

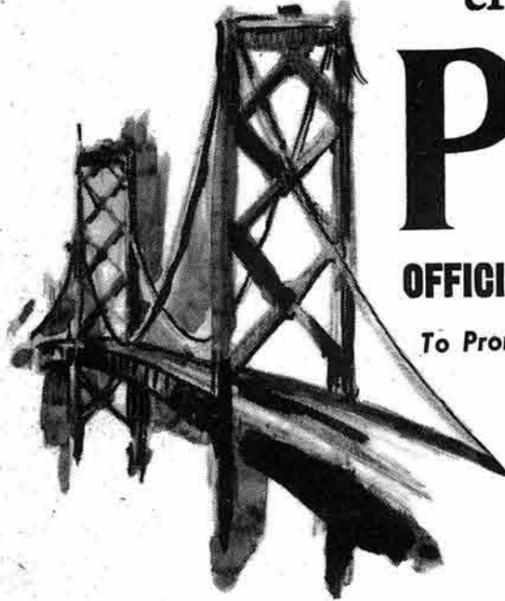
SFPOA Election Edition

the San Francisco

POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of CAPA-California Alliance of Police Associations

Member of ICPA-International Conference of Police Associations

Vol. 4

SAN FRANCISCO, JANUARY, 1973

204

No. 1

Association Candidates Named

Well its election time again and, as in the past, the list of candidates is long. According to our constitution, all Association offices come up for grabs each year and at the December Membership Meeting there was a last minute scurry to get nominations in from the floor.

This year's election will see a host of "independents" running against candidates under the Bluecoat label. In all, there are 33 men running for the 20 man Board of Directors which includes the three top spots of President, Secretary and Treasurer.

Heading the list for the three top jobs of the Association are: Jerry Crowley, incumbent president who successfully defeated a referendum election aimed at unseating him. Crowley will attempt to hold on to his job against headquarters representative Dan Nilan. For the Secretary's position William Hemby, Board member from the now closed Southeast Station and editor of the *S. F. Policeman* will run against another headquarters representative Carl Vogelsang.

Joe Patterson our incumbent Treasurer is challenged by Traffic Rep. Paul Husby.

The other 17 spots in the Board of Directors are:

Central Station, Jerry Belfield and Greg Cloney
Southern Station, Frank Ryan and Donald O'Connor
Mission Station, James Pera, unopposed
Northern Station, Elbert Boyd and Raymond MacCauley
Richmond Station, Albert Perry, and James Burke
Ingleside Station, Tom Carey unopposed
Taraval Station, James Glafkedas and Paul Chignell
Crime Prevention, Daniel Lynch and Walter Garry

Traffic Bureau, Lee McVeigh, Herschel Briscoe, Ray Carlsen, Don Lucy and Gale Wright will fight for two positions.

Headquarters Company, Ray Allen, William Terlou, Frank Kalafate and Michael Hebel will run for those two spots.

Bureau of Inspectors shows Leo Osuna and John Ruggiero unopposed.

Retired Representative, Anthony Bell and Norman Schlemmer.

In addition to choosing candidates, you will be asked to approve or disapprove changes in the Constitution and Bylaws that will spell out the order of succession to the presidency; establish two year terms for the offices of President, Secretary and Treasurer; change the terms of the Board of Directors to two year terms; increase the dues from \$60.00 a year to .005% of a first years Patrolmans salary, which works out to an increase of 60c a month; allow the Labor Relations Committee to sign a Memorandum of Understanding subject to ratification by the membership; establish a two month moritorium on back dues to allow all members of the Department the opportunity to join the Association.

The annual election is scheduled for the last week of January so you can start looking for your ballot any time after the 15th of the month. If you don't receive a ballot, call the Association office at 861-5060 and they will get you one. Whatever you do, be sure to VOTE and be sure your ballot gets mailed, before the deadline of Midnight, Friday, December 27th. after that your vote won't count.

Further election news on Pages 6 & 7.

RADICAL ARSENAL DISCOVERED

Last week Officers Dan Dragos and Bill Murphy working in the Mission four car along with Officers Loyce Tucker and Tom Heffernan of the Mission 20 unit responded to a "man with a gun" call from Radio, at 67 Brosnan Place.

When they got there they talked to the complainant who told them that four shots had been fired into his son's bed-

room.

Investigating the incident, the officers went upstairs and rang the bell. The door was opened by one of the suspects and as the officers entered the residence, they spotted two other suspects. When they asked about weapons the suspects denied knowledge of any guns. About this time officers Bob Quinn and George Toy arrived and while making search

for additional suspects, found an automatic rifle and boxes of ammo on the roof.

A thorough search of the place produced more rifles, several boxes of ammunition, 2-way radios, a gas mask and several hand guns. In addition to the weapons, large quantity of leaflets on the construction and detonation of bombs, lists of po-

Cont'd Pg. 9

Modified Dues Raise Proposed

One of the items up for your approval in the general election will be new modified dues raise proposal. The measure, approved by the Board of Directors and the members present at the December Membership meeting will be included in your election ballot at the end of the month.

This new plan reduces by half the original dues proposal submitted last year. If approved, it means an increase of 60 cents per month this year. The proposal will change Article I, Section 1, of the Constitution to read:

"The annual dues of this Association shall be as follows:

a. Active Members:
deleted ((Sixty dollars (\$60.00) per year.))

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

This plan will not raise the \$9.00 yearly rates for retired members. The necessity for a dues raise has been foreseen for several years by Association leaders. In the past two years we have set up an Association office and staff, up-graded our publication, increased our legislative efforts, retained full time legal assistance, and initiated a host of other programs, whih all take funds to support.

It has been becoming increasingly difficult to provide the services that you are receiving and should receive on such a limited budget. This hasn't included those city ballot measures that eat deeply into our treasury. But these services are necessary and are for the benefit of all our members. So when you get your ballot, be sure to vote YES for this needed increase.

COMPUTER NABS TWO MURDER SUSPECTS

Two suspects wanted for murder by outside agencies were nabbed here last month. In both cases it was because of alert police officers who ran computer checks through our CABLE System.

On November 19th, OFFICERS DONALDSON, WILBERT and GUNNER of the Crime Prevention Unit ran a field check on a subject Carl Williams. The field check resulted in a computer "Hit" revealing that Williams was wanted on a homicide warrant from Painesville, Ohio.

The second "Hit" was the result of the alertness of OFFICER JOHNSON in the Bureau of Criminal Information, Identification Section. Officer Johnson was running routine checks through CABLE when he picked up an arrest of one Lonnie Johnson for robbery by OFFICERS DAN LYNCH and S. LIND-

BERG of the C.P.H.C. It seems that the suspect had been arrested just a few nights earlier and his name rang a bell with Johnson. Officer Johnson, this time ran the suspects social security number and out came a want for murder from the Milwaukee Police Department on a LANCE A. JAEGER. Suspect Jaeger alias Johnson is being delivered back to Milwaukee thanks to heads up police work and CABLE.

These two incidents are just a sample of the "Hits" that are made each month by police officers who use CABLE. It proves that high speed computer systems are effective in police work and assist us in our job of protecting the public.

Two Year Terms Proposed

One of the problems that has plagued the Association is that of changing its leaders every year. It seems that by the time the President, Secretary and Treasurer are getting around to instituting their policies and programs, it's time to drop everything and run for re-election.

I believe that of the hundreds of police associations throughout the country, we are among the very few who still cling to this antiquated one year turn-over.

Well, this election you will have an opportunity to throw out the one-year term for the three top officers of the Association. In fact, the Board of Directors voted to put on the ballot a choice of allowing all the members of the Board of Directors to serve two-year terms.

This Constitutional amendment has been written in three parts. Part One will effect the three top positions of President, Secretary and Treasurer, and a yes vote will allow those members elected this time around to stay in office for a two-year term.

The second part re-establishes the one-year term for the members of the Board of Directors. The third part would set up a two-year term for the members of the Board of Directors with the proviso that if any one of them is transferred or retired before the end of his first year in office, his unit or station can elect a new representative.

MORITORIUM

A two-month moritorium on backdues is being sent to our membership for their approval. The moritorium, if approved, will allow those members who have either dropped out of the Association, under prior administrations, or who haven't joined as yet, to get into the Association.

It has been estimated that there are over one hundred members of the Department who, for one reason or another, are not members of the Association. Under the present Constitution, in order for them to get back into the organization, they must pay all back dues and penalties. If the moritorium is approved, it will begin on February 1st and end two months later. Many police officers will have an opportunity to join without this penalty, which in some cases is a considerable amount.

Jerry Crowley, Association President submitted the moritorium proposal as a means of "bringing all brother police officers together again in one organization as it should be." Crowley said, "It is hoped that many of our brother officers now in the Officers For Justice will take this opportunity to come back to the S.F.P.O.A. and move ahead with us again."

President's Corner



BY **JERRY CROWLEY**

Any cry for unity is empty and meaningless when it is used as a means of quieting honest dissent.

The Police System as we have known it over the years has used the concept "divide and conquer" to keep personnel ignorant of their rights as individuals and fearful of their right to form a strong unified Association.

Any system that does not respect the Civil Service Merit System and allows segments of the Police population to enjoy certain benefits and prestige to the exclusion of other groups is inherently divisive.

Unity has never really existed in the Police Department. What did exist and did appear to portray the illusion of unity was in reality fear, passiveness and the phrase "that's the way the game is played."

Unity within any organization has traditionally meant solidarity, union or harmony, but when used by certain members of the Administration, it means passiveness and the surrender of personal integrity.

Unity and brotherhood can only be realized when total equality for all Policemen under a Civil Service Merit System is achieved.

Unity can only be a reality when there exists a mutual respect for the personal dignity of all Policemen.

Unity flourishes only when a Police Administration recognizes

the right of the Police Association to protect all Policemen from arbitrary discipline and transfer.

The forthcoming Association election will not be decided on the issue of returning to a unity that existed in years past, but on the issue of how best to achieve unity in the future.

The unity of the Past was achieved through fear, persecution, passiveness, and patronage. The Unity of the future will only be achieved through a strong Association founded on the principles of pride, personal dignity, and equal opportunity.

Unity in any organization begins with Strong Leadership and Strong Leadership can only exist when those Leaders chosen by the membership possess the courage, experience, and ability to make decisions.

1973 will be the year of decision for Policemen.

1973 will be a year of decision regarding reorganization, career incentive, Legal Defense, the Memorandum of Understanding, and binding arbitration. As President of your Association my only request is that all members participate in the choice of the men who will ultimately make these decisions in 1973.

CROWLEY DEFEATS REFERENDUM

William Hemby
Secretary

It is my pleasure to report that the Special Election Committee met on December 18, 1972 for the purpose of collecting and counting ballots cast in the Referendum election. By a vote of 395 YES to 793 NO the membership ratified the Board of Director's appointment of Gerald Crowley as Association President.

A total of 1207 ballots were received. However, the committee rejected 19 ballots in that the ballot was unsigned, cast after the election closed, or was otherwise defective. Three members of our Association attempted to vote more than once; their ballots were also rejected.

The enclosed chart shows how the membership voted according to assignment.

Special thanks should go to the Election Committee members for their dedication. They are: Ken Foss, Frank Kalafate, Steve Runyon, Ron Vernali, Gale Wright, Sol Weiner, Steve Edmonds, Mike Gallagher and Jim Pera.

Submitted by: Mike Hebel
Chairman
Election Committee

LISTED BELOW ARE THE RESULTS OF THE "REFERENDUM ELECTION" OF PRESIDENT JERRY CROWLEY

PERSONNEL ASSIGNED	YES	NO	TOTAL	% VOTING	
A	14	49	63	44%	
B	5	46	51	47.6%	
D	10	72	82	53.9%	
E	14	703	84	50%	
G	11	45	56	43%	
H	8	56	64	46%	
I	13	47	60	59.4%	
CP	15	51	66	57.3%	
HQ	107	100	207	49.1%	
INS. BUR.	119	7	126	68.4%	
CO. K	27	101	128	56.6%	
RETIRED	52	149	201	59.4%	
TOTAL ASSN. MEMBERS	2116	395	793	1188	56.1%

He Likes Visitors



As part of a "We Like Visitors" campaign launched by the San Francisco Convention and Visitors Bureau in April, 1970, quarterly awards are presented to persons in visitor-related occupations whose courtesy impresses out of towners.

One of the quarterly winners this quarter is Officer Harry Farnlacher who is something of a hero both to visitors and the people on his Mission District beat. He's been in the Department for 24 years and has received 11 commendations and a bronze medal for heroism (he risked his life by taking a hold-up man by hand rather than risk a shoot-out in a crowded restaurant where innocent people could have been injured).

We bid congratulations to Harry for making all of us a little more proud of the uniform we wear.

Employment Opportunities -- Retired Police Officers

From time to time different organizations have called the San Francisco Police Officers' Association in regard to hiring retired police officers. If any retired police officer is interested in outside employment, please call:

MIKE BARLING
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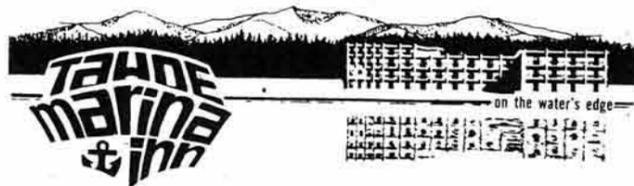
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YOUR VOICE IS YOUR VOTE

Monday, January 22nd thru Friday, January 26th.

As a member of the San Francisco Police Officer's Association you have a right to voice your vote in the Annual Election. Be sure to exercise that right by taking the time to properly fill out your election ballot and make sure you either mail or drop it into the Association mail boxes no later than midnight on Friday, January 26, 1973.

Remember the election runs from Monday, January 22nd through Friday, January 26th. If you haven't received a ballot before Monday, January 22nd, call the Association office 861-5060 and ask for one.



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Negotiations Continuing

MEMORANDUM EXTENDED ONE MONTH

In an article entitled "Historic Document to Continue" which appeared in the November issue of the *San Francisco Policeman*, the Association's Labor Relations Committee (Jerry Crowley, Paul Chignell and Mike Hebel) announced that negotiations with the Police Commission for a new Memorandum of Understanding were nearly completed and that final approval of this employee contract by both the Association and the Commission was imminent. This declaration has become similar to Henry Kissinger's famous forecast—Peace Is At Hand.

EXTENSION AGREEMENT

On Wednesday, December 27, 1972 Commission President, Dr. Washington Garner, signed an agreement with the Association whereby the present Memorandum of Understanding, which was to expire on December 31, 1972, shall remain in full force and effect to and including January 31, 1973 in order to allow sufficient time for negotiations of the new Memorandum to successfully conclude.

Association President Jerry Crowley was quick to thank Dr. Garner and his two colleagues for taking this action. In his letter to the Commission, Crowley stated that the rights and privileges afforded to each and every member of the department under the Memorandum are valued and prized.

PATROL BUREAU MEETING

The optimism of the Labor Relations Committee, which was manifest in their October and November reports to the Board of Directors, that the new Memorandum would be signed and ratified by the end of December, 1972 began its decline with a Patrol Bureau staff meeting held in November, 1972. Among other items discussed, the Memorandum of Understanding was brought to the floor. The captains present stated that they wished to consult with the Police Commission before the new Memorandum was signed. On or about December 4, 1972 these captains received draft copies of the proposed Memorandum. And then on Wednesday, December 13, 1972 met with all three Commissioners for nearly three hours. At that time the Patrol Bureau commanders and other high ranking administrative officers presented the Commissioners with both their written and their



LABOR RELATIONS COMMITTEE: Paul Chignell, Mike Hebel and Jerry Crowley reviewing a copy of the proposed "Memorandum of Understanding."

oral comments, criticisms and oppositions to the proposed Memorandum. (The written comments when piled on top of each other were nearly two inches high.) The grievance procedure and Police Officers' Bill of Rights were hotly contested.

SUPERVISORY OFFICERS ASSOCIATION

At a peripheral level, the Supervisory Officers' Association has also entered into the negotiations. On or about October 19, 1972 that Association submitted two pages of comments and criticisms on the Memorandum to the Police Commission. These comments while suggesting the deletion of numerous sections presently in the Memorandum also suggested that the Supervisory Officers' Association and the Officers For Justice be inserted into the Memorandum. Then on December 4, 1972 Eugene Caldwell, President of the Supervisory Officers, submitted a "model memorandum" to Chief Scott asking the Chief to present this "model memorandum" to the Commission. Additionally, President Caldwell stated that he expected to negotiate a Memorandum of Understanding for supervisory officers.

Presently the Supervisory Officers Association has not actively attempted to negotiate its own Memorandum but is meeting with the Labor Relations Committee regarding language in the proposed Memorandum.

COMMISSION MEETING

The Labor Relations Committee has met with the Commission in December regarding the finalization of terms to be included in the new Memorandum of Understanding. At the time this article was written the Association and Commission had

reached an impasse on the section dealing with Permanent Watches and were finding difficulty reaching agreement on several provisions in the Bill of Rights.

While the Labor Relations Committee is now "somewhat" optimistic that the Memorandum will be signed and ratified in the month of January, this is dependent upon the successful negotiation of the very few items which remain unresolved.

FIREMEN'S MEMORANDUM

In December, 1972 the Board of Supervisors approved a Memorandum of Understanding signed by the San Francisco Fire Fighters Union, the Fire Commission and Mayor Alioto. This approval was unanimously bestowed despite a written opinion from City Attorney Thomas O'Connor stating that certain provisions in it (compulsory and binding arbitration) could not legally be made operative by the Board of Supervisors because they directly conflict with Charter provisions.

This Memorandum, while certain to face court challenge, is a pace setter for City employee organizations. The section providing for compulsory and binding arbitration on all issues relating to employment conditions, including grievances but excluding formal disciplinary proceedings, will come to be the envy of employee organizations in this City. This section would transfer some of the powers and duties vested by Charter in the Fire Chief, Fire Commission and Board of Supervisors into the hands of an impartial third party arbitrator. This would seem to authorize the arbitrator to make appropriations to provide employment benefits for members of the Fire Department.

A Chance for Improvement Or Another Loud Thud

A new year rings in like a loud thud of a lead bell and the Department begins its annual ritual. What will the new year produce? Long after the confetti settles and the celebration ends the Department will, as it does each year, attempt to implement changes. A new Director here, perhaps a few Assistant Deputy Chiefs there and a smattering of a few new lieutenants, Captains, etc. Will reorganization improve efficiency, or will it, as many feel, merely be a mad scramble by a few to gain financial reward?

There seems to be little doubt as to the goal of the Police Department. Rather, there is considerable doubt as to the how to best accomplish the goal. To reorganize would be to rearrange the various specialized functions into a logical sequence of coordinated action to achieve a goal. This would necessitate placing the responsibility for like functions under a single control.

Once the like functions are identified then it would be necessary to establish the requisite qualifications of the potential men that would assume the responsibility and command of a major function. If, as it has sometimes occurred in the past, a few favored men are selected to command major functions merely on the basis of civil service rank then there is every possibility that some excellent talent will be foolishly wasted and efficient changes will be stiffened.

Below the top command level is where much of the specialized talents seem to lay. Men with experience and education in many fields, men who could help to make this Department as efficient as Chief Scott and the Commission would like it to be.

Unfortunately, when opportunities arise in which the most qualified men are needed in areas of specialization they are overlooked. These men are not overlooked merely due to the petty jealousies, or over ambitiousness of some commanders which some believe, rather they are overlooked because there are not sufficient records kept that could appraise the Department's administration of their existence.

If reorganization is to improve efficiency, the Administration will have to do some reshuffling and restaff some of the specialized units with the best available talent. Let us hope that when the prodigious task of reorganization is resumed by our Chief and Commission that they will make provisions to prudently utilize the educational talents that exist with the rank and file.

SECRETARY'S COMMENTS

by William Hemby



The office of secretary within the San Francisco Police Officer's Association is the second highest position in our organization. The Secretary is the equivalent of a Vice-President, Executive Secretary, or what-ever else you may want to call him.

Essentially, though, the role of the Secretary, becomes exactly what the person who holds the office wants it to become. A few years ago, this position meant drafting a few letters, recording minutes at meetings, and a few other assorted tasks.

Of late, the function of Secretary has taken on a new meaning and a new responsibility that calls for considerably more time and energy. The Association Secretary should serve as Second-In-Command. He should be the watch-dog over committees establish meeting calendars and agendas, maintain a comprehensive record repository, ensure that the desires of the membership are heard and carried out, establish communications between the membership and the Board of Directors, fill-in when the President is away and generally "get involved" in all aspects of the Association. This is the type of Secretary you should have, and this is the type of Secretary I intend to be.

During the years of my active participation within the Association, I have always devoted myself fully to this principal of total involvement. Upper-most in my mind has been the goal of upgrading the image of the San Francisco Police Officer's Association, providing more and better services to you, our members, and attaining those benefits we so badly need.

These are the things I believe in, these are the things I will continue to strive for, and with your help, these are the things I will accomplish.

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Club oriented people often go far. But this bunch went too far, actually as far as the Youth Guidance Center, when **Ed Buttici** and **Allan Phillips** of Ingleside-8 found a stolen six-thousand-dollar forklift on Napoleon Street. A group of kids were using it to clear the area for a go-cart course around their clubhouse. The clubhouse itself was something else. Furnished with stolen articles, it was independently powered by storage batteries which provided lights and power for a stolen stereo, TV, and other luxuries. (P.G. & E. please note.) It wasn't difficult to learn who was responsible, since the name of the 15-year-old leader was on the hot merchandise (to keep it from being stolen). **Ed Lawrence** filled the entire Ingleside wagon with the recovered tools and appliances which had come from various thefts.

Bob Shepherd and **Bruce Lorin** of Central 26, following up a burglary on Bush Street, called on a possible suspect in a Geary Street hotel. The suspect opened his door revealing goodies just stolen in yet another burglary, and dashed for the kitchen window. Grabbed by the seat of his pants, he exclaimed, "Property! What property?" as his fellow crook was interrupted while sorting the loot. A search produced the stuff from the Bush Street job also, and the two second-storey men qualified for a trip all the way to our Sixth Floor.

I found this in my old notes from the days I worked in the Richmond District. A middle-aged romantic was wooing a reluctant lady in the district and was frequently being booked as "Drunk—Release when Sober" as the result of the lady's complaints. The gentleman was a wealthy farmer from somewhere in another county, and amid his property we used to book a fabulous diamond ring he always wore. But one night this ring was not there when he got in for the routine booking. He begged us to find it for him, promising a reward. And find it someone

eventually did, returning the ring to the gentleman. Well, a couple of weeks later the reward came—a crate of asparagus sent to the Station, C.O.D.

And while reminiscing of those old days I cannot ignore **Gino "Beans" Marionetti** of Robbery Detail (who is probably one of our soon-to-be lieutenants) who has been in this department 22 years now. He gave up a pro baseball career to be a cop. I often wonder why he stayed on in this business past his first day when he was assigned to ride as my partner in the old Richmond-L car. That day must stand out in his memory. The first thing we did was chase a wild speeder on Anza Street, through Anzavista under construction, stopping him near Broderick and O'Farrell. The middle-aged driver refused to show his license, instead arrogantly trying to impress us with his fraternal and veteran memberships and the names of different big shots which he was calling out like a town crier. He refused to sign the citation and his irate wife came to his aid, tearing the tag book out of his hands when he finally looked like he was going to sign. She pulled on Gino's necktie and shouted loudly attracting a doctor who was ministering to a patient in the building on the corner. But the doctor did not come to help us; he joined the two disturbers and offered to sign complaints against Beans and me. Finally the tag was signed and we retreated to the station. But who was already there, raising Cain about the ticket? Our irate couple, of course. The late **Phil Kieley**, who was watch-commander at the time, finally expelled the pair bodily and held the door shut to prevent them from re-entering. And yet Gino stayed on and hopes to retire only after full service.

Joe Arone and **Bill Vince** of Ingleside-1 took a report of a theft of a yellow Harley-Davidson (at least it wasn't pink) which was stolen by someone using an old truck. Sometime later they saw an old repainted post office van parked on Hamilton Street. Joe and Bill peeked inside. Lo and behold, the yellow Harley was right there, resting clandestinely. Our sleuths staked it out and soon two baddies appeared and started for the truck. On seeing our men in the black-and-white, they backed off and tried to look casual in a doorway nearby. The pinch was made. The crooks claimed surprise that

a motorbike somehow got inside their truck. (Maybe it was too yellow to be out on the street in the dark.) But their fingerprints all over the bike cinched it. And they left the scene in another kind of a wagon.

Photo Lab Boss **Ernie Ellison** and **Howard Jackson** from the Crime Lab were doing their mop-up work at the Masonic Hall on San Jose Avenue after a burglary. **Ray Shine** and **Dennis Moody** of Ingleside had already caught and taken away two young burglars and their German shepherd (imagine a police dog gone wrong!). Well, Ernie heard footsteps on the roof. Howard then climbed a ladder to check on the midnight promenade at this odd location, and found a third burglar hugging the roof top, trying to blend in with the tar paper. He'd been there for over three hours, afraid to climb down by himself. Howard helped this third, no, fourth baddy (don't forget the dog) toward his inevitable destination.

That indomitable duo, **Dan Foley** and **Mike Harrington** of E-28 (the nemesis of all "E"vil) have done it again together with **Ernie Maggio** and **Stu Flynn** of E-29. They overheard, "Man, we're gonna make a haul with this," coming from a room in a hotel on Market Street. Further surveillance disclosed conversation dealing with dope sales and the cutting up of heroin. Mike made a leap to qualify this *pas-de-quatre* for an ovation if there had been an audience, and crashed through the door, surprising the two purveyors of dreams so they didn't even try to blow away the ten-ounce mound of heroin on their table or swallow any of the 52 ready-rolled balloons. The haul was made, but not by the crooks, since they were the ones hauled away to jail by our troupe.

President's Award



At the December General Membership meeting, Association President Gerry Crowley established a new tradition by awarding each member of the Board of Directors with a President's Certificate of Appreciation.

The plaques were awarded in behalf of the work performed by the members of the Board of Directors during the year. In giving the awards President Crowley said, "over the past year, we have had our differences, but I've known that they (the Board) have been a dedicated group not only to their stations, bureaus and units, but to the general membership." The plaques read, "Certificate of Appreciation, issued in appreciation and recognition of the assistance rendered by you in support of the law enforcement profession, given this 19th Day of December, 1972."

"PROFESSIONAL POLICE"

by J.W. Greco

San Francisco has a large, multi-million dollar police operation which is made up of many energetic, intelligent and highly skilled individuals. The proper utilization of these people is the only way to obtain an efficient, professional operation.

Individual officers serving in a professional police department are knowledgeable, enthusiastic, and have a highly visible esprit de corps. Line supervisors and middle management are community oriented and spend most of their time trying to improve police techniques and procedures to the benefit of both the officers working for them and the general public. Executive echelons are quick to champion new and innovative ideas and always demonstrate concern for working conditions as well as job performance.

Obviously our department today is more professional than in the past. Equally obvious is the need for further professional development. All of us should be quick to assist the police officer, captain or patrolman, who is most dynamic, most receptive to change, most concerned about our working conditions as well as job performance.

Do these remarks seem to be a statement of the obvious? Probably. Yet if what has been said is so obvious, why is the professionalization of our department such a slow and agonizing process? We need to do a better job supporting and encouraging professional police officers, regardless of rank, so that the people who are working hardest for our benefit will know that we appreciate their efforts. And then maybe, just maybe, our progress toward police professionalism will be a little less slow and a little less agonizing.

Assistant Inspectors List

The following men have passed the Department's first Assistant Inspector's examination. Since the police Lieutenants exam was given on the same day, some of the men who appear on the Assistant Inspectors list will also appear on the lieutenants list of eligibles.

Although some criticism has been levied at the number of Sergeants who passed the Assistant Inspectors examination, it must be remembered that every Sergeant who takes the position of Assistant Inspector leaves a vacancy in the rank of Sergeant. This in turn, will allow more opportunities for patrolmen wishing to advance their civil service rank.

- Diarmuid Joseph Philpott
- James Curtis Bailer, Jr.
- John Joseph Jordan
- Michael T. Trueman
- Kenneth Arnold Foss
- Nelson Eddy Thomas
- Thomas Leonard O'Donnell
- William F. Gilbert
- Walter Carl Brauhschweig
- John A. Damon, Jr.
- Michael Edward Johnson
- Lloyd F. Crosbie
- James Patrick Deasy
- Michael J. Williams
- Richard J. Shippy
- Edward James Dennis
- Henry W. Eidler
- John Richard Troche
- Barry Dudley Johnson
- James D. Cole
- Arlyn Richard Bragg
- Neil L. Jordan
- Kevin J. O'Connor
- Marco Benassini
- Clifford Allen Tawney
- William Charles Grosward
- Robert Mario Forni
- Thomas Allen Burns
- Robert William Huegle
- Robert Edmond Rames
- Jack Kent Rodgers
- Gary Owen Lemos
- Vernon Dale McDowell
- Robert Joseph Donnelly
- Gary Monroe Wommack
- Edwin M. Kenney
- Richard Edward Willett
- Ora E. Guinther
- Victor Michael Wode
- George Edward Guglielmoni
- Jerald Wesley O'Brien
- Gerald J. Roberts
- William K. White
- David Patrick Christensen
- Gale N. Wright
- Frank William Watts
- Calvin Lloyd Nutting
- Richard N. Cosoi
- Ward Lyman Holmes
- Morgan Axel Peterson
- Dennis Valentine O'Connell
- Willis G. Garriott
- Matteo Genna
- Charles Harwell, Jr.
- Victor I. Rykoff
- Ronald Paul Kern
- Donald Arthur Fouke
- Clyde Gary Blount
- Stephen R. Driscoll
- John Robert Ballentine
- Gary Marble
- Joseph E. McQueen
- Ronald R. Martin
- William E. Sorensen, Jr.
- John F. Quill
- Alexander Stevens
- Christopher W. Weld
- James Fry
- Edward Henry Hartman
- Clarence Ned Williams
- Cornelius Nichols
- Lee Neider
- Raymond S. Michelis
- James Patrick Collins
- Donald Patrick Lucey
- Lawrence Joseph Santucci
- John Joseph Currie
- Frederick James Groven
- Robert Jones
- Joseph John Mangan
- Robert Anthony Pardini
- John Joseph Ryan
- Thomas Jeffrey Gerard
- Donald Allen Lemstrom
- Robert J. McAllister
- Robert Paul O'Sullivan
- Richard R. Racine
- Obria Boyd
- William Arthur Wiegner
- Cornelius John Crowley
- Robert Fred Bernardini
- Franklin Oliver Greer
- James W. Norman
- Anthony J. Spiteri
- Paul W. Husby
- Bernard William McNeil
- Raymond Robert Portue
- Edward Michael McDonough
- Robert L. Gerner
- Dillon Cole, Jr.
- David Ralph Rodrigues
- Marion Douglas Jackson
- Arthur C. Lockwood
- Lionel T. Hess

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VOTE BLUECOATS

PAID POLITICAL AD

Quotes Overhead At The Centurian New Year's Dance



"What Do You Mean, You Think You Left The Gas On!"

"You Could At Least Have Told Me You Were Wearing Your Plaid Skirt!"



"Yes Sir, You Sure Do Have A Nice Place Here"



"Captain You Say The Sweetest Things!"



"Hey! Anybody See The Scotch?"



RAMBLING DANGEROUSLY

Most people when they hear me say something about doing some thinking—tell me that's dangerous. Well, I have been living dangerously lately. I mean I have been doing some thinking about our Association. It's past, present, and future. I have also been doing some comparisons between our Association and other Associations, and even Unions. What do the members of other organizations expect from their leaders? Further, what is the basic purpose of these various Associations and Unions?

the reason your Association negotiated the Memorandum of Understanding. My only wish is that we were unanimous in thinking that fringe benefits and working conditions are equal in importance. I have heard the statement far too often "they are going to do what they want to anyway, so why fight. We should only worry about benefits." I say we have to worry about both. I for one cannot enjoy the sound of money jingling in my pockets when my head is bowed because I have lost my dignity as a man or sold my soul.

Well, it is my observation that the members expect these Organizations to provide good wages, benefits, and good working conditions and protect their interest in every phase of their working and retired careers. I also know that in order to best serve their members and provide these things for them, their leaders have and get the full cooperation of the members.

Now, how can we best serve the membership in the future? What can the membership do to help the Leaders better serve them? Well, the Leaders must continue to seek ways to break the Charter or get around it for better fringe benefits. Make sure that Proposition "E" is implemented properly so themembers will realize the benefits that can be derived from it. Continue to work for fair treatment for our members so that they may serve the Community without fear of persecution or reprisals, both from within and without the Department.

In comparing our Association with some of these other Organizations, I find out that we are greatly handicapped in providing some of these things for our members because of the City Charter. Having that one line in the Charter that says "we shall not be paid any fringe or working benefits whatsoever other than base pay," is like an opera singer trying to sing "Carmen," but is prohibited from using his vocal cords.

What is expected of the members in the future? The membership as a whole has got to give more support to their Leaders and demand more from their individual Directors. I have noticed since serving on the Board that some of our Directors spend all of their time working against the President, trying to embarrass him, and sabotage whatever ideas he may come up with for the good of the members. These Directors would better serve their constituents if they would come up with some constructive ideas and programs, and work to right some of the wrongs that they may find. Instead, they take a negative attitude on almost everything just to satisfy some personal grudge.

In the past these fringe benefits were the only thing this Organization was concerned about. Fringe benefits meant money in the pocket, and no one was too concerned with any other conditions. Being treated like a human being with the rights and privileges of other American citizens was something that was considered not to be one of the things the Association should take on as important.

So I urge each Station, Detail and Unit to select your Directors very carefully and demand that they give you the representation you deserve.

That type of thinking, I am happy to say, is in the past. Though we are not putting fringe benefits in a secondary category, we do realize that when our members are constantly persecuted and harassed for every little nitpicking reason ever conceived by man, they need somewhere to turn for help. At present any member with any kind of problem whatsoever can

Enough rambling for now. I just want to urge each and everyone to vote and vote on every issue. Let's have a good 1973.

Joe Patterson
Treasurer

**VOTE
BLUECOATS**
PAID POLITICAL AD

it's
the real
thing



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1973 ASSOCIATION



JERRY CROWLEY
President, Incumbent



WILLIAM HEMBY
Secretary, Incumbent



JOE PATTERSON
Treasurer, Incumbent

FRANK KALAFATE

For Station Representative
Headquarters Company

I've been in the Department for nearly 17 years. I have been active in the Association for the past two years in various committees. I'm on the Publications Committee as Assistant Editor; the Insurance Committee as the Chairman; the CAPA committee representing San Francisco Police Officers Association. I enjoy working on each of these Committees. The Publications Committee is a lot of work but also a lot of fun, and I've learned a lot about putting a paper together. The Insurance Committee is really something that developed into a lot of good things for all Association members. There are savings to be made in our Insurance Programs, if you just have the right people to do a lot of work. The CAPA meetings are getting very interesting, because possibly we can get our own Insurance Co., through CAPA, for all Police Officers in California. Besides all this, I'd like to become your Headquarters Representative, so if you're in Headquarters Co., please give me a vote.

1973 BLUECOAT PLATFORM

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

1. Insure that the first step in a career incentive program is placed in the 1973-74 police department budget.
 - a. Patrolman II, Sergeant II, Inspector II, Lieutenant II, and Captain II.
 - b. The legal means (Prop E, 1971) mandated by the electorate have been available for over a year.
2. Proposed use of ballot opportunities: Two Charter amendments to be placed on the November 1973 ballot—
 - a. Fluctuating pension plan to allow retired members to keep ahead of the cost of living and inflation.
 - b. Night differential for policemen working between 2 p.m. and 8 a.m. (This is consistent with the idea of one fringe benefit at a time.)
3. Halt the department intimidation and discrimination against policemen who exercise their constitutional rights to organize, comment on public affairs and seek redress of grievances.
 - a. Protect policemen from harassment who have or are about to exercise rights guaranteed under the *Memorandum of Understanding*.
4. Achieve long sought after dental plan for policemen; Reduce the cost of complete medical coverage of policemen and their dependents.
 - a. This will be acquired from the City Health Service system in May of 1973.
5. To insure promotional opportunities for the rank of assistant inspector, seek the guarantee that after holding the rank of assistant inspector for 2 years, the member automatically is appointed as a full inspector.
6. Provide a vigorous and effective legal defense for members involved in department Internal Affairs investigations, arbitrary departmental disciplinary hearings and job related criminal proceedings.
7. Continue to vigorously work to repeal the residency rule through court action and by lobbying at the Board of Supervisors.
8. Expose/oppose private meetings by special interest groups with Civil Service officials.
 - a. Protect the impartiality of the Civil Service merit system by exposing those few who seek special privileges regarding exam bibliographies and exam dates.
9. Continue to straighten out the overtime inequalities by insisting that the department equalize the opportunities to earn overtime.
10. Continue to oppose the use of civilian employees in vital security areas such as the City Prison, Traffic Bureau and Communications Bureau.
 - a. Continue to oppose the City Prison take over.
 - b. Continue to oppose promotive jobs for civilians in the Traffic Bureau.
11. Vigorously oppose any department reorganization plan attempting to re-introduce political patronage into the police department.
 - a. Seek a system whereby all qualified members are given an equal opportunity for a particular job opening.
12. Improve and strengthen provisions in the *Memorandum of Understanding* to insure police officers rights.
 - a. transfer policy
 - b. overtime pay policy
 - c. uniform and safety equipment
 - d. grievance procedure
13. State level: use our membership in the California Alliance of Police Associations (CAPA) to increase insurance benefits at reduced costs.

BLUECOAT ACCOMPLISHMENTS

1. Negotiated and renegotiated the first labor contract in the 30 year history of the Association - The Memorandum of Understanding.
2. Presented a comprehensive reorganization plan and career incentive plan to the Police Commission.
3. Under Bluecoat leadership achieved a phenomenal record of victory at the polls — won 7 out of 9 Charter amendments supported by the Association.
4. Offered improved insurance benefits at reduced rates; this coverage included retired members and those unable to obtain insurance elsewhere. The complete insurance package included: life, disability, automobile and home owners.
5. Initiated a new Grievance Form.
6. Paved the way for our moving out of Ward 45 and into modern health care facilities.
7. Produced a professional publication - The San Francisco Policeman which is circulated on a national basis.
8. Established a permanent Election Committee for year around planning for police ballot measures.
9. Saved approximately 50 promotional jobs by working with citizen groups to reopen Park and Southeast Stations.
10. Successfully opposed supervisory positions for parking and traffic controlmen.
11. Opposed City Prison take over by the Sheriff.
12. Obtained a firm commitment from Civil Service officials that they will never hold two promotional tests on the same day.
13. Opposed all reorganization plans which did not consider all members or which attempted to re-introduce political patronage.
14. Continued to make the voice of policemen heard in San Francisco.

**YOUR
VOICE
IS
YOUR
VOTE**

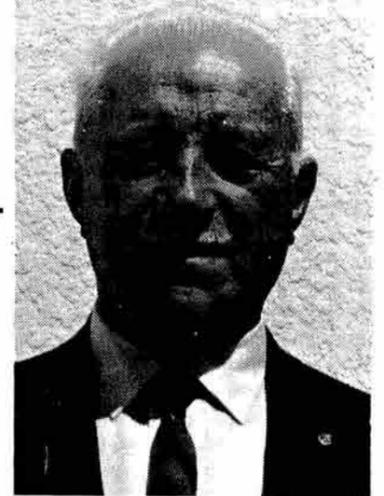
**VOTE
BLUECOATS**
PAID POLITICAL AD

YOUR RETIRED CANDIDATE

I, Tony Bell, herewith submit my name as candidate to the Board of Directors as representative of the retired men.

My thirty-six years experience (thirty of which were obtained in this department), in the police profession, has given me the knowledge of the policeman's problems, and the conditions under which he has to work.

The eight years since my retirement have shown me the pitiful plight of many of our retired men, and by the Grace of God, there could go you! I shall endeavor with all my strength and might to try to correct the injustices that many of them have to endure. I shall also strive to better your retirement conditions and avoid the pitfalls that could happen to you and your loved ones whom you leave behind. I shall try, to the best of my ability, to bring unity where there is discord, harmony where there is distrust, and respect to all officers, be they patrolmen, sergeants, lieutenants, captains, and the still higher eschelons.



TONY BELL

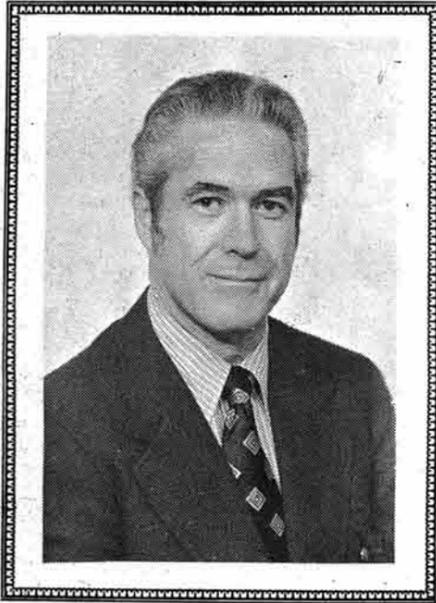
Every conqueror since Ghengis Khan has used the same tactics successfully, "divide and conquer" and that is just what will happen to us if we don't strive and fight together so that the police officer, of whatever rank, will again become the first class citizen and gain the respect and dignity of which he so justly deserves—and once had.

From my first day in the department, I was known as a hard working policeman, so if you want a "worker,—not a shirker", vote for Tony Bell, Retired Policemen's Representative in our Association, of which I am a charter member, and God willing, I shall always be one. Thanks for listening! A Happy New Year to all.

Tony Bell,
Member Executive Board
Veteran's Police Officer's Assn.

ION ELECTION

Elect . . . **DAN NILAN**
PRESIDENT



Brother Officers:

The Constitution of the S.F.P.O.A. states that its primary object is "To develop a spirit of cooperation among those who dedicated themselves to law enforcement." How quickly this has been forgotten by the present leadership. Many of our members have left to form other associations, and should this continue, we are lost. However, there is still hope when I am elected.

I am running independently with the firm hope of uniting our members, and when elected, I will rekindle the spirit that has been allowed to die out. I owe alliance to no one, and will represent everyone equally, honestly and unselfishly, at all times under every circumstance. I am supported by members from every unit in the department, and also former members of the Blue Coat Committee. Our common goal is unity, which cannot be accomplished under the present leadership.

At present I am Headquarters Representative on the Board of Directors. I have been in the department 23 yrs., 15 of which were spent in uniform working nights. Was appointed Asst. Inspector after 22 yrs. I am assigned to the Juvenile Bureau.

Active member of the successful Prop. "N" Committee; Member of the Joint Reorganization Committee; Write the sports column in "The Police-

man"; Manager and player, Headquarters Co. softball team; Track and Field Manager, who competed in the last 3 Calif. Police Olympics.

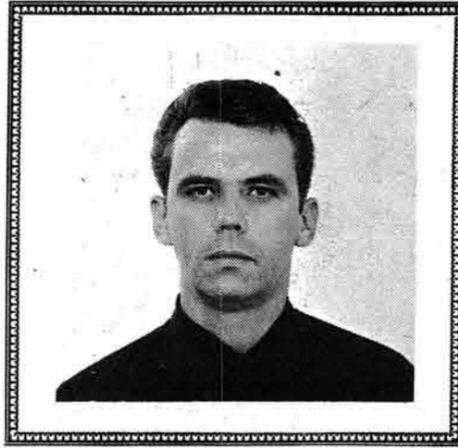
MY GOALS:

- * A united Board of Directors
- * Long sought-after time and one-half for overtime
- * Night differential
- * Fluctuating pension
- * Career Development Plan
- * We are close, under Prop. "N", to a 25 yr. pension—work toward a 20 yr. pension
- * Paid holidays for everyone
- * Assist retired members and their families to secure better benefits
- * A February Campaign Committee alerted for November election
- * Bring the Association to the membership—regular visits to all units
- * Form a "BAY AREA POLICE OFFICERS ASSOC. ALLIANCE" within our 30 mi. radius for assistance to members and family
- * More public relations work for the Community Services Committee
- * Get our Joint Reorganization Plan working
- * Better and safer equipment

VOTE TO KEEP YOUR ASSOCIATION UNITED — NOT DIVIDED

"Let's Get Together"

VOTE **PAUL HUSBY** TREASURER



Have you looked at an association financial statement lately and tried to figure out where your money is going? I have and I think it's time we had a fully qualified treasurer to handle our money.

I am qualified. I am running as an independent for this office. As such, I feel I will be better able to represent the interests of all areas of the department. We all kick-in to the total of approx \$100,000.00 a year to run our association and I'm not really sure it's being efficiently utilized. In fact, I know it's not.

I have been with the department for 10 years. At present I am Traffic Bureau Representative on the Board of Directors of the Association, Treasurer of the Community Services Fund and a member of the Uniform and Safety Committee. I also served as a member of the Joint reorganization Committee and because

of my experience and background was selected by that committee to prepare the financial portion of the reorganization proposal, as well as to work on other aspects of the package. I have completed my B.A. in Accounting at S.F. State and have the experience and knowledge necessary to institute proper accounting and reporting procedures within the S.F.P.O.A.

As Treasurer of our Association I will devote my energy and time to implement the below items.

- PLATFORM**
- (1) Institute a program of responsible fiscal management within the S.F.P.O.A.
 - (2) Develop and publish factual and accurate financial statements which clearly show where your money is going, why and who authorized the expenditure.
 - (3) Actively seek the benefits we all have waited so long for, such as:
 - Paid health and dental plans for member and family
 - Time and one-half for overtime
 - Fluctuating pension
 - Career development plan
 - 20 year retirement
 - Overtime paid to those who do the work.
 - (4) Promote cooperation by all members of the department in achieving common goals and the support by all members for any specific group which seeks a justified improvement in their conditions. Only by presenting a united front on issues can we be successful.

AN EX-BLUECOAT SPEAKS OUT

A paid political ad in the November issue of the *Policeman* stated, in essence, that any candidate who was opposed to the presently Bluecoat dominated Association should be considered a member of the "Old Guard." Now, that throws an immediate scare into any one who has been around a few years, right?

We remember the "Old Guard." We had an Association representing only a select few with a musical chairs operation for the leadership of our Association. The meetings were ineffective because regardless of what you wished to say, it was always "Out of order," especially if your view clashed with the thinking of the "Old Guard."

So, the Bluecoats have resurrected the term, "Old Guard" and have so labeled any individual who does not conform to their ideology. Would you like to know who some of these people are? This is a partial list:

Al Boyd, Co. E Rep.; Jim Crowley, Hd. Qtrs.; Frank Machi, Co. E Rep.; Bill Soto, Hd. Qtrs.; Frank Wilson, Co. F Rep., and many others.

None of these men held office in the "Old Guard Association" and were in no way connected with the "Old Guard." These men were part of the original Bluecoat organization.

Others have also been erroneously labeled "Old Guard." These men have always been uncommitted to any political group: Herschell Briscoe, candidate for Co. K Rep.; Greg Clooney, Co. A Rep.; Paul Husby, Co. K Rep.; Lee McVeigh, C. K Rep.; Dan Nilan, Hd. Qtrs., and candidate for President.

These lists run on and on. There are many names we all know—Brothers who have never in any way been a part of the "Old Guard."

This type of campaign rhetoric is ridiculous! There are important issues that all candidates must address themselves to. One very important issue that comes to my mind is "unity." What have the Bluecoats done in the name of "unity." The very fact that we now have three different associations in our department with one more in the planning stages would indicate that "unity" is definitely not a part of the "Bluecoat Philosophy." Never in the history of our Association have so many Brother members felt so isolated and shoved aside as now. The reason for this is obvious: our feeling of a lack of representation by the present Bluecoat leadership.

Brothers, we all pay dues, each of us deserves to be represented equally. We should demand "unity" with our votes. "Unity" will give us one voice. "Unity" will again give our Association the full power of 1,900 men and women working together—a voice that can be easily heard in the Board of Supervisors' Chambers. "Unity" will halt a Bluecoat dominated Association from dividing us further—an Association that pits uniformed members against our Brothers in the Bureau and against our superior officers. We must drop all labels and elect officers and representatives who will consider the issues based on their merits and not on the dictates of some political pressure group.

We must unite for the benefit of all of us.

COMPANY E

Company E has been represented by me during the past four months. In an effort to be an effective representative, I have solicited your views and attended all of the board meetings to express those views.

My active interest in the Association began a couple of years ago when I became a member of our Insurance Committee. Through a conscientious effort, that committee has provided us with better insurance programs. I have also attended several CAPA meetings as a representative of San Francisco in order to gain a broader perspective of our Association.

Most of you know that I was once in the position of seeking help from our Association. I certainly realize the necessity of a strong Association with diligent, effective representatives. I am prepared to devote my time and energy to this endeavor. Most important: I want to listen to you and to represent you.

Sincerely,
Elbert "Al" Boyd

Al Boyd Northern Station

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1973 ELECTIONS
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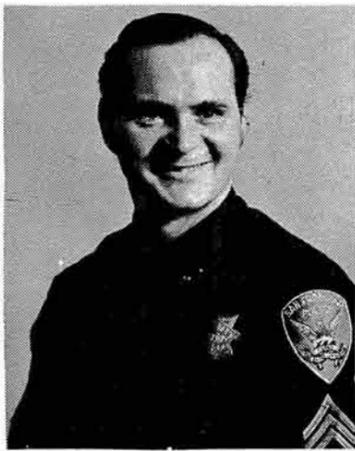


the San Francisco
POLICEMAN

SPORTS

By DAN NILAN

At this writing the year 1972 is drawing to a close, and our athletes are already looking forward to 1973. Many of our men who competed in the California Police Olympics this year, and maybe brought home a silver or bronze medal re looking forward to winning a gold medal in '73. Where we did not have any entries in the decathlon this year, I know of two men who are hard at it already, training hard to bring home to San Francisco its first gold medal in this event. Right now its a case of who is going to win the gold, and who will bring home the silver, this is what we are pointing to.



Sgt. Jay Christman

We had a successful softball season this year, with our team beating everyone up at Lake Tahoe from all over the state. The men that made up the team were selected from the teams that had competed throughout the season, and picking this team was tough. There were many outstanding players on all the teams, and I know many of the men are looking forward to making the trip to Lake Tahoe as part of the 1973 All Star Team. Along this same line, we hear of a hard ball team being started. This was very successful in past years, and the annual Police and Fire Baseball game always drew a large crowd. The proceeds going to charity, good public relations.

Our "Thundering Porkers" as they are called, are preparing themselves for the annual clash of the giants. This is a date we all should remember, and mark on our calendars. That is: SATURDAY, FEBRUARY 17, 1973 at LOWELL HIGH SCHOOL football field, this is the date of the Police vs Fire Football Game. According to all reports, by the time Coach RALPH SCHAUMLEFFEL whips his team into shape and takes the field against the Fire Dept., they will be looking forward to cleaning the 49ers clock. Don't forget the date, and bring the family to help root our team on. The Fire Dept. were lucky to win last years game, but victory will be ours in '73.

I would like to take this opportunity to thank everyone who sent in articles for the sports section of this paper, and please continue doing so next year. I would like everyone to read the article on SGT. JAY CHRISTMAN of Co. "K", who deserves all the recognition he can get for his outstanding record in pistol shooting. Congratulations "Jay" from myself and your many friends.

ATTENTION ATTENTION

Another date to remember:

WEDNESDAY, JANUARY 31, 1973 is the day for "THE FIRST ANNUAL CAPTAIN BARCA TABLE TENNIS TOURNAMENT."

This will take place in the gym at the Hall of Justice, starting at 1000 hrs. There will be two divisions, a Senior Division comprised of men 45 yrs. and over, anyone below that age will be in the Open Division. The entry fee will be \$1.00, this money going to pay for the prizes. There will be a perpetual trophy, and a plaque will be given to the 1st, 2nd, and 3rd place winners. A \$25.00 U.S. Savings Bond to the winner, is an added prize. You

Here is the "Champ." JAY is the number 1 Combat Shooter in the state, which to his many friends and competitors is no surprize. To give you a little background on JAY, he travels on an average of 7,000 miles a year while competing, and averages 20 matches a year. HE DOES THIS AT HIS OWN EXPENSE, AND ON HIS OWN TIME. He is also a member of the Top Rated Shooting Team in the state, which is comprised of 6,000 active Combat Shooters. Of course JAY being No. 1 amongst all these shooters, he always has his guns in excellent condition. Try this on for size.

JAY recently retired one of his guns after firing 370,000 rounds of .38 Caliber ammunition. Now if that doesn't make your trigger finger sore just hearing about it, listen to this. JAY usually averages 70,000 rounds fired during the year. We can always look at someone who is a champion, and admire them for their skill in whatever sport they are competing in. With just the few facts and figures that I have, it just goes to show you the time and dedication it takes to be able to attain that title. So to JAY we all say congratulations to a great man, and a true CHAMPION. You will always be No. 1 in our books, the S.F.P.D. is sure proud of you.

should bring your own paddle if you have a favorite, as the ones in the gym are slightly used. There will be three tables set up, and U.S. Table Tennis rules will prevail. Entries are open to all policemen of the department, and you can sign up with JOE MOLLO at the gym any day between 0900 and 1700 hrs. Be the first one to have his name inscribed on the trophy donated by CAPTAIN BARCA. JOE MOLLO will have new balls to use in the tournament.

AT THIS TIME I WOULD LIKE TO WISH EVERYONE A HAPPY AND SAFE NEW YEAR.

REAL ESTATE

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RULES & PROCEDURES

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

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

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

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

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

—Editor



SAN FRANCISCO POLICE DEPARTMENT BASEBALL TEAM—1912

Thanks to Lt. Frank Murphy, Room 400 for this picture

Back row left to right Ray Delmas; Charles Birdsall, Captain 2nd base; Al Wright, Manager; H. C. Jagger, left field; Frank Escal, 1st base. Center row John Casey; Ed Plume, center field; Tom Fitzpatrick, pitcher; Tom Hoertkorn, catcher; Charles Maher. Front row Grover Coats, 3rd base; Tom Gorman. This team defeated Los Angeles Police Department November 10th, 1913 by a score of 8 to 4.

VOTE
BLUECOATS
PAID POLITICAL AD

MARCH OF DIMES NATIONAL POSTER CHILD



(SFPD Photo Bureau)

The March of Dimes fight against birth defects was given special attention by CHIEF F DONALD M. SCOTT and CAPTAIN DERMOTT CREEDON when the National Poster Child, Paula Pfeifer of Tulsa, Oklahoma, dropped by Chief Scott's office.

The San Francisco March of Dimes chapter, in addition to supporting a Birth Defects and Genetic Counseling Evaluation Clinic at UC Medical Center, places special emphasis on the prevention of birth defects by making speakers, films and educational material available to schools and by giving Health Career Awards scholarships to students entering health-oriented professions. Other projects supported by the March of Dimes include financing to the Saalk Institute, grants to scientists researching the causes of prevention of birth defects and community service programs assisting hospitals, physicians and patients.

A major effort is underway in San Francisco to prevent birth defects but volunteer help is needed to carry out the annual fund-raising to support this enormous effort. Volunteers are supporting the March of Dimes with special events throughout the year including the traditional Nothers' March on January 26-30, and a Spring Walk-A-Thon scheduled for March 24. For more information of what you can do in the fight against birth defects, call the March of Dimes at (415) 956-1500.

Arsenal Cont'd

lice and highway patrol radio bands, bulletins on police communications, and more disturbing, reverse telephone directories listing names and addresses of police officers, bank officials, prison guards and political persons.

While Officer Bill Murphy was searching one of the boxes, he came across several bomb timing devices, black powder and a small hand bomb. Other contraband discovered in the house were, a police radio receiver, and 12 volt batteries adapted for bomb detonation.

One of the suspects, Tracy Griffin, was found to be a city employee. At the time of her arrest, she said that she worked for the Criminal Information Bureau, but a further check with the Department found that to be untrue. What was so disquieting about the material discovered in the home, was that many confidential police reports were found, leading to the conclusion that there might possibly be a leak of confidential reports from either the police department or one of the criminal justice agencies that have access to police information.

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Minor Infractions

UNJUST SUSPENSIONS

By Tom, Carey,
SFPOA Board of Directors

I recently assisted two members of the Association who filed an appeal before the Police Commission of a Chief's Suspension. I believe the case is of interest to all members of the Department and that is why I am writing this article.

Sgt. Don Drake was given 5 days off without pay for the following minor infractions:

1. His uniform was repaired and the stitches showed, and he had a minor rip in his uniform trousers near the club picket.

2. He informed a prisoner that he could be charged with Sec. 148 of the Penal Code for failure to give his Social Security number when being booked. Sgt. Drake was following the General Order which requires that the Social Security card number be obtained for the Arrest Card.

3. He failed to fill in all the blanks on an Accident Report. When ordered to complete the omissions, the majority of the blanks had to be filled in with the work "Unknown" as the reporter did not have the information.

4. He came in for relief Station Keeper at 3:00 A.M. and was held responsible because the previous Station Keeper had not written in the names of the men assigned to the radio cars and also for failure to put in the finish mileage of the radio cars which is normally done by the Day Watch Station Keeper.

5. An additional, minor infraction was added to the above listed incidents. This case was settled when Sgt. Drake had been previously admonished by Complaint Inspection & Welfare. This incident was regarded as Double Jeopardy by the Defense Attorney and the Commission was to disregard this incident in reaching their decision.

Lt. John Kannisto was given 1 day off without pay for the following:

1. He had attached a note to the Accident Report made by Sgt. Drake and had requested that it be completed before being sent to Headquarters. The report was forwarded by persons unknown before the corrections were made.

The Screening Committee of the San Francisco Police Officers Association (Crowley, Hemby, Patterson & Carey) believed the suspensions to be too severe for the minor infractions and appealed to the Commission. The Commission sustained the suspension even though a Defense Witness (Lt. Arvo Kannisto) testified that Capt. Laherty was an unreasonable, vindictive individual and that the charges against his brother, Lt. John Kannisto were the result of an improper order given to Arvo Kannisto by Capt. Laherty when Arvo was at Ingleside Station. (See copy of Lt. Kannisto's testimony in this issue of the S.F. Policeman.) Lt. Arvo Kannisto believes that Capt. Laherty had his brother John Kannisto suspended to get even with him because Supervising Capt. Taylor had sided with Arvo because of

Capt. Laherty's improper order.

The next incident that happened in this case is after Lt. Arvo Kannisto testified for the Defense he was visited by Supervising Capt. J.P. Taylor who informed him that he had three questions regarding his testimony before the Commission in an apparent attempt to bring Lt. Arvo Kannisto up on charges if he had violated any rules when he testified and made copies of his testimony.

The visit of the Supervising Captain to Lt. Arvo Kannisto to question him regarding his testimony for the defense along with reports of other incidents in the department give the impression of a campaign of fear and intimidation to discourage witnesses and also keep members from seeking their rights as guaranteed by the Memorandum of Understanding. This type of action by the administration creates the following picture in my mind:

"As you read my report of this case I am sitting in my barren room awaiting the arrival of the Grand Inquisitor, dressed in his long black overcoat, thick rimless eyeglasses and familiar authoritative appearance reminiscent of interrogators in other lands with special interrogation techniques for those who sought to tell it like it is. Will he have 3 questions for me? Will I receive the supreme penalty right away or will he wait for the passage of time and then transfer me in a routine rotation of personnel to an obscure cubbyhole in that cold, gray monolithic structure on the Siberian wasteland of Bryant Street? I wonder..."

My inquiry into this case raises 3 questions in my mind as to possible reasons for the severe penalty attached to these minor infractions:

1. Did the Police Commission and/or high level administration officers wish Sgt. Drake punished for these minor infractions because they tried to bring him up on charges in a case where a policeman was fired for roughing up a prisoner and although department records proved Sgt. Drake was not involved in the incident they felt he ought to be punished anyway?

OR
2. Did Capt. Laherty, alone, because of his personal vindictiveness against Sgt. Drake, believe he should be punished even though Dept. records proved he was not involved in the roughing up of the prisoner by a former member of Capt. Laherty's command?

OR
3. Is it now the policy of the S.F.P.D. to give severe penalties for every minor infraction that used to be handled by an oral admonition?

Maybe the answers to these questions will be given when the Sgt. Drake/Lt. Kannisto case is appealed to an outside court where the desire to maintain the dignity of the administration is not regarded as a higher goal than the administration of justice.

The following is the testimony of Lieut. Arvo Kannisto before the Police Commission in the Sgt. Drake/Lt. John Kannisto case. As a member of the S.F.P.O.A. Lt. Arvo Kannisto has requested this testimony published.

- Editor

I have personally written these, my remarks and they are mine alone.

I desire to read my remarks because they are most important and I do not want anything misinterpreted. I do have extra copies for all concerned.

With a total of over 20 years of supervisory service as a Sgt. and Lieut., in the S.F.P.D., I have always treated my subordinates and superiors, regardless of who they are, with courtesy, respect and dignity.

I wish to state that in the last 27 years in the S.F.P.D., I have worked for and with hundreds of different Captains and Lieut.'s without collision.

I do not recall having ever worked for such an unreasonable, contrary, vindictive individual as Captain Laherty. He was responsible for requesting "unwarranted-suspension", days off without pay, for both Lt. John Kannisto and Sgt. Drake. This incident that brought about this hearing could have been avoided if the Captain had not given an improper order degrading the rant of Lieut. and Sgt., by ordering supervisory officers to do the work of a Bldg. and Grounds guard. If there were no Security Guards available, a PTLM. should have been assigned these duties.

Inasmuch as the Lieut. was taken away from his usual duties on a busy Friday night he was unable to check the report in question prior to the Sgt. reporting off duty.

Furthermore Lt. Kannisto, saw the omissions and placed a note on the report, to hold same until properly filled in by the Sgt. Someone apparently unintentionally removed the **HOLD** and **CORRECT NOTE ATTACHED** to the signed report and forwarded the report to headquarters.

After I learned of Lt. Kannisto's suspension I inquired of Captain Taylor, regarding this incident. Captain Taylor, said he was unaware of any notes being attached on the original report. Captain Taylor further remarked, if this was so Lt. Kannisto, has justification for requesting a hearing before the Police Commission to exonerate him from any suspension in this matter.

I have in the past while working as a subordinate (Lieut.) under Capt. Laherty's command, at both Taraval and Ingleside Stations, disobeyed several of his orders to me because they were improper or contrary to the rules and procedures of the Police Department. Just a couple of examples:

1. He ordered me out on patrol and ordered me to assign a Sgt. to do my work. I refused this order. I alone am responsible for the completeness and accuracy of my work. I have and do respond to major felonies and other required incidents.

2. I disobeyed his verbal order to do away with the combination foot and radio patrol beat on 3rd Street; as well as the foot-beat on San Bruno Avenue. I told the Captain these foot beats were necessary. I further told him, I wanted his order in writing so that I would not be held responsible for the crimes and complaints that would follow. "What happened?" I was transferred out of his command. For your information, I had requested to be transferred out of his command prior to this incident but was denied.

On several occasions during staff meetings, I have heard Captain Taylor say: "Gentlemen, what's right is right and what's wrong is wrong." In all

Big Bad Wolf Enshrined

LITTLE RED RIDING HOOD BROUGHT UP TO DATE

Once upon a time, in a far-away country, there lived a little girl called Red Riding Hood. One day her mother asked her to take a basket of fruit to her grandmother who had been ill and lived alone in a cottage in the forest.

It happened that a wolf was lurking in the bushes and overheard the conversation. He decided to take a short-cut to the grandmother's house and get the goodies for himself. The wolf killed the grandmother, then dressed in her nightgown and jumped into bed to await the little girl.

When she arrived, he made several nasty suggestions and then tried to grab her. But by this time, the child was very frightened and ran screaming from the cottage.

A woodcutter, working nearby, heard her cries and rushed to the rescue. He killed the wolf with his ax, thereby saving Red Riding Hood's life. All the townspeople hurried to the scene and proclaimed the woodcutter a hero.

But at the inquest, several facts emerged:

(1) The wolf had never been advised of his rights.
(2) The woodcutter had made nowarning swings before striking the fatal blow.

(3) The Civil Liberties Union stressed the point that, although the act of eating Grandma may have been in bad taste, the wolf was only "doing his thing" and thus didn't deserve the death penalty.

(4) The SDS contended that the killing of the grandmother should be considered self-defense since she was over 30 and, therefore, couldn't be taken seriously because the wolf was trying to make love, not war.

On the basis of these considerations, it was decided there was no valid basis for charges against the wolf. Moreover, the woodcutter was indicted for unaggravated assault with a deadly weapon.

Several nights later, the woodcutter's cottage was burned to the ground.

One year from the date of "The Incident at Grandma's," her cottage was made a shrine for the wolf who had bled and died there. All the village officials spoke at the dedication, but it was Red Riding Hood who gave the most touching tribute.

She said that, while she had been selfishly grateful for the woodcutter's intervention, she realized in retrospect that he had overreacted. As she knelt and placed a wreath in honor of the brave wolf, there wasn't a dry eye in the whole forest.

"HASH" Marks For Uniforms

In my boyhood days (talk about ancient history) I recall seeing all city uniformed personnel: Policemen, Firemen, Muni Railway men, and Ambulance Crew members wearing gold stars on their tunic. I learned that each star represented five years of city service. However for what reason I have never been able to find out the custom was dropped about thirty five years ago.

I have often admired the service stripes or service stars worn by other city departments (Police, fire, and Sheriffs Officers too) The various men I have talked with seem to evidence great pride in displaying the amount of service that they have had. In a brief survey I have made of some neighboring cities, I have learned the following:

DALY CITY POLICE: Each Service Stripe equals: 4 years service.

SOUTH SAN FRANCISCO POLICE: Service Stripe equals: 3 years service.

OAKLAND POLICE: Each star worn on the tunic equals: 5 years service.

BURLINGAME POLICE: One star equals: 5 years service.

PACIFICA POLICE: One stripe equals: 5 years service.

REDWOOD CITY POLICE: One star equals: 5 years service.

SAN BRUNO POLICE: One star equals: 5 years service.

SAN MATEO POLICE: One blue star equals: 5 years service.

SAN JOSE POLICE: One white star: (Patrolmen and Sgts): 5 years service; one gold star: (Lieutenants, Captains and up) equals: 5 years service.

CALIF HIWAY PATROL: One blue stripe with gold piping equals: 5 years service.

I believe the implementation of similar service stripe or stars in our department would do a great deal to bolster pride and morale in our uniformed members as they daily face the demanding public.

JACK NEZIK
Sgt 1287

fairness to the 2 men who are appealing the unfair, unreasonable, suspensions, I hope the "honorable Police Commission" renders a favorable decision as regards these two appealing officers.

As regards Captain Laherty, I and 99 percent of the personnel at Ingleside Station desire that he be relieved of his command; so that all of the personnel of Ingleside Station, may have a "Merry Christmas and a Happy New Year."

Captain Laherty, has forced many good, capable, senior subordinates into early retirement due to his unreasonable, belligerent, arrogant, contrary, and unpleasant behavior.



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548 - 7th St., San Francisco, Ca. 94103

WIDOWS & ORPHANS MEETING

Condensed minutes of the meeting held Wednesday December 20, 1972, 2:00 PM in the Traffic Bureau Assembly Room, Hall of Justice, President Rose presiding:

The following members of the last Academy class were accepted as members—Tyree Banks, James Batchelor, Ronald Black, James Bloesch, Robert Brodnick, Kirk Brookbush, Peter Canaan, Sandra Daly, Robert Del Torre, Joseph De Renzi, Douglas Dumas, William Fox, John Fulwood, Michael Gannon, James Hickson, Berit Hovde, Richard Huddleston, Henry Hunter, Kenneth Ingram, William Kelly, Michael Keys, Paul Maniscalco, Stephen Mattoon, Robert Mattox III, Thomas McDonagh, Randall Mirkovich, Ronald Morehen, Robert Musante, Vincent Neeson II, David O'Connell, Joseph Pieralde, Philip Povey II, Pursley, Gile, Gerald Quinlan, Roberto Salinas, Theodore Schlink III, James Selby, Mark Swendsen, Joseph Toomey, John Tursi, Stephen Venters, Gregory Winters.

The following donations were received: Mr. F. T. Hallinan - for property recovered for him by Sgt. Steffen of Ingleside; Leonard Cray, a consistent contributor, F. W. Uebner, his second within two months, David Nash, one of our most constant contributors, Gerald M. Loeb, for services rendered by Sgt. Van Tricht - Co K.

The following deaths were reported by the Treasurer and unfortunately there were too many: Thomas Flanagan, age 75, Retired as Captain; Clarence Hastings, age 73, long time on the motorcycles and the General Office; Edward (Red) Hirrell, age 74, good man to have with you in a beef; Dennis Nevin, age 74, his son is still in the business; Robert Lindsay, age 91, let's hope we all do as well; Charles Nearn, age 74, another old time motorcycle rider; Barney Tracy, age 70, another old time motorcycle rider, at retirement was Inspector of School Safety Patrol.

The following were elected as officers: EDWARD POITZ-PRESIDENT, WILLIAM PARENTI-VICE PRESIDENT, TRUSTEES: MARK HURLEY, FRANK JORDAN, JAMES PIGOTT, ANDREW QUAGLIA.

Amendment to change death benefits to survivors was approved on 2nd reading and will take effect January 1, 1973. This will increase benefits from \$3,500.00 to \$4,000.00 with no increase in dues. To some of our younger members who have the advantage of group life through the S.F.P.O.A. this may not seem too much but to those members who retired many years ago with \$150.00 to 200.00 per month this additional

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LETTERS TO THE EDITOR

SUSPENSION

Dear Bill:

We would like to thank President Crowley and the other members of the Association who helped us in our appeal to the Police Commission for what we considered an unjust suspension for alleged minor infractions of the rules.

Sometimes it takes a situation like this before a person realizes the value of his Association membership.

Thanks Agains,
Sgt. Don Drake
Lt. John Kannisto
Ingleside Station

BLUECOATS

Dear Editor:

Was the "article" regarding Bluecoats and Old Guard, printed on page one of last month's issue of Policeman, an editorial view? There was no signature with the article, yet surely that was not an unbiased news story!

Please explain the origin and purpose of the article.

Sincerely,

Patricia Ruelke

The article in question was printed in the November edition of the S.F. Policeman. In that article, the past president of the Association was being quoted, this I believe does not fall under the scope of editorializing. It is refreshing to know that citizens such as yourself will take the time to answer us of your feelings.

—Editor

BLOOD DONATION

Dear Lt. Galousin:

I am writing to express to you and to the entire department a heartfelt "thank you" for your generous work in donating blood. This is certainly a sign of great community spirit, that shows to the people of San Francisco an excellent example of real commitment.

I am a member of a large church, People's Temple Christian Church that has over 6,000 active members, which shares my sentiments. Our church has participated for years in blood drives and has opened its facilities for groups such as the Heart Association to lecture for the purpose of enlightening the community. We are proud of the SFPD and its fine leadership—our Pastor, Jim Jones, is conscientious to bring to the hundreds of youngsters in the church a sense of respect and admiration for the law enforcement officer, to the extent that none of our young people have ever had any trouble with the law; indeed, many who, before coming to our church had a record are now completely rehabilitated, holding down good jobs and being a credit to their community. Several are now working in law enforcement.

In the past we have had occasion to congratulate the work of the men of the SFPD—and we take this opportunity once again to salute you for your fine service to the people of San Francisco. Best holiday wishes.

In Friendship,

Richard D. Tropp

UBAC EMCEE



PICTURED ABOVE IS CAPTAIN WILLIAM CONROY AS MASTER OF CEREMONIES OF THE 1972 UNITED BAY AREA CRUSADE WINDUP LUNCHEON AT GOODMAN'S RESTAURANT, IN JACK LONDON SQUARE. THE LUNCHEON WAS ATTENDED BY TOP LEADERS OF BUSINESS, GOVERNMENT, AND THE MILITARY WHO REPRESENTED THE 9 BAY AREA COUNTIES WHICH UBAC ENCOMPASSES. THIS YEAR LESLIE PEACOCK, PRESIDENT OF CROCKER CITIZEN'S BANK, WAS THE CAMPAIGN CHAIRMAN AND THROUGH HIS ABLE LEADERSHIP UBAC RAISED NEARLY \$9,000,000.00 IN DONATIONS. CAPTAIN CONROY STATED THE WORK OF MANY CRUSADE AGENCIES ARE WELL KNOWN TO LAW ENFORCEMENT PERSONNEL AND "TO THOSE OF US WHO ARE CONSTANTLY DEALING WITH CRISIS SITUATIONS." AMONG AGENCIES CAPTAIN CONROY CITED WERE YOUTH FOR SERVICE, BOY'S CLUBS, YMCA, TRAVELERS AID AND THE RED CROSS.

Police Lieutenant's List Posted

At long last, after what for some, must have been agonizing delays, the Civil Service Commission has published the list of eligibles for the position of police Lieutenant.

The officers of the San Francisco Police Officer's Association extend their hearty congratulations to these men.

- Kenneth Arnold Foss
- Lawrence A. Gray
- Henry Laurantz Lasher
- Vincent John Senatore
- Richard Henry Trueb
- Walter Carl Braunschweig
- Willis A. Casey, Jr.
- Richard D. Klapp
- Charles Wayne Thollander
- Charles J. Smith
- Jerald Wesley O'Brien
- Thomas I. Stack
- Frank Michael Jordan
- William Carl Scheffler
- Paul A. Kotta
- John Joseph Jordan
- Thomas Leonard O'Donnell
- Oscar Z. Tully
- Robert Emmett Whiting
- John Patrick Finn
- James R. LaBrash
- Charles Floyd Beene
- Lloyd F. Crosbie
- Donald Alan Goad
- Arthur David O'Keefe
- Eugene Harold Del Carlo
- Michael F. Lennon, Jr.
- Daniel J. Murphy
- Frank J. Surina
- Victor Macia
- Jack Dewey Miller
- Matteo Genna
- Patrick Harold Richardson
- Henry W. Eidler
- Diarmuid J. Philpott
- John Francis Jordan
- Jean Raymond Knight
- Richard Lee Miller
- Jack Cipparron
- Vernon Dale McDowell
- Edward Henry Hartman
- Richard J. Shippy
- Sol Phillip Weiner
- James L. Gray
- John E. Guenley
- Frank William Watts
- Michael Allen Brush
- Robert Mario Forni
- William Daniel Rivas
- William Stephen Sisack
- Ray C. Minkel, Jr.
- Robert Maitland Spotswood
- John A. Damon, Jr.
- Vernon Edward Smith
- Lee Nelder
- Robert Patrick O'Brien
- Olin Clay Allgire
- Roger William Maloney
- Terrence Joseph Hunter
- David J. Dillon, Jr.
- Gerald Daniel Mahoney
- Eugene Francis Simmons
- Robert Lawrence Kapka
- Steven Allen Runyon
- Thomas R. Carey
- James W. Hicks
- Frank J. Coombs
- George Francis Lockhart
- Gordon G. Hendrickson
- Jack Kent Rodgers
- Gino Marionetti
- Dante R. Del Chiaro
- Arlyn Richard Bragg
- Frank James Rafferty
- Richard Charles Kazarian
- Andrew Vincent Sekara
- Harry G. Miller, Jr.
- Ronald L. Jackson
- Donald Patrick Lucey
- Maio Bundio Pola
- Daniel J. Moriarty
- Lawrence C. MacKenzie
- Anthony James Balzert
- Thomas A. Gordon
- Anthony D. Ribera
- William Bruce Navin
- Howard B. Jackson
- Lenox G. Etherington, Jr.
- Willie E. Frazier
- Eugene L. Van Tricht, Jr.
- James J. Falk, Jr.
- Arthur C. Lockwood
- Libert Gordon Myers
- David Edward Connell
- Philip John Dunnigan
- Joseph Francis Molinelli
- Michael J. Williams
- Jack A. Nezik
- James Michael Hurley
- Robert Lee Pearson
- Danold W. Drake
- Donald Allen Lemstrom
- James E. Costello
- Kevin J. Conroy
- Gale W. Wright
- John T. O'Shea
- Edgar J. Eimil
- Eugene F. Fogarty
- Joseph John Mangan
- Leon Svirsky
- James F. Skinner
- William C. Bigarani
- John F. Steffen
- James F. Martinez
- Richard Edward Willett
- Henry M. Williams
- Curtis C. Rider
- Robert T. Flynn
- Robert Donald Kane
- David P. Roche
- Mario Tovani, Jr.
- William Charles Grosward
- William Edward Berger
- Kari G. Johnson
- Jack Boone
- Edward Michael McDonough
- George F. Kowalski
- Grank D. Gonzales
- Bill R. Taylor
- Franklin Oliver Greer
- Victor Michael Wode
- Lionel T. Hess
- Walter J. Garry
- Thomas Melvin Childs

John Joseph Ryan

amount is quite significant to their beneficiary.

We would like to call attention to all active members of the Widows and Orphans that if you retire, quit, or are even dismissed from the Police Department, you can continue your membership. Also all members called into the service can either continue their membership or ask for military leave, in which event they do not have to pay dues and can resume their membership upon returning from military duty. The Widows and Orphans Aid Association is the only agency within the Department that offers these services.

INSTALLATION OF OFFICERS AT THE JANUARY MEETING WHICH WILL BE HELD WEDNESDAY JANUARY 17, 1972, 2:00 PM IN THE TRAFFIC BUREAU ASSEMBLY ROOM, HALL OF JUSTICE.

Bob McKee
Secretary

VOTE BLUECOATS
PAID POLITICAL AD

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION		FOR THE MONTH OF DECEMBER 1972	
1. PUBLICATION TITLE		2. ISSUE DATE	
S.F. POLICEMAN		12/15/72	
3. OWNER		4. ADDRESS	
S.F. POLICEMAN ASSOCIATION, INC., 285-7TH ST., SAN FRANCISCO, CALIF. 94103		285-7TH ST., SAN FRANCISCO, CALIF. 94103	
5. TYPE OF ORGANIZATION		6. PURPOSE AND FUNCTION	
POLITICAL ORGANIZATION		TO RAISE FUNDS FOR POLITICAL PURPOSES	
7. CIRCULATION		8. SALES AND DISTRIBUTION	
A. TOTAL CIRCULATION		B. SALES AND DISTRIBUTION	
3,000	3,000	3,000	3,000
C. COPIES OF THIS ISSUE		D. SALES AND DISTRIBUTION	
2,600	2,600	2,600	2,600
E. COPIES OF THIS ISSUE		F. SALES AND DISTRIBUTION	
2,900	2,900	2,900	2,900
G. COPIES OF THIS ISSUE		H. SALES AND DISTRIBUTION	
100	100	100	100
I. COPIES OF THIS ISSUE		J. SALES AND DISTRIBUTION	
2,900	2,900	2,900	2,900
K. COPIES OF THIS ISSUE		L. SALES AND DISTRIBUTION	
100	100	100	100
M. COPIES OF THIS ISSUE		N. SALES AND DISTRIBUTION	
3,000	3,000	3,000	3,000

YOUR GROUP INSURANCE

For members of the Association who do not know the coverage available through the Association Insurance Program, here they are.

AGE	COVERAGES
21 - 40	\$25,000 (Plus \$10,000*)
41 - 24	15,000 (Plus 10,000*)
46 - 64	10,000 (Plus 10,000*)
65 & Over	3,500 (Plus 3,500**)

AGE	COVERAGES
21 - 55	\$10,000 (Plus \$10,000*)
56 - 60	8,000 (Plus 8,000*)
60 - 65	5,000 (Plus 5,000*)
65 - 70	2,500 (Plus 2,500*)
70 and Over	1,000 (No AD & D)

The premium for the new program is the same as the old Program — \$8.00 per month.

The single asterik * means that for \$1.00 additional monthly you may apply for \$10,000 A&D — Accidental Death and Dismemberment. The double asterik ** means for \$1.00 additional per month members 65 and over may apply for \$3,500 AD & D.)

Dependents also covered: Spouse \$1,000
Children 6 mos. to 19 yrs. \$1,000 14 days to 6 Mos. \$100.

(Members retired prior to Feb. 1969 are still getting the \$1,000 policy for \$1.50 per month, as per contract.)

There is also available a Supplemental \$5,000 (plus \$5,000 AD&D) for a premium payment of \$3.26 per month.

NEW GROUP DISABILITY INSURANCE

Also available to Active Association members is a Group Disability Income Plan (rated by age groups). It covers accident from the first day and sickness from the 15th day on. (Accidents will pay lifetime benefits for total disability; sickness disability will start on the 15th day and pay as long as 72 months.)

Below is listed the rates per \$100 by age. To figure your monthly premium, multiply rate times amount of coverage you want; such as \$500 per month income by \$2.11 per month (5 X \$2.11) equals cost of your premium, or \$10.55 per month.

AGE	RATE	AGE	RATE
21 - 25	\$2.11	41-45	\$ 3.88
26 - 30	2.14	46 - 50	5.33
31 - 35	2.48	51 - 55	7.64
36 - 40	3.01	56 - 60	11.89

Monthly benefits are limited to 66 2/3% of your earned income (this 66 2/3% includes all disability policies you may already have.)

All Insurance is available through payroll deduction, if desired. For anything other than routine information regarding any of our Insurance programs please phone the Healy Agency, 731-9455, they can give you the rates on all our Insurance Programs.

Super Brass Strike at Police Rights

By Paul Chignell

Your Association's Labor Relations Committee (Crowley, Hebel, Hemby, and Chignell) has been renegotiating our historic labor contract, the Memorandum of Understanding for the past nine months.

This agreement entitles all members of the department a Bill of Rights, Grievance procedure, transfer policy, seniority rights among other benefits.

This contract is our first, only a beginning, a basic attempt to afford police officers the right and dignity of profession that is already enjoyed by almost every other profession.

But certain top-level supervisors are attempting to subvert these rights. Behind the front of the Supervisory Officers Association these manipulators are simply implementing City Hall's continual campaign to keep San Francisco Policemen as second-class citizens.

We have seen their efforts directed against the Bill of Rights, Grievance Procedure and permanent watch system. These efforts seek to negate vital protections for policemen.

All policemen in this city should ask themselves these questions:

Why are a handful of high brass interjecting themselves between your Association and the Police Commission in their attempt to meet and confer in good faith?

What are the behind-the-scenes goals of these Hall Hacks?

Are these Super Brass puppets controlled by politicians in City Hall?

Why are a few Big Brass misleading other well-intentioned supervisors?

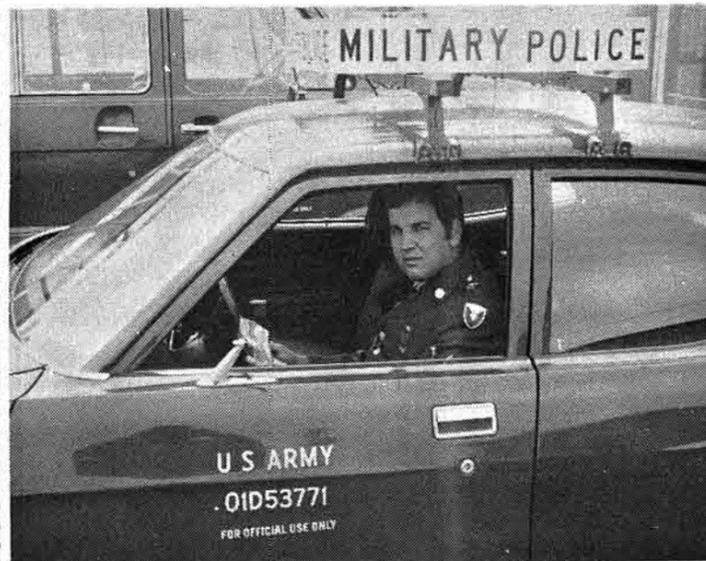
Is this another manifestation of a current nation-wide plan to keep Police Associations under the thumb of politicians?

Why do these politicians "protect" the rights of rioters, terrorists, and murderers and then deny you even basic Constitutional rights?

Why do these secret few seek to subvert the unity and strength of the San Francisco Police Officers Association?

Are they practicing the age-old subversive tactic of divide and conquer?

AWAY IN THE SERVICE



PICTURED ABOVE IS TOM DEL TORRE, ONE OF OUR MEMBERS ON ACTIVE DUTY. TOM HAS BEEN STATIONED AT SENECA ARMY DEPOT, NEW YORK, SINCE HIS APPOINTMENT AS PROVOST MARSHALL I AND IS ENGAGED IN AWOL AND DESERTER APPREHENSION, TRAFFIC INVESTIGATION, SECURITY SURVEYS, ASSISTS IN THE TRAINING OF SECURITY POLICE AT THE DEPOT, AND WORKS LIASION WITH THE NEW YORK STATE POLICE. AS HE STATES, "THE TRAINING I RECEIVED IN THE SAN FRANCISCO POLICE DEPARTMENT HAS BEEN VERY BENEFICIAL WHILE WORKING AS A P.M.I."

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SAVE MONEY ON YOUR AUTO

Each of us tries to save money by hunting for bargains. A big bargain in auto insurance is available to each ASSOCIATION MEMBER through our Association Insurance Program. To say you can save 10%—15%—or even 20% really doesn't mean much. Comparing savings is much more comprehensible. Below are some of our members' yearly premium savings and also what they think of the program which is offered by TRAVELER'S INSURANCE CO. to our Association, through the HEALY INSURANCE AGENCY.

DENNIS O'CONNELL—"Really appreciate the savings, I've saved \$100.00."

BOB PEARSON—"I think the savings are great. The Healy Agency will handle all my Insurance because of the convenience of everything in one office. I saved \$90.00."

BOB McLENNON—"I'm very happy with the service. I saved \$45.00."

GORDON HENDRICKSON—"I'm very happy with the service. I saved \$45.00."

JOHN TUERS—"Really satisfied with the new Insurance Program, and I saved \$110.00."

WILLIAM LEET—"I'm satisfied, in fact very satisfied with the Insurance savings. I saved over \$80.00."

I also like the new Disability Program—I get the same coverage as my prior policy for half the price."

JIM CHRISTMAN—"I like the savings, it's appreciated. I saved over \$100.00."

RETIRED MEMBER MAURICE TRESMONTAN
"I'm very happy with the rates, and with my son on the policy, I've been able to save \$180.00."

RETIRED MEMBER CHARLIE DENIKE—"As a retired man all savings are welcomed and I certainly am glad to know the Association is thinking of the retired man. So many people forget you so quickly. It's unbelievable but I was paying \$700.00 a year and the new policy is only \$300.00 I'm saving \$400.00."

BILL MARWEG—Like a few of our members did not realize any great amount of savings. "I don't know the exact amount, a few dollars a month, but it's less expensive than any I've ever had, and the service is so good."

There you have it from ten members that they're satisfied with the savings and, more important, the service. As your present policies near expiration, why not call the Healy Agency, 731-9455, and get a quote: I think you'll be pleasantly surprised.

F.K.

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From The

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**TO ALL
SAN FRANCISCO
POLICEMEN:**

HAPPY NEW YEAR

May our mutual concern for all law enforcement officers increase as well as your health, happiness & prosperity in the coming year and throughout all future years.

JAMES H. JARRELL CHAIRMAN OF THE BOARD
WILLIAM R. STOVER PRESIDENT
RALPH E. FLANNERY VICE PRESIDENT