stand by for more information as Chief Lau conducts further study...

...Web Site:

The State Controller has a web site wherein you can check if the title companies and banks that have been audited owe you any money. Richmond Station's, **Jim Strange**, visited the site www.sco.ca.gov and was pleasantly surprised to learn he had a few bucks coming. Jim advises that you surf on in...

...Retirees:

Officially retiring this past month were **Bill Dodds**, **Bob Dryden**, **Linda Fontenot**, **Rich Heller**, **John Kranci**, **Mike Mahoney**, **Al Mould**, **Gary Peters**, **Mike Smith**, and **Pat White**. Congratulations to all and may you have a long and enjoyable retirement...

...Rene's Motto:

This past month, Solo Sgt. **Rene LaPrevotte**, while travelling on 3rd Street saw a gray Willis Jeep with no plates, and a faded pink temporary permit on the window. Rene's motto is; "If it's pink it probably stinks!" when he observes temporary operating permits (which should be bright red with the expiration month in bright white numbers) and immediately affects a traffic stop. In this particular case, the stop revealed that the registration had been expired for 25 years, and the temporary permit had been assigned to a "Ford" ten years prior. Follow Renes' motto — you'll make a lot of good traffic stops...

...Charter Amendments:

Two Charter Amendments are in

the works for next year. In March a Charter Amendment affecting Retiree Health Benefits is planned. The **Retired City Employees Association** is leading the charge. All active employees should support the effort. Remember we will someday be retired. — In November a Charter Amendment to upgrade the retirement of Tier 2 miscellaneous employees will be on the ballot. Fire and Police have been able to correct the Tier 2 inequity. Now we must help the miscellaneous correct their inequity. Their success will be critical to our negotiations in '01...

Announcements, notices or tidbits can be e-mailed to AlCasciato@lycosmail.com, faxed to 552-5741, or mailed to Around the Department, 510 - 7th St., S.F. CA 94103.

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"Hearts of the City #2"

video is finally completed and you can view it on **BayTV Channel 35 on September 18th and 19th at 10:00 pm.** On these dates, BayTV will be airing both the first and second versions back to back so don't turn off the tube when you recognize the first show. Hang in there until the second show begins at 10:30 pm. Consider the first show as a reminder or perhaps a warm-up.



During this show, you will notice a banner at the bottom of the screen pop up now and again reminding you to send in your comments via e-mail to: hearts of the city@sfpoa.org

Please send in your comments.

You may also visit our website to catch up on any other Hearts of the City" info. You can even purchase your very own copy of the "Brave In Blue" CD - Single through this site.

<http://www.mcpowder.com/active_html_files/heartspage.htm>http://www.mcpowder.com/active_html_files/heartspage.htm

Enjoy the show.

Officer Andrew Cohen

SFPD

Tenderloin Task Force

PRESIDENT

(continued from page 1)

cians. At the top of my list of invitees was Mayor Willie Brown, who not only readily accepted the invitation, but was also one of the keynote speakers.

On another front, editor Ray Shine put together several special editions of the POA Notebook. These were all community oriented, and focused on issues particular to the target neighborhoods. Each issue contained my personal message, crime and safety tips, hotline numbers, recruitment information, photos, and excerpts from Steve Johnson's popular *Close Encounters* column. These special neighborhood editions have proven to be very popular and highly effective, generating a lot of positive community feedback. Now, after a half-dozen issues, these special editions have become one of our most cost-effective PR tools.

Working on our plan from cyberspace was our newly appointed webmaster, Tom Feledy. Tom is the father of our popular web site, in that he created each page on the site, linked our site to others, and monitors and administers our Email program. To date, our site has logged over 14,000 visits, not counting an additional year of uncounted exposure. As the Webmaster, Tom receives Email correspondence from all over the country, and from abroad. The web site has also proven to be one of our most cost-effective community voices.

We have also had the good fortune to enjoy peripheral support from Chief Fred Lau and his staff, in particular Captains Cairns, Bruce, and Sue Manheimer, and Officer Sherman Ackerson and Mr. Dwayne Tully of Public Affairs.

Now, more about the video project. As I said, the first proved to be a very big job. Mammone and Linehan engaged the help of Officer Drew Cohen, also of the TTF, who is a person with some background in this area. We were committed to making a first class video, and that determination paid off. Following months of hard work, setbacks, and more hard work, the resulting product was *Hearts of the City*.

Hearts was a thirty-minute video that highlighted a day-in-the-life of officers in the Tenderloin. One of the

most interesting aspects of the report was the testimony of officer's family members. They spoke intimately about the unique mind-set it takes to be a loving and supportive spouse or child of a police officer. This was powerful stuff, especially after considering that most of the benefits we have fought to attain apply directly to our families. The video also covered the Union Square Memorial, and paid moving tribute to Sergeant Ken Sugrue. It aired several times on local cable television channels and was seen by thousands of San Francisco viewers.

Now, *Hearts of the City, Part II* is complete and ready for airing. Just as with the first video, *Hearts II* shows an intimate side of police officers and police work, something that few viewers are ever exposed to. The video portrays our officers as they really are — compassionate, fair, and professional people who do this job because they love it. Mammone and Cohen have worked to produce a first-rate product that will no doubt be as well received as the first video. Just as they do, we very much appreciate the support of all their TTF co-workers during the making of this video.

Hearts II will have its first two broadcasts on Bay TV, channel 35, at 10:00 p.m. on Saturday, September 18, 1999 and Sunday, September 19, 1999. During each hour, both parts I and II will air. Mark these dates on your calendar, and tell your friends and neighbors to watch as well. If the reaction of the POA Board of Directors is any indication, all who see this documentary will be visibly moved by its content and its message. As with the first video, any POA member can obtain a free copy of *Hearts II* by contacting the POA office.

In closing I want to thank everyone who has worked so hard on our PR and community outreach effort. In particular, I want to thank each of you who go to work everyday, do your job, help and serve, and give little thought to "blowing your own horn". Our Association and this police department are no better than the people in them. You are the real heroes. None of the efforts I outlined above would hold any intrinsic PR value if it were not for the very real and sincere job each of you do on a regular basis.

Update On The Clean Team

By Ethel Newlin,
POA Supporter

At the Clean Team's halfway point, the project has received approximately two-thirds of the money necessary to carry it through to its completion in August. The City's Neighborhood Beautification Project agreed to match \$30,000 in funds donated by businesses.

This effort to employ 60 youth for the summer is well under way, and by all accounts is doing very well. The coordinators of the project, Mission Police Station and St. John's Educational Thresholds Center, want to take this opportunity to thank those businesses who have contributed to the Clean Team, and encourage anyone who wants to help reach the \$30,000 goal to contact Capt. Greg Suhr, Mission Station, or Ethel Newlin.

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— Sgt. William Murray, SFPD (after the catering of the SF Latin POA's Cinco de Mayo Party on Treasure Island, 5/99)

Close Encounters

By Steve Johnson
SFPOA Secretary

Officer Deborah Gizdich, a member of the **Richmond Station School Resource Team**, responded to a call of a fight involving several students at Washington High School. The victim, a young man, had suffered a severe beating. He was punched and kicked in the head by several suspects. But the physical punishment wasn't enough for the pack of cowards, one of them also used his lit cigarette to burn a scar on the young victim's neck. Officer Gizdich's investigation resulted in obtaining a license plate on the suspect's car which she immediately broadcast. **Officer Troy Carrasco and Officer Robert Yick** spotted the vehicle with 4 aboard. A traffic stop and cold show was made with the victim identifying all of his assailants. A search of the suspect vehicle turned up a number of brass knuckles and pipes — everything but books ... Maybe the San Francisco School Board can convince the criminal element who attend school under the guise of being "students" to leave their weapons at home. We're gonna keep ours.

"Knock, knock. Who's there?" **Sergeant Bill Bush, Officer Chris Muselman, and Officer Tim Kiely** were inside the Tenderloin Task Force Station when they heard a man speaking through the intercom that was posted on the front gate of the station stating that he had just robbed a bank and wanted to turn himself in. The officers responded to the front of the station where they found the suspect who gave the officers all the particulars, when, where, how much, etc. The suspect told the officers that he received \$300 from the robbery but that he had already spent it on crack cocaine and he had "smoked it". Good thing narcotics use is a victimless crime.

A woman, home alone in the Sunset District, saw a strange man in her backyard then heard him break into her home through a door leading to the garage. She could hear the man moving about and coming up the back stairs but the only thing the intruder found was three .40 caliber semi-automatics pointed at him by **Officer Brian Ogawa, Officer John Scully, and Officer Dale Berliner**. The resident had called 911 and the officers' quick response caught the burglar in the middle of his crime.

Our members make some outstanding arrests, but they do a lot of other things as well. President **Chris Cunnie's** recent article pointed out that **San Francisco Police Officers handled over 19 events in the City on one weekend. Some of the more publicized: the X-Games, the Gay/Lesbian Freedom Day Parade, Fourth of July Celebration at the Marina, and, of course, the Giants/Dodgers Baseball Series (which alone drew over 127,000 extremely emotional people in just 3 days). Our people covered 19 major events on one weekend and still managed to keep our City safe for the tremendous amount of visitors who poured into San Francisco to witness all of these events. Not bad.**

Do they really return to the scene of the crime? A man was seen talking to 3 other men who were sitting on a parked car on the 100 block of Eddy Street. Suddenly there was an argument and one of the men on the car got up and punched the man with whom he was arguing. The individual who was hit struck his head on the curb when he went down and later died from his injuries. **Officer Timothy Buelow and Officer James Winters** conducted the initial investigation which gave them very little information other than a pretty descriptive picture of the main suspect. A few days passed when Officer Buelow and Officer Winters drove by the same area where the incident occurred and found 3 men sitting on a parked car at the exact location where the original assault occurred. One of the men perfectly matched the description of the main suspect and he was detained, interviewed by homicide inspectors, and later booked for murder.

Officer Gordon Hom was flagged down by a man in the Ingleside District who told the officer that he had just been robbed by 2 armed suspects and that he followed them to a nearby house. Officer Hom called for back-up but he couldn't wait because one of the suspects was now walking down the front stairs of the home he was watching. Gordon waited for the opportune moment to gain advantage over the armed suspect, handcuffed him and, as soon as he looked up, the other felon came walking out the same door. Officer Hom obliged the next suspect and two violent felons were in custody.

Officer Nelson Artiga, Officer Miguel Cosio and Officer Steven Mathias responded to Pier 39 on a call of a juvenile who had fallen into the bay and was trapped underneath a pier. The officers immediately commandeered a nearby row boat and rescued the young man who was now unconscious. The officers administered CPR until emergency medical crews arrived. The patient was rushed to the hospital and will recover. The officers later found out that the young man wanted to commit suicide because of the break-up of his parent's marriage.

The suspect was only 18 years old but he was a cold-blooded killer who shot a young 15 year-old to death in the middle of the day on Broadway Street simply because of a gang rivalry. **Officer Fitzgerald Wong**, a beat officer at Central Station, knew the suspect could still be in the area he patrolled and he knew the suspect was described as being armed and dangerous. Nevertheless, when Officer Wong saw a young man who matched the description of the suspect enter a doorway in an attempt to avoid detection the officer was right behind him. Officer Wong's hunch was right. Even though the murder suspect refused to properly identify himself once in custody, his prints were more than accommodating.

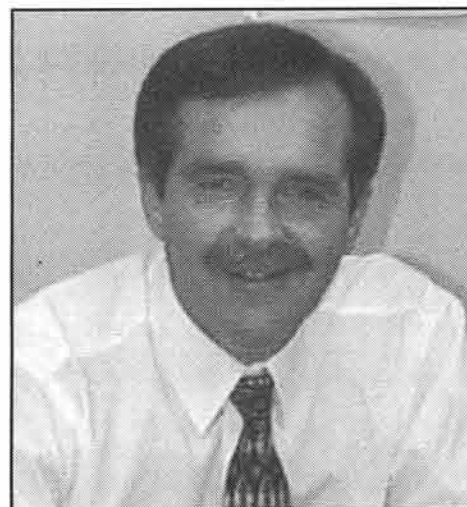
Officer Patrick Zapponi, Richmond Police Station, stopped a vehicle in the early morning hours because of a minor traffic violation. The traffic stop seemed normal enough until the Police Dispatcher informed

Officer Zapponi that the car he stopped was stolen. This is never a good thing. One would almost prefer to be guarding the Dodgers pitching staff when they're in town than to be in this particular situation. Nevertheless, Officer Zapponi responded as the professional he is and took the suspect in custody.

Officer Harry Soulette and Officer Michael Apodaca were performing traffic control on Mission Street right about midnight when a drunk driver weaved his way towards both of them. Officer Soulette managed to get the driver's attention so that he would stop but Mr. Booze took over and the inebriated driver tried to run over both Mike and Harry. The officers gave chase in their marked unit, managed to stop the vehicle again but now the suspect wanted to play bumper car and reversed his vehicle slamming into the front of their patrol car. The officers managed to stop the out-of-control driver but when they went to remove him from his chariot he wanted to put on the boxing gloves. Officer Soulette and Officer Apodaca might work midnights but the taxing hours don't interfere with their physical conditioning (Harry can play basketball all day with the best) and that's what Mr. NasCar found out as he was led away in handcuffs.

Lieutenant Al Casciato was on motorcycle patrol when he was notified by a citizen who told him that there was a black van parked nearby at Mission Rock with two people inside, one of whom had a gun pointed to the head of the other. Lt. Casciato notified Dispatch, raced back to the area, and was soon joined by **Officer Lou Barberini, Officer Andrew Meeman, and Officer Nelson Reyes**. There was a brief stand-off between the officers and what appeared to be the lone occupant of the van. The officers finally convinced the individual to come out. There was no one else in the van. There was however, a fully-loaded .45 semi-automatic handgun and a fully-loaded rifle located right next to where the suspect was seated when he was negotiating with the officers.

A woman is raped and then stabbed by a suspect who has now decided that he will remain in her apartment. The suspect lets the woman escape telling her that he is going to kill himself. The hysterical victim calls police and **Sergeant Bob Barnes, Officer Stephanie White, Officer Martin Loo, Officer Mark Robertson, Officer Sandra Ganster, Officer Ken Nieman, Officer Benny Chin, and Officer Sev Flores** respond. The officers try to communicate with the barricaded suspect but there is no response. They have no option but to force entry. The apartment door is knocked down. The officers call out but the suspect refuses to answer. Sgt. Barnes takes the lead and finally locates the suspect in the kitchen armed with a butcher knife. The suspect advances on Sgt. Barnes, attempting to stab him, but Bob backs up at the last second. The suspect starts screaming, "What does it take for you guys to shoot me?" The suspect again comes at Sgt. Barnes with the knife but this time he is wrestled to the



Steve Johnson

ground by the group of uniforms, all of them risking serious personal injury. The suspect is denied his "police suicide" request and will face his day in court.

Officer Ray Beazley and Officer Mozelle Langford were towing a car in the Northern District at noon when they heard gunshots break out right around the corner from where they were parked. As the officers came around the corner in their marked unit they saw a man leaning out the passenger side window of a van shooting a rifle. The chase was on. The van made a number of turns but was eventually stopped. The woman driver denied any knowledge of the shooting. The passenger/shooter had made good his escape on one of the turns during the pursuit. The driver insisted she was by herself the whole time and was simply intimidated by any attempt of the police to stop her. But when she was asked where she was coming from she described her activities constantly using the pronoun "we". The other part of the "we" is still outstanding.

Officer Felix Sung and Officer Brian Williams were on patrol on Market Street when they saw an individual roughly swinging a 12 year-old girl from side to side. The officers approached the subject who was manhandling the young woman and, once he noticed them, he immediately pulled a knife threatening to kill her. The officers waited for the right opportunity and then disarmed the suspect, freeing the victim. The young victim was extremely fortunate that Officer Sung and Officer Williams drove by when they did. Turns out that the suspect the officers took into custody was wanted for the murder of a person in San Jose a few days earlier. The suspect had used the same knife he held against the young girl to kill his earlier victim.

Our members do a lot of good work but we are still short of the number of personnel needed to fulfill district station complements. We're looking for people who want to join a professional organization, at a great personal risk, to help others. It's an exceptional job, but this is a City that demands nothing but The Finest.

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Chief Lau's Consolidation Proposal

Consolidation of the Ranks Sergeant and Inspector

Whereas: For the purpose of this proposal the term "0380" shall mean "Inspector". The term "035" shall mean "Assistant Inspector".

PROMOTIONS

The Department believes that the giving of regularly scheduled promotional examinations is an essential part of career development. Therefore, the department adopts and will make its best effort under this plan to maintain the following examination schedule. The combining of the ranks will allow for a 3 year testing cycle rather than a 4 year testing cycle.

1999	Lieutenant Exam
2000	Sergeant Exam
2001	Captain's Exam
2002	Lieutenants
2003	Sergeant-Inspector Exam
2004	Captain's Exam

Q-35 Rank

Under the new plan of consolidation the rank of Q-35 (Assistant Inspector) will be eliminated.

0380 and Q-50 Rank

Will be consolidated into one rank of Sergeant-Inspector.

CONSOLIDATION OF RANKS

The rank of inspector as provided under S.F. Administration Code 2A78 shall be consolidated with the rank of Sergeant. The rank of Sergeant-Inspector will be the initial promotional step from the rank of police officer. Once the consolidation is effective the Department will ask the Board of Supervisors to repeal Administration Code 2A-78.

All current 0380's and Q-50's shall retain their current position on all G.O. 11.06 transfer request lists.

All current 0380's and Q35's shall retain the right to only be assigned to investigative positions unless they elect to serve in a non-investigative position.

All current 0380's and Q35's assigned to the Bureau of Inspectors will remain in an investigative unit and shall not be reassigned to a non-investigative position without their consent.

SENIORITY

All current Sergeant/Inspectors will maintain their seniority based on their appointment date to each rank. The seniority for any Sergeant or Inspector who gains a rank by virtue of this consolidation will be determined by their ranking on existing lists.

CHAIN OF COMMAND

The senior officer below the rank of Lieutenant in any investigative unit shall be the Inspector with the highest seniority.


The senior officer below the rank of Lieutenant in any non-investigative unit shall be the Sergeant with highest seniority.

TRANSFER REQUEST

Sergeants and Inspectors who gain a new position (Inspector or Sergeant) by the virtue of this consolidation may submit their name on G.O. 11.06 lists in accordance with their seniority date.

TRAINING

Inspectors or Sergeants who gain a rank by virtue of this agreement will be given the required P.O.S.T. training for their new position.



FRED H. LAU
CHIEF OF POLICE

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
THOMAS J. CAHILL HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

June 11, 1999

Mr. Chris Cunnie
President
San Francisco Police Officers' Association
510 - 7th Street
San Francisco, Calif 94103

Dear Mr. Cunnie:

The Department has been developing the enclosed proposal to consolidate the ranks of 0380 Inspector and Q-50 Sergeant. Before I present our proposal to the Civil Service Commission for their review and approval as required under the Charter, I am writing to inform the P.O.A. of this proposal and to request that the P.O.A. provide input on this plan. However, this is not an official notice for us to "meet and confer", as that will be initiated by the Civil Service Commission upon their consideration of this proposal.¹

I would like to highlight the major points of this proposal. First, the rank of Q-35 Assistant Inspector will be eliminated. However, those persons currently holding that rank would, upon consolidation, become 0380/Q-50 Sergeant-Inspectors. Furthermore, those persons holding the ranks of Q-35 or Q-50 would also become 0380/Q-50 Sergeant-Inspectors. Those persons working in an investigative assignment as Inspectors will be authorized to wear gold stars. Those working in a supervisory position will be authorized to wear Sergeant stars.

Second, all Sergeant-Inspectors would retain their current position on all G.O. 11.06 transfer request lists. Additionally, all current 0380's and Q-35s would retain the right to only be assigned to investigative positions unless they elect to serve in a non-investigatory position. Likewise, all current 0380's and Q-35's assigned to the Bureau of Inspectors will remain in an investigative unit and would not be reassigned to a non-investigative position without their consent.

Third, all members currently holding dual rank will maintain their seniority based on their appointment date to each rank. The seniority for any Sergeant or Inspector who gains a new position by virtue of the consolidation will start, for purposed of seniority, on the day the consolidation becomes effective.

Fourth, Sergeants and Inspectors who gain a new position by virtue of the consolidation may submit their name on G.O. 11.06 lists in accordance with their seniority date.

Fifth, the senior officer below the rank of Lieutenant in any investigative unit shall be the Inspector of the highest seniority. Likewise, the senior officer below the rank of Lieutenant in any non-investigative unit shall be the Sergeant of the highest seniority.

Finally, all current members holding dual rank will be eligible for the 1999 Lieutenant examination. However, any current single rank 0380 or Q-35 who becomes a dual rank Sergeant-Inspector by virtue of this consolidation will only be eligible for the 2002 Lieutenant examination. The department will administer a Sergeant examination in 2000. The first Sergeant-Inspector examination will be administered in 2003.

Please contact Deputy Chief Holder to discuss any input or concerns your organization may have regarding this proposal. We look forward to hearing from you.

Sincerely,

Fred H. Lau
Chief of Police

1. Per the advice of the City Attorney, the consolidation of these ranks relates to the merits and organization of the Department and, therefore, is not subject to "meet and confer" requirements under the Meyers, Milias, Brown Act. However, insofar as some of the specific terms within the proposed consolidation may affect the working conditions of the current Assistant Inspectors, Inspectors and Sergeants those specific provisions within this proposal may be subject to "meet and confer" requirements.

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New Address

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FUTURE PROMOTIONAL EXAMS

No current single rank O380 who gains a rank by the virtue of this agreement nor any single rank Q35 appointee from the recently adopted Assistant Inspector's list will be eligible for the upcoming 1999 Lieutenant's exam; however they would be eligible for the Lieutenants exam scheduled for the year 2002.

The 2003 exam for the rank of Sergeant/Inspector will be an exam that tests both supervisory and investigative skills. Anyone passing the exam will be designated a Sergeant/Inspector and will be eligible for assignment to both investigative and supervisory positions. Prior to appointment of any group the Department shall determine how many are going to investigative assignments. The Department shall poll the potential appointees in rank order and the highest ranking individuals who want an investigative assignment shall be assigned to an investigative assignment if the number of investigative assignments has not already been filled. The Chief of Police may choose not to assign to an investigative assignment a promote who would have gotten one of the investigative positions. The Chief retains the right to assign the rest of the promotional group to meet the needs of the department with due consideration for individual needs.

RECOGNITION

The Department will acknowledge all those working in an investigative assignment as Inspectors and they will be authorized to wear gold stars. While working in a supervisory position officers shall be authorized to wear Sergeants stars and be acknowledged as such.

Questions on consolidation of the ranks of Assistant Inspector/Inspector with Sergeant.

PATROL OFFICERS (02)

Q: How does the consolidation of positions affect Police Officers (Q2-Q4)?

A: Eligible Police Officers must take the Sergeant/Inspector examination. Those who qualify may be appointed to either investigative or supervisory positions. After the department has determined the number of investigative assignments, it will offer these assignments in rank order to those who qualify and have indicated that they want an investigative assignment. The Chief may choose to assign a Sergeant who would have gotten an investigative position to a supervisory position.

Q: Does as newly promoted Sergeant/Inspector who receives an investigative assignment have the right to remain in that investigative assignment?

A: As explained above, available investigative positions will be offered to eligibles who want those positions in rank order. Once a eligible takes a position, however, they may be transferred to a supervisory position if required by the needs of the department and in accordance with department policy.

Assistant Inspectors and Inspectors (Not currently a Sergeant)

Q: How does this consolidation effect my status?

A: Upon approval of this agreement the Q35 & O380 ranks would be eliminated and all Q35 & O380's would be re-classified as Sergeant/Inspector.

Q: If I become a Sergeant/Inspector under consolidation can I be transferred to a non-investigative assignment against my will?

A: NO! You retain the right to be assigned only to an investigative position unless you agree to serve in a supervisory position.

Q: If I become a Sergeant/Inspector will I be able to work 10B supervisory assignments.

A: YES

Q: If I become a Sergeant/Inspector may I call myself Sergeant/Inspector when working investigative assignments?

A: YES, since the job of investigator will become a class of work instead of a rank that would be appropriate.

Q: If I'm currently a Q35 or O380 only and become a Sgt./Insp. by virtue of this consolidation, what promotional opportunities will I have?

A: You will be entitled to take the lieutenants exam scheduled for the year 2002.

Q: What would be my seniority date?

A: The seniority for any Assistant Inspector or Inspector who gains the rank of Sergeant/Inspector by virtue of this consolidation will be the original seniority date of the pervious rank.

Current Sergeants

Q: Will I have to take any additional Civil Service test to be assigned to an investigative position?

A: No, after the consolidation you may make assignment requests in accordance with G.O. 11.06 which will be modified to accommodate this change. However, all members assigned to an investigative unit will be required to successfully complete ICI Training.

Q: What will my seniority date be if I am assigned to an investigative assignment?

A: The original seniority date of the previous rank.

Q: After consolidation will my position on G.O. 11.06 transfer request lists change?

A: NO - G.O. 11.06 transfer requests are always placed on the list in the order in which they were submitted and this agreement will not change that.

DUTIES OF SERGEANT/INSPECTORS

This order outlines responsibilities of sergeant/inspectors regarding supervision, reports and records, notifications, radio contact and criminal investigations.

I. Policy

A: Sergeant/Inspectors when assigned to a supervisory position shall:

- Train and lead subordinates in the performance of their duties and set an example of efficiency and deportment.
- Have immediate control and supervision of assigned members.
- Require all assigned of members to comply with the policies and procedures of the Department, and take appropriate action when violations occur.
- Not permit subordinates to linger at a police facility or other locations when not on official business.
- Frequently visit assigned members during their tour of duty, record times and places of visits, and conduct inspections of the members.
- Be responsible for the policing of their assigned areas. During an emergency, have immediate control over their subordinates' response until command is assumed by a superior officer.
- Visit Patrol Special Officers on their beats and inspect their uniforms and equipment.
- Notify the Lieutenant when an officer or a Patrol Special Officer cannot be located. Search for the officer until he/she is found or until relieved by a superior officer. Make a written report to the Commanding Officer when the officer cannot provide a satisfactory explanation for his/her absence.

i) Ensure that subordinates promptly and properly respond to radio assignments.

2. Reports and Records

a) Review their subordinates arrests and reports for appropriateness and completeness.

b) Record details and assignments of members under their immediate supervision.

c) Keep and maintain a Performance Improvement Program (PIP) binder for each assigned officer.

3. Notifications. Keep their superior officers informed of personnel matters and conditions in the assigned area. Inform superior officers of places suspected of being used for unlawful activities or places where known criminals congregate. Advise superiors of possible labor disputes or any condition warranting police action.

4. Radio Contact. Maintain constant radio contact with Communications Division and respond to calls that may require supervision.

B. Sergeant Inspectors when assigned to an Investigative Position shall:

1. Criminal Investigations

a) Conduct investigation of cases assigned without delay.

b) Have immediate control and management of Crime Scenes, and cases assigned.

c) Interact with and/or interview victims, witnesses, suspects and informants.

d) Monitor the collection and analysis of evidence, as it relates to case solvability and prosecution.

e) Maintain an accurate log of daily investigative activity.

f) Interact with the District Attorney and the court system on matters related to case preparation and prosecution.

g) Interact with other agencies and the public regarding cases assigned.

h) Advise the officer-in-charge or next higher authority of matters of importance, unusual arrests or occurrences and important information or conditions requiring his or her attention.

i) Assist, advise and cooperate with district station personnel.

**NOTE - The information that is underlined is changes and/or additions to Department General Order #1.04.



August 2, 1999

To: Association Members
From: Steve Johnson, Secretary

Consolidation Committee

President Cunnie formed the Consolidation Committee at the last SFPOA Board meeting held on Tuesday, 7/20/99, for the purpose of reviewing the Department's proposal to merge the ranks of Sergeant and Inspector. This Committee has been charged with reviewing the proposal, receiving feedback from the members, and making recommendations to the full SFPOA Board of Directors.

Members of the Committee:

Chair: Steve Johnson
Members: Tim Armour, Tony Casillas, Dave Elliott, Julian Hill, Marion Jackson, Dave Kamita, John Loftus, Dave Tussey, Tom Walsh, Carl Tennenbaum, Gavin McEachern, Theresa San Giacomo, Kathleen Mullins, Steve Balma and Leroy Lindo

The Committee will hold its first meeting on Tuesday, 8/10/99, at 1030 hours at the SFPOA Building, 510 - 7th Street.

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Commentary

A Department Divided Against Itself Cannot Stand

By Tom Feledy, Fraud

Although the Hall of Justice appears firmly seated on South of Market landfill, you'd think it was on an island or surrounded by a moat filled with crocodiles — when it comes to the gap between Field Operations and the Bureau of Inspectors.

Perhaps it was with all this in mind that the Administration chose to resurrect the idea of consolidating the ranks of Sergeant and Inspector, and of cautiously assigning a few of the new inspectors to district stations, Taraval and Central. Making one rank out of two is an idea that was officially proposed back in 1995, when Tony Ribera was Chief, and Al Trigueiro was our association president. Things were a different then, and after much emotional debate, the membership voted the consolidation proposal down.

Opinion

Four years later, on the eve of the new millenium, it's something like getting that letter which says, "You may already have won!" At first reading, the letter offers "Sergeants, here's your chance to get off the street — for a while, or permanently. Inspectors, here's your opportunity to get out from behind that desk and have some fun again!" But isn't there always a catch, you say?

Certainly, the Department will save money by having to give only one test. And yes, the Chief will be able to keep newly appointed Sgt./Insp's out of the Bureau if he or she wants — at least on their first assignment.

Surely, the committee appointed to study this proposal has a lot of work to do, identifying all the issues involved for the Department and its members. And, in the spirit of cooperative management, the Chief has offered his plan for us to debate in advance of its implementation. Having received the opportunity, the question before us now remains: Are these jobs more different, or more alike? Your answer will come as much from how you feel about the Department as what you think about it.

As we know, the past practice was to have two separate positions, with different duties, and little or no overlap. The result is what those on both

sides of the "wall" readily admit: little routine communication or cooperation, with plenty of mistrust and resentment. Because we work together so rarely, when things go wrong, mutual misunderstanding leads to each side blaming the other. With this sort of organization, what could possibly motivate change?

One change agent that comes to mind is community policing. The old practice of keeping secrets is no longer acceptable to the public. They want answers and they want involvement. "We're working on it" is no longer a satisfactory response at neighborhood watch meetings. The public expects a police department that solves problems — not one mired in bureaucracy. And, they're willing to help.

The other big change is technology. From tools as simple as inexpensive rubber gloves and zip-lock baggies, to costly AFIS machines and DNA tests, the job of conducting investigations is not what it once was. New inspectors are required to be proficient in computer use, to record and communicate their knowledge with their colleagues here and in other agencies. Specialists are rapidly giving way to generalists as automated technology and better training breaks down old barriers and specialization.

By the same token, field supervisors are finding themselves spending less time on the street, and more behind computer terminals, as they are challenged to better manage their "resources". "The street" is becoming more technical. Thanks to 101 California, the City is close to finishing our new trunked 800 MHz radio system. And ten years after the quake of 1989, we will be inaugurating a new 9-1-1 Dispatch center, guaranteed to withstand total disaster. The computer network that will tie together all the Districts and Headquarters is already in place, with laptops and printers being installed daily.

The world is changing — and has been for a number of years. This proposal for consolidation of ranks is our wake up call: What do we want for the future of our Department?

Pro or con, get involved. Give the Consolidation Committee your support, your ideas — and your vision, and together let's help shape the future for ourselves and the public we serve!

Memorandum

DATE: July 15, 1999
TO: Law Enforcement Colleagues
FROM: James J. Fotis, Executive Director
Law Enforcement Alliance of America
RE: Law Enforcement National Right-To-Carry

Congress Soon To Debate National Carry Law For Cops!!!

For seven years, the Law Enforcement Alliance of America (LEAA) has worked diligently to secure national Right-To-Carry For Law Enforcement. LEAA's premiere legislation, known as H.R. 218, "The Community Protection Act", is sponsored by Congressman Randy Cunningham, and is currently poised for a mark-up in the House Judiciary Committee. As you may know, this life-saving legislation recently received 372 YES votes on the floor of the House of Representatives during the debate on the failed Juvenile Justice Bill, to which H.R. 218 was added as an amendment.

LEAA and Congressman Cunningham are continually looking for more support from law enforcement groups across the country. The endorsement of your police organization is vitally important to the success of this pro-law enforcement bill. LEAA is urging each law enforcement association to acknowledge support for H.R. 218 with a letter of endorsement. Below are some of the points to include in your letter:

H.R. 218 would allow qualified off-duty and retired law enforcement officers to carry their firearms from state-to-state continuously safeguarding our communities.

This legislation will finally give cops clear, uniform nationwide rules to replace the patchwork of various local laws that create confusion as to whether an officer may or may not carry a firearm when he/she is out of their jurisdiction.

Another life-saving aspect of H.R. 218 is that it lets cops protect themselves and their families from the often-vindictive criminals they've previously arrested.

LEAA drafted H.R. 218 back in 1992 and has fostered this legislation to its current status through four sessions of Congress. There is substantial Congressional and police support for H.R. 218 and LEAA is delighted to now have the support of more than 50 police organizations across the country, including the National Fraternal Order of Police, the Police Marksman Association, the Federal Law Enforcement Officers Association, the National Sheriffs Association, both national troopers organizations and various PBA groups.

LEAA and Congressman Cunningham are asking law enforcement groups across the country to draft an official statement of support for H.R. 218. The letter should be addressed to Congressman Randy "Duke" Cunningham and sent to LEAA. Your letter will be delivered to Duke's office with copies distributed to key Congressmen and House Judiciary Committee members.

Please join together with the many law enforcement organizations already voicing support for this bill by drafting a letter of endorsement for H.R. 218 as soon as possible. Please send your endorsement letter (addressed to Congressman Randy "Duke" Cunningham) to LEAA Federal Director, Laura Griffith. Your letter will be delivered to Congressman Cunningham's office immediately. Please send letters on official letterhead to:

Law Enforcement Alliance of America
7700 Leesburg Pike, Ste 421
Falls Church, VA 22043
Attn: Laura Griffith

LEAA expects H.R. 218 to be passed out of the House Judiciary Committee before the end of July and we're working to get the bill, once again, on the floor of the U.S. House of Representatives for a vote in passage before the end of 1999.

With 65,000 members and supporters across the nation, LEAA is America's largest coalition of law enforcement professionals, crime victims, and concerned citizens working together to find common sense solutions to the criminal justice system. If you have any questions or would like more information, please contact Laura or me at 800-766-8578, e-mail Laura at lgriffith@leaa.org or visit our website, www.leaa.org.

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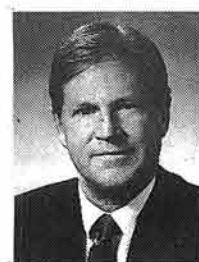
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★ Sgt. Bill Arietta, Retired ★ Chief John Willett, Retired



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Mayor Praises Work of SFPD

Crime on Muni is Down by Half

By Mayor Willie L. Brown, Jr.

Thanks in large part to a partnership between the San Francisco Police Department and the Municipal Railway, I am happy to report that crime on Muni is down — dramatically — over the course of the last three years.

After taking office in 1996 and appointing Fred Lau as Chief of Police, I formulated a plan with the SFPD to have beat patrol officers ride Muni buses and streetcars at least twice a day. Known as the "Bus Inspection Program," or BIP, this policy has been instrumental in fighting crime on Muni.

The results are indisputable; with San Francisco's finest circulating through the system, crime has plummeted by 49 percent.

The numbers speak for themselves: total incidents of crime on the transit system have dropped from 5,375 in 1995 to 2,745 in 1998. Passenger assaults have dropped even faster; from 323 incidents to 143, a reduction of almost 56 percent. And over the same period, assaults on Muni operators dropped by almost 64 percent, from 233 to 84.

I want to take this opportunity to give the credit where it is. Initially, some folks may have been wary of my idea to put officers on the buses, but

Chief Lau's men and women in blue have really come through. SFPD officers conducted over 140,000 bus inspections last year alone, with officers riding lines within their beat as well as high incident lines such as the 14, 15, 38, 22, and others.

We should also note that the BIP program works in concert with the SFPD's full-time Transit Patrol, under the direction of Captain Stephen Tacchini, which has also been instrumental in keeping Muni safe. And we've had great success with another of my ideas that people were initially leery of: the Muni Transit Assistance Program, or MTAP, which utilizes peer monitoring, often done by young folks who had previous run-ins with the law but who want to create positive change in their lives and communities. Crime on the lines patrolled by MTAP is down by nearly 20 percent overall.

Crime in San Francisco is on the decline overall, and we have both our police officers and our citizens to thank for that. But the sharp drop in crime on Muni is not only a reflection of the general positive trend, it's an example of what intelligent governmental policy, cooperation between City agencies, the support of leadership and the practice of community policing can accomplish when they're focused on one issue.



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POA

SFPD 10th Annual Thanksgiving Cruise

Turkey Day in Mexico or Thanksgiving the Easy Way

By Jim Hennessy, TAC

It's never too early to think of the holidays — especially Thanksgiving! The planning, the meals, the leftovers, the dishes and the family gatherings. However, more and more families have decided to spend a hassle free, leisure filled, relaxing Thanksgiving together aboard a cruise ship. If this sounds good to you ... read on.

Princess Cruise Lines has brought a grand class of ship, the Regal Princess to the west coast to cruise the Mexican Riviera in comfort and style. I am pleased, that after months of negotiation, Princess Cruise Lines has agreed to give the SFPD some of the best rates we have ever had for a ten day cruise to Acapulco and back. Not only are the adult prices great, but should you decide to bring along a child or grandchild as the third or fourth passenger in your cabin, their rate is an unbelievable \$134 for an inside cabin and \$234 for an outside cabin. (Most kids can eat their way through that amount in hamburgers in ten days!)

This year our annual trip begins on Friday, November 19th in Long Beach (San Pedro) California, only one hour from San Francisco by plane. Passengers can board the ship from early afternoon through the

evening. The ship sails at 11:59 PM allowing passengers to attend work and/or school before departing.

Besides Acapulco, we will be visiting the ports of Mazatlan, Puerto Vallarta, Ixtapa/Zihuatanejo and Cabo San Lucas. Each port offers a unique opportunity for exploration and enjoyment.

The Regal Princess itself offers many amenities to make the "at sea" days just as enjoyable. Some of these include:

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If you would like a full color brochure explaining the trip and the ship in more detail, please feel free to call me, Jack, Don or Sherry at Time to Travel at (415) 421-3333 or (800) 524-3300. You can also reach me at home in the evenings at (415) 242-1489 and I will be happy to explain all the ins and outs. But be aware, 87 people have booked so far and not all cabins and/or categories are available — so if you're interested, **book soon!** I look forward to hearing from you, and whatever you decide, it is still not too early to wish you "Happy Holidays."



August 2, 1999

Clare M. Murphy, Executive Director
Retirement System, CCSF
1155 Market Street, 2nd Floor
San Francisco, CA 94103

RE: Hearing Officers

Dear Ms. Murphy:

For the last several years there has consistently been over 200 cases, at any one time, awaiting the hearing officer process. These cases are applications for disability retirements, both industrial and ordinary. This number does not include the number of applications for determination also awaiting hearing.

Presently there are 4 hearings per month with each hearing officer being assigned either 3 or 4 cases per hearing. Sometimes there are last minutes cancellations and request for delays.

I tell my clients that, despite the Retirement Board rule to the contrary, it is not possible to bring an application to hearing within 6 months of filing. I also advised them that I presently have many applications outstanding which have been filed more than a year ago. I also tell them that in many of these cases, I have filed a declaration of readiness to proceed more than 6 months ago.


It seems to me that it is not an unreasonable request to add at least one, but more appropriately 2, hearing days per month. This will not only reduce the current back log but will begin to decrease the very long wait that applicants now must endure from time of filing until time of hearing.

On behalf of the San Francisco Police Officers' Association, we do formally request that the number of hearings per month be increased for the reasons stated herein.

Thank you for your cooperation and assistance in this matter.

Sincerely,
Michael S. Hebel
Welfare Officer

Cc: Herb Meiberger, Vice-President
Al Casciato, Commissioner
Joseph Driscoll, Commissioner




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22	Mazatlan	7:00 a.m.	6:00 p.m.
23	Puerto Vallarta	8:00 a.m.	5:00 p.m.
24	Ixtapa/Zihuatanejo	12:00 p.m.	6:00 p.m.
25	Acapulco	8:00 a.m.	6:00 p.m.
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Bulletin #99-30

July 22, 1999

To: Association Members

From: Gregory Lynch, Co. C Representative

Flexible Spending Account

IRS Section 125

Effective July 1, 1999 the City & County of San Francisco (CCSF) switched vendors to handle the Flexible Spending Account (FSA). The new vendor is listed below. You must submit your expenses for either Dependent Care or Medical on a new form provided by the new vendor.

The FSA plan is provided through the Health Service System. There was no notice given to the Police Department and perhaps other city agencies that the old vendor was being replaced.

Vendor: Fringe Benefits Management Company
P. O. Box 1878
Tallahassee, FL 32302-1878
800/342-8017 Customer Service (Mon-Fri 0700-2200 Eastern Time)
800/865-3262 Automated Info Line (listen to prompts on-line)
850/425-4608 Fax

Claims: You may either mail or fax the claim sheet and documentation to the above address or fax number.

Fees: Fringe Benefits Management Co. (FBM) does not charge any fees.


Electronic Deposits: FBM allows you to have electronic deposits for your payments. You must first sign up on their electronic deposit form.

There was an automatic rollover enrollment if you in fact signed up with Benefit America (the old vendor) in May or June of 1999.

Claims forms and the electronic deposit forms are being sent to the POA office. You can also call FBM (800/342-8017) directly to have the forms sent to you.

The Health Service System (415/554-1750) may have some forms.

Co. A



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POST 456

(continued from page 2)

attending. Again, thank you very much!

On Friday, 18 June 1999, Bayview Station's Shaughn Ryan was awarded the American Legion's California Police Officer of the Year Award for Valor, on the floor of the convention in San Diego. It was deeply gratifying to see the genuine enthusiasm and total support of the Legionaries from throughout the state.

A young Marine peacekeeper in Kosovo wanted to send his father a note to reassure him that all was well, but Lance Corporal Ryan Henderson had no stationery. He ripped some cardboard from a Meal, Ready-To-Eat box and wrote his letter on it. He scribbled "Free" in the

upper right corner (no postage is a perk of being deployed) and dropped it in the mail on 28 June. The make-shift missive reached its destination before July 4, a nice Independence Day surprise for Henderson's dad, Postmaster General William Henderson.

Q- The tooth fairy, a high-priced lawyer, and a low-priced lawyer were in a room. There was a \$100 bill lying on a nearby table. The lights suddenly went out. When the lights came back on, the \$100 bill was gone. Who took it?

A- The high-priced lawyer took it, because the other two are only figments of your imagination.

Semper Fi, Jack.
Semper Fi, Dale.

S.F.P.D. Family Day Picnic

Saturday, October 2, 1999

For those who have attended past picnics, we hope you enjoyed it enough to return this year. For those who have yet to attend we encourage you.

In order to have a successful event we need hundreds of volunteers and lots of donations.

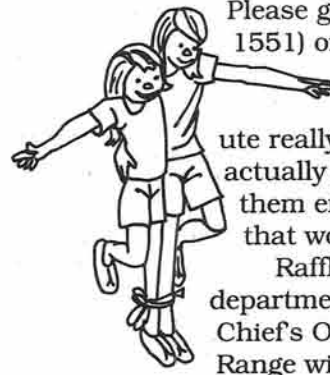
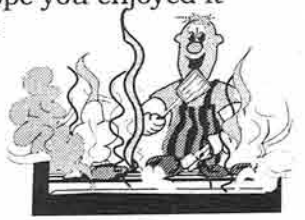
Please give Laura Pisciotto (553-1551) or Officer Marquita Booth (671-2300) a call to

volunteer. The hour or two that you contribute really makes a difference!!! We have people who actually like to volunteer the entire day. But, let's give them enough time to have a break and grab some of that wonderful barbeque food as well.

Raffle tickets are currently being sold throughout the department for great prizes. Each District Station, the Chief's Office, Inspector's Bureau (room 400), and the Range will have tickets available.

Every year we try new ideas: this year your kids can get dunked in the dunk tank. Bring a towel and change of clothes if your kids plan to go in the tank.

Sorry, no family pets allowed.



Sven's Strawberries

Sven, who is quite elderly, is resting peacefully on the front porch of a nursing home in the country, when he sees a cloud of dust up the road. He watches a farmer approaching, with a wagon. "Good afternoon!" hollers out Sven.

"Afternoon," says Ole.

"Where you headed?" asks Sven.

"Home to my farm."

"What do you have in the wagon?" Sven continued.

"Manure, said Ole.

"Manure, eh? What do you do with it?"

"I spread it over my strawberries," Ole says matter-of-factly.

"Well," says Sven, "you should come over here for lunch someday. We use whipped cream."



Submitted by John Grizzel
Retired SFPD

US Soldier, Private Eli Christopher Thomas, part of the Personal Security Detachment of the 1st Cav, Scout Division Mavericks, based out of Camp McGovern; is currently serving in "Operation Joint Force" as a NATO peacekeeper in Kosovo. He stands proudly beneath a reflective SFPD barricade plaque in his barracks.

Private Thomas is the grandson of George M. Thomas; SF's longest working Patrol Special (58 years) until he passed away in March of this year. Private Thomas is also the son of one of the *Notebook's* longest advertisers, Richard Thomas, CEO/owner of RT Park.

Private Thomas hopes to be a future SF police officer, and is signed up to take the entrance exam when his 3-year tour of duty is up Dec. 21st, 1999. Eli Christopher Thomas is also a Graduate of George Washington High School, Class of '93.



SFPD Bicycle Officer Joe Robles spotted this photo at RT Park; and suggested that the photo would be good material for the *Notebook* — exemplifying the "long reach" of the SFPD.

The Mavericks' HHC 1-12 Cav. Web page is www.tfweb.5sigcmd.army.mil/112cav



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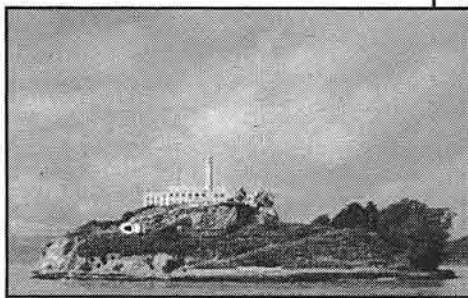
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Dartmoor Jailbreak



Submitted by Joe Reilly
Airport Bureau

"British Police Officers John Weall, Roger Hewett, and Bill Deary present a check to the children at Vranth House, a cerebral palsy ward in Devon, England. The three officers from the Devon and Cornwall Constabulary, (along with Phillip Young, not pictured) travelled to San Francisco last April on a 48 hour fundraising challenge for Vranth House. They left Dartmoor Prison in Devon, got to San Francisco, and with a little help from SFPD, got themselves to Alcatraz and back to Dartmoor in 47 hours and 32 minutes. There were several teams trying to outdo each other in the fundraiser. Our visitors managed to raise 4,750 British pounds for Vranth House, just over \$7250. Good Work "

Ed. Note - Joe Reilly is a former POA Board member from Co. H



Phone Or Pager Scams

Submitted by Chris Weld
Retired SFPD

The following information about phone or pager scams was recently brought to our attention:

Beware of e-mails, phone calls or electronic pages which tell you to call an "809" area code phone number. This is a scam that is spreading extremely quickly, can easily cost you \$100.00 or more and is difficult to avoid unless you are aware of it.

This scam has been identified by the National Fraud Information Center, which said it is costing victims lots of money. There are lots of different versions of this scam, but here is how it works:

Version #1: Internet-Based Phone Scam Via E-mail

You receive an e-mail, typically with a subject line of "ALERT" or "Unpaid Account." The message says something to the effect "I am writing to give you a final 24hrs to settle your outstanding account. If I have not received the settlement in full, I will commence legal proceedings without further delay. If you would like to discuss this matter to avoid court action, call Mike Murray, Global Communications at (809) 496-2700."

Version #2: Phone Or Pager Scam

You receive a message on your answering machine, voice mail, or your pager which asks you to call a number beginning with area code "809." The reason you're asked to call can vary: It can be to receive information about a family member who has been ill, to tell you someone has been arrested, has died, or to let you know you have won a wonderful prize, etc.

The common denominator for both of these versions is the victim is instructed/asked to call the "809" number right away. Since there are so many new area codes these days, people unknowingly return these calls. If you call from the United States, you will apparently be charged \$25.00 per minute! Sometimes the person who answers the phone will speak broken English and pretend not to understand you. Other times, you'll just get a long recorded message. The point is, they will try to keep you on the phone as long as possible to increase the charges. Unfortunately, when you get your phone bill, you'll often be charged more than \$100! Here's how it works:

The "809" area code is located in the British Virgin Islands (the Bahamas). The "809" area code can be used as a "pay-per-call" number, similar to "900" numbers in the U.S. Since "809" is not in the United States, it is not covered by U.S. regulations of "900" numbers, which require that you be notified and warned of charges and rates involved when you call a "pay-per-call" number.

There is also no requirement that the company provide a time period during which you may terminate the call without being charged. Further, where many U.S. phones have "900" number blocking (to avoid these kinds of charges), "900" number blocking will not prevent calls to the "809" area code.

It is recommended that no matter how you get the message, if you are asked to call a number with an "809" area code that you don't recognize, investigate further and/or disregard the message. Be very wary of e-mail or calls asking you to call an "809" area code number.

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What Next Millennium?

By T. Roy Smiley,
POA UCS Advisor

As an instructor in the art and science of using the new UCS report writing program, one of the first things I always do with each class is survey the students to determine how computer savvy each might be. Those surveys are always interesting, but none more so than this compilation of responses taken from the survey of one recent — and very senior — day watch Solo class.

Pre-Instruction survey: Explain what the following computer terminology means:

Bit "A wager, as in: 'I bit you can't spit that sunflower seed across the assembly-room longways.'"

Boot-up "Get ready to go on-duty."

Byte "First word in a kiss-off phrase."

Cursor "What some guys do when they are mad at their wife and/or girlfriend."

Floppy "When you run out of Polygrip."

Digital control "What yore fingers do on the TV remote."

Hard drive "Ridin' a Harley up and down Hyde Street after a visit to the Proctologist."

Internet "A fishing gizmo."

Keyboard "A place to hang your truck keys."

LAN "To borrow, as in: 'Hey, Seamus! LAN me yore boot hooks.'"

Log-on "How you explain your Harley's slippin' clutch to the mechanic: 'It's runnin' like someone chained a damn log on its ass!'"

Log-off "What the Harley mechanic writes on his service report for a clutch adjustment."

Megabytes "A day of real good fishin'."

Modem "How you got rid of your dandelions."

Mouse "A Captain's snitch who hangs out in the locker room."

Network "Activity meant to provide bait for your trout line."

Packet "What you do to your saddlebags by the end of your watch."

Reboot "What you do when the first pair gets covered with oil or roadkill."

RETURN "What you *never* do with an OCC response form, traffic protest, or court subpoena."

RAM "Gear shiftin', like rammin' the Harley into third."

Serial Port "The place where the corn flakes boat always ties up."

Spell-check "C-H-E-C-K."

Tool bar "What Harley riders have in their locker to hang their pliers and wrenches on."

Trackpad "An outhouse over at Bay Meadows?"

Y2K "One of them can't-never-do-it sobriety tests, like: Y-X-W-V-U-T-S-R-Q . . ."

Zip drive "Makin' all the green lights while ridin' out Fell Street on the way home."

By Glenn Sylvester,
Academy

Backups continued:

You have determined the size of your hard drive and the amount of data stored. Time to make a decision on the backup device. After considering the various formats (SCSI, IDE, Parallel, Floppy), the capacity and size for a device needs to be answered.

Tape drives used to be very expensive, with new technology, they have dropped tremendously in price. Tape backups are usually advertised by capacity in native and compressed modes. For instance: 1 / 2 gigabyte means 1 gigabyte native mode and up to 2 gigabytes in compressed mode. A tape drive advertised as 4 / 8 gigs means 4 native, 8 compressed. As I mentioned prior, actual compression may be different. A good rule of thumb is that your backup device should be able to accommodate all of your data on one tape. If you have 4 gigabytes to backup, then the 4-8 gigabyte device is fine. If you have partitions: C-Drive, D-Drive, E-Drive, consider a smaller tape device unit as you can use separate tapes for each partition. The bigger capacity, requires extra \$\$\$ for tapes and the device. The payoff is convenience, insurance and peace of mind. Here are a few devices and their cost(s)

DITTO MAX 7GB EXT / PAR I/F
CABLE PS PWR CBL S/W
\$199.00

DITTO MAX 7GB INT 5.25IN VAL
PK I/F CARD TAPE S/W
\$190.00

HORNET TR4 8GB INT SCSI2
\$230.00

HORNET TR4 8GB INT IDE
\$198.00

The Internet is a terrific resource for locating a great price on a tape backup drive. Some sites are:

<http://www.iomega.com/>
<http://www.hp.com/>
<http://www.seagate.com/tape/tapetop.shtml>

Once you have decided on a model, you can search for the lowest price from these sites:

<http://www.shopper.com/>
<http://www.pricewatch.com/>

I always use these sites when shopping for the best deal. A little time, and patience will also make you an "informed consumer". Enjoy!



SFPD's website has been overhauled, take a visit and see at:
<http://www.ci.sf.ca.us/police/>

A new section has been added to the Penal Code as follows:

13515.55. Every city police officer or deputy sheriff at a supervisory level who is assigned field or investigative duties shall complete a high technology crimes and computer seizure training course certified by the Commission on Peace Officer Standards and Training by January 1, 2000, or within 18 months of assignment to supervisory duties. Completion of the course may be satisfied by telecourse, video training tape, or other instruction. This training shall be offered to all city police officers and deputy sheriffs as part of continuing professional training. The training shall, at a minimum, address relevant laws, recognition of high technology crimes and computer evidence collection and preservation.

How will you handle a crime involving the use of computers or other high tech devices? Get ready folks, the time is here...

See you next month, and as always, Happy Computing.

Looking for a good laugh? This site is a must see and LINK. Enjoy.
<http://members.aol.com/gspz/policehumor.html>

Glenn R. Sylvester
San Francisco Police
email: glennsylv@pacbell.net
glennsylv@aol.com
hightechcop@pacbell.net

homepage:
<http://members.aol.com/glennsylv/glennsylv.htm>
ICQ: UIN# 2089369

Now A Dispatcher Needs Our Help

By Glenn Sylvester,
Headquarters Company

Fifteen-year veteran SFPD dispatcher, Crystal Blair, has recently suffered a devastating loss—the burning of her home and possessions. The fire occurred on April 15th of this year, and went to 4-alarms. In all, seven residents were displaced, including both of Crystal's aged parents. Thirteen firefighters were also injured fighting the stubborn blaze. The family is trying to rebuild their lives, but they could use some help from friends and coworkers.

Fellow dispatcher, Kimberly Tuyay, was on the channel the day of the fire. Imagine her horror as she realized that the Blair house fire involved no less than three children under the age of three—including her very own 26 month old daughter!

These two dispatchers, and all their hard-working coworkers, assist San Francisco police officers every day. Now Crystal needs a hand from us. Please join in contributing what you can to this deserving family. Any and all donations will be very appreciated. Send yours to:

The Crystal Blair Family Home Fund
c/o Kimberly Tuyay
Communications Division, Room 475
Hall of Justice
850 Bryant Street,
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Founded in 1995, Breider, Moore & Co. (www.breidermoore.com) is an established investment banking and management consulting firm based in San Francisco. Breider, Moore & Co. specializes in the acquisition and reorganization of small California based companies with the expressed purpose of increasing stakeholder value.

For More Information Please Contact:

Matthew J. Powell, Associate (& SFPD Family Member)

(415) 398-4686 ♦ One Maritime Plaza, Suite 700 ♦ San Francisco, CA



Greg Parini (left), vice president of CSE Insurance with Sgt. John Bisordi, Erin Bisordi, Charles Dullea, principal of St. Ignatius High School and Mike Gannon, retired SFPD, Mounted Unit. Erin Bisordi was the 1999 winner of a scholarship given by CSEA.

Senator John Burton authors important bill

Governor Signs Legislation for Police Officer Memorial Fund

Bill Allows State Tax Check-off for Memorial Fund

POA Staff Report

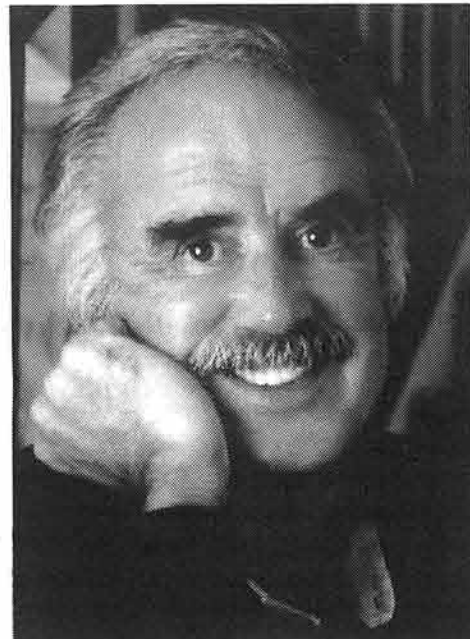
Governor Gray Davis signed Senate Bill 1230, by **Senate President Pro Tempore John Burton** (D-San Francisco) a bill that establishes the California Peace Officer Memorial Foundation Fund and allows taxpayers to make voluntary contributions on their personal state income tax returns to the Fund.

"There is nothing more noble than officers who place themselves in danger to protect the lives of Californians," Governor Davis said. "SB 1230 provides a convenient venue for those who want to voluntarily contribute to a memorial that will be a fitting tribute to the men and women who gave the ultimate sacrifice, their lives, while working to make our state a safer place to live."

SB 1230 requires the Franchise Tax Board (FTB) to revise state tax return forms to include a designation space for the California Peace Officer Memorial Fund, beginning with the 1999 tax return. Taxpayers would then be allowed to make contributions of their own funds, above and beyond tax liability, to the Peace Officer Memorial Fund by checking the appropriate designation on their state tax return form.

The bill specifies that the contributions specified must be used to build and maintain the California Peace Officer Memorial in Sacramento, and for activities in support of families of slain peace officers.

Beginning in 2000, this bill would require the fund to meet a \$250,000 minimum contribution test. If in any calendar year the FTB estimates by September 1 that contributions made under this bill would total less than



John Burton

\$250,000, the fund would be repealed and not appear on the tax return for that taxable year. Otherwise, SB 1230 will apply to taxable years beginning January 1, 1999, and would sunset on January 1, 2006.

President's note: California State Senator John Burton has long been a champion of California law enforcement, and a particularly staunch supporter of this Association. The fact that he authored this important piece of legislation is an example of the true appreciation the Senator has for the concerns of public safety workers in the state. On behalf of this association, and all of the law enforcement professionals in the California, I extend heartfelt gratitude to the Senator for this bill, as well as for his continuing support.

— Chris Cunnie



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2 Toppings	9.99	11.79	14.51	16.54
3 Toppings	11.04	12.99	15.91	18.14
4 Toppings	12.09	14.19	17.31	19.74
5 Toppings	13.14	15.39	18.71	21.34
6 Toppings	14.19	16.59	20.11	22.94
Extra toppings	1.00	1.20	1.40	1.60

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- American Bacon*
- Linguica
- BBQ Chicken*
- Marinated Chicken*

- Clams*
- Pine Nuts*
- Capers*
- Feta Cheese
- Pineapple
- Ricotta Cheese
- Jalapeños
- Pesto*
- Zucchini
- Broccoli
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- Green Onion
- Bell Peppers
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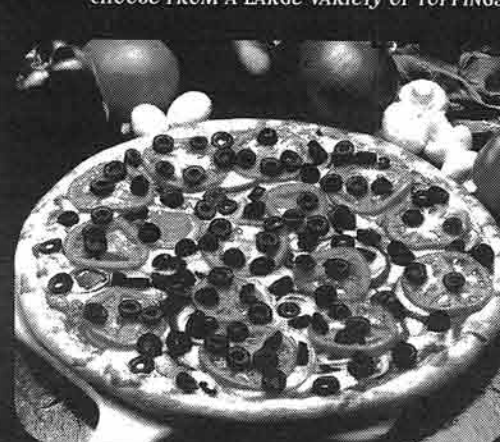
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The following article was first published in the July '97 Notebook.

Position Piece

Mediation Recommended For OCC Cases

By Ray Shine,
POA Discipline Committee

Mediation is an interesting — but seldom used — avenue for resolving OCC complaints. Any officer who is offered a chance to mediate a complaint should give the process due consideration.

Agreed to in the 1994 MOU, mediation is available for use in select types of OCC cases. Generally, those are cases involving discourtesy, policy misunderstanding, or cases most likely to be deemed proper conduct and that are one-on-one situations involving no witnesses. Any complaint of unnecessary force, racial bias, or questions of law are not subject to mediation. Senior OCC Investigator, Barbara Attard, says that officers may request that any complaint be mediated, but the final decision will always remain with OCC.

However, one of the few points of consensus reached at the recent community round table talks on police discipline was that an increased use of mediation would be recommended to the OCC, the POA membership, and the Police Commission. Attard assures me that her office wants to see the process used more often than it is and encourages any officer with questions to contact her office or their POA representative.

How it works

OCC supervisors are responsible for identifying complaints that qualify for mediation. No case can be forced into the process, and both the complainant and the officer must agree to participate in.

The complainant is contacted first. The mediation process is explained, and they are encouraged to participate. If they agree, the OCC then contacts the officer. If both parties agree, two mediators are chosen from a qualified pool of trained persons and a date for the event is set.

When the complainant, the officer, and both mediators sit down at the table — sessions are conducted at the OCC office — the incident is

described from both perspectives and, hopefully, an amicable resolution reached. If the mediators are able to overcome the issues at hand and strike a mutual resolution, the case is closed. However, if they can not reach a resolution — for whatever reason — the case is, nonetheless, deemed closed and filed, reflecting in the officer's OCC file only as a mediated case.

Advantages?

There are several. First, most of the cases that end up in mediation involve simple misunderstandings and, like in any aspect of social interaction gone awry, are often best resolved with empathy, an apology, and a handshake. For an officer, this often translates into a learning experience that enables he or she to become a more effective and credible professional.

Secondly, mediation does not adversely effect the officer's OCC record. Win, lose, or draw, a mediated case is always classified as just that — a neutral, innocuous non-finding. Unfortunately, there are restrictions on the number and frequency of mediations that any one officer may participate in, but one chance to do so is better than none.

Thirdly, a mediated case will be resolved quickly. Unlike most OCC cases that seem to drag out indefinitely, mediated cases are not investigated by anyone. Instead, mediation cases by-pass the stacks of cases waiting the attention of an investigator and move quickly into the resolution process. Officers will not be kept wondering whatever became of that troublesome OCC case from months past.

Use Mediation

If OCC offers to send your case to mediation, accept the invitation to participate. You will enjoy a quick and painless resolution, and suffer no adverse impact to your personnel file. If you have any questions about mediation contact your unit/station representative or the OCC.

Selfless Service Of Pints Served At The POA

By Mark Hawthorne, Chair,
POA Blood Committee

Selfless acts of humanity were undertaken at the S.F.P.O.A. on Wednesday, July 7th, 1999. All those individuals who gave of themselves to benefit others undertook all of these acts of bravery and perseverance.

What acts of bravery one might inquire?

A relatively painless undertaking whereby the participant lies on a table and is, for approximately 15 minutes, used as a pincushion then drained of one pint of red fluid to be used for various in-need individuals. This aforementioned procedure, for all you veteran's of the event, is known as the **San Francisco Police Department Tri-annual blood drive.**

Yes, it was that time of year again when we, as a department, get together and donate blood to the community, voluntarily and some with reservation. The weather was spectacular, the facility was inviting, the medical staff was zany and accommodating, the food and refreshments were delicious, and the raffle prizes were not bad either. A good day for all, as they say.

Tuesday's drive began much the same as any other blood drive, with a bang. After the first couple of hours, the attendance began to wane. Very shortly thereafter, Deputy Chief Santos made his appearance and began monitoring and requesting additional attendees. Word soon got around, and before one could say "jack frost," the attendance was back in abundance and remained so until closing time at 2000 hours. Jack has a way with persuasion, especially when he believes so strongly in something such as donating blood.

For those of you who were not in attendance, I can only say that Jack sat patiently counting heads and socializing with those souls who knew it was better to keep their Chief happy than to miss the drive. Chief Lau was also present counting heads. Assistant Chief Sanders also donated a pint, setting an example for the young whipper snappers.

Having briefly described the daylong affair, I would now like to personally thank all those who participated, especially Chief Santos, who got the word out and out and out. Rumor has it Jack was standing outside the POA waving Salmon cards as incentives.

In all seriousness, a good time was had by all that came to the blood drive. The final, final, count was 136 donors. I realize not all personnel in the department can give blood, but out of a 2000 person department we don't even get a 10% turnout???? I'm working on a better information network. The raffle prizes mentioned earlier consisted of nine pairs of Giants tickets and the Grand Prize was an autographed Giants, Mark Gardner, ball. And the winners of the tickets were; **Marty Barbero, Don Woolard, Kevin Rector, John Parenti, John Dwyer, Mike Stasko, Ed Yu, John Lanfranchi, Jim McAllister, and the Grand Prize Winner, Tadao Yamaguchi.** Once again, my sincerest thanks to all of you who gave blood. Keep in mind though, **the blood drives occur with regularity three times a year. You can set your calendar by the drives, April, July, and December.**

Thanks again to all, and I look forward to seeing you at the next drive, tentatively scheduled for December 14th, same time, same place.

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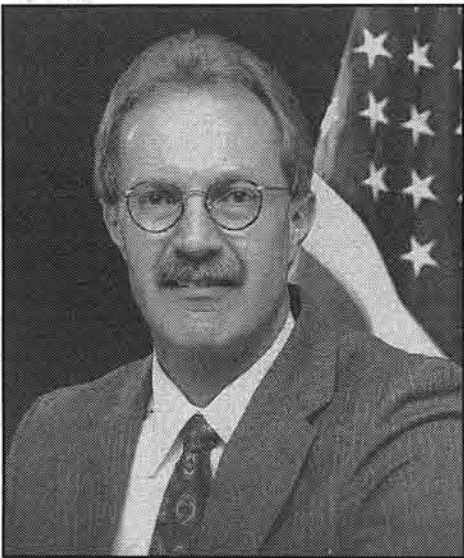
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The Hebel Financial Commentary

Never before, in the 74 year history of the Standard and Poor's 500 stock index, has there been 4 consecutive years of stock return advances exceeding 20%. That's what happened in 1995, 1996, 1997, and 1998. While 1999 will probably not set another record with another 20% + advance, this bull market is truly a wonder to behold. Conditions are favorable for its continuance: federal budget surplus, moderating long term interest rates, stable consumer and producer price indices, corporate operating earnings advancing at a 7% rate, and unemployment at a 25 year low. The baby boomers (76 million strong) have just begun their big shift from consumers to savers which will continue to enrich the equity markets.

While I feel that the stock markets are currently vulnerable to a normal correction of 5% to 10%, I do not see a bear market on the horizon. This bull market is firmly in place with much more room to romp. In the 20th century there have, historically, been three killers of bull markets: (1) inflation, accompanied by higher taxes; (2) a weakened economy; or (3) valuation extremes. The first two factors are not now present: inflation remains below 3% and the Congress is passing legislation offering all taxpayers a modest federal income tax decrease; the economy remains remarkably strong and resilient with GDP growing annually by over 3%. The market valuations are certainly high by traditional, historical standards (P/E ratios, dividend yields, and book value to price), but not yet in the danger zone.

Many participants invest their deferred compensation moneys far too conservatively, fearing loss of principal. But the biggest risk is not loss of principal but loss of purchasing



power. If your goal is to create a large (or very large) account at retirement, then you will want to put much of your savings into equity funds.

Stock Market History Since 1928

The Standard and Poor's 500 Index, from 1928 through 1998, reveals a very healthy and profitable average annual total return (price change plus dividend reinvested).

Period	Yield
1928 - 1929	17.6%
1930 - 1939	5.3%
1940 - 1949	10.3%
1950 - 1959	20.8%
1960 - 1969	8.7%
1970 - 1979	7.5%
1980 - 1989	18.2%
1990 - 1998	18.8%
1928 - 1998	12.9%

For the 1980's and 1990's the stock market has been a wonderfully profitable place for your money. I believe this will continue into the new millennium, albeit at a slower average annual return rate near its long term norm of 10% to 12%. Stay the course! Reap the benefits!

THE MAGN Deferred Co

By Mike Hebel, Cer

Honor Roll

City Employee Accounts		Star	Account
🔥	\$1,138,103	★	\$7
🔥	\$790,997	🔥	\$7
🔥	\$748,644	🔥	\$4
★	\$717,356 (SFPD)	🔥	\$4
★	\$714,877 (SFPD)	🔥	\$4
🔥	\$667,787	🔥	\$4
🔥	\$656,715	🔥	\$3
🔥	\$656,145	🔥	\$3
🔥	\$647,476	🔥	\$3
🔥	647,390	🔥	\$3

CCSF Deferred Compensation Plan as of June

Where The M

17,122 deferred compensation participants have a total balance of \$790,941,436 with the Aetna as of June 30, 1999. The most popular sub-account funds are:

Fixed Account	\$194,844,520	(25%)
Janus Twenty	\$137,653,461	(17%)
T. Rowe Price Growth Equity	\$105,400,683	(13%)
Aetna Balanced	\$85,224,232	(11%)
AIM Capital Appreciation	\$82,331,888	(10%)
Aetna Index Plus	\$47,873,217	(6%)
Janus Worldwide	\$28,301,547	(4%)
Janus Balanced	\$26,444,686	(3%)

Approximately 90% of CCSF participants' money is invested in 8 of the 20 Aetna offerings.



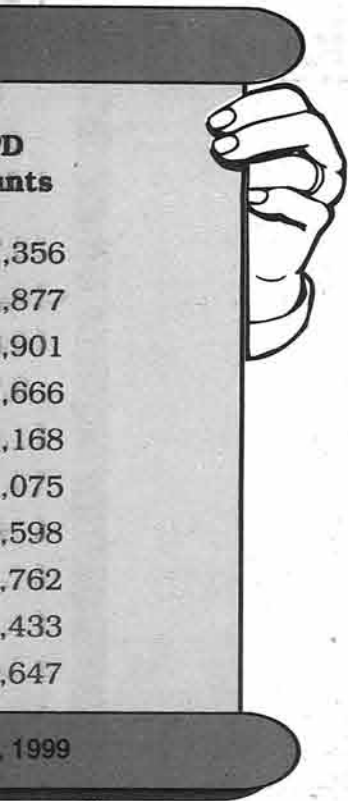
Long Term Investing Pays Off: Aetna's Net Investing Performance

Calendar Year	Jan/June 1999	Compound Average Annual Total Returns					Fees
		1yr	3yr	5yr	10yr		
Global/International							
Aetna International	10.4%	7.63%				1.4%	
Janus Worldwide	12.8%	14.4%	24%	25%		1%	
Scudder International	10.7%	9%				1.3%	
Aggressive Growth							
AIM Capital Apprec.	9.5%	15.8%	16%	21.2%		1%	
Ariel Fund	1.7%	3.1%	20%	17.8%	12.1%	1.5%	
Lazard Small Cap	10.8%	-4.5%	0.7%	10.4%		1.4%	
Growth							
Aetna Growth	13.6%	27.1%				1%	
AIM Growth	12.6%	27%	28%	27%		1%	
Janus Twenty	17.8%	50.4%	43.7%	36.7%	24.9%	1.2%	
MFS Research	9.1%	13.7%				1.2%	
T. Rowe Price Growth	8.8%	19.1%				1%	
Growth and Income (Stocks)							
Aetna Index Plus	12.2%	24.4%				.66%	
Fidelity Equity Income	12.7	13.8%	20.3	21.4%	15.3%	.87%	
Growth and Income (Stocks and Bonds)							
Aetna Balanced	6.5%	12.5%	18.3%	18.2%	13.1%	.79%	
Calvert Social Balanced	5.2%	11%	17%	16.9%	12.2%	1.2%	
Janus Balanced	12%	28.1%	26.1%	21.6%		1%	
Income							
Aetna Bond	-1.2%	2.9%	6.6%	7.5%	8.2%	.7%	
Janus Flexible Income	-.6%	2.7%	9.4%	10.7%		1%	
Stability of Principal							
Aetna Money Market	2.3%	5%	5.4%	5.4%	5.5%	.54%	
Aetna Fixed Account	2.77%	5.7%	5.9%	6%	6.9%	.20%	

Note: the current credited interest rate for the fixed account is 5.65%

EFFICIENT 10 Compensation

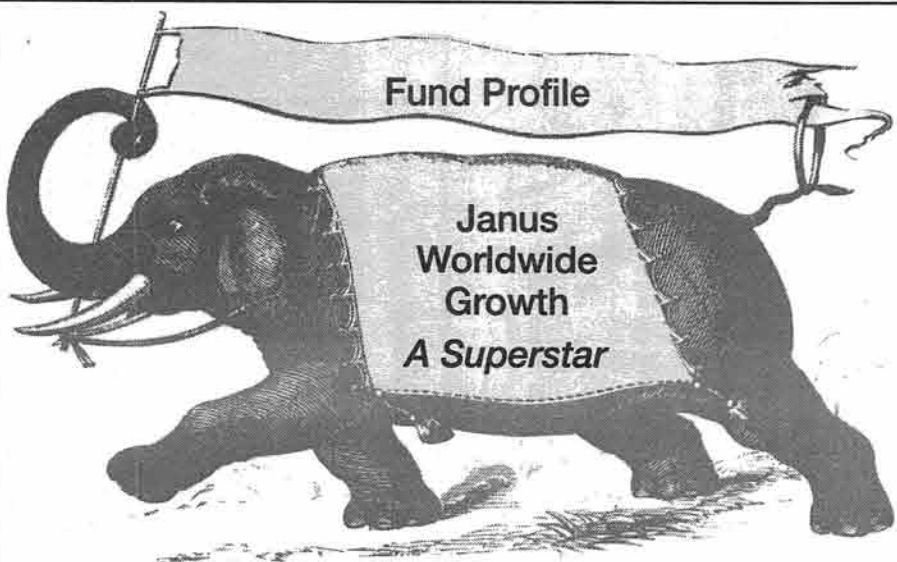
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CCSF Deferred Compensation Participation By Department
(as of June 30, 1999)

Department	Active Participants
Community Health	2,445
Police	1,842
Muni Railway	1,442
Fire	1,353
Human Services	824
Public Health	781
Public Works	661



The Janus Twenty fund ended 1998 with a superb performance — advancing 26% — thereby besting its peers' return of 13%. It sports an equally magnificent 3 year average annual total return of 23.95%, and a 5 year average annual total return of 24.75%. Its average annual total return since its inception in September 1993 is 24.31%. For aggressive investors this fund has been a road to wealth.

This Fund, managed by Helen Young Hayes, owns stocks of all sizes, anywhere in the world, and without regard to geographical allocation. Hayes builds this portfolio stock by stock looking for companies that are strong growers and efficiently operated. She believes that good earnings growth will push share prices upward. Besides looking at valuations and balance sheets, she spends much of her time traveling the world, visiting an average of 15 companies a month. She has seven analysts making up her globe trotting team which goes anywhere seeking growth.

European stocks represent the lion's share of the present (March 1999) portfolio, at 53% of assets. U.S. stocks are another 30%, while Pacific Rim equities account for only 6%, Latin America 2%, and other regions 4% (also holds a 5% cash position).

This is a worldwide diversified fund. It is heavily concentrated in 3 sectors — technology, durables and non-durables. Its largest holdings are:

Cisco Systems	Tyco International	Microsoft
Mannesmann	Time Warner	NTT Mobile Comm.
Nokia	AT&T	Vivendi

If you like these giant companies, you will really like Janus WorldWide.

Morningstar mutual fund rating service gives Janus Worldwide a five star rating (its highest). Its return is high accompanied with average risk. Standard and Poor's lists Janus Worldwide as one of its 5 "Recommended Mutual Funds" in the foreign fund category.

For the aggressive deferred compensation investor, Janus Worldwide deserves a prominent position. For other investors who view the U.S. market as overvalued relative to foreign stock bourses, but want to keep a stake in it, this is a most appropriate selection. For the conservative investor, look elsewhere (probably too much risk) perhaps to a stock index fund for that portion of your portfolio, if any, allocated to equities.

And remember, past performance is no guaranty of future returns.

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Dow Jones Industrial Index Forecasts Into the 21st Century

Forecaster	Dow Jones Industrial high	Year	Forecaster	Dow Jones Industrial high	Year
Rick Ackerman , busisness Journalist, <i>SF Examiner</i>	15,000	2001	Sheldon Jacobs , editor of <i>No Load Fund Investor</i>	21,200	2010
Paul Erdman , economist and author	18,000	2003	Frank Jennings , Oppenheimer Fund manager	30,000	2010
David Alger , money manager author of <i>The Raging Bull</i>	20,000	2004	John Bogle , chairman, Vanguard Mutual Funds	21,000	2012
Edward Yardini , chief economist For Deutsche Bank Securities	15,000	2005	David Elias , author Dow 40,000	40,000	2016
Tom Galvin , market strategist Donaldson, Lufkin, and Jenrette	16,000	2006	Michael Sivy , wall street editor, <i>Money</i> magazine	55,000	2022
Ralph Acampora , chief technical Analyst for Prudential Securities	18,500	2006	Roger Ibbotson , Yale finance professor, cofounder of Ibbotson Assoc.	121,935	2025
Fayez Sarofin , distinguished mutual fund manager	30,000	2007	<p>The current bull market began in 1982. Progress is speeding up in all areas of human endeavor. Whether it is called the "long boom" or the "great boom" — we are in the midst of a global economic boom on a scale never experienced before. We are looking directly into at least two decades of peace, prosperity, freedom (economic and political) and great technological change. Could this be the dawn of the "golden age" of global peace and prosperity?</p>		
Harry Dent , author of <i>Great Boom Ahead</i> and <i>Roaring 2000's</i>	41,000	2008			
Bill Staton , America's money coach	21,000	2010			



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Driver Fatigue

By Angella Whitton,
Police Association of
New South Wales
Submitted by Ray Shine,
POA DABOR Representative

As a police officer, driving is an important part of your everyday duties.

Driver fatigue is an occupational health and safety issue, and measures should be taken to ensure that you are not placed at risk. Police are in a high-risk group because of overtime and shiftwork.

The Police Service will be liable if an officer has a work related fatigue accident. An employer may be prosecuted and/or sued in relation to such incidents. The potential costs for the employer include:

- Death and injuries of workers
- Fines and damages payments
- Criminal charges such as manslaughter
- Higher insurance premiums
- Equipment replacement costs

In a recent case, *Dredge v The State of South Australia*, it was held that the Police Service of South Australia was negligent for failing to take reasonable steps to ensure that officers who have been deprived of adequate sleep are not sent out to drive vehicles whilst alone. They were ordered to pay a large sum in compensation.

Information provided by the RTA has been especially helpful in the preparation of this article.

Factors Causing Fatigue

The results of a recent study conducted by the RTA have helped shed some light on the causes and risk factors of driver fatigue:

- Being tired for any reason when you start the trip.
- Lack of sleep or rest.
- Driving late at night or in the early hours of the morning i.e. at normal sleeping times.
- Driving in the mid-afternoon.
- Driving for a long time.
- Drinking alcohol.

Other conditions, which may cause or exacerbate fatigue, include:

- Medical conditions such as sleep disorders.
- Some kinds of medications.
- Heavy physical activity or stress prior to driving.
- Stress during the trip.

Fatigue Accidents

A recent study conducted on drivers following accidents that were caused by fatigue showed:

- 83 per cent of fatigued drivers in accidents were men.
- 46 per cent of fatigued drivers in accidents were 25 years old or younger.
- 54 per cent happen between midnight and 8am.*
- 41 per cent are in rural areas and 38 per cent in Sydney. Driver fatigue is as much a city as a country problem. With higher speeds in rural areas, the crashes which occur there, tend to be severe.
- 62 per cent of fatigue accidents or near-accidents occurred within two hours of the start of the trip. Drivers who are tired when they get behind the wheel can crash on short trips.
- One third of the fatigue crashes happened between 10pm and 6am* even though only 14 per cent of crashes generally occur during this

period. This reinforces the need to avoid driving when you would normally be asleep.

Driver Fatigue and Work

Thirty-six per cent of fatigue accidents or near accidents happen on trips related to work — this is double the incidence of accidents that occur on holiday trips (18 per cent).

You may not be aware that many fatigue accidents or near misses happen on shorter trips or at the beginning of a journey. One of the key periods was after work. Incidents were most likely to occur on work trips (including trips to and from work).

Insufficient sleep is a large factor for both city and country fatigue incidents. The reasons for this insufficient sleep were predominantly work related, with a high percentage stating it was due to working long hours or overtime, working night shift, or leaving early in the morning to go to work.

It appears that potential work-related risk factors for fatigue such as multiple jobs and possibly shift work may be more common in the city.

Drivers who had incidents on work-related trips were less likely to start out free of tiredness than those on holiday trips. It is possible that work drivers may feel they have no option but to drive, even if they are not free of tiredness.

Ninety per cent of work related trips had been intended to be no more than two hours long.

Shiftworkers

Exploring the work issue a little further, 28 per cent of those surveyed were shift workers at the time of the incident, but they feature particularly amongst those who had their incident on a work related trip, with 42 per cent of these being shiftworkers at the time.

The main issues emerging in relation to driver fatigue accidents in the city are sleep loss and the consequent tiredness, and late night driving. Shiftworkers again emerged as a high-risk group.

Shiftworkers are widely recognized as a high risk group for accidents, including industrial accidents and traffic accidents.* The National Sleep Foundation in the USA claims that 20-30 per cent of those with non-traditional work schedules have had a fatigue related driving mishap within the past year" (National Sleep Foundation, 1996). Increased efforts to address this group with preventative measures are warranted.

Overtime

The contribution of work to driver fatigue accidents means that problems with driver fatigue would increase with increases in hours of work for full-time employees generally.

The finding in relation to sleep loss due to work is consistent with survey information from the USA. Findings indicated that those who worked more than 40 hours per week appeared to be at a higher risk for drowsy driving, falling asleep at the wheel, and involvement in drowsy driver crashes (McCartt 1994).

Occupational Health & Safety Issues

Court cases in Australia have confirmed the role of Occupational Health

and Safety laws in defending drivers against being asked to drive when tired. Employers are obliged through their duty of care to provide safe systems of work, which do not expose their workers to the risks of driving when tired.

Heavy fines have been imposed and jail terms can also be applied to employers. Such cases provide a substantial catalyst for change, though trips to and from work are largely unaffected by the legislation.

A recent campaign in NSW encouraged employers to examine and redesign their systems of work if necessary and to educate staff. The results of the survey on driver fatigue in the city reinforce the need to continue to address driver fatigue as a workplace issue. The proportion of fatigue accidents, which occurred during work trips, was unexpectedly high. This is of great interest from an occupational health and safety point of view.

Drivers and employers need to be aware of the high proportion of fatigue crashes happening on work trips, and avoid situations where tired workers are asked to drive, even if they are tired for reasons other than work.

Sleep Loss

Over half of those surveyed stated that they had not had a full night's sleep the night before the trip on which the incident happened.

Even where a driver has had sufficient sleep the night before a trip, a long day brings its own tiredness. Assuming that eight hours sleep is ideal, this leaves a waking day of 16 hours. Thirty percent of the drivers in the incident sample had been awake for 17 hours or more at the time of the incident.

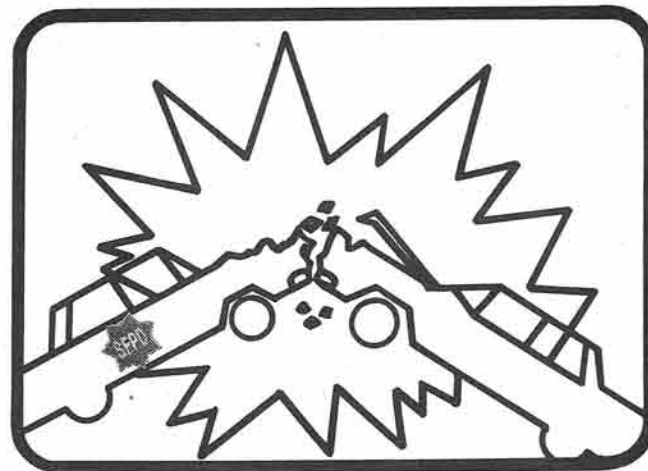
Fatigue is a problem even on short trips, where drivers commence driving when they are already tired or have missed some sleep.

Symptoms of Fatigue

Symptoms vary between drivers. They often include:

- restlessness
- boredom
- drowsiness
- aches and pains
- sore or tired eyes, and
- loss of concentration.

Dr. Drew Dawson has researched the effects of fatigue on performance. His research has indicated that staying awake for a long period has the same effect on the human body as alcohol intoxication. A study showed



that if you have been awake for between 18 and 27 hours, your cognitive motor skills are similar to having a blood alcohol concentration of over 0.05.

Industrial Agreement

There are several clauses in your awards and agreements (Contract or MOU*) which address fatigue. In particular, there are penalties for less than an eight hour break between shifts, and for more than seven 'B' shifts worked in 21 days. Generally, a restriction applies for no more than two consecutive night shifts for 12 hour shifts.

In relation to driver fatigue there is a longstanding principle that an officer should not be required to drive for more than three hours after the end of a shift.

The rule is only a guide and regard should be had to all the circumstances including the hour of the day, whether there is more than one officer and whether overtime or shiftwork has been performed prior to the driving.

What You Can Do To Avoid a Fatigue Accident

- Tell your boss if you're too tired to drive for work.
- Stop for a break every two hours.
- It is safer to drive with another officer.
- Be aware of symptoms of fatigue.
- Be especially careful driving between 10pm and 8am.
- Realize that fatigue can occur on short trips also, especially work trips.
- Be careful when you have been working afternoon or night shifts, or long periods of overtime.
- Don't drive when tired.

Sources

Articles and brochures provided by the RTA, including the following journal article: Driver Fatigue in the City, by D.L. Fell and Barbara Black.

This article appeared in the May, 1999 issue of Police News, Official Journal of the Police Association of New South Wales, Australia. It is reprinted here with kind permission of the author and Police News. The underlined text is my emphasis.*

— RS



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Pardon My Bounce

A man lay sprawled across three entire seats in the posh theater. When the usher came by and noticed, he whispered to the man, "Sorry sir, but you're only allowed one seat." The man groaned but didn't budge. The usher became impatient. "Sir, if you don't get up from there, I'm going to have to call the manager." Again, the man just groaned.

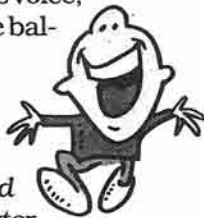
The infuriated usher then turned and marched briskly back up the aisle in search of his manager. In a few moments, both the usher and the manager returned and stood over the man. Together the two tried repeatedly to move him, but with no success. Finally, they summoned the police.

The cop surveyed the situation briefly, then asked, "All right buddy, what's your name?" "Sam," the man moaned.

"Where ya from, Sam?"

With pain in his voice, Sam replied, "The balcony."

Submitted by
Pat Celaya
POA Friend and
Supporter



Letters

More On Al Perini

Dear Editor:

Willis Garriott's eulogy in memory of Al Perini said it all. I had the good fortune of going through the Academy with Al in 1960. The first time I met him, I knew he was something special. He was always a fun guy and a joy to be around, with his perpetual positive outlook on life. Al was always the life of the party. Over the years, our paths would cross, usually when we had squads at a demonstration. His young officers idolized him and knew they were being led by the best. They would not have hesitated going into battle with him.

Will, you're so right! He is going to be missed by all his friends. We are so fortunate to have known him and to have been included in his group of friends.

Sincerely,

Frank "Cic" Williams



Thank You

Dear Mr. Cunnie —

Thank you very much for your recent letter urging the Board of Supervisors to restore funds to the police department's budget.

Due to your efforts to contact members of the Board about the above noted issue, my task of gathering support for the aforementioned matter was eased considerably.

Thank you again for your assistance and I look forward to your support on other quality of life measures I will be moving before the Board in the near future. Moreover, if I can be of the slightest assistance to you in the meantime, please do not hesitate to contact me.

Sincerely,
Amos Brown

Member, Board of Supervisors



On behalf of the gay and lesbian members of the San Francisco Police Department, thank you for your generous donation of \$200.00 to sponsor our participants in this year's AidsWalk 99. Your continued support for this worthy cause is greatly appreciated.

Sgt. James Bosch
Off. Philip Fleck



Editor —

Thank you very much for the beautiful flowers you sent in the memory of Mike. Thanks again for the support during these hard times.

Love always,
The Sugrue family



Chris —

My family and I would like to thank you and the Police Officers' Association for the beautiful flowers sent to my mother's funeral.

It was a very sudden loss for us and we appreciated the support from you and all of the members of the San Francisco Police Department. I will always remember your thoughtfulness and caring.

Sincerely,
Rich Pate and family



Chris —

I would like to thank Chief Fred Lau, Commander Heather Fong, Lieutenant John Carlin, Willis Garriott, and all members of the POA who took part in my husband's funeral service. I have never in all my years as a policeman's wife seen such respect, loyalty, and honor given to anyone as you gave to Al on that day.

My heartfelt thanks to all of you for your loving tribute. Special thanks to the Solos for their spectacular escort. It was a day both myself and the family will never forget. I felt the presence of the

Legend watching over us with a smile and twinkle in his eyes.

Love and good health to you always.

Sincerely,
Marilyn A. Perini

Seeking information

Editor —

On 12/23/98, I attended a funeral for Officer Manny Coreris of Mission Station at St. Peter's Church in Pacifica. I had known Manny since High School.

There were numerous police officers present, several from Mission Station. Several officers assisted me at the church parking lot after I had fallen and seriously injured my shoulder.

I would like to be able to thank the officers who helped me, and see if they would be willing to call Leo McCarthy at 415-731-3123 who is helping me document the incident.

If you could note this in the POA Newsletter, it would be greatly appreciated.

Very truly yours,
Robert Brill

Ray, thanks for printing the article in last month's Notebook concerning the pardon attempt for the killer of the South Carolina Highway Patrol. I received the attached e-mail from Jan Taylor from the IAWP, forwarded by the officer's family. The pardon was denied.

Please print the attached letter from the family, and thank you to all of the SFPD members who wrote in support of the family.



Robin Matthews
FTO Office
July 27, 1999

Dear Members of the International Association of Women Police:

Through the efforts of Jan Taylor earlier this month, you became aware of the pardon application of Kenneth Fleming who was convicted and paroled for killing our dad, SC Patrolman Marion Charles Steele. Your responses touched our hearts and we wanted you to know how grateful we are.

The hearing was today. In addition to our family, there were 10 members of the SC Highway Patrol both active and retired, as well as the Executive Director of the SC Fraternal Order of Police in attendance. Your letters and our presence led to a very quick denial of Mr. Fleming's pardon application. We only had to state our names for the record.

Words seem so inadequate. You embraced us, and stood with us. The support and comfort that we received from law enforcement officers across this country as well as other countries was so overwhelming. Your letters and your prayers strengthened us, and we thank you from the bottom of our hearts.

As we were leaving today, our Mom leaned over and said "I guess I can sleep again".

Thank you for bringing her that peace.

May God bless you all.

Sincerely,
Chrys Steele
Layne S. McCrostie
Mike Steele

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The Ongoing Trials of Maureen Faulkner

By Frank Kampsen
Excerpted from The Guardian
Official Publication of the Seattle
Police Officers' Guild
July, 1999

For those of you who do not know Maureen Faulkner, she is a survivor... police survivor. She is the widow of slain Police Officer Daniel Faulkner who was murdered December 9, 1981, in the city of Philadelphia by one Wesley Cook, now known as Mumia Abu-Jamal, who presently sits on death row for this heinous crime.

Recently, Mumia Abu-Jamal was invited to give a taped speech at the Evergreen State College, Washington, graduation ceremony as the keynote speaker. The college was honoring this individual as a celebrated writer and author of many articles regarding the judicial system. You can imagine his twisted mind working the system.

Abu-Jamal points his revolver point blank at Officer Faulkner's head and shoots him.

You see, Mumia Abu-Jamal is not stupid. He is articulate and has managed to pull into his web of lies people like Ed Asner, Whoopi Goldberg, Susan Sarandon, Oliver Stone, and other Hollywood types into believing that he was a victim of a corrupt system and deserves a new trial. He has become a political martyr for all of the criminals on death row. Here are the facts surrounding the crime.

Officer Daniel Faulkner stopped the brother of Abu-Jamal for going the wrong way on a one way street. During the stop, the brother, William Cook, became uncooperative and was taken into custody.

Abu-Jamal saw his brother being arrested. He just happened to be sitting across the street in his cab. Abu-Jamal was armed with a .38 caliber revolver. He runs to the aid of his brother, and begins shooting the officer. Th officer is struck and falls to the ground, but is able to return fire and strikes Abu Jamal. However,

Abu-Jamal points his revolver point blank at Officer Faulkner' head and shoots him.

There are four witnesses who later testify that they observe Abu-Jamal commit this crime. He even laughs about it later in front of others, claiming that he is glad he killed the cop. Even Abu-Jamal's brother won't testify at the trial as a defense witness. He did not want to get involved.

Abu Jamal is eventually found guilty of the aggravated murder and sentenced to death. The appeals begin. Not only has this case been reviewed once, but several times for alleged police mishandling and judicial misconduct. Each time the court has rejected his arguments. He now demands a new trial insisting that there were only two black citizen jurors on his jury panel and that the judge, Albert Sabo, has sent more defendants to death row than any other judge in the country.

So, now we come to the date of the graduation ceremony at The Evergreen State College. I wrote a letter to the president of the college, Dr. Jane Jervis advising her that the selection of this individual for a keynote speaker was very poor and not suited for this type of function, that it sent the wrong message to the students. Not only was this an insult to law enforcement, and to those who have given their lives in the line of duty, it was also offensive to our survivors, especially the widow, Maureen Faulkner.

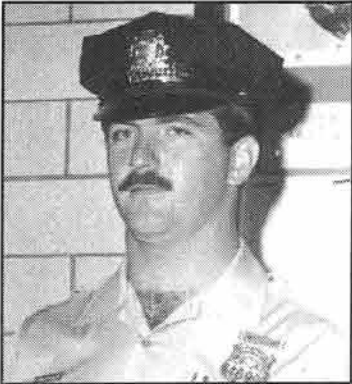
The reply I received was exactly what I expected from such a grand institution of higher learning. Dr. Jervis blamed the selection on the students. She insisted that a majority of the students selected this individual. The true facts, reported by many students, was that the decision was made by just seven students. Four who wanted Governor Locke, and three who wanted Abu-Jamal. When a large amount of students objected, they were ignored.

Maureen Faulkner, hearing about this planned speech of Abu-Jamal's, decided that she needed to be there. If for no other reason than to "put a face on Officer Daniel Faulkner." She wrote the college about her concerns, and asked to be given equal time at the graduating ceremony to present her issues as those of a police survivor. She also requested that the decision to have this individual speak

be put to the vote of the entire graduating class. Her request, of course, was denied.

During this time, I had the honor and privilege of meeting Maureen Faulkner. I found her to be strong, articulate, and very proud of her husband's sacrifice. She faced dozens of media types bent on getting anything they could to make it look like she had a proverbial ax to grind. This became a national news story. I, along with several other officers, honor guards, and citizens stood by her during this ceremony to protest the speech by Abu-Jamal.

She represented herself and the memory of Officer Daniel Faulkner with respect. She thanked all who attended, and especially the students who supported her. When it was time for Jamal's speech, we protested by walking away and standing by the American Flag in support of such an inspirational lady, and to show our disgust at the school. Several dozen graduating students objected also by walking out on the speech. Others stood and turned their backs on the



Officer Daniel Faulkner

podium. For once, we outnumbered the other protesters there who supported Abu-Jamal. They carried their signs demanding "MILLIONS FOR MUMIA" and other drivel, only to be ignored by the majority. They tried to taunt us into stupid arguments and physical confrontations. Their efforts failed miserably.

I am saddened by the decision and events at this college, but not surprised. You see, it is the Evergreen State College. A very liberal college.

I applaud Maureen Faulkner for her efforts to keep her husband's picture and name in the fore front as a victim of this murderer. Unfortunately, the media wants to make him some type of misunderstood individual who deserves a new trial.

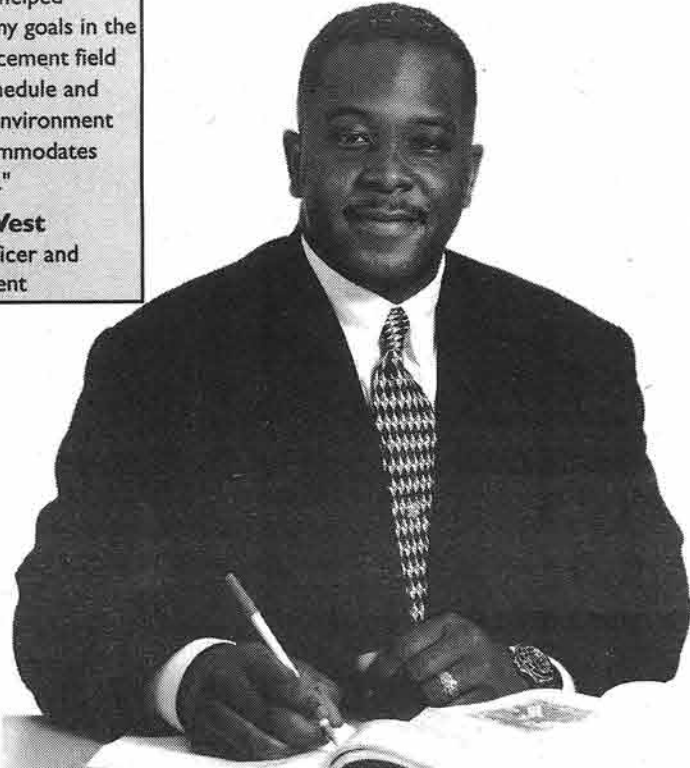
If you would like more information regarding the real facts, including excerpts from the trial transcripts, please access the Faulkner family web site at <http://www.danielfaulkner.com/>

Semper Fi,
Frank Kampsen

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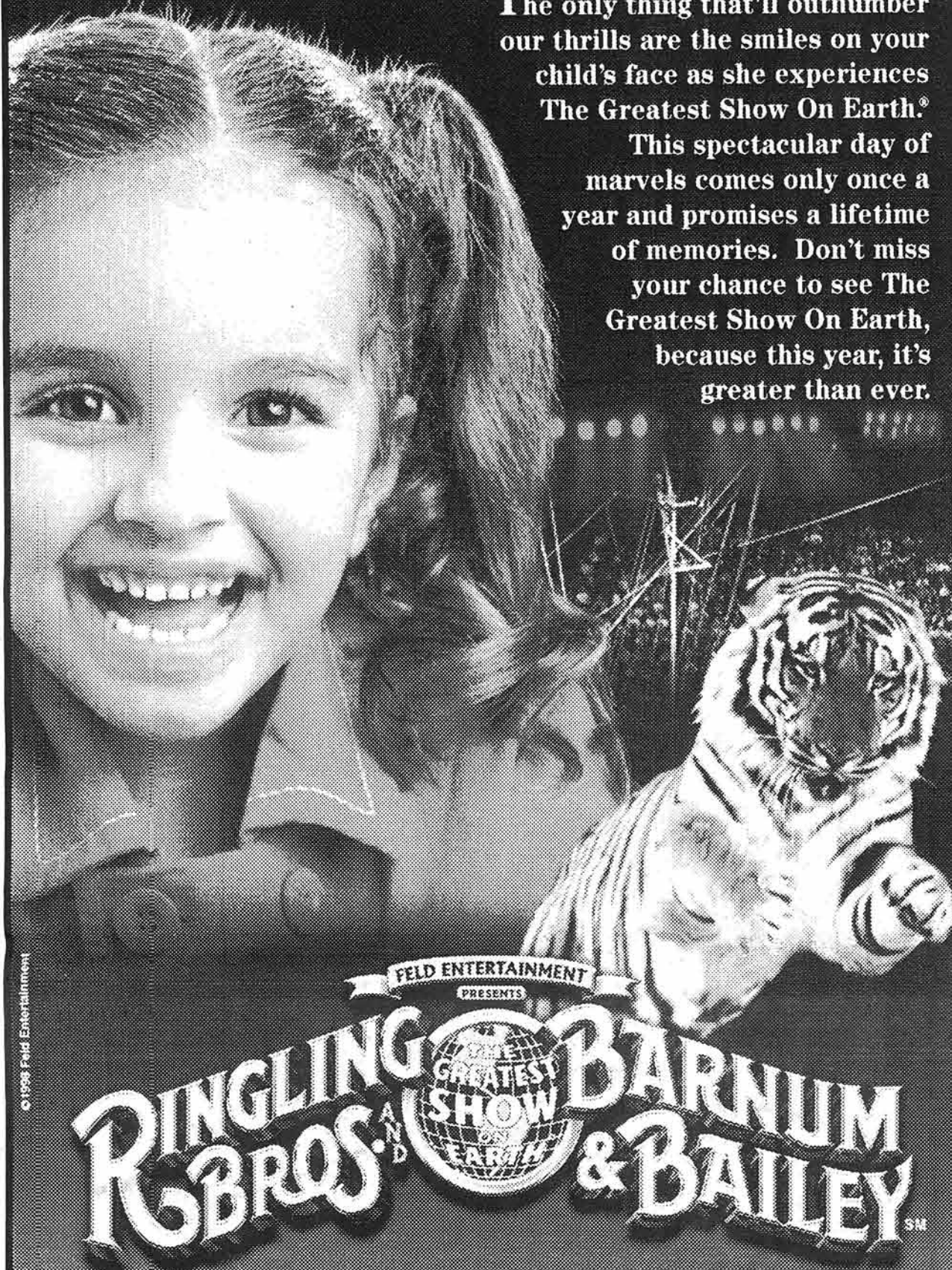
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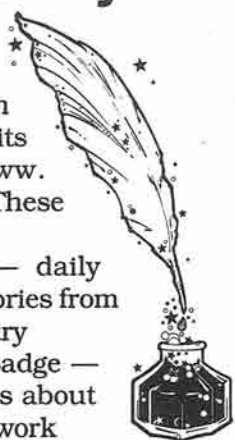
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The man replied, "I agree with you completely. This must be a sign from God!"

The woman continued, "And look at this, here's another miracle. My car is demolished but this bottle of wine didn't break. Surely God wants us to drink this wine and celebrate our good fortune." Then she hands the bottle to the man,



The man nods his head in agreement, opens it and drinks half the bottle and then hands it back to the woman. She hands it back to the man.

The man asks, "Aren't you having any?" The woman replies, "No. I think I'll just wait for the police..."

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Bulletin

#99-33

August 2, 1999

To: Association Members
From: Chris Cunnie,
President

Needlesticks

There has been a substantial increase in the number of reported needlesticks our members have been experiencing. I need to know whether/not the policies and procedures currently in place are sufficient to deal with the trauma associated with these critical incidents.

I will be convening a special meeting with both Department and Association representatives present on Tuesday, 8/17/99, at 1000 hours at the SFPOA Building (510 - 7th Street). I would appreciate having all members attend who have been treated for the hazards associated with such an exposure (i.e. needlestick) so that we can determine whether/not further steps need to be taken to safeguard members of our Department. If you are interested please contact our office at (415) 861-5060 and, if necessary, arrangements may be made to accommodate members on the varying shifts.

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211 On Lombard Street

Nothing 'Routine' About The Routine

By Ron McClashan,
SFPD Citizen Volunteer,
Office of Public Affairs

The night of June 1, 1999 was unusual from the start, marked by the Northern Police Station line up at 1600. The city's Western Addition enjoyed one of those rare sunny days which is generally not on the weather script until September. However, at 1600 sharp, right on cue, the fog rolled in from the west, accompanied by a steady drizzle. The temperature dropped 15 degrees, which set the stage for a miserable night.

I was assigned as a press ride along to the 3E7D Unit. Officer Larry Henderson, a native of San Francisco and a veteran of 17 years in the SFPD took charge. Larry is a veteran of the United States Marine Corps and is currently assigned to a unit of the US Army Reserve. I too am a veteran of the US Army, and as a disabled combat veteran, I enjoy the nights on patrol with Officer Henderson.

For the most part the night was uneventful. The windshield wipers slapped to and fro like a metronome as the black and white patrolled the area as a back up unit. We stopped at Star Bucks on Polk Street for a cup of coffee. I was standing outside of the black and white having a smoke when the night suddenly came to life. A priority call from dispatch told officers in the area that a 211 — an armed robbery — had just occurred at the intersection of Lombard and Buchanan streets.

I jumped into the car as Officer Henderson, sans that hot cup of java, acknowledged the call to dispatch. Our seat belts snapped together in unison, much like the lock and load of the Marine Silent Drill Team, as we responded Code-3 to the run.

As we approached the 3300 block of Buchanan, Henderson reported to Sergeant Dempsey at the command post, which was set up on one corner of the intersection. A one block perimeter had been set up as officers with shot guns, AR-15s, and service weapons cautiously approached the scene of the 211. Henderson secured the shot gun mounted to the front seat and joined the other officers. I was ordered to remain at the command post.

Officer Maria Alvarado, who is in phase 2 of her FTO training, and her FTO Officer Callaway, were the first responding officers. According to Alvarado, "When we first arrived on the scene, we could hear the sounds of people in the Pizza Shop, which was the scene of the 211. We heard the sounds of crying and general panic. Who ever was in the store was hiding behind the counter."

The activity at the command post quickly escalated as more officers — both uniformed and plainclothes — arrived on the scene. Sergeant Marty Lalor and his officers arrived from the Northern Station with an additional arsenal of AR 15s and shot guns Command designated this group as the entry team.

Sergeant Chris Springer climbed into his black-and-white and headed toward the crime scene. It was vital to establish communications with the people in the store, and this was done using a PA system. From the command post, I could hear that one-voice-in-a-million bark, "This is

the SFPD. The area is surrounded. Come out of the store immediately with your hands in plain view"

Officers Callaway and Alvarado suddenly made the discovery of the evening. Directly above the counter of the pizza shop they noticed an omni-directional mirror. From the reflections in the mirror, the officers then saw the unknown parties hiding behind the counter. Were they the victims or the suspects?

Sergeant Springer once again ordered the people to exit the area and this time there was a response. Two adults and four children walked out of the shop in the state of pure terror. The youngest of the group was just five years of age. Sergeant Lalor and his team entered the shop with weapons poised. The other officers in the area took up positions while curious on-lookers watched from the windows of their homes. Soon, an all clear was given. The suspects had fled.

*The entire episode
was recorded on
video from a nearby
Burger King.*

Mr. M. Abujad, the owner of Bono's Pizza, stated that when the two men entered the store he knew there was going to be trouble. One in his mid-twenties, 5'7 in height and 150 lbs. was the first to enter. The second suspect, a heavy set male wearing blue coveralls, produced a short rifle, approached the victim pointing the barrel of the weapon into the chest of Abujad. He ordered Abujad to give him all of the money. The victim reached into his pocket and gave the gunman \$200 in cash. The suspects fled the store and jumped into a dark gray Ford hatchback and traveled north on Buchanan toward Chestnut.

The entire episode was recorded on video from a nearby Burger King. Inspector Cleary, assigned to Night Investigations, secured the crime log and video tape and took over the investigation. A stand down order was given and the perimeter was disbanded.

To some people, this may seem like a minor event. To people like me, this is another example of the heroics of the men and women of San Francisco law enforcement. The element of the unknown is here on the streets, just as the elements were present in the jungles of Viet Nam. The point man of the entry team is always the first to box with the Devil. The suspects could have been there, and that short rifle could have been leveled at the entering team of police officers. At one point, a rumor passed throughout the area that the weapon was possibly a MAC 10.

Regardless, the scenario could have been that of utter havoc. Thankfully, the officers on the scene will go home alive and well, as will some thankful and frightened victims. From a distance I see Officer Henderson walking down Buchanan Street with his shotgun at port position.

The next order of business will be to return for that well-earned cup of java.

From: Labor Relations Information System info@lris.com

Police Union In Wage Dispute Will Oppose City Council's Attendance At Officer's Funeral

(From the Los Angeles Times)

Angry about contract negotiations that have dragged on for nearly two years, a majority of Santa Paula's police officers have signed a document that opposes City leaders' attendance at any officer's funeral. Officers are also considering joining the International Brotherhood of Teamsters to add negotiating muscle in their pay dispute.

"It is hoped that the bargaining power of the Teamsters can bring about some movement in our present and future contract negotiations," said Sergeant Steve Carter. Meanwhile, 20 of the force's 28 officers have signed the document stating that police would escort away any top City official who attempted to attend an officer's funeral. Six City firefighters, whose salary talks have also stalled, added their names to the document.

"I think everybody feels that basically the [City] Council just doesn't care," said Police Sergeant Gary

Marshall. "It's just amazing how few dollars are spent on public safety. It's criminal given we have the highest crime rate in the county."

City officials named in the document include members of the City Council, the City Manager, and Assistant City Manager. None of them could be reached Sunday for comment.

Police have been negotiating since 1997 for a 4% raise, but the City won't budge from its 2% offer. The officers say they deserve the larger raise because they are the lowest paid peace officers in the county. Officers at other agencies make an average of 34% more in salary and benefits, according to a study by the Santa Paula Police Union. For example, a Ventura police officer with about four years of experience pays about \$53,400 in annual salary; the same position in Santa Paula pays about \$41,400 according to the study.

City negotiators have maintained that there isn't enough money in the

budget to pay what the Union is demanding. "A council member recently justified a plan to raise refuse collection fees to provide the citizens with 'the Cadillac of refuse collection.' This, while providing the public with the Yugo of public safety," Carter said.

Talks between the City and the Union broke down a month ago, at which time both sides agreed to have a state mediator come in and broker a deal. The mediator has come and gone, but not before recommending that the City give its officers an 11% pay hike to bring them in line with officers at other county agencies, Marshall said. City officials, Marshall said, have rejected the mediator's suggestion. He said that because the Union does not have binding arbitra-

tion, the City is not required to follow the mediator's recommendation.

In addition to the salary feud, officers are fighting over a demand by the City that any officer involved in an on-duty incident such as a shooting abstain from alcohol for eight hours after a shift, on his or her own time, without pay. "They want to restrict a person's freedom without compensation," Marshall said.

The group document regarding funerals is the latest installment in a long line of public statements by the frustrated officers. Two years ago, the force publicly announced a vote of no confidence in now-retired Chief Walt Adair. Earlier this year, officers posted signs throughout the City warning drivers they are entering a high-crime area.

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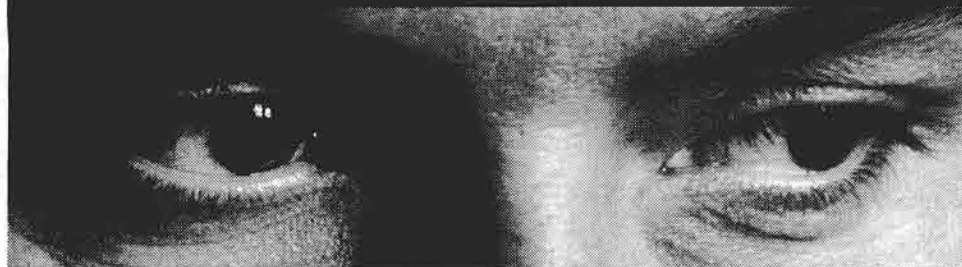


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By W. Hunt



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Rules for Dating My Daughter

By Jack Minkel and T. Roy Smiley

Recently, several of us fathers were over at Co. K discussing life, and the conversation quickly centered onto that which is most dear to us all — our families. Soon, the subject of daughters dating boys came up, along with all of the fear and trepidation that a father projects onto those uneasy — but inevitable — situations.

That evening we had the good fortune to have senior Solo, Tom Jones, present and advising us about the joy and pleasures of raising little girls into proud, young women. Tom has done a great job with his own daughter. She is a bright, lovely college graduate making her way into adulthood.

Most of us there that night have younger daughters, including Jim O'Shea, John Flaherty, Tony Pulvirenti, Ken Hartman, John Kulstad, and me. Tom Jones was a big help to those of us with pre-teen girls. We respect him. Tom has been there. He spoke honestly, and frankly. He held nothing back. He told it like it is.

Well, with a little help from our old friend, T. Roy Smiley, we put our thoughts together and came up with the following consensus about this sensitive topic. We call it: *The 10 Basic Rules for Dating My Daughter*. We'd like to share them with all of you.

The 10 Basic Rules for Dating My Daughter

1. If you pull into the driveway and honk, you'd better be delivering a package, because you're sure not picking anything up.

2. You do not touch my daughter in front of me. You may glance at her, so long as you do not peer at anything below her neck. If you cannot keep your eyes or hands off my daughter's body, I will remove them.

3. I am aware that it is considered fashionable for boys of your age to wear their trousers so loosely that they appear to be falling off your hips. Please don't take this as an insult, but you and your friends are complete idiots. Still, I want to be open-minded, so this is my compromise: You may come to my door with your underwear showing, and your pants ten sizes too big, and I will not object. However, in order to insure that your clothes do not, in fact, come off during the course of your date with my daughter, I will take my electric nail gun and securely fasten them to your waist.

4. I'm sure you've been told that in today's world, sex without utilizing a "barrier method" of some kind can kill you. Let me elaborate. When it comes to sex, I am the barrier.

5. In order for us to get to know each other, we should talk about sports, politics, and other issues of the day. But, please do not do this. The only information I require from you is an indication of when you expect to have my daughter safely back at my house, and the only word I need from you on this subject is "early".

6. I have no doubt you are a popular fellow, with many opportunities to date other girls. This is fine with me as long as it is okay with my daughter. Otherwise, once you have gone out with my little girl, you will continue to date no one but her until she is finished with you. If you make her cry, I will make you cry.

7. As you stand in my hallway, waiting for my daughter to appear, and more than an hour goes by, do not sigh or fidget. If you want to be on time for the movie, you should not be dating. My daughter is putting on her makeup, a process that can take longer than painting the Golden Gate Bridge. Instead of just standing there, why don't you do something useful, like changing the oil in my car?

8. The following places are not appropriate for a date with my daughter: Places where there are beds, sofas, or anything softer than a wooden stool; Places where there are no parents, police officers, or nuns within eye sight; Places where there is darkness; Places where there is dancing, holding hands, or fun; Movies with a strong sexual theme are to be avoided. Movies that feature chainsaws are okay. Hockey games are better.

9. Do not lie to me. I may appear to be a pot-bellied, balding, middle-aged, dim-witted has-been, but on issues relating to my daughter, I am the all-knowing, merciless god of the universe. If I ask you where you are going and with whom, you have one chance to tell me the truth — and nothing but the truth. Do not trifle with me. There is no one named "Miranda" living at my house.

10. Be afraid. Be very afraid. It takes very little for me to mistake the sound of your car in the driveway for that of a sneak-thief felon stealing through my neighborhood. The voices in my head frequently tell me to wait for you to bring my daughter home. As soon as you pull in to the driveway, you should exit your car with both hands in plain sight, and announce in a clear voice that you have brought my daughter home safely and early. Then return to your car. There is no need for you to come inside. The face at the window is mine.



SPORTS



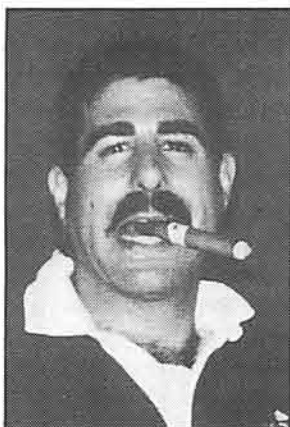
Nick's Notes

By Nick Shihadeh,
Sports Editor

CHECK IT OUT: Here are more results from the Cal Police Summer Games that took place in Pasadena back in June. I'd like to first mention retired Inspector Jeff Brosch who competed in mountain bike events as usual. He only competed in two races this time around which for Jeff is unusual. Nevertheless he was able to medal both times; a gold in the "down hill" and a bronze in the "cross-country". Good stuff. According to Brosch though, the mountain bike competitors were not impressed with Pasadena PD's job of running the events. One race started an hour-and-a-half late, with another a whole two hours late, no medals were presented at the events but rather were to be mailed; and, there were no monitors on the courses that were poorly marked to begin with.

These aren't the only complaints from down there. The department's soccer club wasn't happy as well. I played this year and we went down expecting to play on lush fields by the Rose Bowl Stadium. What we ended up playing on was the hard, beat-up, rocky grass that is used as the parking lot for the Rose Bowl. Also, there weren't any trainers around to tend to the many injuries that resulted from the crummy fields which is always a given in such a tournament. We're hoping that things will be better next year when the games are being held in San Bernardino County.

I want to next congratulate Ingleside's Sgt. Lou Perez who became the first SFPD competitor in police games history to win a gold medal in the "mile race" of the track and field competition. He ran it in 4-min. 47-sec. in 100 degree heat to beat some of LAPD's finest. This vic-



tory was very special for Perez as he dedicated it to the memory of Capt. George "Jake" Stasko. Lou wasn't finished there though, as he would take silver in the 800-meter run and a silver medal in the 5,000-meter run surprising even more LAPD runners (and impressing LASD runners in addition).

Lou Perez was tireless down in Pasadena as he even competed in the



Jeff Brosch

"Toughest Cop Alive" (Ironman) competition that includes eight events in the grueling heat. He did this on a team that also included Damon Kieve of Northern Station, Nate Chan of TAC, and Eddy Yu also of TAC. They did well in the competition capturing a 3rd place bronze medal when they edged the very strong LASD four-man team. It was said that this year's competition was the stiffest ever which will make next year's event even tougher when the Fire Department teams are in the mix as well. Kudos to Lou and the rest of the team.

I want to talk about golf now as we

had some pretty good competitors representing the department in Pasadena. Permit's Lt. Bruce Lorin teamed up with TTF's Mike Renteria to tie for first place in the Senior "A" Division best ball round. This was pretty impressive considering they were in eighth place (five strokes off the lead) entering the third day of competition. They rallied with a twelve under par that day for a score of 193(65-68-60) to get into a three-way tie. Unfortunately the tie-breaker system that was used when score cards were compared (back nine holes on the toughest course) put Lorin and Renteria into second place for a silver medal. It was still a great performance by the two.

Speaking of Renteria I'd like to wish him well as I heard that he left the SFPD to lateral over to a smaller department near Las Vegas, NV (my kind've town). All good things for you over there pal. Speaking of Lorin, his son Gary "Golden Boy" Lorin also left the SFPD to be a "G-Man" FBI kind've guy. As we speak, Gary is in an FBI training facility in Quantico, VA. He will be finished in approx. two months and will be assigned in Bend, OR out of the Portland office. All good things to Gary who I considered one of the best athletes in the department when he was here.

Back to golf, others competing down in Pasadena included Ed Anzore (Permits), Scott Warnke (TTF), Paul Guinasso (TTF) and Steve Morimoto (Airport). Guinasso won the silver medal in individual play in the Master "C" Division with a three day score of 197, and he teamed up with Morimoto to take a 4th place bronze also in Master "C" (score of 184). Scott "Buddy, Buddy" Warnke won a 5th place bronze in individual play of the Senior "B" Division (score of 211), but unfortunately Anzore wasn't able to medal. Ed did warn everyone though that they should watch out for him in next year's competition. Good luck to Anzore and congrats to the rest of the golfers.

In the softball "over-the-line" tourney of the Summer Games, the department had a team that included Kevin "Lab" Labanowski, Jimmy "Macanudo" Arnswald, and Frank "I Just Became A Dad" Harrell. They played pretty well in an area (pretty much all of Southern California) where over-the-line is played regularly and were able to come away with a 5th place bronze. They also have announced that they will be back with a vengeance in next year's competition.

I'll have more results and hopefully more photos in next month's issue...So SeeYa....

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Southern Wins B Division Softball Championship

By Al Honnibal,
Southern Station
Photos by Mike Andraychak,
Central Station

In the recent years of softball play, the Southern Station Softball Team have done their best to attain the title of "Choke Artist". Three years ago, Co. B lost to Park Station in the Championship. The following year, Potrero (now Bayview) put the hammer down on Southern's title in the playoffs. And last year, Airport booted Co. B out of the big game with a frustrating disheartening loss.

Going into the playoffs this year, teams anticipated and hoped for much of the same from the Southern team. Would Co. B's bats fall silent and resume its role as Chokers and Pretenders. NOT this year!!

A true testament to Southern's fortitude that these past seasons didn't impact the teams performance. Southern finished an incredible season when it beat Bayview Station 14-6 in the Championship and finished unblemished with a perfect 11-0 season in the B Division.

Due to scheduling problems, Co. B had to play Daly City Police Dept. earlier in the day and beat them 28-10 to advance to the championship game.

Keying this victory were Matt Goodin, Dave Maron and Rodney Tong who each went 4 for 4, combining for 2 home runs and 7 doubles.

Immediately following this game, Southern and Bayview battled for the Championship.

It was a nip and tuck battle early in the game as Co. B's hurler Carl Bryant held Bayview to 1 run throughout 5 innings as Co. B held a 6-1 lead.

Then in the 6th, Bayview broke loose for 3 runs led by the hitting of Brian Lujan, Mike Hara and Brett Thorpe.

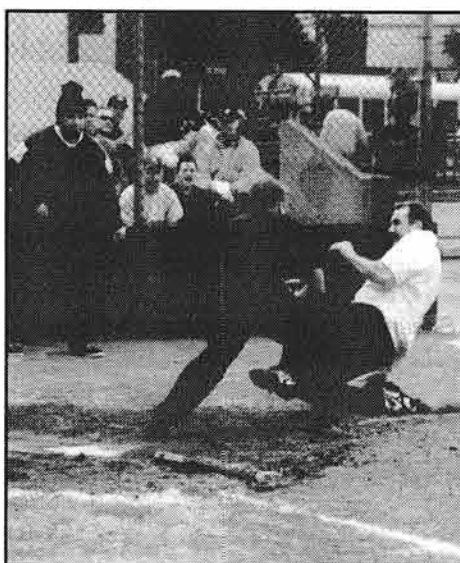
Co. B responded to this by scoring 6 runs of its own in the bottom half of the inning, when it put together 6 consecutive hits keyed by Steve Grifins bases clearing double and "Old Man" Ross Laflin and "Couch" Alan Honnibal's RBI singles to up the lead, 12-4.

Co. B finished the scoring with a monstrous 2 run homer off the bat of Dave Maron into a "stiff" wind in left field for a final tally of 14-6.

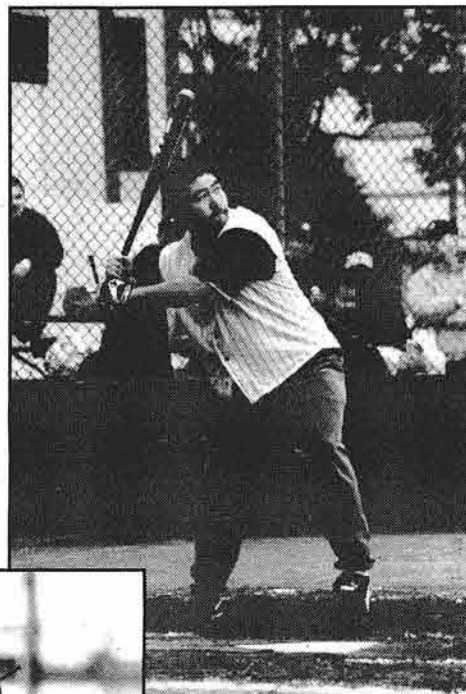
Also key to Co. B's victory were the outstanding plays of Tom Walsh and Greg Latus in the field to thwart Bayview's threats, along with the hitting of Nelson Ramos who led the team in hitting this year.

Coach Danny Manning would also like to acknowledge the contributions from Kevin Lebanowski and Len Broberg along with other mentioned Bayview players, though he wished he had more production from his rookie shortstop, "Doughnut" Do.

In any event, the game was played without all the fanfare from games past but both teams would like to thank Commish Nick Shihadeh and Asst. Commish Brian Olcemendy for the colorful umpiring and a great season.



Bayview's Brett "Ogle" Thorpe



Southern's Al Honnibal



Left: Umpires Nick Shihadeh and Brian Olcemendy calling league office on a ruling



B Division Champs, Southern Station



Left: B Division second place, Bayview Pitbulls

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Soccer Club Brings Home Silver

By John Anton
Co. F

This past June the SFPD Soccer Club's A-Team competed in the last 'exclusively Police' Summer Games in Pasadena, California. The games were played in the shadow of the Rose Bowl, which only one week later would be the host stadium of the Women's World Cup Final.

The first game pitted San Francisco against LASO (Los Angeles Sheriffs #2); a decisive (3-0) victory with 2 goals from striker 'Big' Pat Mullins, and a single goal from fullback Marty 'Crystal' Lalor, when he came up from his fullback line to hit a fantastic strike into the lower side of the goal. Lalor, after his great goal, ran back, and with tenacious tackling, and the help of Tim Dempsey, Kevin 'Scrappy' Healy, and Goal Keeper, Tracy Boes, shut out LASO.

ment, and the only loss, and goal given to our biggest rival, the hard-playing, highly-skilled LAPD (1-0); the SFPSC A-Team played hard with evenly-matched LAPD, conceding only one goal in the 87th minute of a 90 minute game, giving SF the Silver Medal.

The 4th straight Cold would not come this year, but considering the loss of striker Kevin Murray in the first game for the remainder of the tournament with an ankle injury, and also losing Joe 'making friends wherever he goes' Boyle with a badly pulled hamstring, the lads played with tremendous heart; pulling in Brian 'Moose' Canedo, and Rollie 'the Goalie' Canales to help at the last minute.

Proud thanks to the fighting 15 players of the A-Team; they never gave up—Scrappy, Liam, Petey, Phil, Patrick, Tim, Tracy, Moose, Kevin,



SFPSC A-Team, Left to right, front row: Tracy Boes, Brian Canedo, John Anton, Ed Castillo, Rollie Canales, Marty Lalor, John Sheehan. Back row: Joe Boyle, Kevin Murray, Kevin Healy, Liam Frost, Peter Richardson, Philip Lorin, Pat Mullins, Tim Dempsey



Soccer club members pose with their children after winning the Silver Medal in Pasadena. Dads, standing left to right: Tim Dempsey, Brian Delahaunty, Brian Canedo, Pat Mullins. Center row: Molly Delahaunty, Lorin Canedo, Megan Delahaunty, Pilar Mullins. Front row: Brendon Dempsey, Alexandria Canedo, Taylor Dempsey, Kimberly Mullins, Connor Delahaunty, Patrick Mullins, Jr.

The next day came Opponent LASO #1; this match was won with a score of 2-0. One 'own goal' by the LASO, and the second was a world class driving header from a freekick, 20 yards to the right of the goal. John 'Tippy Tap' Anton drove a curling drive, which was met with perfect timing by the head of Phil 'Wonderboy' Lorin, who put a rocket header into the back of the net, thank you very much.

There were 2 more victories; beating San Jose PD 3-0, goals by Peter 'Liverpool' Richardson, Johnny 'Dynamite' Sheehan, and again Phil Lorin. The other victory was 'another' shutout vs. Riverside PD 5-0.

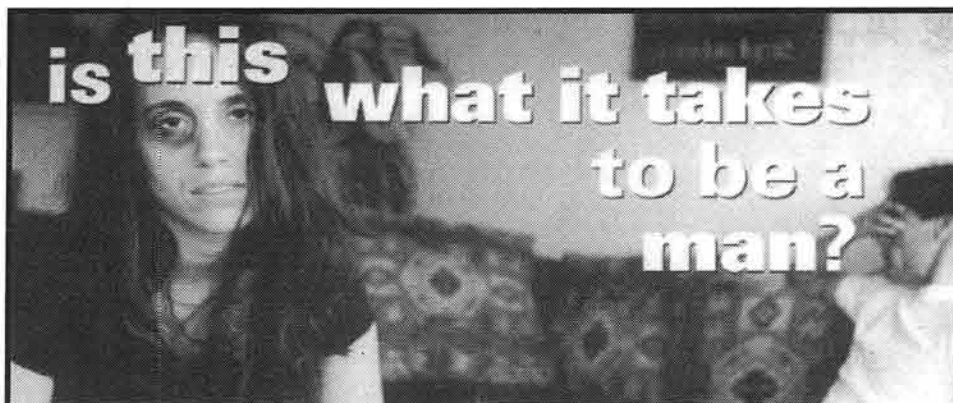
With the best record in the tourna-

Eddie, Rollie, Marty, and Johnny—with special thanks to Captain Joe Boyle, who gave us 'one more game' despite a badly pulled muscle. A Big Hurrah! '2nd Ain't Bad!'

And finally, thanks to the rest of the SFPSC Killer Bees, and C-Dogs for standing shoulder to shoulder with us and supporting us, along with all the help from the families; their contributions were much appreciated — Kathleen Mullins, Linda Delahaunty, Mr. & Mrs. Lorin, Uncle Frank & Carol Machi, and Cindy Cleary — Thanks Guys! See you next year!

Quiz Question: Who's Joe Cuff?

Answer: Find out next year...Oh Boy!



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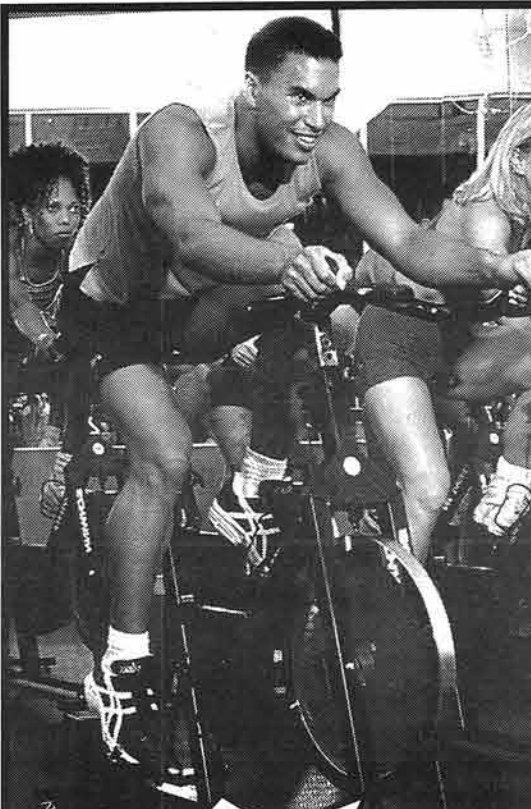
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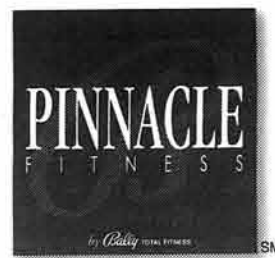
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SFPD Summer Games Basketball Killer Bee's Buzz To Pasadena

By Ed Del Carlo
Vice

The 1999 Police Summer Games were held in Pasadena, the S.F.P.D. sent a basketball team made up of the following players; Eddie Hagen Co. J, Jake Fagan Co. D, Jason Lynch Co. E, Brian Schaffer and Wilfred Williams Co. H, Rob Walker and player coach Carl Bryant Co. B, Big Kelly Wesley, Muni, "Charlie Hustle" Matt Hanley Narc, and yours truly Ed Del Carlo. When they weren't busy playing soccer Phil Lorin Vice and Kevin Murray Airport also played. Unable to play was Gary Lorin. He started the FBI Academy on the first day of the games. The players on the team were looking forward to playing with Gary this year. He will be missed, good luck Gary.

I have been participating in the summer games for nine years and in those years we have never been given an easy draw. Our first game was against LAPD 3 at 9:00 AM on Monday morning. There were twenty teams entered in this years double elimination tournament. We were able to beat LAPD by 30 points. This game was a very physical game

highlighted by a hard charging foul taken by the ageless Matt Hanley. That play seemed to spark the San Francisco team as we pulled away in the second half. At 6:00 PM that night we played the second seated team, the L.A. Sheriff's Department. When we walked into the gym fifteen minutes before tip off, we saw the sheriffs being drilled by a

Coach who was running them through plays. We were never really in this game as fatigue set in and we were beaten by the much rested and bigger team.

We got half a day to rest and we were back at it early Tuesday morning. Our opponent was a California Department of Corrections team. The score was tied at halftime. In the second half we were led by the strong offensive play of Eddie Hagen, Jake Fagen, strong inside play of Kelly Wesley, and our floor general Brian Schaffer. On the defensive side of the

ball Wilfred Williams played intense defense, while Jason Lynch cleaned up on the boards. Jason was not at 100% due to an ankle injury, but gave it his all. Even the man himself player coach Carl Bryant came off the bench to get in the scoring column. We caught a break and were given the rest of the day off.

Wednesday morning we faced Sacramento P.D., who was also staying at our hotel. We got to know them during the week, so we were looking forward to playing them. I am not sure if they agreed with our pre and post game rituals, but they were a friendly group of guys. This was our fourth game in three days, while the Sacto guys were playing their second game in three days. The first half was close, but the Sacto team closed out the first half with a ten point lead. After playing three tough games we ran out of gas and lost.



By Phil Fee,
Ingleside Station

Three SFPD soccer teams traveled to Pasadena to compete in the 1999 Police Olympic Games. The games were to be played at the Rose Bowl, which had every player expecting the best in field conditions and accommodations.

The Killer Bee's arrived at 8 am on Monday morning to take on the Los

and ankles apart, was unable to stop the illusive and lethargic shot and the LASD got their only goal. With an 8 to 1 final score, the Bee's returned to their hive to relax and prepare to another game at 3 PM.

The second game was against Northern California Combo and ended with the Bee's first loss 3-0. Nor-Cal's fresh legs and poor officiating were too much for the Bee's to handle.



The Killer Bee's pose in front of the Rose Bowl. Left to right, front row: Steve Murphy, Vinnie Etcheber, Kirk Edison, Steve Caniglia, Mike Cleary, Mark Hutchings, Danny Manning. Back row: Bobby Byrne, Bernie Corry, Phil Fee, Pablo Ossio, Andy Mehan, Joe Zamagni, Matt Inocencio, Tom Costello, Greg Suhr, Dave Brandt.

Angeles Sheriffs Dept. Our hopes of competing at a quality playing field were soon dashed when we saw the green "concrete like" field complete with potholes and non-regulation goal posts.

The game started with LASD down two players due to last minute roster changes. The Killer Bee's unleashed a "stinging" offense that quickly overcame the LASD. Goals by Kirk "the Flea" Edison, Phil "road trip" Fee, Mike "the quiet man" Cleary, Vinne "don't call me Vinne" Etcheber, Dan "Sean Penn's my brother" Manning, Pablo "Rico Suave" Ossio, and Tom "stretch" Costello put the Killer Bees ahead with a comfortable lead.

Goalie Andy "the leprechaun" Meehan couldn't contain himself and asked Player-coach Bernie "stucco" Corry if he could try a shot at the forward line. Steve "Guess who I took to the prom?" Murphy stated that he once played goalie in a grammar school practice game and volunteered his services. This gave the LASD their first opportunity at our net.

The first LASD shot on goal looked like a ball thrown from a ninety-year Old Italian lawn bowler. Murph, with the perfect form of knees together

On Tuesday, the Bee's went against the I.N.S.. This game was a "battle-royal", with 7 yellow cards and 2 red cards. A penalty shot from Cleary ended the contest in a 1-1 tie. Solid defense by the full back line of Greg "not only a member but the president" Suhr, Steve "Canig" Caniglia, Mark "too much MTV" Hutchings, Bob "generation X" Burne and Dave "just like Dad" Brandt kept the game a close match.

During the battle, player/coach Corry was observed "hugging" an I.N.S. player, after they were both yellow carded. Later, player/coach Corry was severely punished by the "review board", that convened nightly by the poolside.

Wednesday, the Bee's took on Stanislaus Co. combo and started the game with a stinging attack. Goals from Cleary, Etchebere, Edison and Matt "Keano" Incensio ended the contest with a 4-1 victory. Unfortunately our tie on Tuesday came back to haunt us and we were unable to advance to the medal round. It was a disappointing end to a team that showed so much promise in this year's tournament.

For the second year in a row, the Bee's would like to thank Joe "red card" Zamagni, for eloquently voicing his dissatisfaction with the performance of the referee staff and earning himself a one game reflection period.

With a little fine-tuning and hopefully some new blood entering the department, the Bee's hope to return to L.A. next year and bring home the gold in the 2000 Police/Fire Games.

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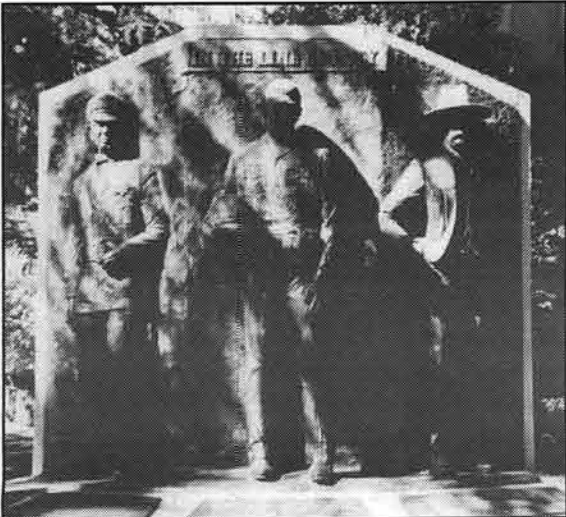
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By Rene LaPrevotte

The Sixth Annual Police Memorial Ride has gone into the books as another record setting event. At last count there were over thirty-five hundred participants at the State Capitol Saturday July 24th who then rode up to the "High Hill Ranch" at Apple Hill (just above Placerville). I left the State Capitol about mid-pack and, once on US



To fallen comrades

#50, all I could see were bikes two-abreast as far behind me as I could see, and ahead clear to the vanishing point. At Apple Hill we were treated to a Tri-tip BBQ, live music, motorcycle events including a "slow race" (what do you expect for a Harley rally?) and raffles. The big winner of the 1999 Harley Davidson "Fat Boy" was Bob Rood of the San Francisco Sheriff's Department. What made it even more special, was that Rood doesn't own a bike, and after buying \$100.00 worth of raffle tickets, he rented a Harley to take part in the ride. Next year he'll be on his OWN hog! Let that be a lesson to the rest of you... you have to spend a few extra bucks to be the big winner!

I've received reports of another police oriented motorcycle run which



Friday night's pre-party at Sacramento H.D.

benefits the Oakland Police Emergency Net which is called the **3rd Annual Blue Ribbon Run** to be held Saturday, September 11, 1999. I can't speak to how good this ride is, but if you want to give it a shot, the registration and departure is at McGuire Harley Davidson/Buell at 1425 Parkside Drive, Walnut Creek Ca. Registration is at 0900 and departure is at 1000 hrs sharp! There will be live music by the "Delta Dogs" and your \$25 donation includes a limited edition ride pin, (limited to 1st 200 riders), full BBQ lunch, a raffle ticket and more!! The destination is the historic Nichelini Winery, located where else? The historic wine country!



A few of S.F.'s finest at the State Capitol Police Memorial

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Happy Anniversary, SFPD

The San Francisco Police Officers' Association is proud to acknowledge the 150th anniversary of the founding of the SFPD. One of the very first police departments established west of the Mississippi River, the SFPD celebrates a history rich with tradition and honor.

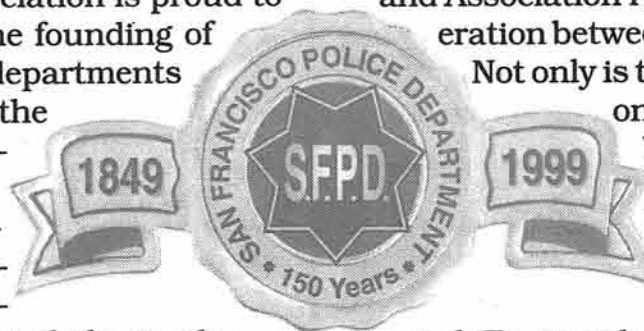
Since 1946 the POA has played a significant part in that history. The police department and the POA have evolved and developed along parallel paths. We have shared the in the bounty of the good times, and we have toiled and struggled together in the bad.

Now, in 1999, most civic leaders, department administrators,

and Association representatives agree that the spirit of cooperation between the POA and SFPD has never been better.

Not only is the department entering the next century as one of the premier police agencies in the state, but the working relationship it has established and nurtured with the POA has become the nationwide benchmark in public safety labor relations.

The POA and SFPD have one common goal: To provide San Francisco with the best police service possible. Mutual respect, understanding, and community appreciation will continue to be the foundation on which our bridge of cooperation is built.



Message From Chief Of Police, Fred H. Lau

Reflecting on the 150-year history of the San Francisco Police Department, the oldest police department west of the Mississippi, I am reminded of John W. Gardner who wrote, *History never looks like history when you are living through it. It always looks confusing and messy, and it always feels uncomfortable.* For police officers, I believe this statement is especially poignant.

Most people would agree that police officers, in addition to their crime fighting duties, have historically served as the front line, a bulwark of sorts during times of social unrest. Referred to today as "the thin blue line," police officers are still at the forefront of change, not simply as eyewitnesses, but more often as reluctant participants whose roles seem eerily prescribed.

The Labor Movement of the late 1800s, Women's Suffrage, Prohibition, and the Great Depression and its trail of migrant families were con-

tentious times that frequently pitted police officers against citizens, workers and even veterans. WWII and the distractions of the 1950s Baby Boom and its era of prosperity, appeared to be an intermission before the turmoil of the 60s. Again the police were thrust into the fray. The issues were now Civil Rights, Free Speech, Vietnam and drugs. But this time the media, reflecting the sentiments of the times and a distrust of the "Establishment" and the status quo, turned a cynical eye toward law enforcement and slowly the image of law enforcement was being tarnished by TV snippets of cops wielding their batons or using dogs, fire hoses or tear gas to break up marches or labor disputes. American cities burned. Campuses erupted. Many saw the police as an occupation force, especially in minority communities which were suffering from a new wave of crime, drugs and disorder. And tragically, police officers, as symbols of authority, became targets of political

violence. The 70s and 80s saw remarkable changes in police forces across the county as women and minorities joined the ranks, but there were still the vexing problems of homelessness, AIDS and the proliferation of drugs and gang violence. As usual, the police were in the vortex of the storm.

The 1990s, I believe, have been better for police officers. I feel fortunate to be the Chief of the San Francisco Police Department during such a wonderful time in its history, a time of prosperity, falling unemployment, and crime rates that have steadily fallen to their lowest level in 30 years. Community policing and the commitment of 2,200 men and women of the SFPD have brought about a new era of cooperation and respect between citizens and police. More important, the SFPD is at peace with the communities it serves.

Nothing is static, however, and the only certain thing is change. Police officers will again be thrust into the



chaos of change where things may look confusing, messy and may feel uncomfortable. And as police officers we will perform our duties as prescribed. It is my hope that when historians look back on this era of policing, they will see that we did the right thing.



A gathering of the most recent collection of heroes in the auditorium at the Bank of America building on Wednesday, July 21, 1999. All of these dedicated men and women had just been awarded medals of valor for selfless acts of courage in a variety of true close encounters. These officers are as proud to be counted among San Francisco's finest as we are to know and work beside each of them on the streets of this city. —Ed.

Retirements

The San Francisco Police Officers' Association congratulates each of the following members on their retirement from the police department. Much is written about the value and worth of veteran officers, and it is in that context that we praise and thank each of those listed below for sharing that experience with us over the years.

Even as we hire their replacements, even as we promote others into their vacant ranks, we realize that it will be years before the deficit is bal-

anced between the eager new officers and the priceless experience of you retirees.

Go in peace, each of you, to a happy and long retirement, and to new adventures on unknown paths. And as the days and months and years pass away, strive to remember your stay with us, and take pride in the job you did, and the services you rendered.

Good luck, all.

— Chris Cunnie

Officer Alfred Baldocchi #441
Inspector Howard Bergmark #979
Inspector Robert Cardinale #831
Sergeant Terrence Collins #2004
Officer Robbie Corley #809
Officer William Dodds #1228
Sergeant Ralph Domer #1395
Inspector John Fowlie #674
Captain John Gleeson #1710
Inspector Stephen Gudelj #1277
Officer Reagan Howe #1370
Officer Michael Mahoney #1009
Officer Robert Mahoney #578

Inspector Peter Maloney #1116
Inspector Duane Otis #331
Sergeant Earl Rochlin #224
Officer Karl Strom #718
Inspector Steven Wilhelm #1282

Close Encounters

by Steve Johnson
can be found on
page 5 this month.