

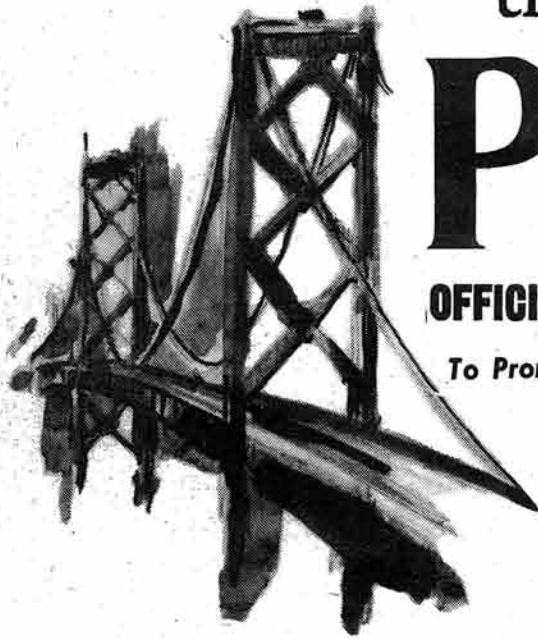
Season's Greetings

the San Francisco

POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of CAPA-California Alliance of Police Associations

Member of ICPA-International Conference of Police Associations

Vol. 3

SAN FRANCISCO, DECEMBER, 1972

204

No. 12

S.F.P.O.A. OPPOSES SHERIFF'S JAIL GRAB

P.O.A. President, Jerry Crowley appeared before the Mayor's Council on Criminal Justice on Thursday 7 December 1972 and spoke in opposition to the consolidation of City Prison by the Sheriff's Department.

President Crowley urged that the Commission's proposed Resolution on this matter be postponed until the next meeting in order that the Labor Relations Committee of the Association could present a position paper documenting our reasons for opposing this Resolution.

President Crowley cited the effective and responsible job now being done by Police personnel working in the Prison. He also pointed out the value of present Prison control to the Inspector's Bureau as well as being a vital security area that must remain in Police hands.

Crowley stated "I have always opposed the replacement of Police Personnel in the vital areas of Traffic, Communications and the City Prison."

He also urged that Officers in the City Prison do an outstanding job with spirit and dedication which might be emulated by any group of men in this or any other Department. Their work with the prisoners and with each other leaves little to be desired.

All previous reports or recommendations suggesting the substitution of outside personnel for sworn Officers in the City Prison seem to have been based on one or more of three basic considerations:

- 1) Availability of Correctional Officers.
- 2) The release of sworn personnel due to the Department's inability to recruit sufficient Police personnel.
- 3) Economy of operation.

The 1969 Crime Committee suggested that a Department of Corrections take over the custodial duties presently performed by the Sheriff's Department as well as the City Prison. The key suggestion in this recommendation is that a qualified Penologist, supported by an extensive staff of licensed Psychiatric Social Workers, Food Service, Technicians, Recreation and Rehabilitation Specialists, Probation and Placement Personnel would staff the Custodial facilities of the City and County.

The Sheriff's recommendation of reduced cost as one of the benefits of consolidation does not take into consideration the above recommenda-

tions. The takeover would simply transfer one type of law enforcement jurisdiction for another WITHOUT providing the services listed above. This would simply be an exercise in futility.

If we are really talking about the safety, treatment, and rehabilitation of prisoners than mere consolidation cannot result in a saving to the taxpayer nor an improvement in the human conditions of the prisoner.

CAREER PAY

For the past month and a half Arthur Young & Co. has been conducting research in preparation of a Career Development Program (CDP) for the San Francisco Police Department. The Police Foundation, (a private foundation created to assist police administrations), has made a financial commitment of \$4,700.00 and has hired the Arthur Young & Co. to complete the initial C.D.P. report.

The initiative for securing this small grant came from the Education Committee of the San Francisco Police Officer's Association, (S.F.P.O.A.).

However, the administration of the S.F.P.D. quickly exercised their prerogative and considered and adopted CDP as a Departmental project. Tandem support throughout the negotiations became a reality.

Negotiations on this matter have continued since April of this year. All identifiable interest groups within the Police Department have been consulted and asked to provide inputs into the C.D.P. I might also add that the researcher/consultant assigned to this job, Mr. Joe Hill, (ex Berkeley Police Captain) has painstakingly sought to develop a C.D.P. tailored to the interests and needs of the members of the S.F.P.D., as well as the community it serves. Mr. Hill has separated the issue of reorganization

Park-Southeast Stations

COST SET AT \$250,000

Proposition "K", the controversial ballot amendment forcing the reopening of Park and Southeast Police Stations has been ratified by the State Legislature and is now in effect.

What this means is that both police stations must be in business by July 1, 1973.

Estimates from the City's Department of Public Works have put the cost of bringing both buildings up to 1972 Code at approximately \$251,000.

This amount breaks down to \$118,050 for Park Station and \$133,900 for Southeast Station.

The D.P.W. cost estimates cover a complete renovating job

including: new plumbing, doors, painting inside and out, new floors, ceilings, wiring, heating and air conditioning of the ground floors. Park Station will get a new kitchen and both stations will be equipped with new security measures, gun cabinets and fences.

The cost package is due to go to the Board of Supervisors as a supplementary, emergency appropriation in order to beat the July 1st deadline. The Department of Public Works has also submitted a bare-bones cost, to get the doors open, of between \$40,000 and \$50,000.

METER MAIDS SEEK OWN SUPERVISORS

Association President, Jerry Crowley last week urged the Police Commission to keep parking control personnel under police supervision.

The Labor Relations Committee and the Police Commission, Meet and Confer session of November 29, 1972, saw the Police Officers' Association vigorously protested initiating Supervisory positions for Parking Control personnel.

THE ASSOCIATION position regarding this issue is consistent with its stand of a year ago when a suit was filed on behalf of the Association against promotional testing for Civilian Supervisors, in the Traffic Bureau.

The Association will testify at the Police Commission Meeting, Wednesday, 13 December 1972.

The Officers and Board of Directors

of The San Francisco

Police Officers Association

Wish to extend to You and Your Family

A Very Happy Holiday Season

Cont'd Pg. 12

President's Corner

BY
**JERRY
CROWLEY**



My position regarding any proposed reorganization plan shall be consistent with the Spirit of Proposition E. The Voters of the City and County of San Francisco by their passage of Proposition E demanded that the Police Commission eliminate political patronage, grant equal opportunity to all Policemen, and upgrade the Policemen on the street.

I shall oppose all political appointments and all increases in race representation based on quota and not qualification.

I shall oppose these appointments at all times and under all circumstances. From my earliest involvement in the Police Officers' Association I have always regarded racial and political discrimination within the Civil Service System as a basic evil and the forerunner of the destruction of the Civil Rights of all Policeman.

I shall not support any compromise or do anything inconsistent with these principles in regard to reorganization.

The forthcoming Referendum, to recall me as President, is

now being used by special interests within the Department to remove any person or persons that could provide leadership to oppose the re-introduction of Political Patronage into the Police Department.

I do not plan on losing this Referendum Election or the General Election in January. I know that the old elements that are now retrenching themselves are people who would make a political pact with the powers that be and with their help stay in office. I will not compromise my principles or practice political deception simply to retain the Presidency of this Association.

My every act as an Officer of your Association has been for the purpose of creating a strong Association—but more important—an Association you can trust.

I firmly believe that the frustrations and successes of the past nine months have brought the Police and the Community closer together. This relationship is one I

do not want to see lost. We have a young Department and with an enlightened Police Administration and Police Association leadership we can direct our energies toward the creation of a highly trained and highly motivated Police Department.

Our first duty to the Community is to provide the best police service possible, for the protection of the citizen of San Francisco. But in doing so we must participate more directly in the life of the communities in which we serve.

To the Citizen of San Francisco the symbol of law enforcement is the Blue Uniform of the street Policeman. It is how he is trained in Police techniques, the Law, and the rights of Citizens, that will determine whether or not this new relationship with the people of San Francisco will flourish or revert to its former antagonisms.

My every act as President of this Association will be directed toward the nourishment of this new beginning.

Editor's Comments:

In answer to an inquiry by one of our members concerning residency and retirement I am relating the following:

Residency
During the summer of 1971 an ordinance was passed by the Board of Supervisors requiring new members of the department, in fact all new city employees, to establish residency in San Francisco within six months of completion of their probationary period.

Department members then currently residing in the city were frozen within its boundaries, and any members who moved back inside San Francisco had to remain thereafter.

At the General Membership Meeting in September of this year, our members present instructed the Association to seek legal help from the American Civil Liberties Union in order to see if we could reverse this city ordinance.

As it now stands the A.C.L.U. is studying our association attorney's research in this matter. A Residency Committee of seven members has been meeting with the A.C.L.U. during the past month but, as yet, nothing concrete is occurred. We will keep you posted when things begin to happen.

Retirement

Retirement benefits are not directly effected by raises in salary of active members. The retirement pension is governed by the cost of living index, not yearly salary increases of the department.

Service For Retirement

Retirement in our department is based upon two things. 1.) 25 years service with 55 years of age and 2.) 30 years service at any age. The 25-55 plans gives you a pension of 55%, while the 30 yr. pension gives you a maximum of 70%. There is nothing presently in the works to change this system.

If you have any questions of the Association please drop me a

line to:
Editor
S. F. Policeman
548 - 7th Street
San Francisco, Calif. 94102
I'll do my best to answer your inquiries or find out the answer for you.

William Hemby
Editor

RULES & PROCEDURES

Each and every opinion of a member of our department is deserving of space in the San Francisco Policeman. In order to see that all letters and articles get that space, we're asking for some basic ground-rules.

—limit letters to three pages, typed, double-spaced.

—if you have photos you'd like printed, drop those off too, but please, don't ask for them back. We can't keep everything under a watchful eye all the time in the print shop.

—don't think your letter or article has to sound like a manual. Let's talk to each other, not lecture at each other.

We of the San Francisco Policeman want to be YOUR voice. To do that, we need to know what you're saying—so speak out, sound off, and write...

—Editor

RETIREMENTS:

9/10/72 Sergeant Norman E. Pearsall, Service Retirement, 25 yrs. from Mission Station.

9/1/72 Officer John E. Petersen, 25 year Service Retirement from Bureau of Criminal Information.

7/5/72 Officer Charles J. Gallagher, Service Retirement after 25 yrs. from Richmond Station.

8/29/72 Officer Robert D. White, Disability Retirement with 2 yrs. from Northern Station.

8/8/72 7 yrs. from Richmond Station.

PROMOTIONS:

Harry J. Miller Jr. from Assistant Inspector to Inspector Michael S. Hebel from Patrolman to Sergeant

Leo V. Osuno from Patrolman to Sergeant, Inspector

Long Journey Toward Justice

POLICEMAN WAITS 4 YRS. TO BE ACQUITTED

The recent arbitration proceedings printed in this paper regarding a member's request for transfer to a specialized detail after spending years at the City Prison, because of a suspension, took a bizarre twist on Friday December 1, 1972.

After the Association won arbitration findings that placed him once again number one on the Solo M/C list he further vin-

dictated himself in Civil Court on the charges that brought him a 10 month Commission suspension over 4 and one half years ago.

Four and one half years ago this Officer was charged with a battery offense against a citizen for which he received a fine of seven hundred and fifty dollars. He was subsequently charged by the Police Commission and received a ten month suspension,

transfer to the City Prison from the Tactical Squad, and denial of transfer to the Solo M/C.

The Association leadership at that time refused to grant him legal representation, and he had to seek his own legal counsel. One hour before his trial was to begin the Association lawyer refused to defend him, and if it was not for a former Policeman who had become a lawyer, Bill Murphy, he would have gone to court without an attorney.

After a loss of eleven thousand dollars in pay, thirty five hundred dollars in legal fees, court transcripts in the amount of one thousand dollars, loss of a possible promotion, and the accumulation of five thousand dollars in debts, it took a jury six minutes to acquit him of the charges that caused such a tragic mental strain on his wife and small children.

It took four and one half years for a Policeman to receive justice because there existed a system and a feeling within the Association that was unrealistic in terms of legal defense.

In the areas of labor relations and legal defense much more money must be spent to hammer away at illegal restraints on the rights of Policemen, both on and off the job.

The use of Grievance Proceedings to air the plight of our members is necessary in order that the Department Administration is aware of inequities which normally would not come to their attention.

The use of our Association lawyer when the possibility that charges would be placed against a member may cost money, but it reduces the chance of tragedies such as the one cited above, to be repeated.

Jerry Crowley
President, S.F.P.O.A.



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LIFE INSURANCE CO.

**TO ALL
SAN FRANCISCO
POLICEMEN:**

We wish to extend to you and your families a very Merry Christmas and a Happy New Year.

We continue to appreciate the fine work you do for all of us.

We thank you,

RALPH E. FLANNERY

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it's
the real
thing



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SPORTS

By DAN NILAN

Good news should always be shared by many, and when we hear news that we have another champion in the S.F.P.D. everyone should know about it. This event took place, but unfortunately I was unable to put the news in last month's edition. This is the story.

CHARLIE HAMMOND of the SOLO'S, sailing his yacht "ISABEL" won the CATALINA 27 NATIONAL CHAMPIONSHIPS. Helping him, as crew, were his son MARK, GORDON WYATT of the PROPERTY CLERKS OFFICE, and the Commodore of the Sausalito Yacht Club.

This was a two day event, and CHARLIE and his crew were chased around the bay both days. They went from the Golden Gate Bridge to Berkeley, around Alcatraz to Treasure Island, and back to Angel Island. They sailed two races of twenty miles, and were first going into Sundays events.

Came Sunday after Saturday Nights party, and CHARLIE and his crew jumped out in front in the third and final race. Another twenty miles were covered that day, with the "ISABEL" leading the fleet all the way leaving the pros in her wake. That night CHARLIE received his trophies for first place. So to another S.F.P.D. CHAMPION our heartiest congratulations to CHARLIE HAMMOND.

Friday November the 3rd at the Holiday Inn on 8th St. ended the 1972 S.F.P.D. Softball League, and a Kick-off Dinner was held for the start of the 1973 Softball Season. This dinner was to have taken place at the end of the 1972 Season, but with vacations and the Championship Games in Lake Tahoe which our All Stars won, it wasn't held till now. Members of all the participating teams attended, hosted by Softball Commissioner FRANK FALZON our M.C. for the evening. Chief SCOTT presented the awards, and congratulated all the winners on a fine season. As CHIEF SCOTT put it, "This is good for you men and the department. I like to see this kind of participation in friendly rivalry between our men, and the men of the D.A. and Sheriff's Office. Keep up the good work," and then he went on to say how he was sure 1973 would bring another successful season. Seated at the head table with CHIEF SCOTT, were DEPUTY CHIEF KEAYS, CHIEF BARCA, AND CAPTAIN MacINERNEY. FRANK FALZON and CHIEF SCOTT then handed out the trophies to

the following men.

1. DAVE MAREN - Ingleside Station Manager - 1972 Champions
2. KEN SANDSTROM - Two trophies - Divisional Winner "Traffic Bureau" and Most Valuable Player at Lake Tahoe Tournament.
3. BOB CROSSAT - 1972 All Star Most Inspirational Player.
4. DAN NILAN - Headquarters Co. Manager - Chiefs Trophy For "The Most Inspirational Team" - For "THE OVER THE HILL GANG".
5. DAN WHITE - Ingleside Station - Most Valuable Player - 1972 Season.

FRANK FALZON then presented Chief Scott with the South Lake Tahoe Championship Trophy to be put with the other department trophies.

Football Note:

DAVE MAREN who was the Manager of the 1972 Softball Champions from Ingleside Station, is also the player coach of the Police Football Team. Good luck this season Dave, and we hope our team beats the Fire Department this year. Lets get together for some pictures of the team Dave. What day do we play the Fire Dept.

Once again I would like to ask you all for any sports news you wish to appear in the paper, send it c/o Juvenile Bureau. I would like to close by wishing everyone and their family, a "VERY MERRY CHRISTMAS" and a "SAFE, HAPPY, AND HEALTHY NEW YEAR". May "GOD BLESS YOU AND YOUR FAMILY, AND WATCH OVER YOU ALWAYS."

Letters to the Editor

Dear Mr. Hemby,

For the past few months the Bay Area Campus Republicans have been receiving copies of the San Francisco Policeman in the mail. I would like to thank the P.O.A. for thinking of us. It should be noted that your newspaper is definitely a cut above the normal occupational journal, for it includes along with the usual 'shop talk' a wide range of interesting articles suitable for almost anyone who desires to keep up with San Francisco law enforcement issues. Keep up the good work!

Yours truly,
Terence Faulkner
Chairman,

Bay Area Campus Republicans



SAN FRANCISCO POLICE DEPARTMENT BASEBALL TEAM - 1972

Photos courtesy of S.F. Police Photo Lab

Association Watchdog

UNIFORM & SAFETY COMMITTEE

By Paul Chignell

On October 28, 1971 the Association signed an historic agreement with the Police Commission termed the "Memorandum of Understanding."

One of the sections contained in the Memorandum called for a Uniform & Safety Committee composed of six members, three from the Administration and three from the Association.

Said committee was to be charged with "rendering all decisions in proposed changes in the standards and specifications of uniforms and safety equipment."

The committee meets every month on the first Wednesday. Association representatives are Paul Chignell, Co. I, Paul Husby, Traffic Bureau and Dale Boyd, Crime Prevention Co. Administration representatives are Deputy Chief Keays, Captain Elbert and Captain Eimil.

Through the Committee the Association has continually questioned departmental procedures and policies that would undermine or deprive all members of safe, durable uniforms and equipment. The Uniform & Safety Committee has also established communication with the Administration in this area which has led to mutual respect.

Some of the accomplishments of the Committee are:

- 1.) Increase in gas allotments for 26-29 units from sixty to one hundred twenty gallons per month.
- 2.) Adoption of a combat boot for the Crime Prevention Co. that members of the company wanted.
- 3.) Multi-complaints from the Solo/Motorcycle Unit are being investigated and rectified including:
 - a.) Motorcycle maintenance.
 - b.) Kings for batons on m/c's.
 - c.) Ill-fitting riding breeches.
 - d.) Poorly fitting mace

holders and handcuff cases.

- e.) The current motorcycle boot.

- 4.) The new departmental jumpsuit which has multiple defects has been rejected.
- 5.) The addition of new P.I.C. radios was spurred on by complaints from the Association.
- 6.) Allocation of P.I.C. radios was improved for members working in the highest crime areas.
- 7.) The department issued holster was shown to be defective in certain areas and an expert in holsters from the Association is in the process of designing a new one.
- 8.) Uniform specifications are being revised due to defects, especially in nylon jackets and raingear.
- 9.) The deplorable situation re: radio cars was presented and has significantly improved.

The above are just some of the areas in which the Committee has been working to insure that the department supplies all members with the safest and best equipment available. Support the Committee by making suggestions

COINS TO HONOR POLICE



Canada will soon issue coins honoring the Royal Canadian Mounted Police. Solicitor General Jean-Pierre Goyer announced in Ottawa that a silver dollar and a 25-cent coin will be struck by the Royal Canadian Mint in 1973, to commemorate the 100th anniversary of the world-famous R.C.M.P.

The 25-cent piece its reverse side showing the Mountie and the dates "1873-1973" instead of the caribou that now appears on Canadian quarters, will be placed in circulation during the next year. The dollar, with the same design, will be sold by the mint as a collector's item, but will not be placed in general use. The obverse side of these coins will carry the usual portrait of Queen Elizabeth II.

As far as we know, this is the first instance of policemen being honored on a nation's currency.

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MERRY CHRISTMAS and a HAPPY NEW YEAR
from the
HEALY AGENCY

We enjoy our relationship with the S.F.P.O.A. and are looking forward to serving you in the coming years.



Police Fire Grid Fight Set

The "Thundering Porkers" prepare to extinguish fired up "Jakies" in the third annual turf tilt. This clash of the giants will occur Saturday February 17, 1973 at Lincoln High Schools football field (23rd Ave. and Quintara). The time will be announced at a later date but should be around noon time.

Ralph Schaumleffel is the new head coach for the Police Department. Apparently, the head office felt that Ralph's front line experience in crowd control and mob psychology would provide the know how to avenge last years 35-6 humiliation. (You might remember that last year our team was late to the game and didn't get on the field until the last five seconds of the fourth quarter.) Humble as always, Ralph has said that SFPD will win this year because we have a better coach; freely translated, this means he's going to play dirty.

Besides watching reruns of the football game in "MASH," Ralph is constructing a special kick off team comprised of guys from the horses, canine unit, helicopters and the bomb squad. We're not sure what this means but the Fire Department seems worried; they've ordered special extension handles for their fire

axes and a hundred yards steel belted high pressure hoses. If nothing else, this gridiron battle promises to revolutionize the game of football.

Coach Schaumleffel wants every red blooded policeman to show up for practice at the Polo Fields in Golden Gate Park Saturday the 6th of January 1973 at 10:00 A.M. This is to be a Department wide effort and there is no telling how your individual talents might fit into his diabolical plans.

This is your opportunity to be among those gallant men who

will make history as the machine that handed the SFPD their first. The January 6th practice will be the only chance to join the Thundering Pigs. Thereafter, all maneuvers will be closed sessions held at the military weapons testing grounds in Indio, California.

There will be two warm up games prior to the SFPD/SFPD tilt. Coach Schaumleffel has to decide whether it is more appropriate to take on Siberia and then play mainland China or settle for the meter maids and the steno pool.

Join the team and you can vote on it.

HAPPY NEW YEARS
S. F. Police Officers' Wives
Auxiliary
presents
CENTURION NEW YEAR II
(post New Years Eve Dance)
January 6, 1973
8:30 P.M.
San Francisco Athletic Club
1630 Stockton Street
Benefit for the S.F. Recreation
Center for the Handicapped
Buffet Dinner Door Prizes
Music by the Frank Costa Trio
For Reservations, contact:
Marin County
Gene Bywater—479-3655
San Francisco
Gayle Vannucci—564-5090
San Mateo County
Mary Wren—359-2775
Tickets are \$12.00 per couple.

The Better Half

BY JOANNE McEACHERN

Our biggest fund raiser of the year is just around the corner. **CENTURION NEW YEAR II**. January 6, 1973. There will be many door prizes, to mention a few..... Tickets for the Giant's home games. Camera, Dinners for two at various restaurants throughout San Francisco, Merchandise Orders and many more. Our food committee assures us that once again we will have a delicious buffet. Music will be provided by the Frank Costa Trio. Proceeds from this event will go to the S.F. Recreation Center for the Handicapped. Mark your calendar for January 6th. It's a dance you won't want to miss.

In conjunction with the dance, we are holding a raffle. Prizes are a 10 speed bicycle, Cassette Player, Camera Outfit and Twelve Dinners For Two. Tickets are 50c or 3 for \$1.00.

Drawing will take place January 5th at the Recreation Center. Tickets are available at all stations and at various departments at the Hall of Justice. The proceeds go to a very worthwhile cause, so take a chance or two.

On behalf of the San Francisco Police Officer's Wives Auxiliary, I would like to extend to each and every one of you a very Merry Christmas and a Happy and Prosperous New Year.

See you all on January 6th.



PAOL'S
520 MONTGOMERY ST.
SAN FRANCISCO, CAL. • 781-7115

TO ALL SAN FRANCISCO POLICEMEN:

After several conferences between Association Grievance Committee members (Jerry Crowley and Mike Hebel) and the department's Deputy Chief and Legal Officer, a set of grievance forms has been adopted and will immediately be put into use to handle member's grievances.

The two forms—Grievance Initiation and Grievance Disposition—follow the steps detailed in Section 15 of the **Memorandum of Understanding** (Employee Relations—Grievance Procedure) and are designed to afford any member a procedural method by which any grievance may be resolved in an expeditious and orderly manner.

Lowest Level

While it is the intent of the Association and the Department to resolve grievances at the lowest possible administrative level, the use of these forms will allow a grieving member to obtain the full measure of redress provided by the **Memorandum**. The Grievance Initiation form is filled out by the grieving member if this member is unable to resolve his grievance after an oral discussion with his immediate supervisor. This form is then presented to the immediate supervisor which then generates the formal grievance mechanism. The immediate supervisor must then complete the Grievance Disposition form and present it to the grieving member. If the grieving member remains unsatisfied, he may present his Grievance Initiation form to his intermediate supervisor. The intermediate supervisor is then required to complete a Grievance Disposition form. If satisfaction is still unobtained, the grievant may present his grievance to the Chief of Police or his designee. The grievance can then be presented to an arbitrator for an advisory decision and, if necessary, can be presented to the Police Commission at an open, public hearing for final determination.

Right to Grieve

The **Memorandum of Understanding** guarantees to every member the right to initiate a grievance and to have that grievance redressed. Additionally, the Police Officer's Bill of Rights assures that no member shall be discharged, disciplined, demoted, transferred, or denied promotion or reassignment or otherwise discriminated against in regard to his employment or be threatened with any such treatment as the result of his initiating and pursuing a grievance.

Co-ordination

The use of the Grievance Initiation form will be coordinated by the Association while the Grievance Disposition form will be coordinated by the office of the Deputy Chief. The appropriate form can be obtained from the respective office.

San Francisco Police Grievance Procedure Form GRIEVANCE INITIATION

| MEMBER'S NAME | STAR | UNIT ASSIGNED |
|---------------|------|---------------|
| 1. | | |

Instructions
Pursuant to the grievance procedure detailed in the Memorandum of Understanding, if a member wishes to proceed to step two, this form must be completed and given to the appropriate immediate supervisor within seven days after said supervisor orally communicated with the grieving member. Complete the original and three copies of this form. Give the original and one copy to the Police Association in order that a file number may be affixed (the copy will be sent to the office of the Deputy Chief). Present one copy to the appropriate immediate supervisor and keep one copy for your records. If this grievance proceeds beyond step two, this form must be presented to additional supervisors. If you have any questions see your director or call the Police Association.

- Is this grievance to be started at step three or step four?
 - Date grievance first occurred:
 - Date grievance orally presented to immediate supervisor:
 - Date answer orally communicated by immediate supervisor:
 - Date this form submitted to immediate supervisor:
- Complete 7 or 8 if grievance proceeds beyond step two.
- Date this form submitted to intermediate supervisor:
 - Date this form submitted to Chief of Police:
 - SUMMARY of GRIEVANCE: be as specific as possible; if additional space is needed, use blank paper and staple to this form.

10. MEMBER'S SUGGESTED REMEDY (be specific):

11. Member's signature:

San Francisco Police Grievance Procedure Form GRIEVANCE DISPOSITION

| MEMBER'S NAME | STAR | UNIT ASSIGNED |
|---------------|------|---------------|
| 1. | | |

Instructions
This form is to be completed by supervisors when a grievance initiation form is presented to them. Complete the original and three copies. Send the original and one copy to the office of the Deputy Chief (the copy will be sent to the Police Association). Present one copy to the grieving member and keep one for your records. Return the grievance initiation form to the grieving member. Answer the grievance within the limits provided. If you have any questions, call the legal unit.

- Date grievance initiation form received:
- Date this form presented to grieving member:
- SUPERVISOR (check applicable box):
☐ a. Immediate supervisor (step two) ☐ b. Intermediate supervisor (step three);
☐ c. Chief of Police (step four(a)) ☐ d. Chief of Police (step four(c))
- Supervisor's decision relative to grievance (state decision and basis for decision; if additional space is needed, use blank paper and staple to this form):

6. Supervisor's signature:

If grieving member is not satisfied with supervisor's decision, he must present the grievance initiation form to the next supervisor as detailed in the grievance procedure.

AT LAST!

A Quality Line Of tires -
Firestone

A Reliable Tire Dealer -
**LARRY BARRETT
TIRE CO.**

52 Years of Quality and Service

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Tailored For the S.F.P.O.A.

3 IMPORTANT FEATURES

1. NATIONWIDE GUARANTEE
2. COMPLETE SERVICE FACILITY
3. FIRESTONE TIRES — NOT AN UNKNOWN

LARRY BARRETT TIRE CO.
1298 HOWARD ST. • SAN FRANCISCO

431-6064



Crime Fighting By Computer

The San Francisco Police Department, ready or not, is being catapulted into the 21st Century, and the vehicle taking us there is called C.A.B.L.E.

CABLE stands for Computer Assisted Bay Area Law Enforcement, and computerization, as private industry has known for some time is the greatest boon to mankind since the wheel went round.

Although we have been a little slow in getting into this age of marvelous machines, the blame shouldn't rest entirely on our shoulders. Computer operation and technology doesn't come cheap and when it comes to dishing out the funds, police departments are usually found somewhat lower down on the priority scale.

The company behind the development and implementation of CABLE is Systems Science Development Corporation, a subsidiary of Planning Research Corporation. S.S.D.C. has developed computerized systems for more than 100 law enforcement agencies across the nation, and is currently devising a similar CABLE system for the Federal Narcotics Bureau.

William C. Cunningham, President of Systems Science Development has said that The San Francisco Police Department's CABLE system is "at present the most advanced law enforcement computer network in the country"

Project CABLE is a law enforcement computer network that ties up all the loose

William Hemby

This one query currently affords you the capabilities of tapping the files of over 2 million people in these United States for information on criminal records, wanted and dangerous suspects, arrest warrants, driving records and traffic warrants.

In addition to information concerning possible suspects, CABLE will tap the same resources to give you instant response on stolen autos, stolen license plates, stolen property (anything that has an identifying serial number) and information on registered or stolen guns.

Another aspect of CABLE is its premises file. The premises file, once fully implemented will give policemen on the street as much prior criminal information as is possible concerning what type of situation they might be getting into.



Marsha Sullivan operating the CABLE Video-Terminal receives a record jacket from Lori Bowie.

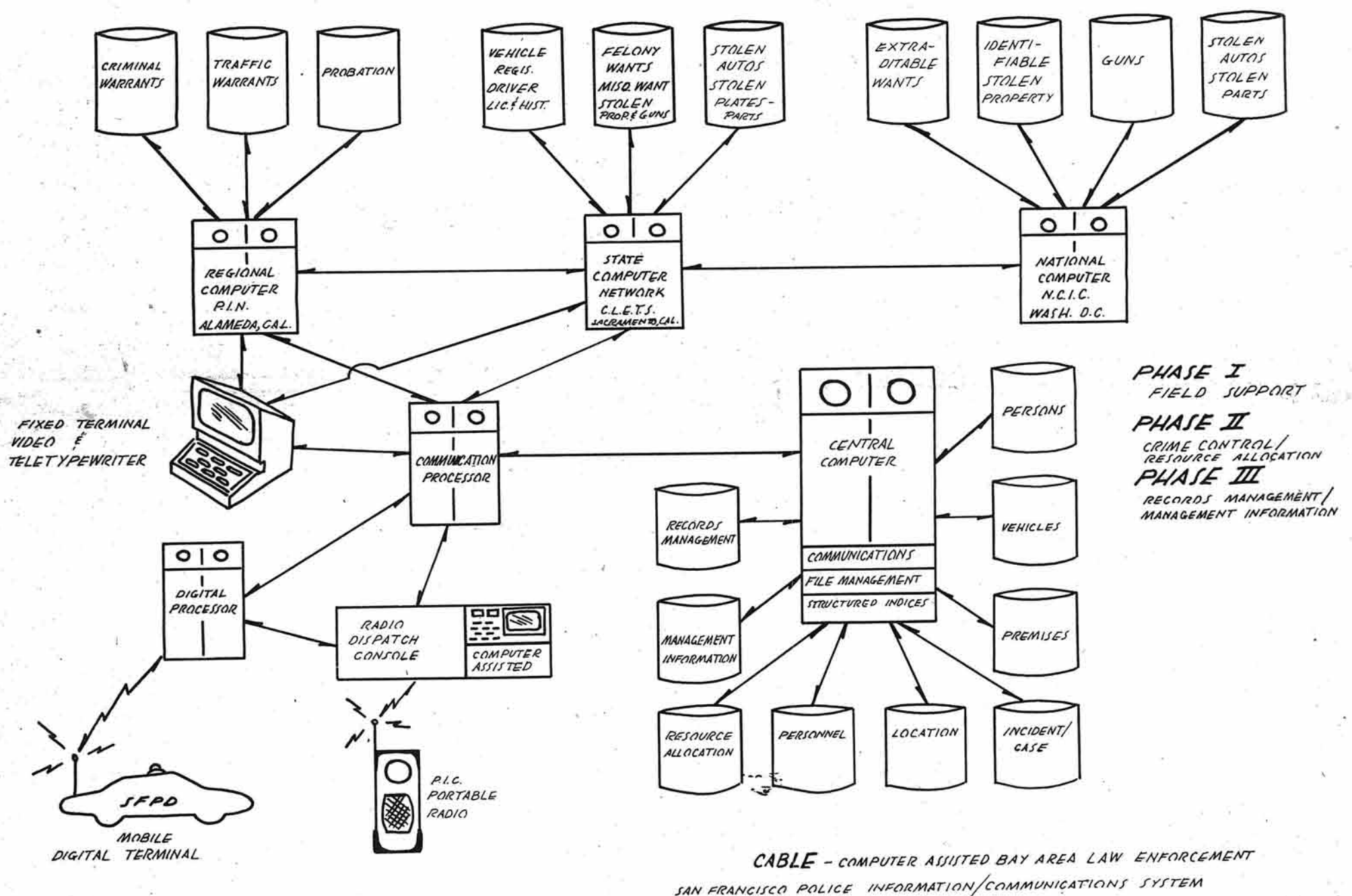
Photos courtesy of S.F. Police Photo Lab

mation programs.

These I'll leave to your imagination for the moment, but think how better the Department could function by ridding ourselves of such outmoded practices

At present the Department is sending a small number of men through CABLE school. So far over 700 men have been trained in its usage. Ultimately the entire Department, from the brass on down will be initiated into the

Project C.A.B.L.E.



However, because of the dedication of some few gallant police officers who had the foresight to see beyond their capvisors, our department is crawling out of the quill pen stage into the era of modern computer technology. Through CABLE, a myriad of vistas, never before realized are opening up to us.

Now, before you accuse me of daydreaming, let's look into this Project CABLE and examine just what is in store for us poor servants of the citizenry.

Project CABLE is the brainchild of Captain Louis Feder, Director of the Bureau of Criminal Information. Captain Feder fostered its inception, has overseen its development and still remains as the systems guiding spirit.

ends into one entry and retrieval system. Our video terminals and teletypewriters are tied into several local regional, state and nationwide computer systems that is so vast in the scope it is impossible to fully explain their respective functions in this one writing.

what is interesting is that with one query through CABLE you can reach into the collective storehouses of the city's EDP Center, the Bay Area Police Information Network in Alameda, the state-wide California Law Enforcement Telecommunicators System located in Sacramento and the National Crime Information Center in Washington, D.C.

For instance, you are on routine patrol and you get a call to an apartment building on Oak Street. The call is a "418" or family fight. As you respond, Communications will query CABLE regarding that address, and through the premises file will be able to tell you if any persons living at that address has ever been arrested by the police, if there are any dangerous persons living there, narcotics users, prior weapons arrests and if your call could be a potentially dangerous one.

As yet, hardly untapped is the potential to implement through CABLE a completely computerized personnel bureau, as well as resource allocation, administrative records system and management infor-

as log books, Lieutenant's Watch Reports and the other assorted duplication of paper work that shackles our supervisory personnel.

CABLE, with its unlimited potential for helping the police officer on the street, and the capability to revolutionize the procedures of our whole department seems unbelievable, but what's really unbelievable to me is that such a system has been kept almost under wraps for so long. There have been orders, bulletins and memorandums issued on the system but for you to really appreciate it you must learn about it and how to get the most value from its storehouse of information.

computer age.

Then and only then will the Department begin to utilize CABLE as it was intended. In order for us to benefit by computers, they must be used and you cannot use it until you learn about it.

In future issues of the "Policeman" we will explain more about CABLE and what it means to the working policeman and the people we serve.

In the works now The Bureau of Criminal Information is implementing a brand new computer-assisted communications bureau that we will tell you about, also in up-coming editions.

Minutes of the November Board of Directors Meeting

Tuesday, Nov. 21, 1972, 10:00 a.m.

548 - 7th Street
ROLL CALL
Present

Cloney—Central
Mackey—Southern
Carey—Southeast
Boyd—Northern
Wilson—Park
Perry—Richmond
Tovani—Ingleside
Chignell—Taraval
Garry—C.P.H.C.
Husby—Traffic
McVeigh—Traffic
Allen—Inspectors
Rigerio—Inspectors
Nilan—Headquarters
Vogelsegn—Headquarters
Barling—Retired
Patterson—Treasurer
Hemby—Secretary
Crowley—President

Absent
O'Donnell—Mission

M/Patterson—S/Cloney: Take the selection of the election committee out of order of regular business—Passed.

Election Committee Nominations passed by the Board: Pera (Chairman), Foss, Kalafate, Hebel, Weiner, Gallagher, Edmonds, Runyan, Wright

Nomination of brother Lou Calabro objected to and taken to a vote:

Roll-call Vote On the Motion to nominate Brother Lou Calabro to the Election Committee.

(A) Cloney, Abstain, (B) Mackey, No, (C) Carey, No, (E) Boyd, No, (F) Wilson, Yes, (G) Perry, Abstain, (H) Tovani, Yes, (I) Chignell, Yes, (K) Husby (Absent), (K) McVeigh, Absent, (Insp) Rigerio, No, (Insp) Allen, No, (CPHC) Garry, Absent, (Retired) Barling, Abstain, (Hq) Nilan, No, (Hq) Vegelsegn, No, Treasurer Patterson, Yes, Secretary Hemby, Yes, President Crowley, Yes

Motion Failed No—7; Yes—6; Abstain—3.

Secretary's Report - Hemby

The report of the secretary was read from the printed version published in the November Issue of the S.F. Policeman.

M/Perry, S/Allen—To strike a sentence out of the secretary's report pertaining to the referendum election—Passed

M/Cloney, S/Patterson—To accept Secretary's Report as corrected—Passed

A letter asking endorsement from Mr. Edward Heavy was read. M/Cloney, S/Allen—Table, Passed

Treasurer's Report

Treasurer's Report was read as printed in the November issue of the S.F. Policeman.

M/Wilson, S/Chignell, to accept the Treasurer's Report as printed. Passed

Committee Reports

Labor Relations—Hebel. The Memorandum of Understanding is currently being drafted by Commission and will be ready soon for presentation for ratification.

The Reorganization is still in the hands of the Commission. The Police Commission is waiting for a Reorganization plan from the Administration before deciding which points it will accept. Secretary Hemby stated that Patrolman II, Sergeant I and Lieut. II positions must be kept as the Associations primary goals.

Mike Hebel mentioned that the newly adopted position of Assistant Property Clerk was unlawful under the terms of Proposition "E" and our Labor Relations Committee has asked to meet and confer on this position.

Proposition "N" Committee—Leo Osuna, Wilson. Expects ratification of provisions of proposition "N" by December 1st. Committee spent approximately \$12,500 for the campaign, Campaign spending for both Proposition "J" of last June and "N" cost \$37,500.

Brother Wilson—per cent of members of Association who have donated to Proposition "N" is between 65 % and 70 %. It was discussed that for future campaigns it may be necessary to assess membership.

Proposition "R"—Barling. Expenditures \$843. Thanked Association for its help.

Proposition "K" Crowley, Expenditures \$435.00

Welfare Committee—Conroy, There are 36 cases pending before the Retirement Board to date.

Insurance Committee—Kalafate. November is an open-enrollment month for all insurance through the Association. Orthodontist program available through Healy Insurance Co. Cloney — Orthodontist Program is composed of dentist who have taken a one hundred hour course in orthodontistry. Advised that members should be told that these dentists are not orthodontist specialists.

Death Claims in Group Life costs \$69,000 paid to recipients. Certificates will be out within 2 to 3 weeks. Three of the four life insurance beneficiaries did not know they were covered under the group plan and were paid automatically by Old Republic Life Insurance Co.

Community Services—Husby, \$500 in Turkeys will be presented to St. Anthony's Kitchen.

C.A.P.A.—Garry, Los Angeles meeting will be delayed a few days.

Civil Service—Crowley, Lieutenant's Test results: Civil Service Commission Orsey, stated he will send notification when orals will begin and when list will be posted. Stated that 700 will be the passing score in the exam. Oral will be expedited. Blame has been directed against the Association because of Lieutenant's and Assistant Inspector's tests being given on the same day. It was admitted by Orsey of Civil Service that the fault lies with our personnel bureau over the bibliography and with civil service, not the Association. Veteran's Preference for military reserve time is still in question.

Blood Bank Committee—Vogelsegn, Blood Drive on the 21st of December. Publicity on TV and Newspapers—Theme: "San Francisco Police Give to the Citizens of San Francisco." Bro. Hemby—suggested calling a press conference to bring attention to our blood drive.

Nominating Committee appointed by the President: Lou Calabro, Co I, Steve Edmonds Co I and Mike Gallagher, Co I.

M/Perry—S/Allen Set a date for referendum election.

Discussion centered around the time necessary for the committee to make up the ballots and have them mailed to members.

Roll-call vote: A-Cloney, No, B-Mackey, No, C-Carey, No, E-Boyd, Yes, F-Wilson, No, G-Perry, Yes, H-Tovani, No, I-Chignell, No, K-Husby, No, K-McVeigh, No, Insp.-Allen, Yes, Insp. Rigerio, Yes, Hq. Nilan, Yes, Hq-Vogelsegn, Yes, CPHC-Garry, No, Retired-Barling, Yes, Treasurer-Patterson, No, Secretary-Hemby, No, President-Crowley, No.

Motion Failed No—12, Yes—7

New Business

Dan Nilan—Asked secretary Hemby what position he is taking as far as being secretary of this association and editor of the paper. Secretary Hemby responded that he intended to hold both positions; one, if elected in January and, Two, if the Board of Directors see fit to re-appoint him to the position of editor.

Nilan stated that he felt the newspaper was being used to reelect President Crowley.

Crowley stated that throughout the United States, in every police association paper, in order to bring home the fact that there are committees working for the membership, they overpublicize what has happened within the Association. The paper has tried to get the message across that there is a grievance committee, a labor relations committee and that there are various committees working for the benefit of the membership. And, if, because he is a member of these committees, his name appears several times in the paper, then maybe some other Board members should get him off these committees and they should get on these committees.

M/Perry S/Nilan—To remove Brother Hemby as editor of the newspaper.

Roll-call vote: A-Cloney, Yes, B-Mackey, No, C-Carey, No, E-Boyd, Yes, F-Wilson, No, G-Perry, Yes, H-Tovani, No, I-Chignell, No, K-Husby, No, K-McVeigh, Yes, Insp. Allen, Yes, Insp. Rugerrio, Yes, Hq-Nilan, Yes, Hq-Vogelsegn, Yes, CPHC-Garry, No, Retired-Barling, Yes, Treasurer-Patterson, No, Secretary-Hemby, No, President-Crowley, No.

Motion Failed No—10, Yes—9

M/Vogelsegn — S/Perry "That the Board of Directors authorizes the Labor Relations Committee to pose any reorganization proposal or parts thereof that are not in accord with the principals of civil service. Passed

Meeting adjourned 11:30am in order that members of the Proposition "N" Committee could attend a victory celebration luncheon.

Minutes submitted by;
William Hemby, Secretary

Treasurer's Report

1 NOV. 1972 THROUGH 30 NOV. 1972
ACTIVE 1778 MEMBERS-RETIRED 338 MEMBERS-TOTAL 2116

| INCOME: | | COMMERCIAL ACCOUNT: | |
|--------------------------|-------------|------------------------------|-------------|
| DUES | \$ 8,340.54 | 31 OCTOBER 1972 | \$ 363.82 |
| *S.F.P.O.A. INS. TRUST | 213.60 | DEPOSITS | 4,439.87 |
| REFUND-ACTUARY "R" | 1,926.00 | TRANSF. FROM EMERGENCY ACCT. | 2,507.44 |
| INTEREST EARNED | 31.33 | PROP. K | 436.00 |
| | \$10,511.47 | PROP. M | 177.67 |
| | | PROP. O | 1,000.00 |
| | | PROP. R | 893.77 |
| | | | 7,311.13 |
| EXPENSES: | | LEGISLATIVE ACCOUNT: | |
| SALARY | 1,665.50 | 31 OCTOBER 1972 | \$ 2,062.43 |
| PRESIDENT | 100.00 | DUES | 2,879.99 |
| SECRETARY | 100.00 | REFUND ACTUARY | 1,926.00 |
| TREASURER | 100.00 | | |
| EDITOR | 200.00 | 30 NOVEMBER 1972 | \$ 6,868.42 |
| WELFARE/RETIRE. | 250.00 | EMERGENCY ACCOUNT: | |
| SFPOLICE-SEC. | 155.50 | 31 OCTOBER 1972 | \$ 3,487.60 |
| *INS. ADMIN. | 200.00 | DUES | 1,234.28 |
| OFFICE MGR. | 550.00 | INTEREST EARNED | 31.33 |
| | 1665.50 | TRANSF. TO COMMERCIAL ACCT. | 4,753.21 |
| | | 30 NOVEMBER 1972 | \$ 1,559.02 |
| UTILITIES | 160.57 | RECAP | |
| OFFICE EXPENSE | 113.45 | UCB COMMERCIAL ACCOUNT | \$ 860.43 |
| S.F. POLICEMAN | 150.00 | UCB LEGISLATIVE ACCOUNT | 6,868.42 |
| BOARD OF DIRECTORS | 124.91 | UCB EMERGENCY ACCOUNT | 1,559.02 |
| LEGISLATIVE COMMITTEE | 175.39 | BANK OF AMERICA | 150.93 |
| LABOR RELA/GRIEVANCE | 218.80 | S.F. POLICE CREDIT UNION | 771.35 |
| RENT | 250.00 | BANK BAL. 30 NOVEMBER 1972 | \$10,210.15 |
| P/R TAX-EMPLOYEE CONT. | 259.34 | | |
| P/R TAX-EMPLOYER CONT. | 96.54 | | |
| LEGAL | 686.75 | | |
| DONATIONS & AWARDS | 25.00 | | |
| BLOOD BANK | 45.84 | | |
| I.C.P.A. DUES & EXPENSES | 725.32 | | |
| GENERAL MEMBERSHIP MEET. | 15.00 | | |
| SPECIAL ELECTION | 467.80 | | |
| S.F.P.O.A. P/R CHECK-OFF | 53.49 | | |
| MISCELLANEOUS | 124.48 | | |
| KMIR KAFE | 64.67 | | |
| CROWN LAB. | 27.71 | | |
| ALHAMBRA WATER | 32.10 | | |
| | 124.48 | | |
| PROP. K | 150.00 | | |
| PROP. R | 718.77 | | |
| PROP. O | 1,000.00 | | |
| PROP. M | 177.67 | | |
| | \$ 7,404.62 | | |
| ACCURED R/R TAX | 267.17 | | |
| | \$ 7,137.45 | | |

FINANCIAL STATUS
FISCAL PERIOD JULY 1, 1972 - JUNE 30, 1973

| ACCOUNT | BUDGET | FIRST QUARTER EXPENDITURES | BALANCE |
|---|-------------|----------------------------|--------------|
| SALARIES | \$16,280.00 | \$ 4,793.75 | \$ 11,486.25 |
| UTILITIES | 2,700.00 | 741.36 | 1,958.64 |
| OFFICE SUPPLIES | 1,000.00 | 404.05 | 595.95 |
| S.F. POLICEMAN | 2,000.00 | 3,192.04 | (1,192.04) |
| BOARD OF DIRECTORS | 1,200.00 | 119.55 | 1,080.45 |
| LEGISLATIVE | 5,000.00 | (27.51) | 5,027.51 |
| LABOR RELATIONS/GRIEVANCE | 5,500.00 | 1,027.42 | 1,472.58 |
| PUBLIC RELATIONS | 2,500.00 | 553.01 | 1,946.99 |
| RENT | 3,000.00 | 553.01 | 2,446.99 |
| WELFARE/RETIREMENT | 500.00 | 56.00 | 444.00 |
| LEGAL | 12,000.00 | 3,269.13 | 8,730.87 |
| AUDIT/TAX RETURNS | 1,000.00 | 429.00 | 571.00 |
| INST. OF OFFICERS | 1,500.00 | -0- | 1,500.00 |
| DONATIONS/AWARDS | 1,000.00 | 150.00 | 850.00 |
| BLOOD BANK | 350.00 | -0- | 350.00 |
| I.C.P.A. DUES & EXPENSES | 4,375.00 | 2,907.86 | 1,467.14 |
| C.A.P.A. EXPENSES | 1,500.00 | 369.15 | 1,130.85 |
| MUNICIPAL IMPROVEMENT LEAGUE | 350.00 | -0- | 350.00 |
| GENERAL MEMBERSHIP MEETING | 500.00 | 200.47 | 299.53 |
| ANNUAL ASSN. ELECTION | 1,000.00 | -0- | 1,000.00 |
| S.F.P.O.A. P/R CHECK-OFF | 700.00 | 162.06 | 537.94 |
| INSURANCE | 250.00 | -0- | 250.00 |
| MISCELLANEOUS | 200.00 | 296.84 | (96.84) |
| LEASEHOLD IMPROVEMENTS | 200.00 | -0- | 200.00 |
| FURNITURE & FIXTURES | 200.00 | 75.02 | 124.98 |
| FIDELITY SAVINGS & LOAN | 24,420.00 | 14,690.00 | 9,730.00 |
| RICHARD K. MILLER | 5,000.00 | 3,000.00 | 2,000.00 |
| MONIES SPENT ON THE FOLLOWING PROPOSITIONS - INCOMPLETE - SAME PERIOD | | | |
| PROPOSITION "K" | 500.00 | 70.00 | 430.00 |
| PROPOSITION "R" (Actual) | 3,600.00 | 3,600.00 | -0- |
| (Add. Exp.) | ? | 175.00 | ? |
| PROPOSITION "M" | 10,000.00 | 5,000.00 | 5,000.00 |
| PROPOSITION "O" | 2,000.00 | -0- | 2,000.00 |
| PROPOSITION "N" | 500.00 | -0- | 500.00 |
| THE ABOVE FINANCIAL STATUS REPORT WILL BE PUBLISHED IN THE SAN FRANCISCO POLICEMAN QUARTERLY. | | | |

SF POLICEMAN

FINANCIAL STATEMENT - November 30, 1972

| INCOME | | |
|----------------------------------|--|----------|
| Advertising | | \$513.75 |
| Subscriptions | | 78.00 |
| Deposit from SFPOL | | 150.00 |
| Total | | \$741.75 |
| EXPENSES | | |
| Printing (Nov. paper) | | \$720.84 |
| Distribution of Election Edition | | 30.00 |
| Postage | | 6.00 |
| Administration | | 10.00 |
| Total | | \$766.84 |
| COMMERCIAL CHECKING ACCOUNT | | |
| Balance as of 10/31/72 | | \$138.35 |
| Deposits | | 741.75 |
| Less Expenses | | 880.10 |
| | | 766.84 |
| BALANCE - 11/30/72 | | \$113.26 |

PLEASE NOTIFY THE ASSOCIATION OF YOUR CHANGE OF ADDRESS:

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FORWARD TO: THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
548 - 7th St., San Francisco, Ca. 94103

CAMPAIGN FEVER

Once again our Association election is upon us and we are faced with another month of ridiculous campaigning. RIDICULOUS BECAUSE our term of office should run at least two years or more. RIDICULOUS BECAUSE it cost over \$700.00 to hold an election, and over \$1500.00 for the installation banquet. RIDICULOUS BECAUSE of the level that some of us stoop to in order to obtain an office that a few years ago nobody was concerned with.

The first campaign that I participated in made me one of the happiest guys around. It started a new era in this Association. It forced would-be office seekers to actually work for the office. They had to tell you, the members, why they were the best man for the job. It gave you a chance to see and hear each and every candidate, evaluate them, and hopefully pick the bestman for the job. That alone was enough to make me happy.

However, that feeling of joy has been diminishing with each succeeding campaign. Diminishing because I get no joy out of seeing my brothers viciously attacking each other, spreading lies about each other and assassinating each other's character. I must interject here that in the three years that I have run for office, in this Association, I have never been the victim of any personal attacks. However, when one member of my family (Bluecoats) is attacked, then I feel the hurt along with everyone else. By the same token, I share part of the responsibility for any attacks coming from us. The difference is we attack systems, policies, etc. Not only do we attack them, but we suggest alternatives. We explain what is wrong and how we propose to correct it. We then proceed to do so, to the best of our ability. Brothers, have you seen any alternatives from anyone, other than the Bluecoats?

I am submitting my name to the Nominating Committee; again running for the office of Treasurer, for the coming year. However, I am not sure whether or not I will become a candidate. I cannot in good conscious participate in an unethical campaign that may cause me to lose respect for any of my Brothers, nor have them disrespect me.

Already the false, and in one case degrading, anonymous fliers are starting to appear. I started this article to correct

CONSTITUTION AMENDMENTS

PROPOSED AMENDMENTS TO THE CONSTITUTION AND BY-LAWS APPROVED BY BOARD OF DIRECTORS FOR SUBMISSION TO THE GENERAL MEMBERSHIP

(()) indicates deletion

Bold Face Type indicates addition Constitution

Article IV, Section 3f (The Secretary shall)

In the case of the resignation or death of the President become President for the unexpired term.

(Added Jan. 29, 1973)

By-Laws

Article I, Section I

The annual dues of this Association shall be as follows:

a. Active Members:

((Sixty dollars (\$60.00) per year.))

One-half of one percent (.005%) of the first year patrolman's monthly salary, per month.

b. Retired Members:

Nine dollars (\$9.00) per year payable in advance.

(Amended Jan. 29, 1973)

Article II, Section II(d) (Labor Relations Committee)

d. Shall report to the Board of Directors of this Association when called upon to do so and give full account of their activities. ((Shall not)) May sign a Memorandum of Understanding or other employee contract

provided that said Memorandum or contract shall not become effective until it is first approved by said Board and ratified by the membership by mailed ballot in accordance with Article V, Section 5 of the Constitution.

(Amended Jan. 29, 1973)

Three alternatives have been left up to the discretion of the membership

Article V, Section II

(A) All officers of this Association shall be elected for a two-year term of office. If this section is ratified by a majority of votes cast during the January, 1973 annual election, all officers elected at that time shall commence a two-year term of office.

(A-1) ((and)) All other members of the Board of Directors as provided for in this Constitution and By-Laws shall be elected at the annual election ((.)) and if this section is ratified by a majority of votes cast during the January, 1973 annual election, all other members of the Board of Directors shall serve one-year terms. No member of this Association shall be eligible for election

Cont'd on pg. 11



Supervisor Quentin Kopp presents Bob Hulsey with the City's Certificate of Merit for his work with the Department's Bomb Squad.

Photos courtesy of S.F. Police Photo Lab

OPEN INSURANCE ENROLLMENT

S.F.P.O.A. Group Life open enrollment during the month of December. NO MEDICAL QUALIFICATION will be needed. For those who have not signed up for Group Life NOW IS THE TIME TO DO SO. Either fill out the application you've recently received from the Healy Agency, or call them at 731-9455. Available for retired members also. Payroll deduction for active members.

The San Francisco Policeman

is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the San Francisco Police Department.

some inaccurate figures in one of them when the latest one was brought into the office, and it made me sick. Hence, this is the reason for this article.

The flier I want to correct is the one headed "THE \$14,000 S.F. POLICE OFFICERS' VERSION OF THE SAN FRANCISCO CHRONICLE." The author states that the "Policeman" (formerly the Notebook) cost \$14,000 last fiscal year. In the audit report for the fiscal year, 1 July 1971 - 30 June 1972, prepared by the Accounting Firm of Dodge & Devlin, under Cash Disbursements, it states NOTEBOOK \$14,610.00. Directly above that, under Cash Receipts, it states NOTEBOOK INCOME \$7,533.00. Now if we deduct the income from the expenditures we find that the actual cost of the NOTEBOOK was \$7,077.00. The budget for the NOTEBOOK last year was \$10,320.00.

Again I say to you Dear Brothers, if you are going to publish something concerning finances, you should check with me first for the correct figures. The books are always open and available to ANY member, and you will have my fullest cooperation at all times. Don't be 50% wrong when there is no need for it.

JOE PATTERSON
TREASURER,
S.F.P.O.A.

REAL ESTATE

YOU WILL BE ABLY ASSISTED BY THE BELOW REALTOR IN YOUR LOCALE

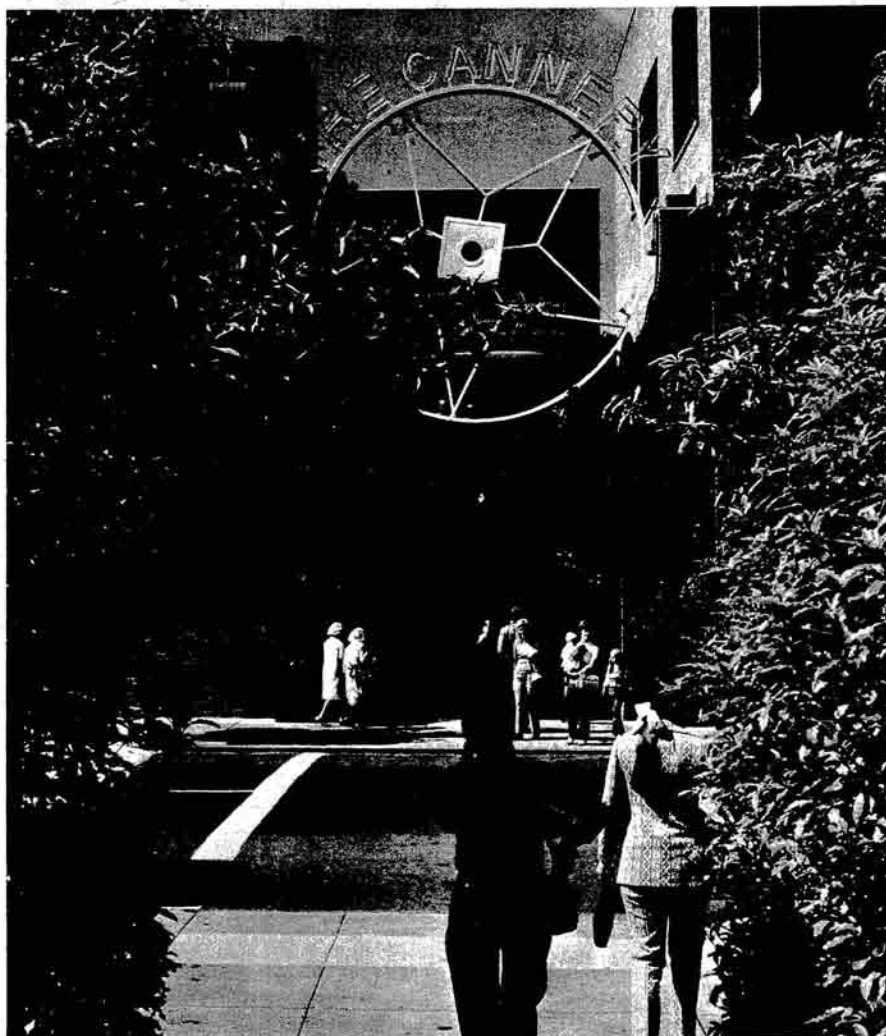
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THE CANNERY

San Francisco in miniature. At the foot of Columbus overlooking the Bay.

Regular Cannery Hours: Monday through Saturday 10 A.M. to 6 P.M. Sunday 11 A.M. to 6 P.M.
Exceptions: Upstart Crow & Co., Books. 10 A.M. to Midnight. Dinner and entertainment until later.

Attention!

S.F. POLICE OFFICERS ASSOC.

USE YOUR CARD

USE YOUR GROUP PURCHASE
CARD OR YOUR POLICE
OFFICERS AFFILIATION CARD

SAVE YOUR MONEY

Special arrangements made with Capitol Tire Sales/Warehouses, Inc., the world's largest and most respected Tire Wholesale Warehouse organization, allows each member - (without cost or obligation) - the opportunity to take advantage of this money saving group program.

A SPECIAL WHOLESALE WAREHOUSE ...

Group Purchase Plan

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CAPITOL TIRE SALES/WAREHOUSES, INC.

(NOT AVAILABLE TO THE GENERAL PUBLIC)

DYNACOR BELTED 2 + 2 78 Series

DYNACOR BELTED 2+2—Manufactured by one of the world's largest tire makers. Twin whitewall—40,000-mile tread wear, road hazard and workmanship guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|---------|----------------|------------------------------------|-----------------|
| C-78-13 | (700-13) | 18.61 | 2.00 |
| D-78-14 | (695-14) | 20.95 | 2.37 |
| E-78-14 | (735-14) | 18.76 | 2.37 |
| F-78-14 | (775-14) | 19.93 | 2.54 |
| G-78-14 | (825-14) | 20.98 | 2.69 |
| H-78-14 | (855-14) | 22.85 | 2.95 |
| J-78-14 | (885-14) | 23.91 | 3.05 |
| F-78-15 | (775-15) | 20.90 | 2.62 |
| G-78-15 | (825-15) | 21.89 | 2.80 |
| H-78-15 | (855-15) | 22.96 | 3.01 |
| J-78-15 | (900-15) | 23.92 | 3.12 |
| L-78-15 | (915-15) | 24.91 | 3.27 |

RADIAL STEEL 70 and 78 Series

RADIAL STEEL BELTED—Tubelless blackwalls manufactured by one of the world's most respected tire makers. 50,000-mile tread wear, workmanship and road hazard guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|-----------|----------------|------------------------------------|-----------------|
| 155SR13 | (560-13) | 26.94 | 1.48 |
| 165SR13 | (590/600-13) | 28.86 | 1.65 |
| 155SR15 | (560-15) | 29.96 | 1.62 |
| 165SR15 | (590-15) | 31.85 | 1.91 |
| 185 70-13 | (700-13) | 31.89 | 1.85 |
| 185 70-14 | (700/735-14) | 32.92 | 1.95 |

FIBERGLASS BELTED 2 + 2 70 and 78 Series

FIBERGLASS BELTED—Manufactured by one of the world's largest tire makers. Polyester cord + fiberglass belts—wide tread. Dual whitewall. 50,000-mile tread wear, road hazard and workmanship guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|---------|----------------|------------------------------------|-----------------|
| C-78-13 | (700-13) | 20.92 | 2.00 |
| E-78-14 | (735-14) | 21.90 | 2.34 |
| F-78-14 | (775-14) | 22.85 | 2.54 |
| G-78-14 | (825-14) | 24.97 | 2.69 |
| H-78-14 | (855-14) | 26.85 | 2.95 |
| J-78-14 | (885-14) | 28.92 | 3.05 |
| G-78-15 | (825-15) | 25.90 | 2.80 |
| H-78-15 | (855-15) | 26.95 | 3.01 |
| J-78-15 | (900-15) | 28.90 | 2.96 |
| L-78-15 | (915-15) | 29.95 | 3.27 |
| E-70-14 | (735-14) | 23.95 | 2.51 |
| F-70-14 | (775-14) | 24.96 | 2.64 |
| G-70-14 | (825-14) | 25.96 | 2.84 |
| H-70-14 | (855-14) | 26.95 | 3.05 |
| G-70-15 | (825-15) | 27.96 | 2.87 |
| H-70-15 | (855-15) | 28.95 | 3.11 |

FIBERGLASS BELTED SUPER WIDE SWINGER

FIBERGLASS BELTED SWINGER—Raised white letters. Manufactured by one of the world's largest tire makers. Newest look—Super Wide 60 series, up to 10 inches wide—Fiberglass belted polyester cord.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|-----------|----------------|------------------------------------|-----------------|
| E60-15 | (735-15) | 27.89 | 2.88 |
| F60-14/15 | (775-14/15) | 28.96 | 2.81 |
| G60-14/15 | (825-14/15) | 29.91 | 2.93 |
| J60-15 | (900-15) | 32.98 | 3.53 |
| L60-14/15 | (915-14/15) | 34.79 | 3.76 |

E-Z RIDE SHOCK ABSORBERS

- **DELUXE STD DUTY**—Exceeds original equipment quality—36,000-mile or 36-month* guarantee—\$3.95 each—4 for \$15.00.
- **LIFETIME HEAVY DUTY**—Lifetime* guarantee—as long as you own your car. \$6.40 each—4 for \$23.00.
- **EXTRA HEAVY DUTY**—Lifetime guarantee—as long as you own your car. \$7.90 each—4 for \$29.00. Beyond compare for special or heavy duty service—Racing profile.
- **ROADMASTER LEVELING UNIT FOR OVERLOADS**—Front and rear—30,000-mile* guarantee—\$12.75 each.
- **LOW WHOLESALE PRICES ON AIR SHOCKS.**
- **MONROE AIR SHOCKS** or **MAREMONT WEIGHT LIFTERS**—At low wholesale prices.

QUALITY AUTO STEREO AND TAPE DECKS
EXCELLENT SELECTIONS AT ALL WAREHOUSE LOCATIONS
QUALITY BEYOND COMPARE AT LOW WHOLESALE PRICES

LARGE RADIAL PLY 70 and 78 Series

NOTE: Radials for compact cars on page 3.

RADIAL BELTED 2+4 Slim Line White Tubelless. Manufactured by one of the world's largest tire makers. 2 ply polyester cord body plus 4 plies rayon belts. 6-ply tread. 50,000-mile tread wear, workmanship and road hazard guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|------------|----------------|------------------------------------|-----------------|
| BR78-13 | (700-13) | 26.94 | 1.95 |
| ER78-14 | (735-14) | 27.90 | 2.47 |
| FR78-14 | (775-14) | 29.90 | 2.61 |
| GR78-14 | (825-14) | 31.96 | 2.88 |
| HR78-14 | (855-14) | 33.85 | 3.10 |
| BR78-15 | (600/735-15) | 28.92 | 2.52 |
| FR78-15 | (775-15) | 29.90 | 2.69 |
| GR78-15 | (815/825-15) | 31.96 | 2.85 |
| HR78-15 | (845/855-15) | 33.85 | 3.21 |
| JR78-15 | (900/885-15) | 35.90 | 3.44 |
| LR78-15 | (915-15) | 37.85 | 3.51 |
| AR70-13 | (650-13) | 26.87 | 1.92 |
| DR70-14 | (735-14) | 27.93 | 2.39 |
| FR70-14/15 | (775-14/15) | 32.80 | 2.82 |
| GR70-14/15 | (825-14/15) | 34.78 | 3.01 |

CONVENTIONAL WIDTH TIRES

FULL 4 PLY NYLON—Manufactured by one of the world's largest tire makers. Whitewall. Written 30,000-mile tread wear, road hazard and workmanship guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------------|----------------|------------------------------------|-----------------|
| 650-13 | | 14.98 | 1.76 |
| 700-13 | | 15.76 | 1.95 |
| 695-14 | | 15.92 | 1.95 |
| 735-14 | | 15.96 | 2.01 |
| 775-14 | | 16.82 | 2.14 |
| 825-14 | | 17.72 | 2.32 |
| 855-14 | | 18.89 | 2.50 |
| 885-14 | | 19.90 | 2.81 |
| 735-15 | | 16.78 | 2.01 |
| 775-15 | | 16.92 | 2.16 |
| 825-15 | | 17.94 | 2.37 |
| 855-15 | | 18.90 | 2.54 |
| 900-15 | | 20.93 | 2.89 |
| 600-16 TT BL | | 13.65 | 1.84 |

EXTRA STRENGTH 4 + 2 FIBERGLASS BELTED

FIBERGLASS BELTED 4+2. The strongest ever! Manufactured by one of the world's largest tire makers. Twin whitewall. 4 full ply polyester cord + 2 fiberglass cord belts. 6-ply tread—50,000-mile tread wear, road hazard and workmanship guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------|----------------|------------------------------------|-----------------|
| A78-13 | (600-13) | 20.87 | 1.86 |
| C78-14 | (695-14) | 22.88 | 2.17 |
| E78-14 | (735-14) | 24.84 | 2.50 |
| F78-14 | (775-14) | 26.72 | 2.55 |
| G78-14 | (825-14) | 27.93 | 2.67 |
| H78-14 | (855-14) | 29.85 | 2.93 |
| J78-14 | (885-14) | 30.93 | 3.01 |
| E78-15 | (735-15) | 24.94 | 2.23 |
| F78-15 | (775-15) | 26.95 | 2.75 |
| G78-15 | (825-15) | 27.93 | 2.77 |
| H78-15 | (855-15) | 29.90 | 2.98 |
| J78-15 | (900-15) | 30.93 | 3.08 |
| L78-15 | (915-15) | 31.88 | 3.22 |

★ STEEL BELTED ★ SUPER 70 and 78 SERIES

"BELTS OF STEEL"—SUPER 78 STEEL BELTED—Manufactured by one of the world's largest tire makers. Polyester cord + steel belts, whitewall. 50,000-mile tread wear, road hazard and workmanship guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------|----------------|------------------------------------|-----------------|
| A70-13 | (650-13) | 25.89 | 2.47 |
| D70-14 | (695-14) | 28.92 | 2.87 |
| E70-14 | (735-14) | 29.87 | 2.97 |
| F70-14 | (775-14) | 30.87 | 3.15 |
| G70-14 | (825-14) | 31.80 | 3.03 |
| G70-15 | (825-15) | 34.85 | 3.45 |
| H78-14 | (855-14) | 33.97 | 3.22 |
| H78-15 | (855-15) | 34.80 | 3.47 |
| J78-15 | (900-15) | 36.79 | 3.23 |
| L78-15 | (915-15) | 38.80 | 3.56 |

STATEMENT OF QUALITY

All tires shown in this confidential price schedule are premium* and first line quality only. (Absolutely no seconds, blemished tires, used tires, retreads, or recaps are sold.) Your safety necessitates this policy! All tires in the Capitol warehouses are from factories of the most well known and respected manufacturers in the industry, and all tires are manufactured under the most rigid quality controls. See U.S. Govt. required Coding System and Tire Guide Reference Book at your Capitol Warehouse.

78 SERIES FOUR PLY

FULL 4 PLY POLYESTER—New wide look. Manufactured by one of the world's largest tire makers. Whitewall. 36,000-mile tread wear, road hazard and workmanship guarantee. *Dynacor.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|---------|----------------|------------------------------------|-----------------|
| A78-13* | (600/650-13) | 15.95 | 1.86 |
| C78-13 | (700-13) | 19.45 | 1.95 |
| B78-14* | (600/650-14) | 16.95 | 2.00 |
| E78-14 | (735-14) | 19.95 | 2.24 |
| F78-14 | (775-14) | 20.88 | 2.39 |
| G78-14 | (825-14) | 21.92 | 2.56 |
| H78-14 | (855-14) | 23.90 | 2.75 |
| J78-14 | (900-14) | 24.80 | 2.95 |
| F78-15 | (775-15) | 20.90 | 2.43 |
| G78-15 | (825-15) | 21.92 | 2.63 |
| H78-15 | (855-15) | 23.90 | 2.81 |
| 900-15 | | 24.80 | 2.90 |
| L78-15 | (915-15) | 25.90 | 3.16 |

WIDE OVAL TIRES

FULL 4 PLY POLYESTER CORD—WIDE RIDE—Raised white letters. Manufactured by one of the world's largest tire makers.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------|----------------|------------------------------------|-----------------|
| A70-13 | (650-13) | 20.78 | 1.76 |
| D70-14 | (735-14) | 22.90 | 2.24 |
| F70-14 | (775-14) | 23.94 | 2.55 |
| G70-14 | (825-14) | 24.98 | 2.72 |
| H70-14 | (855-14) | 26.91 | 2.92 |
| G70-15 | (825-15) | 24.98 | 2.84 |
| H70-15 | (855-15) | 26.91 | 2.98 |

INDUSTRIAL—BOAT TRAILER NYLON CORD

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------------|----------------|------------------------------------|-----------------|
| 400/480-8 | 4 Ply | 5.95 | .52 |
| 400/480-8** | 4 Ply | 7.65 | .61 |
| 400/480-12 | 4 Ply | 8.30 | .75 |
| 400/480-12** | 4 Ply | 9.60 | .89 |
| 570/500-8** | 6 Ply | 9.80 | 1.07 |
| 530/450-12 | 4 Ply | 9.95 | .91 |
| 530/450-12** | 4 Ply | 10.65 | 1.00 |

MUD AND SNOW TIRES

FULL 4 PLY NYLON MUD & SNOW—Manufactured by one of the world's largest tire makers. Tubelless, white or black. Road hazard and workmanship guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------|----------------|------------------------------------|-----------------|
| 650-13 | | 19.72 | 1.76 |
| 700-13 | | 19.98 | 1.95 |
| C78-14 | (695-14) | 19.80 | 1.94 |
| E78-14 | (735-14) | 20.96 | 2.01 |
| F78-14 | (775-14) | 21.87 | 2.38 |
| G78-14 | (825-14) | 22.90 | 2.55 |
| H78-14 | (855-14) | 23.95 | 2.74 |
| J78-14 | (885-14) | 24.75 | 2.91 |
| 560-15 | | 18.75 | 1.74 |
| E78-15 | (735-15) | 20.96 | 2.08 |
| F78-15 | (775-15) | 22.80 | 2.42 |
| G78-15 | (825-15) | 23.70 | 2.64 |
| H78-15 | (855-15) | 24.80 | 2.80 |
| J78-15 | (900-15) | 25.74 | 2.96 |
| K78-15 | (915-15) | 26.85 | 3.19 |

COMPACT AND IMPORTED CAR TIRES

SPORT PREMIUM—Tubelless blackwall—30,000-mile tread wear, road hazard and workmanship guarantee. Add \$1.00 for whitewalls.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------|----------------|------------------------------------|-----------------|
| 550-12 | | 13.90 | 1.37 |
| 600-12 | | 13.90 | 1.44 |
| 520-13 | | 12.90 | 1.34 |
| 560-13 | | 13.90 | 1.48 |
| 600-13 | | 13.90 | 1.60 |
| 560-15 | | 13.90 | 1.74 |
| 600-15 | | 14.90 | 1.91 |
| 560-14 | | 13.90 | 1.54 |

RADIAL PLY TIRES FOR COMPACT & IMPORTED CARS

RADIAL BELTED—Tubelless blackwalls manufactured by one of the world's most respected radial tire makers. 40,000-mile written tread wear, road hazard, workmanship and material guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|----------|----------------|------------------------------------|-----------------|
| 145SR-13 | (550-13) | 21.95 | 1.35 |
| 155SR-13 | (560-13) | 22.89 | 1.39 |
| 165SR-13 | (590/600-13) | 24.98 | 1.66 |
| 175SR-13 | (640/650-13) | 26.69 | 1.96 |
| 155SR-14 | (560-14) | 25.91 | 1.52 |
| 165SR-14 | (590/600-14) | 25.92 | 1.85 |
| 175SR-14 | (640/650-14) | 26.93 | 1.94 |
| 185SR-14 | 700-14 | 27.90 | 2.02 |
| 155SR-15 | (560-15) | 25.94 | 1.63 |
| 165SR-15 | (590-15) | 26.97 | 1.92 |

BELTED MUD AND SNOW TIRES

HIGH TRACTION—FIBERGLASS BELTED—Manufactured by one of the world's largest tire makers. 2 bias plies polyester cord—2 fiberglass belts—white or black. Road hazard and workmanship guarantee.

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------|----------------|------------------------------------|-----------------|
| C78-14 | (695-14) | 22.92 | 2.15 |
| E78-14 | (735-14) | 23.95 | 2.37 |
| F78-14 | (775-14) | 24.83 | 2.54 |
| G78-14 | (825-14) | 25.90 | 2.69 |
| H78-14 | (855-14) | 26.85 | 2.95 |
| J78-14 | (885-14) | 28.65 | 3.05 |
| F78-15 | (775-15) | 24.85 | 2.62 |
| G78-15 | (825-15) | 25.90 | 2.80 |
| H78-15 | (855-15) | 26.93 | 3.01 |
| J78-15 | (885-15) | 28.65 | 3.12 |
| L78-15 | (915-15) | 29.95 | 3.27 |

COMMERCIAL HIWAY TRUCK NYLON CORD TUBE TYPE

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|--------|----------------|------------------------------------|-----------------|
| 670-15 | 6 | 18.95 | 2.42 |
| 700-15 | 6 | 21.90 | 2.87 |
| 700-15 | 8 | 24.89 | 3.17 |
| 700-15 | 8 | 17.95 | 2.55 |
| 600-16 | 6 | 20.86 | 2.38 |
| 650-16 | 6 | 20.86 | 2.61 |
| 700-16 | 6 | 30.91 | 3.01 |
| 750-16 | 8 | 30.91 | 3.72 |
| 700-17 | 6 | 26.78 | 3.34 |
| 700-17 | 8 | 30.85 | 3.72 |
| 750-17 | 8 | 33.90 | 4.27 |
| 700-18 | 8 | 37.73 | 3.97 |

CAMPER—DUPLEX TYPE NYLON CORD TUBELESS HIWAY

| Size | Takes Place Of | Cash & Carry Warehouse Group Price | Fed. Excise Tax |
|----------|----------------|------------------------------------|-----------------|
| 800-16.5 | 6 | 28.87 | 3.29 |
| 800-16.5 | 8 | 30.79 | 3.56 |
| 875-16.5 | 8 | 35.88 | 4.01 |
| 950-16.5 | 8 | 40.92 | 4.63 |
| 950-16.5 | 10 | 45.84 | 4.65 |
| 10-16.5 | 6 | 38.83 | 4.29 |
| 10-16.5 | 8 | 40.95 | 4.71 |
| 12-16.5 | 8 | 46.94 | 5.85 |
| 12-16.5 | 10 | 53.85 | 6.34 |

CAMPER—DUP

CAR POOL PROBLEMS CORRECTED

There has been a gratifying improvement in the Hall of Justice Car Pool in past weeks. Soon after an article on the Car Pool appeared in the November issue of this paper Chief Don Scott came down to the garage to examine the conditions which had brought about the "Car Pool Blues" story. The Chief consulted Inspector of Motor Vehicles Charlie Murray and other commanders about the various problems, verifying their existence, and tracing their causes. Together with Chief Inspector Charlie Barca, the Chief set out to track down some of the malefactors, locating 11 stashed cars, the biggest reason for the former inefficiency of the car pool. Afraid they wouldn't get a car for the day, men from the various units at the Hall had been arriving at the garage even before reporting for work, before 9 a.m., to get radio cars, and driving them to stash spots, leaving them there till they would have to use them, sometimes many hours later. And no one else was able to use these cars.

Other causes for complaint were traced to the failure by the men themselves to co-operate in the program. The turning in of cars with mechanical defects, with gasoline tanks empty, with trash in them was largely the result of a lack of pride and concern for the next user. "Slobs are the guilty parties responsible for the inefficiency of the pool," remarked a captain who was asked about the ills of this program. A veteran inspector complained that his only dissatisfaction with the car pool was that he could not keep his equipment (fingerprint kit, camera, binoculars, and personal items) in one regularly assigned car, but had to go from one car to another every time he went into the field. This made it impossible for him to carry his "bag of tricks" as he called it. This inspector agreed, however, that he often tied up his old car when he was in court, on a detail, or otherwise not using the assigned police vehicle. He feels that our motor pool is the only solution at this time for a wide use of unmarked cars, if it isn't abused.

The car pool is here to stay, according to the Chief. And orders to facilitate its success have been issued throughout the Hall of Justice. Heads of details have given specific orders to their men. Lieutenant George Dyer, the head of Burglary, the largest detail in the Bureau, has issued a written order that curtails taking out cars early, for future use, hiding these cars, and parking them in restricted zones (which would be a citable offense), all of which would be punishable by suspension of violators without pay. Captain of Inspectors Mort McInerney was given charge of enforcing these regulations by all users of unmarked cars. Permanent Order 31 followed individual unit orders, and spelled out rules that unless otherwise authorized, pool cars taken on an overnight basis must be returned to the garage by nine o'clock in the morning on the estimated date of return and keys turned in at the garage office immediately. Paragraph M of this order was added to the original Permanent Order 5 of March 31, 1972, is the most significant rule controlling the issuance of

radio cars. It states: "Members shall not sign out pool vehicles until such time as they are actually ready to leave the Hall of Justice in connection with their official police duties."

For the first time in weeks, cars have been available at the garage at any time anyone applied for one. An almost unbelievable transformation has taken place. "Cops are their own worst enemy," said one of the officers in the garage. "All they have to do is co-operate with each other." And it is evident that with everybody's co-operation the system appears to work quite smoothly. Even mechanical defects have suddenly become almost unknown. Funny how a simple task of placing a check in a box on the trip ticket to indicate needed repairs was neglected by most men, allowing these cars to be reissued with defects to other detectives. Now anyone discovering a malfunction of his auto before going out on assignment, will be able to return his car, and the person who had turned it in with the obvious defect will be held responsible for not reporting it.

There were those who were quick to blame various specific units in the headquarters building for the recent degeneration of the car pool. Regretfully even our original story made a remark about Community Relations men receiving "reserved" cars. Research proved this not to be correct. The original system allowed reserving radio cars before going out. But this was quickly discontinued with the first-come-first-served rule taking precedence. No one had reserved vehicles. According to Rodney Williams, Community Relations head, his men sometimes may appear to be taking excessive numbers of radio cars. This is only because they go out on assignments individually, in different directions. So three men may take out three cars, while other units would usually have six men using the same number of autos.

Interestingly enough, the Bureau of Inspectors has been using only half of the cars originally assigned to it before the Car Pool. Their radio car strength was 67 unmarked vehicles used by field investigators. Recent statistics show that these investigators use an average of only 34 cars a day. But most other details are using twice as many cars as they had assigned before. Hit-and-Run, for instance, has been signing out roughly eight cars a day, Juvenile Bureau—12, Community Relations—seven, and so on.

Charlie Murray, the Inspector of Motor Vehicles, who has charge of the 147 unmarked and the 155 black-and-white radio cars belonging to the Department, not mentioning motorcycles, trucks, and other vehicles, announced the good news that we are imminently due to get 41 unmarked and 61 new black-and-white cars. This will retire a number of very old machines which have been prone to breaking down too often. Charlie has a staff of two officers, Art Stachnik and Mel Ravella, as well as three civilians and one trainee, who handle the garage and the Car Pool in a surprisingly efficient manner considering their small number. There is not a car which could not be traced in

their files—who used it, when, for how long, and so on. Charlie Murray emphasized that his main problem was that mechanical breakdowns were not being brought to his attention. And Charlie suggested that to speed up the issuance of cars, trip cards be signed by users before reaching the garage office. If trip tickets are completely filled out, the average time for issuing a radio car should not exceed 1-1/2 minutes. As for the cleanliness and appearance of the cars, Charlie spoke of how he and his staff try to get some of the cars washed, but find it impossible without personnel who drive cars to and from the wash rack all day long. Charlie suggested that every man using Car Pool vehicles take at least one car once a week to the car wash. It would improve the appearance of the cars immediately. (It must be mentioned that a recent study proved that drivers operating clean cars drive more carefully. They apparently take more pride in themselves, while those operating dirty cars take less care.)

Charlie stresses co-operation. He pointed to the large can at the window of the garage office. This was placed there so that the men could throw their trash in it, instead of leaving it in the cars. Co-operation again. "I am absolutely positive it will work," said Inspector Murray. After seeing the improvements that followed our story, we are inclined to agree.

"Our Girls in Blue"

The One Hundred Twenty Second Recruit Class has 44 members. Forty-two of them are a little unhappy and it's all because of the other two.

You see, the 122nd has the distinction of containing what is probably the first two street policewomen in the history of the old S.F.P.D. Not that this practice is new, throughout the country as I hear, many departments make their gal cops walk beats.

Historically, with the S.F.P.D., our girls in blue have been somewhat sheltered, whether they liked it or not.

Our two new ladies, now currently directing traffic downtown, have been the center of a lot of attention from the local press club circuit. And what with T.V. cameras and tape recorders popping in at all hours, the men of the 122nd are wondering if they exist at all.

The center of all this attention are Sandi Daly and Berit Hovde, both appointed September 11, 1972.

Sandi is no newcomer to the thin blue line. She started in the department back in 1963 as a fingerprint technician in the I.D. Bureau, then later went into the Juvenile Bureau and stayed until her appointment.

Berit Hovde is a graduate of S.F. State where according to her, she learned all about our department. Many of us spent long hours there, you will remember.

Both girls took the police test



Sandi Daly



Berit Hovde

back in 1969 and were chosen from a field of over 200 young ladies.

Once they graduate from the Academy in January they hope to get an assignment in a district station. Both want to work in radio cars playing cops and robbers. Sandi says she has had many offers for radio car partners, "especially on the midnight watch."

When asked about advancement, they both expressed a desire to eventually take exams to go up in the ranks, "but after we work in the streets a long time," says Berit.

By the way, both girls are S.F.P.O.A. members in good standing.

THANKS

For the past year your Insurance Committee has worked very hard for one thing—BENEFITS. Benefits in the form of various types of Insurances and—SERVICES—.

Services in the form of increased coverages and more personal concern for the Insurance needs of the Association Members.

Unlike large unions we do not have a wide array of pre-paid benefits, but maybe this will come about in the future. In the meantime it is incumbent upon your Insurance Committee to research every type of program to fulfill the needs of the membership.

With the help of our Insurance Administrators, the Healy Agency who have looked into every phase of insurance there is, we have been able to come up with some really tremendous programs, such as, Group Life (Old Republic), Group Disability (Old Republic), and Auto & Homeowners (Travelers).

Along with these, a new Group Medical is being proposed, along with a Dental Program. Also, although not an insurance program, and Orthodontics Program which will be administered by the Healy Agency for the convenience of our members. (Orthodontics appointments are now being taken for all members, their chil-

dren and their grandchildren by phoning 731-9455.)

These plans are for you, but unless you use them, they are of little value. The rates are the lowest we could possibly get, and the coverage was among the best. But, you have to take advantage of these programs by signing up yourself. no one else can do it for you.

Thanks to all of you who have signed up for the programs because by doing so you make our efforts rewarding.

From your Insurance Committee: Bill Connoy, Walter Garry, Al Boyd, Tony Bell, and Frank Kalafate.

Happy Holidays

Thanks
Frank Kalafate
Chairman

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SID NEUMAN'S TO CLOSE

Jack Aho, owner of Sid Neumann's Uniform Company at Seventh and Harrison Streets announced that he will be closing his shop at the end of December.

Jack Aho has always been a friend to policemen and the loss of his business will certainly be missed.

Editor

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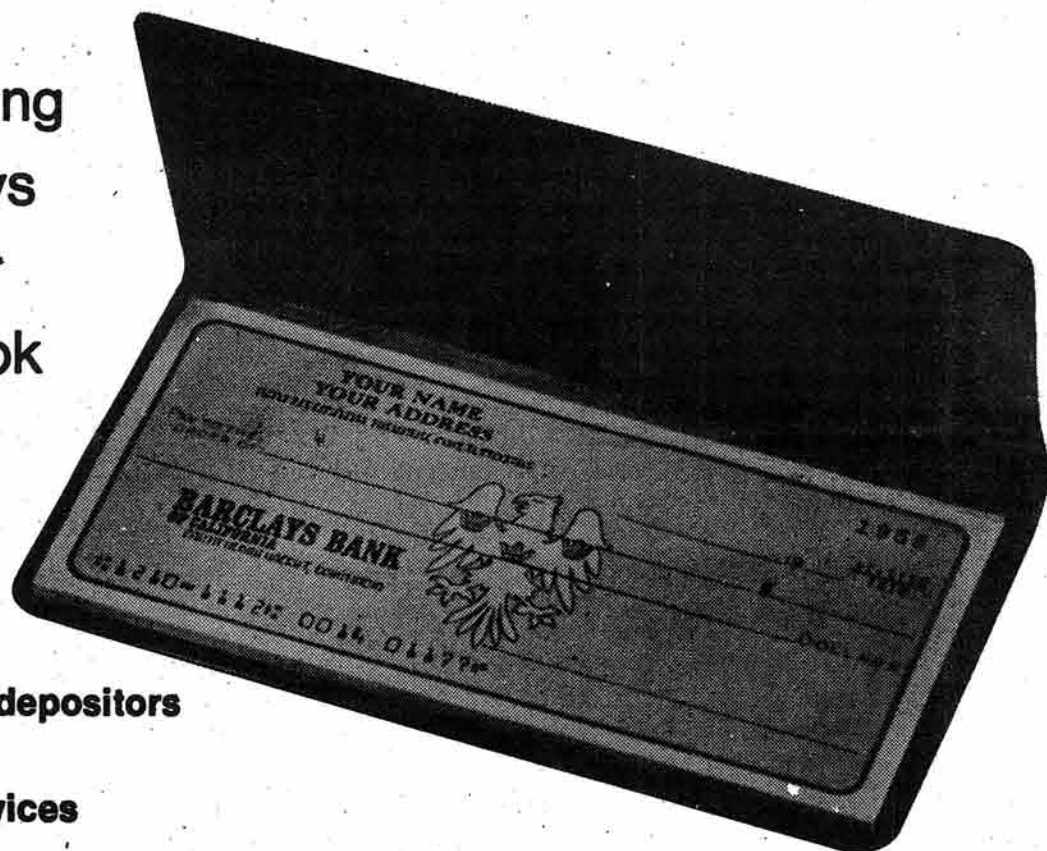
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A crook once told me that if there were no fences there wouldn't be any thieves. He didn't mean fences made out of boards to protect property but those fences who receive stolen goodies, as was shown by **Dennis Jacobsen** and **Joaquin Santos** of Northern Beats 5 and 6. They engaged a hard-working thief in a conversation in the Fillmore. The booster boasted that he knew a couple of big, big fences, and offered to prove it, leading our men to a pad on Broderick. There the wicked fence opened the door to reveal a warehouse full of things stacked in his large apartment. Dennis and Joaquin called for reinforcements, eventually involving most of the watch on duty, to haul out 10 tape recorders, 11 stereo sets, 10 record players, 18 speakers, seven cameras, four movie cameras, nine radios, four projectors, five sewing machines, three amplifiers, 20 pairs of new pants, five suitcases, 22 tapes, two welding sets, 17 vases, two flutes, a clarinet, a gun, a sword, three cymbals, a guitar, a set of drums, an electric typewriter, and a partridge in a pear tree... well, almost. They recovered so much stuff, it would take the rest of this column to mention everything.

This episode was strictly for the birds. **Dennis Schardt** and **Pro Maron** of Ingleside 19 responded to a hot-prowler call on Lisbon Street on a recent morning, to find that a terrified woman resident had crawled out on the porch roof with her tiny baby, dangerously perched there, afraid of whoever was inside. **Dave Brown** and **Jay Parashis** of Ingleside 27 entered the victim's home and heard strange, frightening sounds in the basement. The four policemen descended upon the prowler. Dennis caught him, a large bird that had flown inside the house and was trying desperately to thrash its way out. The bird was set loose. They say that Jay mentioned something about lifting talon prints. That's really blue, Jay!...

Watch out crooks! **Jay Rogovoy** is back on the streets in Inspectors 137 of BAP, with **Whitey Guinther**. Yep, after nursing to health his fifth bullet hole received in line of duty, this persistent copper is back on routine patrol.

Gene Powers, **Charlie Coates**, and **Bob Cahill** of CP-5B warned away a potential customer from some women of joy in the Fillmore. The man drove away, but soon reappeared nearby. Our men drove up behind him in their black-and-white radio car, but the prostitute was so intent on doing business that she failed to notice them, continuing to bargain loudly enough for our men to hear her cinching the deal for Eight dollars. But the trick did not get the treat, going to our bargain basement dungeon with the lady, instead.

Elliot Blackstone, a hard working policeman, assigned to Community Relations dealing with homosexual groups, was asked in the Hall, "How are your wards, Elliot?" "Fair," he replied. But I understand he left off the "y" on purpose.

A burglary suspect identified by witnesses agreed to take a lie detector test. But first he had one given to him by a private firm, and failed it. He still took our test afterwards, given to him by **Bob Dagitz** of the Crime Lab. Bob showed the suspect that he'd badly failed on our polygraph too. Bob then managed to worm out of the crook that he'd committed more than 75 burglaries in this city without getting caught but denied the one for which he was charged. In spite of the two failures at the Box, the burglar demanded a jury trial, which was quick and fair, convicting the baddy of the offense. And, though he'd tried every trick in the book, including intimidation of witnesses by his daddy (who was locked up for it by **Hal Suslow** of Burglary), he went straight to the Joint with a surprised look on his face.

Tom Leong, the police reporter for the Chinese Press and a former member of the Grand Jury, told me that he is engaged in subtitled Chinese movies for the local Chinese audience. These motion pictures are in the more conventional Mandarin dialect, while most San Francisco Chinese understand only the Cantonese. So the subtitles are in English!... Which reminds me of the World Theater when it was on Broadway and advertised on its marquee "Chinese and Foreign Movies."

Rich Cosmi and **Larry Santucci** of CP-7A were looking for the auto boosters-strippers who were knocking the devil out of foreign cars in the financial district. These crooks were brazenly stealing everything not welded on to autos left during the day in the various self-parking lots in that area. Soon our men spotted two baddies, one hastily removing the radio from a VW and the other one sitting in the getaway car which was loaded down with eight spare tires. These thieves were retired, to coin a word, right then and there.

Hells Angels are giving out courtesy cards which are made of plastic, just the size, density and shape called "loids" by burglars and used to slip locks. This must be the Angels' good will, open door policy.

Sam Hamilton of Burglary is off on a disability in a cast, because of damaged cartilage. My secret agent, **Dumkop**, says that Sam's problem is simply solved. Just ask **Walt Strohmaier** at the Range for a new cartilage. In fact, **Dumkop** insists that **Walt** could give Sam a whole new cartilage belt, for that matter.

And now, a Merry Christmas, Happy Hannukah, and a Safe New Year to all my colleagues and our friends everywhere.

AMENDMENTS CONT'D

to any office of this Association who has retired, provided, however, that the office of the Retired Representative to the Board of Directors shall be a retired member, and provided further, that any member who is a member of the Board of Directors of this Association shall not be disqualified to continue in such office by reason of his being promoted, transferred, or retired during his term of office.

(A-2) ((and)) All other members of the Board of Directors as provided for in this Constitution and By-Laws shall be elected at the annual election ((.)) and IF this section is ratified by a majority of votes cast during the January, 1973 annual election, all other members of the Board of Directors shall serve two-year terms. No member of this Association shall be eligible for election to any office of this Association who has retired, provided, however, that the office of the Retired Representative to the Board of Directors shall be a retired member, and provided further, that any member who is a member of the Board of Directors of this Association shall not be disqualified to continue in such office by reason of his being promoted, transferred, or retired during his term of office; provided further that in the event any member of the Board of Directors is transferred or retired during the first year of his term of office he may remain in office until the end of that first year, where upon the unit or station he represents shall elect a new representative to finish the unexpired term. (Amended Jan. 29, 1973)

Proposed Constitution Amendment

A Moratorium on back dues to allow all members of the department an opportunity to join the Association; this moratorium to last two months beginning February 1, 1973.



Mayor Alioto presents Officer Robert J. Donnelly with the Regular Veteran's Association pin.

Photos courtesy of S.F. Police Photo Lab

3-Wheeler Gets Hero Award

Robert Donnelly, currently serving as court liaison officer, is the police recipient of the Regular Veteran's hero award. Bob received this special recognition last month for his efforts in capturing an armed holdup man.

At the time, Bob was patrolling on his 3-Wheeler when a robbery call came over. He, along with other police units, responded in time to catch sight of the fleeing suspect's auto. He gave chase, during which the armed gun man fired five rounds at an innocent motorist who happened to get in his way. The bandit was

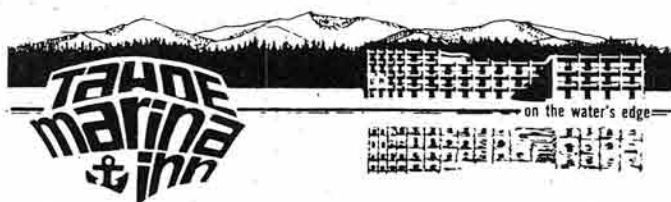
finally run to ground in a chintown back alley.

Donnelly went after the suspect, cornered him up against a back fence and drew his revolver and ordered him to surrender. The suspect turned and raised his own gun towards Bob, but apparently thought better of it and surrendered.

It is interesting to note that the suspect after his capture, was released on bail, after which he went out and murdered another person. He was recaptured and finally sent to prison.

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WIDOWS & ORPHANS MEETING

Condensed minutes of the meeting held Wednesday November 15, 1972, in the Traffic Bureau Assembly Room, Hall of Justice, President Edward Rose presiding.

The following deaths were reported by the Treasurer:

George H. Lee - age 71
Victor Olsen - age 74

Donation received from Mrs. Ethel Fudge for services performed by Al Gordon and Bob Landucci of Taraval Station.

The following were nominated for office for the coming year:

President - Edward Poitz, V.
President - William Parenti;
Trustees: Mark Hurley, Frank Jordan, James Pigott, Andrew Quaglia.

First Reading was heard and approved by the members present; amending Article 6 Section 1 of the By-Laws. This amendment if approved at the second reading, the December meeting, will increase the benefits to survivors from \$3,500.00 to \$4,000.00, said increase to take effect January 1, 1973.

NEXT MEETING
WEDNESDAY DECEMBER 20, 1972 — PLAN NOW TO ATTEND.

Bob Mc Kee,
Secretary

CAREER PAY CONT'D

from the C.D.P. Why? Because it was not in the terms of the contract between Arthur Young and Co. and the Police Foundation. Simply stated, Arthur Young and Co. has obligated itself to providing phase I of a C.D.P. proposal and nothing more. Secondly, the issue of reorganization is too controversial and complex for a presumption to be made that from a limited research and analysis, meaningful positive recommendations could be made. Reorganization should be considered on its own merit and with the proper commitment of time, and analysis. C.D.P. can exist or be implemented within the current organization structure, (not withstanding possible Charter constraints). Reorganization, conversely, cannot be viable unless it interfaces with C.D.P.

Because of the untimeliness of statement regarding resubmittal of the Commission and Department Reorganization Plan in September (Ostensibly to qualify for Revenue Sharing Funds) the S.F.P.O.A. is now in the ambivalent position of not being supportive of a proposal(s)

- 1) They have actively sought
- 2) That they actively contributed to and
- 3) That will greatly assist in the professionalization of policing in San Francisco.

C.D.P. can provide as much as a 15 percent, (on a upward sliding scale) increase in salary for those members participating.

Even with the implementation of C.D.P., the S.F.P.D. would only equate to what has been happening in law enforcement in California. Of some 39

California Police Departments queried (by this writer) 35 provide some kind of educational incentive, career development incentive or some other incentive pay beyond the basic salary structure. The other four cities are in different stages of negotiations for some sort of incentive pay. We have the anomaly of a major California Police Department not keeping pace with trends occurring within law enforcement agencies that surround it.

The ostrich in the approach is exactly what got us into this position after all these years. What is needed now is some kind of a systematic, rational and bias free approach from all sides to generate the kinds of programs that will advance the cause of policemen in San Francisco, as well as the level of services to the community.

Sgt. Ron Vernali
Chairman,
Education Committee

CHRISTMAS IN HAWAII — IN AUGUST!

Stumped at what to give the little woman for Christmas?

How about a round-trip to Hawaii . . . to be taken in August!

Applications are still being accepted for next August's flight to Honolulu, but time is growing short.

And, at the extremely low price of \$128 per person for the round-trip, it is a bargain that you can't pass up . . . so why not give the little lady a card at Zmas with the notation that she's been invited to go to Hawaii . . . but the trip isn't until August!

Although two planes have already been filled with San Francisco and Bay Area law enforcement officers and their families, enough applications have been received to indicate that a third plane can easily be filled.

So, if you've always had the desire to go to the Islands but felt you couldn't afford it, you can now . . . as a matter of fact, you can't afford *NOT* to go.

Rooms have been reserved at two leading Waikiki hotels at greatly reduced

rates.

A breakdown of the costs, for those occupying a double room for 8 nights, would amount to approximately \$210 *PER PERSON*. This includes the round-trip air fare; hotel; motorcoach from the Honolulu Airport to the hotel upon arrival and vice-versa upon departure; baggage handling; and the traditional flower lei upon arrival. *IT DOES NOT INCLUDE FOOD* or any other incidentals for the almost 9 days and 8 nights there.

Present plans call for leaving here on Friday, August 24, and returning on Saturday, September 1.

A \$15 deposit *PER PERSON* is required with the application. But, because there is a limited number of spaces left, applications must be in by *January 1*. Any applications received after that will be placed on a stand-by list.

Deposits, payable to the California Police Athletic Federation, should be sent to Joe Mollo, c/o Police Academy, 850 Bryant St., San Francisco, 94103.

\$72,000.00 IN CLAIMS



MR. RALPH FLANNERY (right) VICE PRESIDENT OF OLD REPUBLIC LIFE INSURANCE CO., HANDS A CHECK REPRESENTING \$72,000.00 IN DEATH CLAIMS TO S.F.P.O.A. PRESIDENT JERRY CROWLEY. ACKNOWLEDGING THE RECEIPT OF THE CHECK ARE BILL HEALY (right) PRESIDENT OF THE HEALY INSURANCE AGENCY (our Insurance Administrators), AND TWO OF OUR INSURANCE COMMITTEE MEN—AL BOYD AND CAPTAIN J. WILLIAM CONROY. OLD REPUBLIC LIFE INSURANCE CO. HAS PAID THESE CLAIMS TO SURVIVORS OF OUR OFFICERS IMMEDIATELY UPON RECEIPT OF VERIFICATION OF THEIR BEING DECEASED. WE WISH TO THANK THEM FOR THEIR PROMPT RESPONSE.

GENERAL MEMBERSHIP MEETING

Tuesday, December 19, 1972.

BEACH CHALET, 1000 Great Hiway

7:00 pm - 12 Midnight

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Civil Service Compassion?

Bernard A. Orsi,
General Manager, Personnel,
Civil Service Commission,
151 City Hall,
San Francisco, Calif. 94102
Dear Mr. Orsi:

I was shocked at the lack of concern or compassion that characterized your written notification to Assistant Inspectors and Lieutenants test applicants. This vague announcement has had a traumatic effect on Policemen who have sacrificed so much of themselves and their families during the past year.

The Civil Service Commission and the San Francisco Police Departments inability to prepare legally, and administrate properly, this promotional test has caused deep resentment and poor morale among our membership. Many of our members are still uncertain as to whether they have passed or failed these tests.

In order that rumor and uncertainty concerning these written notifications be suppressed, the San Francisco Police Officers' Association requests that written clarification of this notification be sent to each candidate.

A man who has chosen law enforcement as a career believes that the Civil Service Merit System is his only legal protection for the advancement of his career. This confidence has been severely shaken by events of the past several months. A re-occurrence of these tragic events must be avoided.

I strongly urge that proper testing procedures be established immediately and that the Police Officers' Association participate jointly with the Commission to effect these changes.

Sincerely,
Gerald A. Crowley
President, S.F.P.O.A.

cc: Civil Service Commission
Police Commission
Chief Donald M. Scott

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