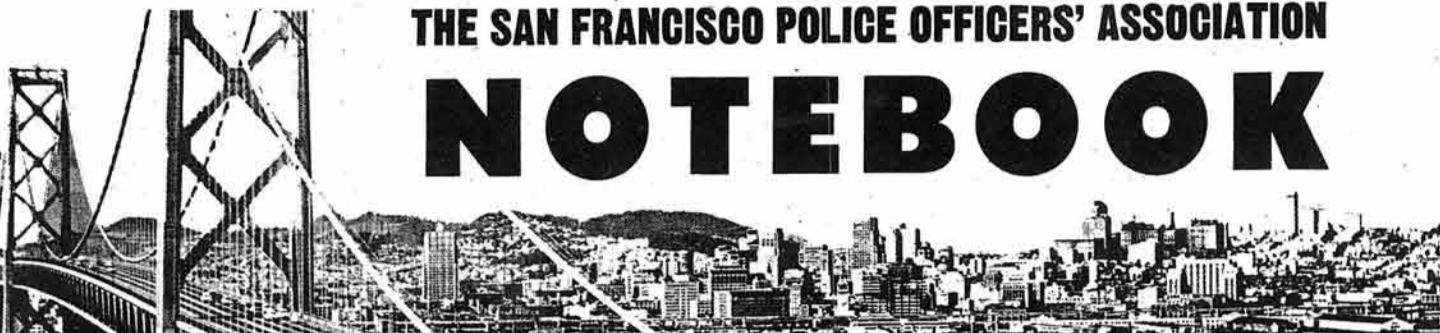


P.O.A. ELECTION EDITION



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

Member of ICPA-International Conference of Police Associations

Vol. 3

SAN FRANCISCO, JANUARY, 1972

151

No. 1

Court Forces Administration To Comply With Memorandum

Gun Control for S.F. Police

On November 19, 1971 in compliance with Section 9 of the Memorandum of Understanding, Chief Donald Scott forwarded a copy of his proposed Firearms Use Policy to the Association's Labor Relations Committee. Within days Jerry D'Arcy, President of the Association, notified the Police Commission that the Association desired to "meet and confer" on this most vital Departmental rule change.

On December 1st, December 15th, and January 4th Labor Relations Committee members Jerry D'Arcy, Jerry Crowley and Mike Hebel met and conferred with the Police Commission on the Firearms Use Policy.

On December 8th and December 14th, President D'Arcy held emergency meetings with the Association's Board of Directors; during which the Board was fully apprised of the proposed policy and its implications for the safety of policemen on the streets. The Board unanimously rejected the Chief's proposed Firearms Use Policy and directed the Labor Relations Committee to prepare a questionnaire for dissemination to the membership. Of those participating in the questionnaire, the vast majority (531 to 112) voted to support their Board of Director's position in rejecting the Firearms Policy; additionally, the participants directed the Labor Relations Committee to negotiate for a modified Firearms Use Policy.

Since almost one-third of the questionnaire participants submitted comments, the Labor Relations Committee analyzed these comments and used them as the basis for proposals submitted to the Commission.

During the three "meet and con-

fer" sessions with the Commission, Labor Relations Committee members D'Arcy, Crowley and Hebel submitted alternate proposals. The Committee's alternate proposals included a modified Firearms Use Policy and the following list of specific recommendations:

1. that a minimum of four hours self-defense training be given weekly to each member required to perform duty in any unit in the department where use of firearms is imminent.
2. that each district station have at least one fully trained tactical unit available on all watches for back-up of district units.
3. that all police vehicles be maintained so as to operate at peak performances.
4. that all uniformed personnel be supplied with MACE and portable radios.
5. that the Department conduct frequent roll call sessions concerning the Firearms Use Regulation.
6. that all civilians in Communications be replaced with police officers to best insure the safety of street officers.
7. that a security ward be established at the San Francisco General Hospital.
8. that officers be trained in the use of shoulder weapons.
9. that the Firearms Review Board include "two members holding the same rank and assigned to the same major organizational unit as the member appearing before the Board; these two members to be selected by the member involved in the investigation."

Each and every one of these nine proposals was rejected by the Commission. The Commission did, however, indicate a willingness to discuss them further at a later meeting.

At the meeting of the Police Commission of January 5, 1972 the Commission adopted a Firearms Use Policy to become effective on the 19th day of January, 1972.

It must be noted, however, that the Association's involvement in the Firearms Use Policy was significant for several reasons:

- due to the Memorandum of Understanding, this was the first opportunity that the Association has

Judge Orders Commission To Show Cause

On Monday, January 10th, President Jerry D'Arcy received a copy of an Intra-Departmental Memorandum signed by Supervising Captain Jeremiah Taylor issued to every station captain the Chief of Inspectors and the Bureau of Personnel. In the memo Captain Taylor said, "It is the Chief's direction that the recent Memorandum of Understanding received from the San Francisco Peace Officers' Association is not to be considered implemented or in effect until written orders are received so declaring it.

All personnel are expected to continue to comply with all present rules and procedures of the Department."

Immediately upon reading this memo President D'Arcy contacted labor relations committee members Mike Hebel and Jerry Crowley; together they attempted to establish the validity of the Captain's statements. Checking with Captain Taylor, the three were told that he (Capt. Taylor) was acting on instructions from Chief Scott.

When D'Arcy talked to the Chief, he was told that several Captains had asked which took precedent, the Memorandum or existing rules in the Rules and Procedure Manual? The Chief stated that he was notified by the Commission that present rules couldn't be changed and things will have to stay as they are now.

Going up the ladder President D'Arcy spoke with commission president Elmo Ferrari concerning this allegation. President D'Arcy related that the commissioners attitude was vague and the impression was that the police commission would implement the Memorandum at their leisure.

At this point it was decided to call in the services of our Association Attorney Beirne and O'Bryne. They were advised by our attorneys that the department's memo constituted a "Breach of Faith," as the Memorandum of Understanding was a legal contract, backed also by the City Attorneys' Office.

Another attempt was made to rectify this misunderstanding by our attorneys. Beirne and O'Bryne personally contacted Commissioner Ferrari but related that their conversation was totally unproductive, that they failed to receive any satisfaction from the commissioner and they advised the president that if the police commission is not going to abide by its own contract the only recourse open to us was through the courts.

President D'Arcy, after deliberations with our counsel and the labor relations committeemen directed the attorneys to seek legal action to forestall this maneuver by the ad-

ministration. A writ of mandate was then prepared and immediately taken to City Hall which Superior Court Judge Byron Arnold signed. This is what was contained in the writ of mandate:

WILLIAM T. BEIRNE
O'BRYNE AND BEIRNE
Attorneys at Law
350 Parnassus Avenue, Suite 205
San Francisco, California 94117
Telephone: 661-9988

Attorneys for Plaintiffs

SUPERIOR COURT
OF THE STATE OF CALIFORNIA
FOR THE CITY AND
COUNTY OF SAN FRANCISCO

640-890

ALTERNATIVE WRIT OF
MANDATE

GERALD C. D'ARCY, GERALD A.
CROWLEY, DONALD H. DERENALE,
MICHAEL S. HEBEL, and the SAN
FRANCISCO POLICE OFFICERS
ASSOCIATION

Petitioners,

vs.

ELMO E. FERRARI, RICHARD K.
MILLER, WASHINGTON E. GARNER,
M.D., Members of the San Francisco
Police Commission, DONALD M. SCOTT,
Chief of Police of San Francisco, and
JEREMIAH P. TAYLOR, Supervising
Captain of the San Francisco
Police Department,

Respondents.

THE PEOPLE OF THE STATE OF CALIFORNIA TO THE RESPONDENTS,
ELMO E. FERRARI, RICHARD K. MILLER, AND WASHINGTON E. GARNER,
M.D., MEMBERS OF THE SAN FRANCISCO POLICE COMMISSION, DONALD M. SCOTT, CHIEF OF POLICE, AND JEREMIAH P. TAYLOR, SUPERVISING CAPTAIN OF THE SAN FRANCISCO POLICE DEPARTMENT:

WHEREAS, it appears by the verified petition of GERALD C. D'ARCY, GERALD A. CROWLEY, DONALD H. DERENALE, MICHAEL S. HEBEL, and the SAN FRANCISCO POLICE OFFICERS ASSOCIATION, Petitioners,

—Continued on Page 5

Police Reorganization, Good or Bad?

By Gale W. Wright

Many men have asked me, "Now that we won it, how will it work?" We have until July 1972 to work it out. However, to satisfy those who would like to know the answer, I tell them MY plan. I have a voice in the final package and so this is how I would like to see it work, if I had my way as a member of the Board.

Five Year Plan for Police Reorganization:

Year One: Grandfather 68 Patrolmen to Assistant Inspector. Set-up and conduct Civil Service Examinations for Assistant Inspectors.

Implement criteria and salaries for Patrolman II & III.

—Continued on Page 10

President's Corner

What's In Store For 1972

1972 is going to be The Year For the Patrolmen. Why? Because patrolmen and sergeants are the ones who perform the most hazardous duties. With the Passage of Proposition E., it can be accomplished this year. Let's get specific: here is what I am talking about:

#1. Ballot Measures for 1972

This is an area which will present real problems during this coming year. We intend to select a ballot measure that has a chance of passage. Our record for 1971 speaks for itself—IN 19 YEARS WE'VE HAD TWO WINNING BALLOT MEASURES AND ONLY ONE OF THEM CONCERNED POLICEMEN ALONE. We intend to see that in 1972, the second winning ballot measure for policemen will be passed.

#2. Medical and Dental Plan

Policemen, like other employees, are entitled to benefits affecting them on their job. For this reason, 1972 will be the year to obtain a fair and equitable medical and dental plan for all members of our Association.

#3. Career Incentive Program

The Police Commission has informed me that they are in favor of recommending extra compensation for patrolmen and sergeants under a career incentive program. We intend to go all out in 1972 to see that this promise is fulfilled.

#4. For Men In the Traffic Bureau

I predict that there will be attempts to replace our brothers in the Traffic Bureau with civilians. We shall fight any attempt to do this. In fact, we have already introduced Court Action against a plan designed to create CIVILIAN SUPERVISORS within the Traffic Bureau.

#5. Fair Working Conditions

During 1972 our ON THE JOB working conditions must be strengthened and protected. Already there have been attempts to split us up by arbitrary transfers. No one argues with the precept that management has the right to move personnel, but not at the expense of the employee's morale.

#6. The Exodus From Ward 45

The dilemma of Ward 45 should be on the way to being solved during 1972. Thanks to the efforts of the TWU (Transport Workers Union), we are paving the way for the elimination of Ward 45. We should also thank several of our own members who took the time to document bad experiences at Ward 45. We shall forcefully pursue our removal from Ward 45 during 1972.

#7. Unsafe Equipment

During 1972 there will undoubtedly be attempts made to cut the department budget, particularly in the area of equipment. No adequate reason can be offered as to why San Francisco's Finest should have to operate with anything less than first class equipment. We shall fight any attempt to deprive our members of these necessary tools.

#8. Say NO To Civilian Review Boards

I am certain that during 1972 there will be the usual PRESSURE GROUPS who will seek the implementation of the Civilian Review Board. Only a strong, forceful, unified Association can stop these groups from gaining a foothold. If the day ever comes that we are subjected to a Civilian Review Board, we are doomed. Remember, we are living in an age of PRESSURE GROUPS, and if enough pressure is applied to the leaders of our community who hold their jobs by the political process, then they have but only one course to take: That is to submit to the strongest pressure group. ONLY IF WE RETAIN OUR STRENGTH AS A FORCEFUL, ORGANIZED BODY, CAN WE OVERCOME THE PRESSURE

FROM GROUPS WHO WOULD IMPLEMENT SYSTEMS THAT WOULD SUBVERT OUR EFFEC-TIVENESS.

#9. Effective Representation

a. Our members will undoubtedly be involved in incidents which will require association representation. We must develop a system which will provide for this as soon as possible.

b. Now that we have a grievance procedure, we will need experience in using it. It has taken me a whole year just to get it implemented and accepted by the department. Now we must create an efficient, effective method for handling our member's grievances.

c. The Screening Committee system, though structured with good intent, must be reorganized along more effective lines during the next year, so as to solve the problem of where we actually will draw the line on representing our members. Guidelines should be drawn by our legal staff, for approval by the membership.

#10. Strong Anti-Libel Position

During the past year we have served notice that we shall not sit idly by and allow our members to be SLANDERED OR LIBELED without taking some retaliatory action through legal process. There is an old saying: "IF YOU ACT LIKE A DOOR-MAT, YOU'RE SURE TO GET STEPPED ON." During 1972 we must maintain the declaration that we will seek recourse against those who would libel or slander us.

#11. Fair Employment Standards

On a federal level, we intend to seek the same rights granted to private employees. Don't forget the fact that on the Federal level, police officers are the ONLY employees without representation on the Wage and Price Control Board. Even the fire-fighters are represented through the AFL-CIO. 1972 promises to be the year for the policemen.

#12. Two Priorities on the State Level

a. We shall be attempting to provide that all Calif. cities enter into collective bargaining with police officers. Why should we have less rights than the people we protect?

b. We shall also seek passage of a law to prevent cities from legislating residency rules for their police officers.

#13. Retirement Benefits

Members who are looking forward to retirement will be considered in our plans for 1972. We must improve our retirement benefits on a yearly basis. Retired members should be included in these plans.

IT'S UP TO YOU

These are only some of the many challenges we face during 1972. IT WILL ONLY BE BY JOINING TOGETHER UNDER THE BANNER OF FORCEFUL LEADERSHIP THAT OUR FUTURE GOALS CAN BE ACCOMPLISHED. NO ONE RESPECTS WEAKNESS, DISUNION, OR LACK OF TEAMWORK. TO MOVE AHEAD, WE MUST SHOW STRONG LEADERSHIP AND DETERMINATION.

Fraternally, Jerry D'Arcy

**SGT. KELVIN R. BROWN
TAX CONSULTANT**
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President's Rebuttal To KGO-TV

During the week of Dec. 6th, KGO TV, in a so-called police reform editorial recommended the adoption of a special group of investigators, APART FROM THE POLICE DEPARTMENT, AND NON-MEMBERS, under the Police Commission, to investigate citizens' complaints.

The following is a rebuttal to that editorial which was made by our President, Jerry D'Arcy, and shown an equal number of times.

"KGO has endorsed a separate unit under the Police Commission to investigate police activities in the deprived areas.

"When an incident now occurs the Police Officer could be investigated by the Police Chief, Police Commission, Board of Supervisors, the Mayor, the City Attorney, District Attorney, U.S. Attorney, the F.B.I., the Grand Jury and/or the Federal Grand Jury.

"KGO's cry for additional investigative units tends to suggest to the law abiding citizens of the deprived areas that all these present investigative units are engaged in a massive conspiracy against them.

"We agree that the highest rate of crime occurs in the deprived areas of our community. But, unlike Channel 7, we argue that investigation of Police is not what the law-abiding citizens of the deprived areas really want. I would submit in closing that the victim of crime in the deprived areas is more concerned with increased protection by Police rather than with investigation and intimidation of the Police who provide that protection."

(The above rebuttal was written by Jerry Crowley, CHRMN., Labor Relations Committee.)

FACTS ABOUT THE "MEMORANDUM OF UNDERSTANDING"

by Tom Dempsey

Jerry D'Arcy, Jerry Crowley, Mike Hebel and crew recently signed a MEMORANDUM OF UNDERSTANDING and in glowing terms described its importance and benefits on your behalf. In a recent edition of the Notebook, I asked why this important document was not brought to the membership for ratification? I was informed by D'Arcy and his crew that I did not know what I was talking about and they were the experts. Following is a few facts that YOU should know about the MEMORANDUM OF UNDERSTANDING.

1. Police Commission has the final say on transfers and grievances.

2. D'Arcy, Crowley, Hebel and crew signed a contract without ratification by the membership, to a no strike or work slowdown clause.

3. No un-recorded sessions of interrogation, including the recess period.

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The POA and The 3 R's

Politics in itself, is neither good nor bad. In its broad definition, politics refers to the full set of means by which authoritative decisions are made, which are binding on all persons within the bounds of a given political jurisdiction. A political candidate or a political organization only becomes "good" or "bad" when measured against an "ideal model" of what you feel that candidate or organization should be, and what you feel he/it should do. Of course, there are probably as many different "ideal models" as there are individual persons in our society. Nevertheless, there are three function related criteria which may be used to evaluate any political candidate or organization. These are Responsiveness, Representation and Responsibility: the "three R's."

The predominant governmental form in the U.S. is what is called a "representative democracy," in which the people do not directly participate in government decision making. Rather they elect representatives to make decisions for them. (An exception to this principle would be initiative and referendum measures which are decided by direct vote of the people —(City Propositions, for example.) Keeping the voter-representative relationship in mind, let us briefly examine the present SFPOA administration and organization in terms of the "three R" model.

First, consider Responsiveness. A "good" political candidate or organization is sensitive to the demands of the electorate. The present POA administration recently conducted an attitude survey of the whole SFPOA, the first of its kind anywhere in the U.S. This survey, the "Bacarri Survey," permits a detailed evaluation of precisely what San Francisco Policemen want. The establishment of vigorous grievance, insurance, legislative, labor relations, and other committees has afforded the rank and file of the POA an accessibility to POA leadership and action that has never before been equaled in POA history.

Next, consider representation. A "good" political candidate or organization strongly represents and defends the particular demands of his/its constituents. The record of the present POA administration's actions in behalf of its membership has far exceeded those of all past in the areas of defending members against arbitrary disciplinary actions, seeking improved working conditions, and pursuing desired legislation at State and Local levels. Self-interest and fear of "rocking the boat" are definitely not characteristic of the present POA administration, as they have been of all past POA administrations.

And finally, consider responsibility. A "good" political candidate or organization is one that can be held closely responsible for carrying out the will of his/its constituents. The present POA administration has conscientiously attempted to hold itself responsible for recognizing and representing the demands of the whole POA membership. For example, it is no secret that the POA leadership (along with most of the uniformed members of the Department) initially opposed the "blanketing-in" clause in Proposition E for assistant inspectors. However, once the Board of Directors adopted the blanketing-in provision, the POA administration supported Proposition E in the interests of the non-uniformed as well as uniformed members of the POA. And in spite of the unpopular blanketing-in provision, Proposition E will provide for meaningful

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NOTEBOOK

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Annual Report of Legal Counsel

Since being designated legal counsel for the San Francisco Police Officers Association, the Law Firm of O'Byrne and Beirne has engaged in the following activities on behalf of the Association:

1. At the request of the Officers, Board of Directors and Screening Committee of the Association, the firm has made itself available on a twenty-four hour basis to respond to any situation wherein it is deemed that legal assistance is required on behalf of a member, following a determination by an officer of the Association or a member of the Screening Committee, that such legal assistance was of immediate necessity. On one occasion, and by necessity, interviews of persons involved in a very serious incident were conducted in the firm's law offices at 4:00 o'clock in the morning. The firm has not confined itself to 9:00 a.m. to 5:00 p.m. representation, but has made every effort to make itself available to the Association at any hour of the day, should the need arise.

2. There is currently pending in the Superior Court of San Francisco, a suit for defamation brought by a member of the Association, which action is of major importance to all Association members in that it will establish that police officers shall not be subject to slander without being accorded due legal recourse.

3. On four separate occasions, the firm has represented members of the Association who were under investigation by the Federal Bureau of Investigation. The approach to representation in matters involving federal complaints has been co-operation with the FBI, while at the same time protecting the individual rights of the officer involved.

4. A civil suit is currently under submission in the San Francisco Superior Court, seeking benefits for veterans of military service, who were reached for certification as police officers, while on active military duty.

5. With the authorization of the Screening Committee, the firm represents members charged with a criminal offense. In May of 1971, the firm was successful in obtaining the dismissal of felony charges against a member prior to preliminary hearing. Other matters are currently pending.

6. Communications have been established with the State Legislature, the Board of Supervisors, and various local administrative agencies concerning matters of interest to the Association.

7. A suit is currently being prepared on behalf of the Association challenging the residency requirement as enacted by the Board of Supervisors.

8. Several members have been represented before the Police Commission in matters pertaining to suspension from the Department or appeals from Chief's suspensions.

9. The firm has made itself available to the various committees of the Association by advising and assisting the committees in regard to any legal problems which arise.

10. The firm has likewise assisted and advised the Officers and Board of Directors of the Association in legal matters.

The foregoing enumerated legal activities of the law firm of O'Byrne and Beirne are couched in general terms in that each suit or representation involves a member of the Association and the affected member may not wish disclosure of his name in a report of this nature. However, in regard to those activities which are of general benefit to the Association, the Officers of the Association, the Board of Directors and the members of the various committees have free access to those files, and the information contained therein.

ICPA Report

FEDERAL POLICE UNION — that is what the International Conference of Police Associations will be by July 1972.

At the recent winter conference of the ICPA held in Kansas City, it was voted by the assembled Vice-Presidents to change the name of the ICPA to the International Conference of Police Unions. The change will take place at the upcoming summer convention this year.

This is not to mean that the ICPA will become a labor union. The intention is to restructure the organization into a police officers' union, devoted to representing policemen as professionals in the law enforcement field.

This movement, although long in coming, is not surprising. Policemen nation-wide as a whole have been slow to get involved in the management-labor field, this is possibly attributed to the close relationship most law enforcement agencies have to the military organizational structure. Not really considered a professional and not really considered a member of the labor force policemen now find themselves left out in the cold.

WHY A POLICE UNION? — Heretofore the only nationwide spokesmen for the police, other than federal law enforcement, has been the IACP, the International Association of Chiefs of Police. Because of their influence as department heads this organization has considerable influence, but the IACP doesn't speak for the policeman nor represent the thinking of uniformed police officers. The IACP has a prodigious reputation in the law enforcement field, yet all they really speak for are Chiefs of Police.

• Because, we the police, have failed to acquire a strong voice and lobby in Washington, D. C. many laws have been passed not in our best interest.

• The ICPA is looked upon as another one of those police social organizations therefore decreasing our lobby effect. Federal legislation does effect everyone of us, as we are finding out.

We now have the opportunity to become the Police Union. Our decisions will determine to a great extent the future of law enforcement in this country.

This year federally we stand a good chance of passing three bills that directly affect each of us.

1. U. S. Income tax exemption for Police Officers for the first \$2,500.00
2. A national police officers Bill of Rights.
3. A federally financed life insurance program.

A full report of the ICPA meeting is available to any member upon request. For your copy call 553-1188 and this eight page report will be mailed to you.

—Gale Wright

If you have a question you would like answered by the Association call:

**Code-A-Phone ext. 1188
Day or Night**

Give your name and unit assignment, then your question. Your request will be acted upon, and you'll receive an answer as soon as possible.

It has been the firm's pleasure to serve the San Francisco Police Officers Association during the past year, and both Bill O'Byrne and Bill Beirne look forward to the pleasure of continuing to serve the Association. Best Wishes for the New Year!

Sincerely,
O'BYRNE AND BEIRNE

Meet Ethel George



Pictured above on the Code-A-Phone is our Secretary Mrs. Ethel George while waiting his turn is Labor Relations Committee Chairman Jerry Crowley.

The next time you call the Association number and a woman answers, don't hang up! Chances are it'll be the SFPOA's most recent prized possession, our secretary, Mrs. Ethel George.

Mrs. George comes to us after retiring from operating her own business, a dry cleaning establishment on West Portal Avenue. Running her own business was not Mrs. George's only claim to fame however, prior to her ten years on West Portal Ave., she worked for many years as Credit Manager for Smith and Crawford and Associated Radio, both electronic firms. As she puts

it, "For more years than I care to remember."

The Association can consider itself extremely fortunate to count Mrs. George as one of our accomplishments. Since her appearance and hard work, the office has been put into first rate order and is operating smoothly and efficiently.

So make it a point to call up soon and say hello, but better yet, why not come on down to 548 - 7th street and see for yourself. It's on the way to the Hall and open 'til 5 p.m. Monday thru Friday.

William Hemby
Editor

The Three Horsemen Of Apoplexy

On Wednesday, January 12, 1972 I attended a Police Commission hearing wherein the closing of two police stations, Park and Southeast (Potrero) was supposed to be discussed. It was discussed, but by one side only — from the Administration's.

The abrupt decision to drop the two stations was timed to coincide with the Commission's Wednesday meeting. The public, as a whole, really did not have a chance to voice any objections, nor was the P.O.A. notified, except through the newspapers.

The eulogy of Park and Southeast was delivered by Supervising Captain Taylor in his most Pattonish manner. He stated what a tremendous savings the city would realize. \$104,000 in not fortifying the two stations; \$24,000 a year saved in operating costs; \$30,000

saved in elimination of buildings and grounds guards; and so on until you realize roughly a savings of \$175,000. (Does he relate this savings to the value of an individual's life I wonder?) I really don't think the citizens in these areas are worried about \$175,000 in savings. They're concerned in police protection and the elimination of neighborhood stations does not increase police protection of our citizens within those affected neighborhoods.

At the meeting President D'Arcy spoke in behalf of the Association and reminded the Police Commission they were in violation of the State Code, regarding labor relations, and in violation of the Memorandum of Understanding regarding employee-employer relations. After pretending to listen, our illust-

—Continued on Page 11

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Last year San Francisco cops saved 423 lives. And nabbed 13,136 felons—including 121 murderers.

While you complained about that ten buck parking ticket, our cops made it a lot harder for your kid to become a junky.

Four of their colleagues were shot and killed in the line of duty.

545 were hospitalized.

But our police were able to reduce The City's crime rate by 10 percent.

They provided many needy families with food

and clothing using cash from their own pockets. On their own time.

So if you run across a cop who seems a little impatient, remember that his department was made brutally short-handed in 1970. By eight hands.

Public Service Tribute To San Francisco Policemen

Time magazine, as a matter of policy, sets aside space periodically for public service advertising. This advertising is then selected from ads submitted by various advertising and public relations agencies.

Botsford Ketchum Inc., a leading public relations agency, decided to submit an ad in behalf of the police officers of San Francisco. For their theme, they took the idea of police brutality, put a different twist to it, and came up with the ad picture (left). This advertisement appeared as a full page ad in the December 27th edition of Time Magazine.

In addition, Botsford Ketchum at the same time produced a thirty second television film on the same idea and distributed it to all Bay Area television stations as a public service. Association President Jerry D'Arcy has sent a letter of appreciation, thanking Botsford Ketchum for this fine service in our behalf.

A copy of this 30 second film has been loaned to us by the firm, and will be shown at the next Board of Directors meeting, Tuesday, January 18th, at 12:30 p.m., 548-7th Street. If you would like to sit in on the viewing, be sure to be at the Association office by 12:30 p.m. that day.

—Editor



San Jose P.O.A. Plea For Assistance

Dear Brother Officers:

On September 19, 1971, following a car stop in the City of San Jose, Officer Rocklin Woolley shot and killed the driver of the automobile. Off-duty Officers Darrell Richter and Robert Watts also were involved.

Officer Woolley was indicted by the Grand Jury of the County of Santa Clara on November 3, 1971 for Felony Manslaughter and alleged illegal mace.

On November 5, 1971, Officer Woolley and Watts were dismissed and Officer Richter was suspended for six weeks.

Honorable James B. Scott, Judge of the Superior Court, wrote an order restricting any comment directly or indirectly to the news media. We enclose a copy of that order and would ask that it be honored by you.

Trial date for Officer Woolley has been set for December 13, 1971.

We in the San Jose Peace Officers' Association and Local 170, Police Union, have and will support these Officers as long as needed. We have expended over \$20,000. for the legal fees this year in defense of our members. We are now approaching the end of our resources. We will attempt to double our dues shortly and have made a public appeal for funds for legal defense.

We ask you, Brother Officers, to help us in any way that you can.

Police Wives Happening

By Mary Machi

As Chairman of the 1972 "Centurion New Year" Dance, held on January 8, 1972, I would like to thank everyone who supported our dance and the raffle. The children at the Recreation Center for the Handicapped will certainly appreciate it.

I would also like to thank all the girls in the club who worked so hard to make the dance the success that it was; in particular, the committee chairmen, tickets — Gene

—Continued on Page 8

We need financial support immediately. We believe that the defense of this case alone will exceed \$40,000 in cost. We wish to provide the best defense possible for all three officers. We want due process for these policemen.

Any assistance that you can give should be sent to:

Police Officers Assistant Fund
c/o First National Bank of San Jose
890 No. 1st Street
San Jose, California 95112

Sincerely,
Phillip O. Norton
President, San Jose Peace
Officers' Association

Earl Mc Clure
President, Local 170,
Police Union

THE POLICEMAN

A policeman is a composite of what all men are . . . a mingling of saint and sinner . . . dust and deity. Cold statistics wave the fan over the stinkers . . . underscore instances of dishonesty and brutality because they are news. What that **really** means is they are exceptional, unusual—not commonplace. Buried under the froth is the fact that less than one half of one percent of policemen misfit that uniform. And that's a better average than among clergymen.

What is a policeman made of? He of all men is at once the most needed and the most unwanted . . . a strangely nameless creature who is "sir" to his face . . . and "fuzz" behind his back.

He must be such a diplomat that he can settle differences between individuals . . . so that each will think he won . . . but . . . if the policeman is neat, he's conceited. If he's careless, he's a bum. If he's pleasant, he's a flirt. If he's not, he's a grouch.

In an instant he must make decisions which require months for a lawyer. But if he hurries, he's careless. If he's deliberate, he's lazy.

He must be first to an accident . . . infallible with a diagnosis . . . he must be able to start breathing, stop bleeding, tie splints and above all be sure the victim goes home without a limp, or expect to be sued.

The police officer must know every gun . . . draw on the run . . . and hit where it doesn't hurt.

He must be able to whip two men his size and half his age . . . without damaging his uniform and without being brutal. If you hit him, he's a coward. If he hits you, he's a bully.

A policeman must know everything and not tell. He must know where all the sin is and not partake.

The policeman must, from a single human hair, be able to describe the crime, the weapon and the criminal . . . and tell you where the criminal is hiding. But if he catches the criminal he's lucky . . . if he doesn't he's a dunce.

If he gets promoted he has political pull. If he doesn't, he's a dullard.

The policeman must chase bum leads to a dead end and stake out ten nights to tag one witness who saw it happen, but refuses to remember.

He runs files and writes reports until his eyes ache to build a case against some fellow who will get dealt out by a shameless shamus or an honorable who isn't.

A policeman must be a minister . . . a social worker . . . a diplomat . . . a tough guy . . . and a gentleman. And of course he will have to be a genius, for he will have to feed a family on a policeman's salary.

"Memo" Compliance Ordered

Continued from Page 1—

ALD A. CROWLEY, DONALD H. DE RENALE, MICHAEL S. HEBEL and the SAN FRANCISCO POLICE OFFICERS ASSOCIATION, that there has been a failure to abide by the terms and conditions of the "Memorandum of Understanding" existing between the San Francisco Police Commission and the San Francisco Police Officers Association since October 28th, 1971, unless respondents are compelled to abide by the terms and conditions of said "Memorandum of Understanding" as of the date previously indicated; and

WHEREAS, it appears from said verified petition that petitioners have no plain, speedy, and adequate remedy at law, and that an Alternative Writ of Mandate should issue;

NOW, THEREFORE, we do command you, immediately upon receipt of this Writ, to abide by the terms and conditions as set forth in the "Memorandum of Understanding" a copy of which shall be attached to the Petition for Writ of Mandate accompanying this Order, or that you show cause before this Court at the Courtroom thereof, Department Nine, located in the San Francisco City Hall on the 21st day of January, 1972, at the hour of 9:30 a.m. why you have not done so.

This Writ shall be served on respondents and filed on or before the 12th day of January, 1972.

The written return, if any, to this Writ shall be served and filed on or before the 14th day of January, 1972.

WITNESS,
Dated January 11, 1972

Byron Arnold
JUDGE OF THE SUPERIOR COURT

It will now be up to the Departments' Administrations to either "abide by the terms and conditions" of the Memorandum of Understanding or else appear in court on January 21st, 1972 and explain why they have not done so.

P.O.A. and 3 R's

Continued from Page 2—
reforms in areas other than merely starting an open competitive selection system for investigative positions. For example, the POA has requested the Police Commission to adopt modifications for the ranks of Patrolman and Sergeant to allow for night work incentive, educational incentive, experience incentive, training incentive, hazardous duty incentive, and many others, all of which can be arranged through Proposition E. (Educational and night work incentives were requested for all ranks).

Finally, of course, the POA administration is (as are all other political candidates and organizations) held responsible for its "stewardship" through voter support or non-support at the polls. Obviously, I am not writing from a neutral point of view; to claim such would be dishonest. I firmly believe no other candidates can or would match the uncompromising unselfish efforts put in by Jerry D'Arcy and his team in behalf of the whole POA membership. They have already raised the power and effectiveness of the POA to a new high, and would continue to do so in the future.

Tony Balzer

Testimonial Dinner

for

Carl E. Perscheid

47 YEARS SERVICE — 70 YEARS OLD

"Oldest Known Solo in Existence"

WED., 26TH JAN., 1972

at

MINERVA CAFE

136 EDDY

7:00 P.M.

Limited Amount of Tickets — \$8.00

Contact — Traffic Bureau

Tickets include
tax, tip, wine and entertainment

Association on

The Air

SUNDAY, JAN. 23, 1972
AT 9:00 P.M.

JERRY D'ARCY, JERRY CROWLEY, JOE PATTERSON AND MIKE HEBEL WILL BE INTERVIEWED BY MR. JACK ANDERSON, PUBLIC AFFAIRS DIRECTOR, ON STATION K101'S POPULAR PROGRAM ENTITLED "PROCESS." (101.3 on the FM dial)

During this hour long program your Association members will discuss:

1. the Association survey and its impact on law enforcement in the State of California
2. the Memorandum of Understanding as a vehicle for granting dignity to a police officer
3. gun regulations and the transfer of the "TAC Squad"
4. proposition E as it regards elevating the status of patrolmen and sergeants and granting them additional compensation

5. many other items of interest to police officers and the public

It is a tribute to both Mr. Anderson and Mr. James Gabbert, owner and general manager of K101, in that they recognize police officers are a vital part of the community and as a vital part deserve an opportunity to express themselves. Mr. Anderson has taped the program and will make it available to any group desiring its use.

Check It Out

When someone told Tom Dempsey he didn't know what he was talking about, when it concerns his knowledge of the Memorandum of Understanding — that person was correct.

Most employer-employee contracts are written annually with no provision for re-negotiating in between. Section 2, paragraph 4, of our contract provides for re-opening of negotiations during the term of the Memorandum. This was provided by members who negotiated the contract to cover situations which might be unsatisfactory to the membership.

The Memorandum has only been in effect for several weeks and already the following benefits have resulted from it:

1. A member who was booked on a criminal charge was provided immediate legal assistance and neither his PHOTO or HOME ADDRESS appeared in the press thanks to Section 6, para. 2f.

2. A recent departmental teletype ordered that in the future members could accumulate up to 160 hours of compensatory time and use up to 80 hours with their vacation. (See Sect. 3)

3. A "Firearm Policy," not satisfactory to the membership and scheduled for implementation, was delayed until it could be negotiated and modified, thanks to Section 9 of the Memo.

4. Dozens of brother-members, who might have been fearful of intimidation prior to the Memorandum, submitted grievances which will be handled in a dignified, efficient manner. (See Section 6, paragraph 4 of the Memorandum.)

5. Members who inspected their personnel file under Section 28 of the Memorandum and found incorrect material had the material expunged.

6. Thanks to Section 11 of the Memorandum your Association will have an equal voice in deciding what Safety Equipment your department will provide for you.

NOW ASK YOURSELF: WHY WOULD ANY BROTHER POLICE OFFICER WANT TO DEPRIVE YOU OF THESE AND ALL THE OTHER BENEFITS SPELLED OUT IN THE MEMORANDUM OF UNDERSTANDING?

YOU WILL RECEIVE YOUR PERSONAL COPY OF THE MEMORANDUM OF UNDERSTANDING VERY SOON. WE URGE YOU TO READ IT AND DRAW YOUR OWN CONCLUSIONS. Jerry Crowley

Insurance News

We are very pleased with the way the police auto and homeowner insurance program is going. It has realized considerable savings for many of our members.

One important point has been brought to our attention by the Healy Insurance Agency. The entire program, through economics and expediency, is a computer controlled operation. As we are all aware, this is not without problems, and not only the insurance business has been affected by this procedure. If it happens that a mistake has been made, a rate is too high or there is any irregularity, call Healy Insurance Agency immediately. They are OUR AGENT and their interest is in seeing that any program they initiate in the SFPOA runs smoothly.

It should also be brought to the officers' attention that the auto-homeowner insurance program will create savings for approximately 95% or more of the members; however, in some instances this will not be the case. Auto insurance, particularly, is rated on an individual basis. The rate classification is affected by accidents, type of car, use of car, age of drivers and all drivers' MVRs. This may cause a variance in rates; however, if a question arises in this regard, Healy Insurance Agency is there to answer your questions and will do everything possible to straighten out any problem which may exist.

The program as set up by the Travelers Insurance Company is an excellent program. We do not anticipate problems, but some will come up and Healy Insurance Agency is eager to make any adjustments necessary to assure the success of this program.

Facts—Memorandum Of Understanding

Continued from Page 2—

4. Copies of charges and letter of suspensions of any member of the Department shall be forwarded to the Association.

5. President of the Association shall be detailed full-time to conduct Association business and from time to time two (2) other members selected by the President may be detailed as necessary to aid the President.

6. There is procedure for transfer/or reassignment by a member. There is procedure for transfer/or reassignment requested by a commanding officer.

There is no procedure in the MEMORANDUM OF UNDERSTANDING for the one person, who makes all the transfers. THE CHIEF OF POLICE.

Transfer procedure follows the grievance procedure steps and the final say is still the Police Commission.

7. Most of the points in the MEMORANDUM OF UNDERSTANDING start out strong but somewhere along the line get watered down, as per example:

"Each member shall be entitled to a minimum of two (2) consecutive days off during each week of service," then watered down, "subject to charter provisions and emergency situations."

Another example — "The Commission agrees that members shall not be used, assigned or detailed as substitute employees in a situation where there exists an employee-employer dispute," then watered down, "except where lives or property are in imminent danger."

FOR RENT

22 Foot Winnebago Motor Home—Completely self-contained. Power brakes, power steering and air conditioned. For rent by the week or month. For information contact Al Boyd at City Prison—553-1441.

Confusing but not Amusing

In the December "Notebook", D'Arcy and his crew recommended that Secretary Tom Dempsey "read the Association's Constitution and By-Laws". The "Bluecoat" bunch must themselves be ignorant of what is contained therein. If not, why do they continuously refuse to operate in the manner prescribed by our Constitution and By-Laws?

At the November Board meeting, the "Bluecoat" bunch voted to accept the inaccurate and incorrect Treasurer's report over-ruled Secretary Dempsey's objections to same. We now see a substantially altered report published in the "Notebook"; it is, however, still inaccurate, incomplete and not in accordance with the Association Constitution and By-Laws. CONFUSING BUT NOT AMUSING!

At the last quarterly meeting, the membership authorized a total expenditure of \$45,000 for the two Police ballot measures. According to the campaign reports, \$51,475.00 was spent. Who authorized this additional amount? More important, a total of \$55,643.03 has been diverted from the savings accounts. This represents a difference of \$8,068.65 between the amount transferred and the amount of bills paid to date. Who authorized the transfer of these funds and on what were they spent? CONFUSING BUT NOT AMUSING!

Our examination of the financial status of the Association in November was very disturbing. After checking the revised Treasurer's statements, the situation is found to be even more severe. The below listed totals are as shown in the various monthly Treasurer's reports for the 9 month period from February thru November 1971 during which time the Association has been under the control of the "Bluecoat" bunch:

Balance on hand 1 Mar. '71
All Accts.: \$ 35,967.32

Less Loan Payments
on Proposition "I",
March-June: —6,685.22

Total: \$ 29,282.10

Total Income —
March thru Nov. 93,861.05

Total: \$123,143.15

Less Balance on
hand 30 Nov. '71,
All Accts: —10,861.93

Total: \$112,281.22

Balance due on Prop.
"E" loans, less
balance in Prop.
"E" checking accts.: 3,803.45

Total net amount spent March-

November 1971: \$116,084.67

Of the total amount spent by the "Bluecoat" administration during their first nine months in office, \$64,609.67 was spent on the operations of the Association. The total ANNUAL budget for this purpose is only \$47,477. Brother D'Arcy refers to "the first-class, business-like" Association; it looks more like a "luxury-class, bankrupt-bound" organization. CONFUSING BUT NOT AMUSING!

"Bluecoat" D'Arcy makes much of the fact that our dues weren't raised nor was an assessment levied during his administration. The only reason this didn't occur was that he "inherited" a surplus in excess of \$29,000.00 when he took office. Ask yourselves what the prospects are for next year if you allow the "big-time spenders" to return to office for another term. CONFUSING BUT NOT AMUSING!

The DEMPSEY-LEHANE-CHRISTENSEN ticket has no objection to any legitimate, necessary expense incurred on behalf of the Association and its membership but we do feel that no expenditure should be made until such time as it be determined: (1) That there are sufficient funds available; (2) That the benefits to the membership are sufficient to justify spending whatever sum of money is involved; and (3) That the proper authorization as may be required by the Constitution and By-Laws is obtained.

Tom Dempsey

REMEMBER TO VOTE



Jerry D'Arcy, Jerry Crowley, Joe Patterson

1972 BLUECOAT PLATFORM

Preamble: Consistent with the "Bluecoat" philosophy, we shall continue to forcefully represent the interests of all members of the Association.

1. 1972 — THE YEAR OF THE PATROLMAN — the passage of Proposition E in November, 1971 has provided a career path for patrolmen and sergeants.
 - a. Insure that the implementation of Proposition E benefits the patrolman and sergeants and does not result in a grab for top positions.
 - b. Elevate the prestige and status of the patrol force by providing extra compensation for patrolmen and sergeants.
2. Actively seek shift differential pay for all patrolmen who have to work nights.
3. Proposed use of ballot opportunities:
 - a. June ballot — retirement proposition which will include retired members.
 - b. November ballot — City paid health and dental plan.
4. Vigorous use of Grievance Procedure (detailed in the **Memorandum of Understanding**) to prevent arbitrary transfers.
5. Maintain firm policy of providing representation and legal counsel for members involved in internal department investigations and in criminal charges.
6. Utilization of Uniform and Safety Committee (established by the **Memorandum**) to establish and implement a schedule for replacement of hazardous and antiquated police vehicles and equipment.
7. Begin long range planning for an Association owned facility to provide:
 - a. An independent income.
 - b. Recreational and social facilities.
 - c. Business offices.
8. Straighten out the overtime mess.
 - a. negotiate for a department overtime system that is fair and equitable for all policemen.
 - b. Work towards the establishment of a system of being compensated for overtime worked within 30 days after it is earned.
9. Institute a Police Officer's Assistance Fund to financially assist members who are suspended without pay as a result of performing police duties.
10. Continue to vigorously work to repeal the residency rule on a local level.
11. Establish an Association public relations program to favorably project the image of the San Francisco policeman.
12. State level: work with the California Alliance of Police Associations (CAPA) to:
 - a. Attack residency rule on a state-wide basis.
 - b. Attain binding arbitration for police officers.
 - c. Include police officers in the State Fair Employment Practices Act which, among other things, would make it mandatory that overtime be paid at time and one-half.
13. Federal Level: work with the International Conference of Police Associations (ICPA) for:
 - a. Federal Police Officers Bill of Rights to insure equal protection for policemen in civil rights cases.
 - b. Exempting first \$2,500 earned by a policeman from federal income tax.
 - c. Establishing an independent professional police union.

This platform was adopted at the Third Annual "Bluecoat" Platform Meeting held on December 29, 1971 at the Del Webb Towne House.

Candidates, Changes Crowd Ass'n Election

The annual election of officers for the Association will take place this month. During the last week in January you will have a chance to vote for your choice of leaders and also an opportunity to change some of the sections of our Constitution.

Six candidates are running for the three top Association positions of President, Secretary and Treasurer. The seventeen spots on the Board of Directors have a total of thirty men competing.

In addition to voting for candidates to run the Association this year, you will be asked to voice your desires as to changing certain portions of our Constitution and Bylaws. Changes to the Constitution cover such topics as: Opening the Treasurer's Books to members inspection, appointing shift stewards in each unit to assist Directors, Procedures in event of Association election ties, Precision procedures, grievance provisions and Endorsing Political Candidates, which was a source of much controversy during last November's city elections.

FACT SHEET--

Gale W. Wright

Traffic Bureau Director SFPOA
The deeds of the POA for this year, 1971, have been dynamic. Our President has made every committee come to life. He has kept them busy, working for you and producing effective and beneficial results. I am pleased to have been part of this team, where many men were encouraged to work on committees to make our POA ever better.

In the past POA administrations, of which I was a member, only two or three men were the whole show. Obviously, the system has greatly improved, when hundreds are involved instead of just two or three top men.

This past year, I have been the Executive Secretary of the Board, and a member of the Legislative, CAPA, and election (Prop. "E") committees. Code-a-phone is one of my ideas. Got a question of the POA? Dial Ext. 188.

I believe I have kept the Traffic Bureau, in particular, and the membership in general, well informed as to what the POA may be doing at any particular time and why. By listening to my men, I feel their views have been represented at every Assn. meeting, function and activity that I attended. Please vote to keep me in office.

FOR PRESIDENT:

A Civil Service Lieutenant presently attached to Southern Station, detailed as Court Liaison Officer.

For the past 24 years, I have been active in the Association and am at present its Secretary.

Past President of the Board of Directors of the San Francisco Police Credit Union.

My activity in the Association includes being station representative and member of the Executive Board.

I have worked at Ingleside, Southern, Central, Mission, City Prison, Court Liaison Officer.

I oppose lowering the standards for becoming a policeman.

If elected President, I pledge you a dental plan and improved retirement benefits.

Tom Dempsey



FOR TREASURER:

Our Association has an annual income in excess of \$100,000.00; to adequately control this sum requires expertise in the accounting field. As a candidate for the office of Treasurer, I submit the following qualifications:

Education: Attended U. of New Mexico and U. of Nebraska (Accounting major).

Experience: Six years related work experience including more than three years as Asst. Manager/Treasurer of Police Credit Union.

Assoc. Experience: Former member of the Board of Directors.

Police Assignment: Sergeant assigned to Planning & Research with responsibility for the Capital Improvements Budget of the department.

Dave Christensen

For Board of Directors

I wish to announce my candidacy for Station Representative for Headquarters Company.

I have served as President of the SFPOA. I have also been President of the Board of Directors of the SF Police Credit Union. Since 1953 I have been Co-Chairman of the Blood Bank Committee.

My duties in the Police Department have been in the Traffic and Permit Bureau.

Carl Vogelsang



I wish to announce my candidacy for the board of Directors representing Headquarters Company.

My aim is to give you full representation at all times, at all meetings and report back to you on all matters affecting YOU in Headquarters Company.

My duties in the police department have been at Mission, Central, BSS and presently in the Juvenile Bureau.

Dan Nilan

FOR SECRETARY:

John Lehane, an active member of this Association for nearly twenty-five years.

Was member of Board of Directors representing Headquarters Company.

Was Association Secretary for three years, and later as Association President.

Eighteen years in the Patrol Division at Mission, Central and Potrero Stations. Assigned to Permit Bureau for the past seven years.

"Limited Tenure" Sergeant at Southern, Mission, Ingleside, and Northern Stations.

As a representative of this Association, I was personally involved in securing:

1. New retirement benefits.
2. Payment of sicktime at time of death or retirement.
3. Free uniforms.
4. Increase in number of sick days.
5. Recognition of Association by the City.
6. Corrections in the seniority involving "Limited Tenure" and "Like-Work Like-Pay" appointments.
7. Residency rule (30 mile radius).
8. 4 Hours court time.

John Lehane

LEAP YEAR

Depending on the outcome of this year's Association election, 1972 promises to be a Leap Year in more ways than one. Our Association, under the proper leadership, will be leaping ahead in many fields during 1972.

Employer-employee relations is one phase in which we have become involved. Until recently this phrase had no meaning in our police vocabulary. In a department where a General Order was treated like canon law and Permanent Orders were looked upon as scripture it was next impossible to comprehend such a thing as Employee Rights or a Grievance Procedure.

We are in the midst of San Francisco Policeman's industrial revolution. The idea of disagreeing with or rejecting administrative directives; of standing up and saying "No! you're wrong." or "You can't do that." was a concept so alien to most of us that to do such a thing was sacrilegious as well as downright foolish.

Others, who had dared to question that authority were dealt with swiftly. Immediate "punishment" transfers to such garden spots as the City Prison and Southeast (Potrero) Station was the fate awaiting such disrespect. Even today, although I don't ever recall having seen it written in our rules, we still sign all official memorandums as "Respectfully Submitted." As if the personage we are respectfully submitting our document to was the owner of an 18th Century counting house. I still think of three legged high stools and quill pens whenever I use that closing.

ELECTION LINEUP

When you receive your election ballot shortly, you will have an opportunity to elect three members to the offices of President, Secretary and Treasurer as well as one member as your station or unit director. Members of the Bureau of Inspectors, Traffic Bureau and Headquarters Company will have to choose two directors to represent them.

Running for the three top jobs are:

President	Jerry D'Arcy (Incumbent)
	Tom Dempsey
Secretary	Jerry Crowley
	John Lehane
Treasurer	David Christensen
	Joe Patterson (Incumbent)
	For the seventeen Directors spots:
Central Station—Co. A	Greg Clooney
Southern Station—Co. B	George Holmberg
	Frank Machi
Southeast—Co. C	Mario Busalacchi
	Bill Hemby
	John Robinson (Incumbent)
Mission Station—Co. D	
	Frank Coombs
	Tom O'Donnell (Incumbent)
Northern Station—Co. E	
	Mike Harrington
	Raymond Kilroy
Park Station—Co. F	
	Mike Pawsey
	Frank Wilson
Ingleside Station—Co. H	
	Bob MacDonald
	Mario Tovani (Incumbent)
Taraval Station—Co. I	
	Paul Chignell
Traffic Bureau—Co. K (Vote For Two)	
	Don Derenale (Incumbent)
	Gale Wright (Incumbent)
	Lee McVeigh
Crime Prevention Headquarters Company	
	Walt Garry (Incumbent)
Bureau of Inspectors (Vote For Two)	
	Bill Allen
	John Ruggiero (Incumbent)
Headquarters Company (Vote For Two)	
	Mike Hebel
	Frank Kalafate
	Dan Nilan
	Carl Vogelsang
Retired Men	
	Mike Barling (Incumbent)

Editorial Opinion

But now we are finally seeing the beginning of a meaningful employer-employee relationship. In this area alone there are many things to be accomplished in order to preserve our rights and individualism. Some would like to see our Department molded into a body of uniformed automatons under strict military decorum. To my way of thinking such a course would be a grave mistake not only for us, but also for the people we serve.

It would, of course, be wrong of me to paint a picture of our Administration as being totally to blame or uncaring in its actions. In recent years, due mostly to the foresight and modern thinking of many of our administrators our Department has advanced considerably, especially where procedures and policies effecting the uniformed police officer are concerned.

Unfortunately, Administrations have a tendency to bend before certain pressures, and are restricted from voicing opinions contrary to accepted City policy. For that one reason alone we must have a strong Association. One that has the leadership, determination and backing to fight for its members, to voice their opinions and dissent and to keep its membership fully informed.

We have, in the last year, come a long way. It is now time to consolidate our gains, recoup our losses and plan strategy that will continue our Leap Ahead into 1972.

William Hemby, Editor

Your Election Ballot

When you receive your Association election ballot it would behoove you to take your time and fill out your ballot carefully.

It is the procedure of the election committee to disallow any mis-marked ballots. So if you make a mistake in your voting, your ballot will not count.

In order to help dispel any confusion prior to receiving your ballot we are setting down rules that govern the election and procedures to be followed.

Each ballot will contain a list of all candidates running for election. Next to each name is provided a box for your selection. Each member may vote for a PRESIDENT, SECRETARY AND TREASURER. Each member may vote for a candidate from his Permanent Assigned Station, or Bureau. Example: If you are assigned to Co. F. but detailed to B.S.S., you vote for a candidate from Co. F.

If you are a like-work, like-pay Sergeant assigned from Co. A but detailed to Co. C, you vote for a candidate from Co. A.

On the ballot and on the back of the return envelope will be printed a breakdown of the various Stations and Bureaus. You MUST check the appropriate box of your PERMANENT ASSIGNED STATION OR BUREAU.

Some units are allowed to vote for two (2) candidates; they are: Traffic Bureau, Headquarters Company and Inspectors Bureau.

After you have marked your ballot place it in the ballot envelope. DO NOT MARK THE BALLOT ENVELOPE. Place the ballot envelope into the return envelope, sign your name in the space provided and mark the box provided for permanent assigned station or bureau. Return the ballot by U.S. Mail or deposit the ballot in the official SFPOA mail boxes in the stations, bureaus and details.

Arrears in S.F.P.O.A. Dues

In accordance with Article V, Section 4 (g) of the San Francisco Police Officers' Association Constitution and according to our records the following named members stand in arrears for non-payment of dues in excess of the allotted sixty day grace period. Such members are in violation of Article III, Sect. 4 of said Constitution.

If there are any questions by the below named members or if any of these members wish to be reinstated, please contact Secretary of the Association.

John M. Ahern	John L. Lanthier
Cecil R. Benson	Arthur H. Larkins
Thomas J. Brady	Martin M. Lee
John D. Burke	Jack G. Lopovac
Thomas J. Cahill	Ignatius T. Lynch
Frank P. Carrick	Marvin Markey
John J. Casey	Peter J. Mayer
John P. Cassidy	Gordon D. McNair
Thomas W. Cassidy	Terrence M. Merlo
Charles A. Collins	Harold W. Mize
John W. Collins	Thatcher Nance
Martin Conachy	August Palmeri
James H. Dykstra	Thomas Pasquin
James Flaherty	Robert A. Pettigill
Maurice Flynn	Robert J. Quinn
William F. Flynn	Frank Rath
Robert O. Fogarty	Donald J. Sarment
Ronald W. Fulmer	Martin J. Scanlan
James F. Grisdale	Chas. A. Schroth Jr
Thomas Gryder	Peter J. Serna
George Hesketh	Emmett J. Simpson
Frank J. Hughes	Jerome F. Smith
Alvin L. Johnston	Leo H. Smith
Hike Kazarian	Frank H. Sturken
Patrick J. Kearney	Michael J. Sullivan
Harry W. Keenan Jr.	Clifford L. Walker
Lloyd J. Kennedy	Harold F. Winkler
Henry J. Klein	Clarence A. Wise
Ed. J. Laherty Jr.	

Nobody Is Perfect

Each one of us is a mixture of good qualities and some perhaps not-so-good qualities. In considering our fellow man we should remember his good qualities and realize that his faults only prove that he is after all a human being. We should refrain from making harsh judgments of a person just because he happens to be a dirty, rotten no-good son-of-a-bitch!

The Bluecoat Platform for 1972, with vigorous effort, will excel the Bluecoat accomplishments of 1971 which are listed below.

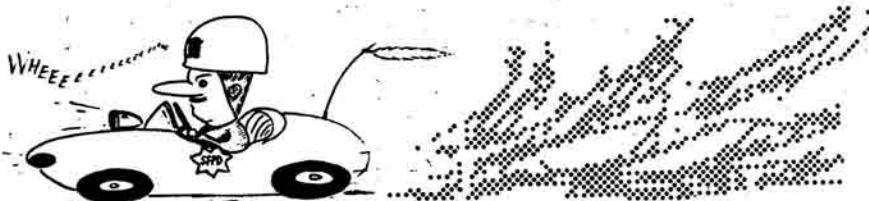
The Bluecoats have, over the past year, demonstrated that they possess that capability and determination to meet this challenge. In the past year our Association, under Bluecoat leadership, has moved faster and further ahead than in any other period of our existence.

Their list of accomplishments is startling. You may not agree with all the changes that have been effected, but you must agree that we are finally moving ahead, and on our own merits.

Here are some of the accomplishments taken place under that Bluecoat leadership . . .

- Revitalized a "social club" type Association into a strong business organization.
- Lobbied for the largest pay raise, 13.26%, in the history of our Department.
- Initiated a Civil Service examination procedure for the rank of Assistant Inspector.
- Established the first "Bill of Rights" for policemen within our Department.
- Under Proposition E, set up procedures to allow added salary increments for patrolmen and sergeants.
- Established a panel of attorneys for full time representation of members.
- Initiated the first civil suit in behalf of a member to preserve his dignity from a vicious libelous attack.
- Rechanneled valuable Association funds wasted on a non-productive state-wide police group, into setting up our first Association office with a full time staff for your convenience.
- Through our newspaper, brought nation-wide attention to the problems of lenient courts. This action has assisted in the formation of the first citizen's Court Watcher group.
- Drafted and successfully had adopted the Department's first Grievance Procedure.
- Actively involved the Association in a city-wide "National Police Week" program.
- Obtained a Court injunction against the hiring of additional civilian Traffic Supervisors.
- Caused the savings of more than \$10,000 in legal expenses in drafting the Memorandum of Understanding through our Labor Relations Committee.
- Established, through Proposition E, six months notice and bibliography for promotional examinations.
- Initiated a civil suit against the City over the residency rule.
- Chartered a new state-wide peace officers organization, "California Alliance of Police Associations" (C.A.P.A.), bringing together the four largest police associations in California.
- Engineered the first promotional eligibility list to be established within six weeks after the examination.
- Actively involved the Association in the first San Francisco sponsored Police Olympics.
- Published a professional, high level survey allowing every member to voice his opinions concerning his job, home and way of life. The results of this study are being studied nationwide.
- Paved the way for our moving from Ward 45, into more modern health care facilities.
- Offered members cheaper rates on Automobile and Casualty Insurance.
- Appointed an Association Parliamentarian to interpret questions on procedures.
- For the first time since 1968, won a police ballot amendment. One that will provide additional jobs in the rank of Assistant Inspector and create new ranks and positions throughout the Department.
- For the first time published a full accounting of all monies expended for city ballot propositions, and filed a statement of such as required by law.
- Established better channels of communications between the Association and its members through the Notebook and the Code-A-Phone.
- Made every permanent Association Committee a working committee for your benefit.
- Successfully achieved the first collective bargaining contract in the history of our Department.
- By our actions and activities throughout the year, brought the San Francisco Police Officer's Association to the forefront of public recognition.

(Our brochures reflect MIKE O'TOOLE as running from CO. E. He is ineligible and has been replaced by Raymond Kilroy)



On Routine Patrol

By S.G. Yasinitsky

John Costello and Walt Martino-vich of Pawnshop Detail confronted a suspicious type who was trying to pawn a trombone. Since the man claimed ownership of the instrument, John asked him to play a tune. But the suspect couldn't even put the horn together, finally claiming that he couldn't play anything without some notes, anyway, because he only played rock. John rummaged through the trombone case and found a sheet of rock music indeed, titled "Rock of Ages" and marked as property of the Salvation Army Citadel in Oakland. A quick check showed that the man's car outside the shop was also stolen from the Citadel, and contained a saxophone from the same band. This sinner is facing different music now.

Mounty Bill Farac from the McLaren Park Beat provides the Santa Claus story this year. Bill, together with Bob Sommers of the Water Department, Bob's mother Ruby, and Betty Link, the pianist from the Sea Witch, surprised the girls at the Home of the Good Shepherd by bringing some thousand-dollars' worth of gifts they'd collected. Bob Sommers dressed as Santa himself. Mounty Bill says that since he's begun his volunteer work at the Home, the girls there have stopped using the word "pig" when referring to policemen. This kind of community relations we need.

And I am told that since Mat Kriletich got into the Community Relations Unit, there's been a pronounced absence of unrest among the Serbs, Croats, and Slavonians in San Francisco. Good work, Mat!

Greg Corrales, on a recent undercover assignment for the Narcotic Detail, was in the Fillmore buying dope. He was making quick buys, then going around the corner to radio the peddlers' descriptions to Art Gerrans and Jim Hampton who then made the arrests. He did this three times in one evening, and word began spreading that he was the Police. But Greg tried once more. Up came a pusher who asked Greg if he'd got it yet. The pusher agreed to sell our man some heroin, quoting his regular price as \$20.00 for a balloon, but saying that Greg's price would have to be \$23.00 to offset the risk, since people were saying that he was the police. Greg paid, and a few minutes later when Art and Jim nabbed the peddler, the arrested bad guy shook his head exclaiming, "Man, you dudes sure are slick!"

An ace robbery detective found his car in the Police Garage blocked by a radio car from Auto Boosting, its doors shut, keys in the ignition. He located the car's owner and warned him that he'd better have a spare key. The two sleuths returned to the garage and the Boosting man walked up to his auto and simply opened the unlocked door. The robbery dick muttered, "Well, it sure looked like it was locked to me." Now, on to solving robberies and more important matters.

Whitey Guinther and Chuck Harwell of Taraval 11 stopped a couple of juveniles driving a mini-bike stolen in a burglary. Confession being good for the soul, the mini-burglars talked a blue streak, leading our detectives to a stash of loot from more than a dozen burglaries. Finally the thieves showed a garbage can containing more loot, a three-foot rattlesnake stolen from a doctor's home on Pacheco Street. (I don't know if the snake had been sick . . .) Our brave Chuck and

Whitey slammed the lid on that can fast, and called the owner to pick up this recovery himself.

Due to the storm, Don Walden and Charlie Brewster of Solo Motorcycles were walking a beat on Christmas Eve. Sticking to their specialty, they were writing a ticket to a cabbie who jumped a stop sign in front of them on Sixth Street. Everything went smoothly until another cabbie from a different outfit stopped in midstreet and began to berate our taggers for giving tickets instead of catching other criminals. The bike men waved him on, but he persisted, increasing the volume and degree of his rude language. Finally, our men, noticing shocked ladies turning red not from the cold but from the nature of the cabbie's epithets, ordered him to stop, desist, and to move on, all of which he refused to do. A crowd gathered. But the abusive taxi driver would not stop but chose to go to jail for his un-Christmas-like behavior. And that's what he did when Don and Charlie charged him with Disturbing the Peace on earth and other misdemeanors. His poor fare had to get out in the rain and walk. Some people have no good will toward men.

Lucky store on Eddy proved unlucky for a good bad-check passer, when Joe Mason and Dan O'Shea of Northern 2 caught him after he'd tried to cash a draft for \$50.00. A clerk told our men that the store had cashed more than \$200 worth of his bum checks already. This crook diversified too, and did not spend all his check-writing career in San Francisco, as Joe and Don found out, because he was wanted on numerous similar charges by various agencies in the East Bay. So the bad-check man's checkered career was check-mated by checking with the store checker.

Pelham "Lick" Wilmerding and Ron Stansbury of Central saw a crazed man smashing windows with a turnbuckle on Geary in the wee hours of Christmas Morn. He was no Santa Claus who'd failed to get through the chimney, it was clear. So our men came up to inquire. But, ho-ho-ho, the stranger said he was God, and attacked Ron with the turnbuckle. A battle royal was finally stopped with the aid of Roy Giorgi and Sgt. Tom Stack, who came to help. Witnesses quickly volunteered that the lunatic was attacking different people, shouting that he'd kill them, that he'd broken windows, and had tried to take things out of the displays. This troubled soul spent Christmas under lock and key.

And now we have organic crime. It appears that four large organs were stolen from a truck Downtown. Joe Chiamparino and Gurnie Cook of Auto Boosting, with the help of almost everybody else in the Auto Detail, solved the case after running around four counties, picking up the pieces. One \$15,000 organ was found sold for one-tenth its value. The others were stashed here and there, too hot to handle. The crooks even tried to extort \$5,000 from the original owners, only to get Chiamparino and Cook closer on their trail. Eventually a major ring of thieves and stolen-goods-receivers was broken up. It took three weeks, but our heroes made full recovery, unearthed other crimes, recovered an out-of-state stolen truck, and cut themselves into another major theft which they are now investigating. Criminals, look out!



Posing with Chief Scott and Mayor Alioto after appointments as Assistant Inspectors are Virginia Cullen, Rita Grove, Louise Reed, Margaret Hartmann, Carol Marshall and Margaret Dillion.

Women's Lib Comes to S.F.P.D.

Among the eighty-four members appointed to the rank of Assistant Inspector were a group of seven women. The appointment of these ladies, all police women represents a historic milestone for police women in our Department.

Until now police women, or as they are officially known Women Protective Officers, were restricted to the rank and pay of patrolmen. The passage of Proposition E however, knocked down this restriction.

This subject first came up at the Candidates Night meeting of the S.F.P.O.A. During an explanation of Proposition "E" by Supervisor Diane Feinstein. John Lehane brought up the subject of Police

womens promotions as a point of argument against the amendment. In answer Mrs. Feinstein, looked right at him and said, "And what's wrong with that John Lehane?" Apparently, nothing was wrong with it, because on election day the amendment was passed by the voters.

The subject was finally put to rest when Chief Scott requested a city attorney's opinion and was told that to deny this promotional opportunity to the police women would constitute a violation of the Civil Rights Act of 1964.

It is hoped that the Department will also consider increasing the number of police women. These young ladies, properly utilized are a considerable asset and should be given a better chance than they now receive.

Editor

P.O.W.'s Happening

Continued from Page 4

Bywater; Food — Kathy Travis; Hall, Band and Door Prizes — Mary Wren; Decorations — Joanne McEachern; Publicity — Flo Shippy; Letter Writing — Kathy Scalmani; our President — Jean Calabro and all the members of the Board of the Police Officers' Wives Auxiliary. It really was a pleasure to work with such co-operative people.

I would like to express our sincere appreciation to Jerry Crowley and Leon Bruschera who gave up their evening to be bartenders at the dance. They did a great job.

Last but not least I would like to thank your wonderful husbands who were so patient and willing to lend a hand whenever needed. We couldn't have done it without you.

We hope that everyone who attended had a good time and that we'll see you all again in '73. Happy Centurion New Year from the Police Officers' Wives Auxiliary.

The winners of the raffle prizes are:

Leslie J. Grass, Frank Kerlin, Mr. Hendricks, Don Fouke, Mr. J. Dearer, W. Turchen, Doug Rowell, Chris Chiamparino, R. Kelly, Mr. Jacobi, Sgt. Willett, R. Vienot, L. Barbetti, Janet Gilmore, Ferbe Dahlilin, Robert Schoenstein, Gary Tensfeldt, J. Ivers, D. Alex.

Suggestions Approved By Panel

In the recent edition of the Notebook we published the procedure for submitting a suggestion to the Suggestion Panel and also mentioned some of the suggestions that have been approved. The following suggestions have been approved, some having been implemented and many others are waiting implementation.

1. Individuals retiring from the Police Department shall be granted a meeting with the Chief to close out retirees years of service. Submitted by Lt. DeAmicis.

2. Shoulder braid to be worn by honor guard during all formal ceremonies. Submitted by Robert J. Donnelly, Patrolman.

3. Insignia of rank of Supervising Captain to be one star rather than eagle. This insignia to coincide with Department rank standing. Submitted by Willis A. Casey, Sergeant.

4. Purchase of addressograph plates for use by Mail Room for distribution of bulletins and other official matter. Submitted by Inspector Svitoslav G. Yasinitsky.

5. First aid tourniquets to be supplied for all radio cars. Submitted by Sergeant Richard Willett.

—Continued on Page 11

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former member S.F.P.D.

BILL HEALY

Call Box

Lieutenant Thomas Dempsey, Secretary
San Francisco Police Officers' Association
548 - 7th Street
San Francisco California 94103

Dear Lieutenant Dempsey:

Pursuant to our various conversations and meetings regarding the plans to move from Ward 45, I would like you to know that a proposed amendment to the San Francisco Administrative Code has been delivered to the Board of Supervisors today. Said amendment will, in substance, allow that the Retirement Board may send industrially injured employees to hospitals other than San Francisco General and will probably be referred to committee next week. If so, I would contemplate that the Legislation and Personnel Committee of the Board of Supervisors will have the matter on their calendar of January 4, 1972.

Because of your continuous assistance and interest, I would be most appreciative if you could be present at the above mentioned hearing on January 4.

I would like to take this opportunity to thank you for the time and effort you have rendered this department for the past several months which has indeed contributed immeasurably to bringing the move from Ward 45 to a reality. Your fellow employees are fortunate to have someone as dedicated as you to guard and advance their interests.

May I also take this opportunity to wish you and yours a very happy and prosperous New Year.

Very truly yours,
DANIEL MATTROCCE
General Manager
Retirement Board

Editor:

Sorry I am slightly tardy in my congrats on your article in the November Notebook: "Another Watchdog Yet."

The nail was never more driven directly home as it has been with Bill Hemby wielding the hammer in reference to Sheriff-Elect Hongisto.

The article was short, however, with a very direct approach. Bill, I am greatly concerned with the new approach of the handling of guns by the police officers in San Francisco. This approach was developed by Chief Don Scott. However, it rings clear as a bell from the rotunda of the City Hall supported by the San Francisco Police Commission, San Francisco Supervisors and, as expected, the San Francisco Human Rights Commission and, of course, every criminal walking the streets of San Francisco today.

Speaking for myself and numerous other taxpayers of this city, we the citizens do not hire policemen just to provide them with jobs. We hire these fine men and dedicated men to perform the service of protection of life, limb and property, including the pursuit of everyone's happiness.

However, in return, we the citizens of San Francisco provide a paltry monetary compensation as little as it may be plus the tools of the profession including the gun and its use.

The use of this gun solely belongs to the individual discretion of the policeman whose life is laid on the line. Exempt the use of this gun and the policeman then would become a real target for those cop haters as it has been proven in the past couple of years by the uncalled for murders of eight or nine of our finest policemen.

I feel your Association through its leadership should protest these new gun rules to the limit. I feel that you would have the complete support of its citizens. All it would take is a request by your police officers to the citizens for their support.

If at any time I can be of any help, please let me know.

Very truly yours,
JIM ROURKE,
Business Agent
Brotherhood of Teamsters,
Local 85

Editor:

You might not be aware of an apparent "policy" which is enforced through the Compensation Office (450 McAllister Street) on behalf of the City regarding completion of personal Disability Insured Income forms.

My wife inquired as to the procedure for filling out the disability income papers following a work incurred injury I sustained earlier this month. She was

informed by Mrs. Knight at the Compensation Office (ph: 558-3826) that said forms could be processed, if accompanied by a \$5.00 fee (cash or money order only; no checks accepted).

This short telephone call elicited several questions from me:

- 1—By whose authorization is this "fee" collected?
- 2—To whom is the \$5.00 paid and for what purpose?
- 3—Why must such a fee be charged when a private physician can, and often does, complete the form without charge?

It is my contention that, if a City employee, more specifically a San Francisco Police Officer, elects to purchase—totally at his own expense—a disability insurance plan, the City & County has no right or reason to profit from such an agreement.

If at some time in the future, the Civil Service Commission votes to compensate its employees by subsidizing them with guaranteed disability income, then it will have every right to charge a fee for filing necessary applications. But, until that time, no monies should be mandatory for supplying information to private companies when the employee is paying 100% of an insurance premium!

David R. Rodrigues
Mission Station—No. 658

EDITOR

NOVEMBER 20, 1971

Item in November issue relative to a letter written to "THE EDITOR" concerning Associations stand relating to the "LUMP SUM PAYMENT OF SICK TIME".

The work done by the then Sick Sergeant JOSEPH P. DONEGAN is commendable. He states that he had worked for four years to get our sick pay and that the cost during this time was borne by him. Again we say "THANKS".

When he states that he spoke to me on the subject of sick pay this is TRUE. When he says the Association backed off this is FALSE.

I was called into the office of Alfred Nelder who was Deputy Chief at the time. He stated that he wanted to talk about getting compensation for Sick Time. He also called to this meeting William O'Brien, Secretary of the Police Commission, Director Thomas Fitzpatrick and Director Dennis Smith. It was at this meeting that I was asked to go before the Civil Service Commission to seek compensation for accumulated sick time. I was asked to meet with Commissioner Kilpatrick of the Civil Service Commission which I did. I told him of what we were seeking and he then introduced me to the commission and I gave them a resume of what we were seeking after which they put me on calendar for the following week. The following week the Civil Service Commission voted unanimously in favor of paying for Sick Time. The next week it came up for second reading. Off: John Lehane attended this meeting with me. At this meeting other employee groups also wanted this benefit. Off: John Lehane and I again spoke on behalf of this benefit after which the Civil Service Commission voted 2 to 1 to pay a Lump Sum for Sick Time for the Police Department only.

The measure was then referred to the Board of Supervisors on the following Monday. The board unanimously passed the recommendation of the Civil Service Commission. Thus we now receive this benefit. The minutes of the Civil Service Commission will bear these statements as fact.

Through the efforts of Off. John Lehane and myself as Officers of San Francisco Police Officers Association did the Association then in fact receive for the San Francisco Police Department the payment for accumulated sick time.

There are no doubts that the letters and contacts made by Sgt. Joseph Donegan helped in receiving this benefit. At the time the Association had no way of knowing that Sgt. Donegan had done what he claims.

Respectfully submitted,
Past President
Edward W. Clark
San Francisco Police Officers Assoc.

Board of Directors Meeting

14 December 1971—1000 hours
548 7th Street

Roll Call: D'Arcy, Patterson, Ribera, Wright, Garry, Philpot, O'Donnell, Frescura, Toomey, Roberts, Tovani, Calabro, Barling.

Excused: Dempsey.

Absent: Clark, Ruggiero, Robinson, Derenale and Crowley.

I. Report on votes cast by members re Firearms Use Policy:

- Q. #1—Do you support the Board in rejecting the Policy?
Yes—531. No—112.
- Q. #2—Are you willing to demonstrate in support of the Board?
Yes—382. No—311.
- Q. #3—Do you support a Modified Plan?
Yes—449. No—203.
- Q. #4—Do you have any suggestions?
Yes—228.

A total of 718 men voted in just 4 days. M/Toomey, S/Barling that a Committee meet with the Police Commission to present the results of the vote and to submit a Modified Plan and/or get a time extension on this matter. PASSED Unanimously.

Bro. Al Brenner reports that the Human Rights Commission is in favor of a gun policy, but they said they would ask the Chief to include a Patrolman on the Review Board.

II. Memorandum of Understanding:

President D'Arcy received a letter from City Attorney Thomas O'Connor in which he states that in his opinion, the Memorandum does not have to be ratified by the Board of Supervisors.

On previous instructions, it was believed that the Board of Supervisors did have to ratify it, but since the way is now clear, we should get a copy of the Memorandum to every member.

M/Ribera, S/Patterson that we do have the Memorandum printed and distributed to every member. PASSED Unanimously.

Vote on questions by Company:

No. 1	No. 2	No. 3	No. 4
Yes-No	Yes-No	Yes-No	Yes-No
A: 34-9	7-34	37-3	12-45
B: 64-10	47-21	49-16	13-74
C: 43-5	41-7	20-22	6-48
D: 46-2	41-7	31-14	28-48
E: 40-14	33-17	29-19	13-54
F: 35-12	24-20	29-16	24-50
G: 29-5	20-11	15-12	6-34
H: 49-2	35-14	27-17	6-53
I: 37-7	30-13	18-8	9-43
CP: 24-2	17-9	18-8	13-31
HDQ: 51-14	26-72	68-30	66-98
K: 110-18	58-62	88-22	22-110
BUR: 18-12	3-24	11-15	10-30

580-112 382-311 449-203 228-718
General Membership Meeting, Lake Merced Boathouse, 21 December 1971, 7:30 PM.

Respectfully submitted,
Gale W. Wright
Executive Secretary

Treasurer's Report

1 Dec. Through 31 Dec. 1971
1751 Active 262 Retired 2,013 Total

Income:

Notebook	\$ 116.25
Gifts	5.50
	\$ 121.75

Expenses:

Salary (Ethel George)	525.00
Utilities	31.29
Office Expense	260.29
Administration Expense	300.00
Notebook (inc. salary Kathy Travis)	1,286.40
Board of Directors	6.66
Legislative	668.95
Labor Relations	30.59
Convention Expense	400.00
Police Olympic Fund	1,500.00
Donations and Awards	57.64
Dom's Repro. (Survey)	1,500.00
Legal Expense	616.65
Welfare and Retirement	595.00
Blood Bank	151.65
Pay/Roll Check-Off	52.92
Refund Prop. "J"	186.98
I.C.P.A. Dues	254.25
Rent	250.00
Miscellaneous	78.73
Petty Cash	—374.02
Leasehold Improvements	22.72
	\$ 8,428.70
Accrued P/R Tax	145.24
	\$ 8,283.46
UCB Commercial Account	\$ 85.12

Commercial Account:
31 Dec. 1971 \$8,246.73
Deposits 121.75
Less Expenses \$8,368.58
31 Dec 1971 8,283.46

Legislative Account:
31 Dec. 1971 \$1,074.51

Emergency Account
31 Dec. 1971 675.73

SFPOA Meeting

TUES., DEC. 21, 1971

Present: President D'Arcy; Secretary Dempsey; Treas. Patterson; absent: Co. A, Philpott; present: Co. B, Kwartz; Co. C, Robinson; Co. D, O'Donnell; Co. F, Toomey; Co. G, Roberts; Co. H, Tovani; Co. I, Calabro; excused: Hdqtrs, Crowley; absent: Ribera; excused: Bureau, Ruggiero; absent: Clark; present: CPHC, Garry; Traffic, Wright; absent: Derenale; present: Retired, Barling.

Secretary's Report: Dempsey—Thank you letters from Supervisors Francois and Driscoll for help received in last campaign.

"Thank You" cards from widows of Frank Prior and Retired Capt. Ted Terlau.

Verification card received from Park and Recreation for meeting dates for the year of 1972—dates are March 21-June 20, Sept. 19 and Dec. 19, 1972.

Meeting was temporarily halted and an award was given to Jack Lucey (Sgt. Dons brother) for the excellent portraits made by him of deceased brothers Art O'Quinn and Richard Radetich.

Blood Bank Report: Perry Blood Drive 12/15/71—76 pints on hand. Health Service—Dempsey—Still waiting for the experience sheets to be returned from certain members of the Board of Directors. When they are returned, we can possibly negotiate for a dental plan. This dental plan can either be possibly negotiated through the city or possibly picked up through the Association at low cost.

Wd. 45: We are in the process of signing a contract with another hospital other than S.F.G. Hospital. What is left to be accomplished is concurrence from the Board of Supervisors. Feel safe in saying—We will be out of Wd. 45 by March 1, 1972. Community Service—Lehane—Second Perry—Fund be established to help officers in trouble.

Meeting was temporarily halted and a plaque was given to Al Baccari re; his work on Prop. E.

ICPA Report: Will be submitted by Gale Wright.

By-Law Changes: To be submitted by Hebel.

Discussion—D'Arcy—Patrolman Nos. 1, 2 and 3. Met with Commissioner Miller—No progress until Jan. 1972. 4 or 5 plans were discussed, nothing permanent. Any suggestion re; patrolman Nos. 1 2 and 3 should be forwarded to Balzer or Felix Buckley.

Retirement Amendment: (Fireman's Prop. 6) Lehane recommended we put this on the ballot for June—second Zelis, Amended Patterson—we go for a package of retirement benefits for June—passed.

Elect Committee Be Appointed: Wright—second—Perry. Following named officers were appointed: Phil McGee, Al Boyd, Harry Beare, John Fay, Jim McDonald, Bill Grosbird, Al Benner, Elmer Hertzel, Bob Winter, Manny Williams, James Jean, George Cathrell, Don O'Connor and Ignacio Fuentes.

Meeting adjourned 10:35 p.m. in respect to our dearly departed.

Tom Dempsey, Secretary

Retirements

Frank J. Johnson, Park Station Patrolman, 25 years of service.

Resignations

Investor's Corner

by BURRESON INVESTMENT COMPANY
"Are banks, savings and loan Associations and credit unions — true investments?"

Just what are banks, savings and loan associations, and credit unions? By definition:

(1) Banks are institutions, usually incorporated, the business of which is primarily receiving deposits of monies, the collections of commercial papers, discounting commercial papers, lending monies, issuing, purchasing and accepting bills of exchange or drafts and issuing its own notes and certificates of deposits — Commercial banks include savings accounts, safe deposit accounts, checking accounts, traveler's checks, etc. . . . (all purpose banks).

(2) Savings and Loan Associations are associations chartered by the Federal Loan Bank Board to encourage thrift and promote the ownership of homes by accepting deposits to bear interest (savings accounts) and making loans for home financing. Their primary business is home financing.

(3) Credit Unions are corporations organized under special statutory provisions to promote thrift among and provide for credit for its members. Credit unions exist for the purpose of lending money to its members. In order to have money to lend, they need other members to save. Interest rates paid by the typical credit unions are usually competitive with those of other savings institutions.

As far as all three of these organizations are concerned, you are a lender, not an investor.

You lend your dollars to these organizations for a guaranteed interest rate so that they may lend it to other consumers at a higher rate of return. These profits are shared by the stockholders who are the real investors.

In essence, most of these financial institutions pay you a fee for the monies deposited with them for a certain period of time. Their interest rates vary from 5%-6% annually and are usually paid quarterly. If you deposit money with them and remove it before that period, you have lost interest.

These institutions "guarantee" to pay you a certain percentage from "quarter to quarter", based on the annual percentage rate. However, these rates are subject to change depending on and how the institutions do financially. The 5-6% fee that the "saver" is guaranteed to receive is very nominal considering what these institutions receive for "shoveling" their money out the bank door to the larger consumer hands. Their returns are anywhere from 8% to 25% per year.

For the "use" of your dollars, these institutions are reaping the big profits that can be yours. With inflation, the dollar is being devaluated by around 6% per year. Economists say that they will level it to 3% per year. However, in order to keep abreast of this inflationary trend, you should get a return of better than 5% per year.

Example: John is a Policeman and is in a 30% tax bracket. He decides to "save" \$1,000 in a savings institution on Jan. 1, XXXX at 5%. Here is what happens assuming 6% loss of purchasing power of the dollar:

\$1,000—deposited January 1st
50-5% interest for one year
1,050—
—63-6% loss of purchasing power
987
—15-30% tax bracket (tax on \$50 interest)
\$ 972—True purchasing power of \$1,000 "saving" program.

A true investment does not have to have a guarantee of any kind. Most investments have a certain degree of "risk" and it takes a great deal of knowledge to properly invest your dollars.

Many of us cannot afford to spend the time it takes to invest your assets as we would like. For example, the man in a \$10,000 income bracket would be quite surprised to learn that his investment account would have to total over \$250,000 before he could afford — on a dollar for dollar basis — to use just an hour a day of his business time to "save money" on investment management by doing it himself. Just think what it would cost a person in your income bracket to invest the same amount.

Banks, Savings and Loan associations, and credit unions should be used to save dollars for emergency needs. You should

Re-Organization Good or Bad

Continued from Page 1—

Retitle Executive positions.
Create 25 new Full Inspectorships.
Year Two: Implement Sergeant II.
Implement Education Incentive Program.
Create Rank of Commander.
Year Three: Implement Lieutenant II.
Create Marksman, Sharpshooter and Expert Marksman.
Reorganize Community Relations, and
Create Rank of Community Relations Officer.

Year Four: Create Rank of Captain II.
Permit a more liberal system of Leaves of Absences to spend time in research, study or teaching.

Year Five: Create Investigators II.
Review what has been done.
Remedy what is still needed.

Hopefully, this plan provokes you. If you like it, that's fine. If you see reorganization differently, write to me at the AIB, or dial Ext. 1188 (Code-a-phone), and the secretary will transcribe your message.

This has been my plan since before I worked on the Election Committee to win Proposition "E." My plan starts where any good plan should start, and that is at the beginning. In this case, the beginning is the rank of Patrolman. For those of us who are not patrolmen anymore, we should never lose sight of the fact that the Patrolman is the basis for everything we earn, and do and supply, to help him do his job.

The creation of Patrolman II and III provides an adequate reward system for field personnel who do not wish to pursue supervisory and command positions.

The Memorandum of Understanding provides that the SFPOA will have to be satisfied with any plan before it is adopted.

Finally, one must never overlook the main reason for not doing everything at one time. MONEY is the reason. The voters approved \$98,000 and efficiency. If we go over our budget by more than \$225,000, the voters will not forget.

We still must go to the voters to improve our working conditions, and up-date our retirement system. If we spend more than I have outlined in the first year, \$225,000, we will be persona non grata in any future election.

Consult professional money managers for the investment of your dollars. They alone can recommend what type of investment would best be suited for you. The element of "risk" will always be there but may diminish depending on the type of investment chosen.

WE INVITE QUESTIONS ON ANY TYPE OF INVESTMENT OR TAXATION ON INVESTMENTS . . .

Next month: STOCKS — IS EVERYBODY HAPPY?????

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- (3) Education Plan
- (4) Estate Planning

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Authors of the "Investor's Corner" for the S.F.P.O.A. Notebook.

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Spending Critics Blasted by Treas.

In a statement issued to the Notebook, Association Treasurer Joe Patterson answered critics charges of "irresponsible spending" within the Association.

The statement, reprinted below, evidently is leveled at Association Secretary Tom Dempsey, who made the charges in an article which appeared in last month's Notebook. Dempsey is currently running for the office of President in the Association.

December 29 1971

"In the December issue of the Notebook there was an article headed "Irresponsible Spending." It said that the present Administration of your Association is overspending your money. One way of finding out if this is true is to compare the expenditures of the previous Administration (men of experience) with the present one.

According to the audit report for the period January 1 1970, to December 31, 1970, compiled by Cecchi and Scheibner, the total amount of money received plus the balance brought forward was \$169,496.72. The total amount of money spent by the "Experienced Men" was \$138,452.72. This amount, however, does not include the balance of the loan from the First Western Bank, plus interest, PORAC dues, and Ladies Night expenses which total \$20,630.00, and passed on to the present Administration. Now, if we add that figure to the \$138,452.72, the "Experienced Men" spent a total of \$159,082.70 of your money last year. I will let you decide whether or not you got your money's worth.

Now let us look at the present Administration's spending habits. Again, I refer to an official audit. This one by Dodge & Delvin and according to their figures, for the period January 31, 1971 to June 30, 1971, the total amount of money received, plus the balance brought forward was \$91,225.00. The total expenditures were \$51,434.00. This figure includes the previously mentioned \$20,630.00, that was inherited. Let us deduct the inherited amount from the money spent, and we come up with a figure of \$30,804.00.

During the period July 1, 1971, to November 30, 1971 the income was \$54,395.72, plus a balance brought forward of \$39,791.00, totaling \$94,186.72. Of this amount this Administration spent \$83,325.72 which left a balance of \$10,861.00. (See December Notebook). CURRENT SPENDING \$114129.72. NOW WHAT DID YOU GET FOR THAT MONEY?

- 1) A full time Association office, completely furnished.
- 2) Full time Office Staff.
- 3) First Class Newspaper.
- 4) Full time Legal Staff, available at all times.

5) A working contract with the Department Administration which protects your rights among many other things.

6) A ballot measure passed that has numerous benefits for everyone.

These are but a few of the things you got for your money. Who is doing the irresponsible spending? You tell me!

Joe Patterson
Treasurer, S.F.P.O.A.

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NOTEBOOK
SUBSCRIPTIONS NOW AVAILABLE TO GENERAL PUBLIC
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The Bluecoats are Coming on Strong!

I have been an officer of the Association for many years, representing the Traffic Bureau. I have seen men come and go, some were all talk and no action, some tried to do everything by themselves, and some tried to generate mass interest but were not successful. I have seen the whole SFPOA operation run by a hand full of men who would not delegate responsibility and would not accept any responsibility.

The Bluecoats delegate and accept responsibility. They produce beneficial results.

Results of last year's election showed that 12 Bluecoats and 8 Old Guard candidates were elected to the Board. After the first couple of meetings, we of the Old Guard, could see the merit of the Bluecoat programs and the sweet smell of success. Soon a large majority of the Board saw the merit of new ideas, new approaches and new recognition.

The Bluecoat leadership brought life to every one of the standing committees and even added a couple of new ones. The good results speak for themselves.

Some friction has been evident in the last couple of months of November and December at the Board meetings. This is a natural process due to differences of opinions of the major candidates for the at-large offices.

The Bluecoats care not about petty jealousies, but stick to their goals of better working conditions and benefits for all policemen.

Therefore I am proud to join the Bluecoat slate of Candidates for office in 1972.

Gale W. Wright

We will be happy to advertise your upcoming Testimonials. Just send us the information 30 days in advance.



POST CREDIT UNION

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

POLICE POST #456

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

National Car Rental Special Discount Rates

A special car rental agreement has been offered to active and retired members of the S.F.P.O.A. from the National Car Rental Systems, Inc.

National Car Rental will issue interested members a special discount credit card. This credit card offers a 20% discount over regular National Car Rental rates. The discount applies to both time charge and mileage charge, and lets you charge the cost of rental. National will bill you later.

The National Car Rental special discount credit card is honored in the United States and Canada and all affiliated offices throughout the world.

As an extra bonus to our members, any automobile rented from the San Francisco Office or the S. F. International Airport Office carries a special police discount rate of only \$14.00 a day, no mileage charge. The only condition is that rentals must be returned to either of these two offices.

In a nutshell here is their offer:

Automobiles rented from S. F. or Airport Office: \$14.00 a day, no mileage charge (as long as vehicle is ultimately returned to S. F.)

Anywhere else: 20% discount time and mileage.

Added convenience: charge cost of rental.

A similar discount has been arranged with National's Truck Rental Division. With the special charge card you may rent any truck from National nation-wide with a 10% discount over regular rates. Rentals from the San Francisco Office, located at Pier 18 — south of the Ferry Bldg. offers the first 25 miles free — no mileage charge, and 10% off the regular day rental rate.

Continued from Page 12—

Suggestion Panel

Continued from Page 8—

6. Mobile maintenance vehicle. Van to make minor repairs at district stations. Submitted by Sergeant Phillip Dunnigan.

7. Police telephone number painted on department vehicles. Submitted by Lieutenant Paul A. Lawler.

8. Description or designation of elevator locations in Hall of Justice for quicker response in alarms or other emergency situations. Submitted by William I. Glickman, Patrolman.

9. Distribution to patrol force of FBI pocket fingerprint kit for use with non-traffic citations. Submitted by Lieutenant Robert Seghy.

10. Hot sheet to be divided into two sections; one section with old license plate numbers, second section with new license plate numbers. Submitted by Sergeant Karl Johnson.

11. Rubber stamp for City Prison copy of arrest form showing phone calls completed, officer's names, date, etc. Submitted by Robert Bronson and Robert Pollio, Patrolmen.

12. Catalog of public service publications. Shows various publications printed by our department, various groups, clubs, etc. Submitted by Jeremiah P. Taylor, Supervising Captain.

13. Installation of clips for housing batons while on patrol in police vehicles. Submitted by Robert Vernali, Patrolman.

14. Self-defense training program for women civilians in Hall of Justice. Submitted by Marsha Cecil, Clerk Typist.

15. Duplicate set of keys to be made available for radio car crews so each man has set of ignition, trunk and shotgun keys. Submitted by Henry L. Lasher, Sergeant.

Gun Control

Continued from Page 1—

ever had to challenge, review and submit alternate proposals to a Rule prior to its formal adoption by the Commission.

• the Labor Relations Committee succeeded in securing the removal of vague words (eg. "serious felony") from the Firearms Use Policy.

• the Labor Relations Committee insured that the Firearms Use Policy would be adequately explained to all members prior to its taking effect; the Committee also insured that proper training would be afforded relative to the Firearms Policy.

• the Labor Relations Committee obtained firm assurances from the Police Commission that the "Board of Review" would be used principally and primarily for training purposes and not for disciplinary reasons.

• the Labor Relations Committee secured modification in the statement of policy by having the following sentence included: "It is also the policy of this department that members shall not unnecessarily or unreasonably endanger themselves in applying the firearms regulations to actual situations."

• and finally, the Labor Relations Committee insured that a member, re-assigned when the discharge of his weapon results in a death, will receive both full pay and full benefits.

ATTENTION! TENNIS BUMS!!

If you haven't been playing lately, there is still time to get into shape for the first San Francisco Police Department Tennis Tournament to be scheduled, hopefully, on the Golden Gate Park tennis courts during the last two weeks of April and part of May.

Competition will be held in three classes with class assignments determined by four qualifying matches prior to the beginning of single elimination tournament play.

Prices will be awarded to all semi finalist and finalist in all classes.

ENTER EARLY — No entries accepted after March 15, 1972. To enter, fill out the entry blank below and send it, with your check, to Don Carlson, Co. I. Entry fee is \$5.00. Checks may be made payable to "SFPD Tennis Tournament."

Further details will appear in next month's Note Book and by teletype.

PLEASE REMEMBER — ENTER EARLY.

PLEASE PRINT

Name _____ Star No. _____
Company _____ Watch _____
Home Phone _____
Check No. _____
List any difficulties (inability to play certain days, etc. _____

3 Horsemen

Continued from Page 3—

trious Police Commission President Ferrari, called for the vote. The three Commissioners voted unanimously to close the two stations. By the way, if you want to be entertained, attend the next Police Commission hearing. It was something to watch. It has all the personality necessary for a play, or a farce, however you wish to interpret it. It contains the villains, the prima-donnas, the whole cast of "characters" are definitely present, all acted out by three men appointed by our good old Washington Joe. (Our Commission, to me, is surely an enigma; we have one man that gives gold stars to an attorney that defends cop killers, and another member of the board has the most sarcastic and asinine personality I've ever seen in a "man". His attitude is probably predicated on his knowing that he's dealing from a stacked deck, and he'll win no matter what, (he thinks!).)

The decision to close the two stations was too easy and hurried. Why rush to close two police stations when it could be accomplished much smoother in July with the adoption of the new police budget. At the present time there are no provisions for locker facilities, or the thousand other administrative chores that arises from this move.

This year Park and Southeast are closed; next year WHAT? Do the citizens actually think these are the only stations to go? I think not. One or two at a time until you only have two or three stations left. This will definitely mean the elimination of jobs, and opportunities for advancement.

Recruitment is bad enough now, what will it be when a prospective entrant sees no future for his eventual advancement? A lowering of standards will be inevitable. Who are the real losers, the police? Hell no! It will be the citizens. Those who pay the freight. The same citizens who are, today, afraid to walk the streets at night in their neighborhoods, due to the animals who attack and rob them. What will our city be like when other neighborhood stations are eliminated; New York, Washington, D. C., or WORSE?

The citizen tried to save their neighborhood schools and lost. Let's see if they have the determination to fight to save their neighborhood police stations. Or, do they value life in dollars and cents also.—F.K.

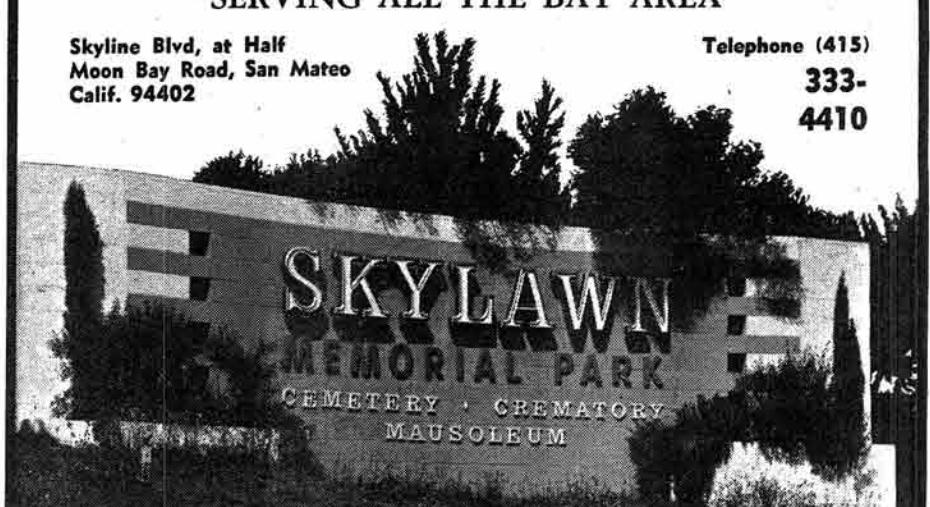
Officer Jim Baca, involved in a recent auto accident, is currently recuperating in the hospital where he is expected to remain for at least eight weeks. Jim will have used up all his sick time, extra duty time and vacation shortly; so a special raffle will be held to assist him financially.

There will be \$500.00 in prizes offered and donations will be \$1.00 each.

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For information concerning the special interment program for police officers and their families, phone 861-5060.

NOTEBOOK, JANUARY, 1972

Page 11

Your Uniform

By R. Bernardini

At the time of this writing the members of the Department assigned to Crime Prevention; Company A, B, E, G, H, I; Mounted Horses, and Solos have been issued two pairs of trousers (or breeches), one long sleeve and one short sleeve shirt, a cap, a break-away tie, three pair of socks, one nylon jacket, a pair of shoes, (or boots) rain pants, rain jacket, rain cap cover with detachable cape, and street guide. The balance of the uniformed members will receive their issue by the last week of February 1972.

Inspectors and Assistant Inspectors will be issued: service suits, trouser belt, cartridge holders, handcuff case, baton with strap and ring, memo books, street guides, whistle, and flashlight.

Members assigned to the solo motorcycles, the mounted horse unit, and the three wheelers will not be issued shoes; they will be issued boots. Further, they will be issued leather jackets in lieu of nylon jackets.

In addition to the aforementioned items the following items will be issued as soon as delivery is received: cap insignia, flashlights (3 cell), service suit, trouser belt, rank emblems, and key-whistle holder.

The manufacturer has assured the Department that each member will receive as good a fit as one would receive in any men's clothing store. The Department has had representatives spot check the distributors fittings. If, you have not been properly fitted, it is up to you to see that necessary action is taken. Naturally, if you were sporting a 43 waist when you were fitted and you now are a 34 waist — it's your problem and expense.

The Uniform Committee, which currently resolves uniform problems, consists of the Deputy Chief, the Director of Personnel, the Commanding Officer of CIW, a representative of the Officers for Justice and the Police Officers Association. Unfortunately, the manufacturer in Indiana has fallen a little behind on his deliveries. Currently, he has geared up to increase the availability of various sizes.

For the more economically minded members of the Department, it costs the City \$311.24 to outfit one patrolman. The cost is higher for Solos, 3 wheelers and Commissioned Officers.

The popular "Teddy Bear Jacket," subject of many Notebook articles, is made of nylon. The jacket will not flash burn, but don't put

your cigarettes out on it. A new material is already under consideration for future jackets when a new order is placed in late 1972. Meanwhile numerous synthetic wash and wear shirts are being evaluated. Below are the current prices that the City pays for the various uniform and equipment items:

Handcuff	\$ 16.00
Gun	64.21
Holster	
4 & 6 Fix	7.94
4 swivel	8.30
6 swivel	8.35
2-1/2	4.95
Gun Belt	7.65
Gun Belt w/Dee ring&strap	12.90
Baton strap & ring	.79
Drop cartridge box	4.10
Cuff case	3.80
Baton	1.34
Whistle	unk.
Street Guide	1.37
Shoes	16.14
Boots	36.00
Notebook	.16
Ammunition 357mag	.08
Service Suit	15.70
Jacket, Wool 19ox, Blue	39.00
Jacket, Nylon	22.25
Jacket, Leather black	62.00
Coat dress, single breasted 19-oz	55.00
Coat, dress, mnt. officers	55.00
Trousers, wool 19-oz.	18.75
Riding breeches, wool 19-oz.	30.00
Shirt, wool 6-oz. blue short sleeve	14.50
Shirt, wool 10-oz. blue long sleeve	16.50
Necktie, black breakaway	1.25
Cap, wool blue ornamented	19.24
Cap, wool blue plain	7.25
Rain cap cover w/detachable cape	3.10
Rain jacket	9.25
Rain pants	7.10
Gloves, black leather	3.50
Socks, Dark blue or black	.65

To outfit one patrolman \$311.24

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

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O'Brien
FOX PLAZA
SUITE 705

Board Buys Film Rights

The Association Board of Directors at their last meeting, voted to become Co-Producers with the Police Olympic Committee in a film made of the 1971 San Francisco Police Olympics.

The color, sound film was made by the Police Olympic Committee to promote the police Olympics and demonstrate to the public that police officers are interested in other things besides law enforcement, namely competitive sports.

The 1971 San Francisco Police Olympics brought together over 1500 law enforcement officers from local, state and federal agencies throughout California, to compete in thirty sporting events.

The entire event was filmed at a cost of approximately \$3,000. The Police Olympic Committee contributed half of the amount, with the Board kicking in the remainder. The film, when finished will be sold commercially and should net a considerable return. Requests have already come in from other jurisdictions for copies of the film to be used for police training.

In a related action, the Board voted to make the Police Olympic Committee a permanent committee of the Association.

LASSEN

The LASSEN VOLCANIC NATIONAL PARK SKI AREA in northern California, will extend this year the "Give the Law a Lift" program offered last year to law enforcement officials in the immediate Lassen Volcanic National Park Area.

Under the 1971-72 program, all qualified law enforcement officers in the State of California are eligible for 50% discounts on lift tickets and ski equipment rentals.

Terrence Cullinan, General Manager of the Lassen National Park Ski Area, explained from the Area's Bay Area Headquarters in Menlo Park, that Lassen feels law enforcement agencies are not often publicly appreciated these days, and that Lassen wishes in some small way to show their appreciation for law enforcement efforts.

The Ski Area, located in Lassen National Park about four hours from San Francisco, will require some form of identification to qualify for the discount program and extends a sincere invitation to all those eligible to take advantage of this unique program.

Eligible men and women interested in this opportunity should get further details on skiing at Lassen National Park from:

GIVE THE LAW A LIFT
Lassen National Park Ski Area
PO Box 423
Menlo Park, CA 94025



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Police Studies

The Administration of Justice Program at Golden Gate College has expanded both its undergraduate and graduate degree offerings. New courses have been added to the curricula. In addition off-campus courses, undergraduate and graduate, will be offered in the following locations: Santa Rosa, Vallejo, Concord and Richmond. The San Francisco Campus, at 536 Mission Street, will offer a wide range of courses in both the day and evening division. A new program offering a Certificate in Administration of Justice will be implemented with the spring semester, 1972. Persons interested in either the Certificate in the Administration of Justice, the B.A. in Administration of Justice (Police Emphasis) the Master's degree in Public Administration (Justice Administration) are requested to contact the Administration of Justice Program, Golden Gate College, at 391-7800 (Extension 214 or 215).

Also available, is 24 units of extension credits, upper or graduate division through San Jose State College. The first class, tentatively scheduled, is Crime Prevention, 3 units upper or graduate.

Depending on the reception of this program courses should begin in February 1972.

If you are interested in this program contact Captain Ed Laherty, Room 459, Hall of Justice.

Editor

National Car Rental

Continued from Page 11—

In a nutshell here is their offer. Automobiles:

Rented from the San Francisco Airport office — \$14.00 a day, no mileage.

Rented elsewhere — 20% discount off regular rate.

Trucks:

Rented from the San Francisco office — 10% discount rate, first 25 miles free.

Rented elsewhere — 10% Discount.

If you would like to take advantage of this offer call the Association Office 861-5060 or at night call Code-A-Phone 553-1188 and leave your name and home address. We are compiling a list to send to National Car Rentals, so don't wait too long or you may miss out.

Editor

Promotional Testimonial Dinner

Honoring
Lieut. Tom Dempsey
Sgt. Dave Mayer

Wednesday, Feb. 9, 1972

SEVEN HILLS RESTAURANT
27 CALIFORNIA STREET

No Host Cocktails — 6:30 p.m.

Dinner — 8:00 p.m.

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Capt. Joe Flynn, ext. 1532

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