

ASSESSMENT PASSES

the San Francisco

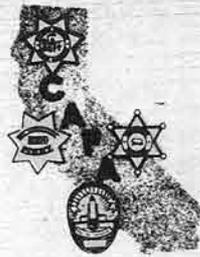
POLICEMAN

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, June, 1973

NO. 6

COMMITTEE PLANS ATTACK

With the successful passage of the \$50.00 assessment the membership has given the green light to this Association to wage a total commitment battle against the current Civil Rights Law Suit.

The San Francisco Police Officers Association Committee to fight the Federal Litigation is now in the process of organizing our de-

fense. The Committee's strategy is to put together a three-pronged program that encompasses more than just a legal court battle. The committee has been divided into three segments:

The legal affairs section will deal with court strategy, research, witnesses and experts. No longer will we go into court expecting others to fight the court battle for us.

That the City is not as concerned over this litigation as ourselves was made quite plain at the preliminary hearings.

The committee is taking the attitude that if the City isn't prepared to put forth its best effort, because of whatever political pressures they are under, then this Association will do it for them.

The second program will be a public information campaign waged as a part of our defense. The Officers for Justice have made serious allegations pertaining to racial discrimination within the Department and the committee feels such allegations are completely unfounded.

It will be the committee's intention to show the public we serve that these allegations are completely unfounded.

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DEPARTMENT REORGANIZATION PLANS

Rumors have been received by the Association that the Police Administration is preparing a somewhat less than total reorganization package.

Association Officers have learned that the Administration plans to ask to up-

grade only two positions in the Department's top levels. Although these two positions were not mentioned, it is guessed that they will be that of the Supervising Captain and Department Secretary.

Both these positions were scheduled for elevation under the Police Association Reorganization Plan submitted to the Department over a year ago. Further confirmation of this intent by the Department is made by the current activities of the Supervising Captain, who, of late, is touring the stations condemning the Association's interference in reorganization, and in effect lobbying for his pay raise.

Evidently what the Supervising Captain and the Department's Administration has failed to consider is that the entire reorganizational concept was made possible only through the Association having financially backed and successfully placing before

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CIVIL RIGHTS SUIT TEXT

CIVIL RIGHTS SUIT TEXT
By now, everyone must know that the San Francisco Police Department is embroiled in a federal court battle alleging racial discrimination.

It is some what difficult to convey to our members the gravity of this court suit. That it effects each and every one of us is readily apparent when the meat of the complaint is examined.

In an effort to clear up doubts and allow all our members the opportunity to decide for himself the seriousness of the litigation, we are publishing segments of the "Civil Rights Complaint" as filed in Federal Court.

PRELIMINARY STATEMENT

Plaintiffs, representatives of the minority and women's

community of the San Francisco area, are here challenging the discriminatory employment practices of the San Francisco Civil Service Commission and Police Department. The history of this employment discrimination is a long and disquieting one. It is particularly ignominious in a city like San Francisco where Blacks, Latins, and Asians constitute close to half of the City's population. The discriminatory and exclusionary treatment of women by the department is equally glaring as that group constitutes more than half of the San Francisco population.

This class action, seeking injunctive, declaratory and other remedial relief, is brought on behalf of minorities and women in the San Francisco area who are fully qualified to be police officers, but are either barred from such profession or denied equal treatment within the police profession due to the illegal and discriminatory practices of the defendants. Among others, these practices include a heavy reliance on and use of arbitrary, non-merit, anti-ability written tests which have not been validated; the unequal application of background investigations and evaluations; the maintenance and institutionalization of a promotional system that is inherently racist and sexist; the segregation of minorities and women by job assignment; the unjustified and overt exclusion of women from the department; and, most recently, an effort to permanentize these exclusionary and discriminatory practices through a sta-

tutory reorganization. As a result of these practices and policies, San Francisco, the most multi-ethnic large city in the nation, has one of the least integrated police forces. Among the Sworn Personnel of the S.F.P.D. who number, 1,900, only eight percent (8%) or 146 are minority and .6% or 12 are female. The 1970 Census and San Francisco Human Rights Commission, in contrast, report that the City has a 43% minority population and a 52% female population.

The situation in San Francisco is even worse in regard to the middle and upper ranks. Minorities and women are simply unrepresented in the Captains' and Lieutenants' ranks and are barely present in the Sergeants' and Inspectors' positions. Insofar as the Sergeants' rank is concerned, combined minority and female participation in the San Francisco Police Department (S.F.P.D.) is only about three percent (3%).

At the cornerstone of this systematic pattern of employment discrimination is the heavy reliance of the defendants on written exams. These exams have not been validated and exclude minorities in staggering disproportionate numbers. In fact on the only Civil Service police exam for which there is any comprehensive data (Nov. 1970), Blacks turned out in large number and were all excluded. The passing rates were: Whites - 45%; Blacks - 0%; Latins - 8%; and Asians - 17%.

This exclusion and segregation premised on class

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President's Case Continued

The Trial of Association President Jerry Crowley before the San Francisco Police Commission will continue on Wednesday, July 18, 1973 at 5:30 P.M.

Initial testimony by the Chief of Police in this case makes it apparent that this disciplinary hearing is simply an attempt by the Administration to "put the Association in its place."

The San Francisco Police Officers' Association urges all members to attend this trial in support of President Crowley.

Persons Behind Federal Litigation

The Police Association has been deluged with calls concerning who the parties are that have filed the Federal Civil Rights Law Suit against our Department and its members.

According to the complaint filed with the Federal Court on April 24, 1973 they are:

CALVIN WILEY is a Black male. He took the written entrance examination for Police Officer in 1969. He was failed on that exam and thereby precluded from joining the department. Plaintiff WILEY alleges he is equally or more qualified to serve as a po-

lice officer than many of those who passed that exam and others who are already in the S.F.P.D. Plaintiff WILEY is presently demonstrating his high competence as a Special Police Officer, i.e. private officer position in fact licensed through the S.F.P.D.

RONALD McWOODSON, a Black, passed the entry level examination administered in February, 1972, for police officer in the S.F.P.D. He was first not appointed due to racially biased elements in the applicant

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International Folk Fair

A spectacular and colorful three day "International Folk Fair," with over 50 countries participating, is slated July 20 through 22 at Brooks Hall, San Francisco.

The fair, a graphic illustration of the brotherhood of man, will offer a wide variety of international entertainment including Kabuki dancers, Greek table dancers and singers, Russian folk dancers and a French chorus. Japanese string musicians, Swiss yodelers and Phillipine pole dancers are already slated to appear in round-the clock entertainment.

In addition, the fair which attracted over 30,000 in two days last year, will offer the cultural heritage and traditions of each country, displays of imports and hand-crafts and a wide variety of foods from each participating country.

Representatives of various foreign consultates and their cultural attaches will be present and special areas including one for children and another offering motion pictures of each country will be special highlights.

Members of the Association and their families may obtain discount tickets to the International Folk Fair at the Association Office, 548 7th St. or through their Representatives.

Information about the fair, which virtually allows the public a "quick walk around the world", may be obtained by writing to International Folk Fair, P.O. Box 42081 or by calling 433-5000.

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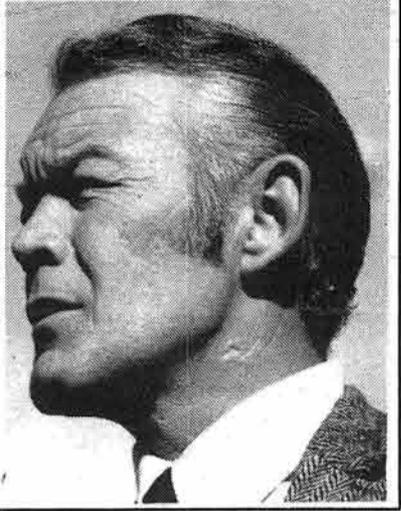
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President's Corner

BY
JERRY CROWLEY



THE SILENT COALITION

This Association has fought for equal treatment of all it's members, has opposed any individual or group which has attempted to de-professionalize Police, to use political patronage, or to seek special employment privileges.

The leadership of the Officers for Justice who have claimed for years that they have suffered under a system that discriminated against minorities - that they suffered under an oppressive political system-that they suffered under an unequal employment system - are now seeking special privileges in promotion and employment through the use of de-professionalization, political patronage and racism.

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

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

The Police Department is not a hiring hall for unemployables. Law Enforcement should not provide a payroll for the unqualified. The Profession cannot exist without standards that seek to employ only the highest qualified employable person regardless of Race, Color or Creed.

OFFICERS FOR JUSTICE-POLICE ADMINISTRATION-CIVIL SERVICE COALITION

While the Association fights against discrimination in Police work, the Civil Service Commission and the Police Administration (both non-working co-defendants in our law suit) seek to gain political and economic advantage at the expense of 2300 Policemen.

While the Association is intensively diverted to the Law Suit, Civil Service seeks to destroy our Charter protection, and the Police Administration seek to sneak through re-organization.

The Association must expose these covert operations of those who should be protective of the Merit System and the maintenance of professional standards.

The surrender of City Administration to well funded minority activists throughout the country will stop here in San Francisco. Twenty three hundred San Francisco Policemen dedicated to the preservation of quality Law Enforcement have vowed that intimidation ends here.

THE POWER OF ONE!

We are always saying that one person cannot do much to change the world. Madelyn Murray O'Hara, the atheist crusader, succeeded in making it illegal to read the Bible or pray in Public Schools. Now she has obtained 27,000 signed letters protesting the decision of the astronauts to read the Bible as a Christian message to the world from their space craft while orbiting the moon in December, 1968. She plans to present these to NASA with a demand that the astronauts be publicly censured for their act, and a further demand to prohibit any future demonstration of religion by public leaders.

You are one, but you can do something about this! An effort is being made now to secure 1,000,000 signed letters commending the astronauts for their action. This would be an overwhelming defeat for Mrs. O'Hara, and a great triumph for religious faith. Do not let her succeed with her atheism because you do nothing. Here is what you can do!!!

Sign and mail the form letter with this notice. Be sure it is filled out completely. Ask at least five (5) of your friends to write a similar letter. Let's do this simple, but important thing now! Thank you.

Mail #2 portion only or write your own letter.

(Cut on dotted lines)

Date _____

National Aeronautics and Space Administration
Manned Space Craft Center
Astronaut Office
Houston, Texas 77058

Dear Sir:

I, personally, appreciate and whole-heartedly support the decision of the astronauts to read the Bible from their space craft as they orbited the moon during December, 1968. I further support the right of every human being to express his faith in God and the Bible publicly without fear of censure.

Sincerely,

Name _____

Address _____

GUEST EDITORIAL

Olympic Fund Drive Ends - Response "Spotty"

By Malcolm Glover
Well, once again the sale of tickets for the annual Olympic fund drive has come to an end, and as usual, the response was not what was anticipated.

Joe Mollo, president of the San Francisco Police Officers' Athletic Fund, reported that slightly more than \$6,000 worth of tickets were distributed this year as compared to approximately \$5,500 last year.

Considering there are more than 2,000 sworn members in the department, this averages out to each officer selling just THREE (3) tickets.

In my opinion, that's not a very good average and doesn't show much enthusiasm and support for those officers who do participate.

Somehow I had the crazy idea that if every officer took JUST 10 tickets and sold them, the coffers of the Olympic fund would have swollen to the tune of \$20,000. How wrong I was!

But, at the same token, there were several officers who DID GET OFF their fat, rusty duffs and DID MUCH MORE than the average. As a matter of fact, I personally know of at least three members of the department who got rid of more than 200 tickets each...and one man even sold more than 500 tickets.

(The author of this article "sold" \$320 worth of tickets, and he's not even in the department.)

Many of you probably ask: "What's in it for me?"

Well, I'll tell you what's in it for you...there's the support, both financially and morally, that is extended to your fellow officers who do compete in these Olympic events against members of other departments.

There's the good feeling you get when you see these

officers, some of whom are completely outclassed even before they enter an event but who are willing to get in and give their opponents a run for the money.

And there's the thought in the back of your mind, as you're out on patrol, that the guy sitting next to you is in good physical shape, in case he's called upon to give you an assist, because he practices and competes in the Olympics.

The new building at the range will include a boat house; handball courts; gymnasium, judo and wrestling area; weight room; basketball and volleyball room; and sauna. And all this takes money. It's a cinch The City isn't going to pay for any of this, so the money has to come from somewhere, and the Olympic fund is a major part of it.

The other half is used to defray the expenses of the officers who do compete when they attend the various meets.

Like for instance next month when many of your fellow officers will be going to Los Angeles to compete in the statewide Police Olympics.

If it's anything like last year, these men, which numbered about 85 from S.F.P.D., competed against 1800 other officers from throughout the state. And they made a terrific showing!

I'll be there again...on my OWN time and at NO expense to The Examiner... and I'd like to see a good showing of S.F. policemen, and their wives, in the bleachers, rooting their fellow officers on.

Competition will begin on Thursday, July 5, and continue thru Sunday, July 8.

Since the support wasn't given in the recent fund drive, I don't think it's too much to ask of those who can make it...whether it be for 1, 2 or all 4 days...to cheer their co-workers on.

I think you'll change your opinion of the Olympics, and of those who participate, if you see one.

The National Police Olympics is scheduled to be held here next year. It is anticipated that more than 300 officers, representing at least 18 states and winners of their own statewide events, will be on hand.

Mollo is going to need help in organizing committees to assist in this meet. Anyone interested in volunteering his, or her, services, is asked to contact Mollo at the Police Gym, 553-1530.

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Book Reviews

By Alec Jason

"CITY POLICE"
By Johnathan Rubenstein
Farrar, Straus, Girous, 1973
462 Pages, \$10.00

"City Police" is a remarkable book. It is written by a police reporter who made special arrangements with the Philadelphia Police Department, graduated from their academy and spent one year working full-time watches as an armed observer in the Patrol Division and another year of working on weekends. Author Rubenstein's work is perhaps the most complete, detailed and analytical document on, not only Departmental operations and techniques of policing a city, but on the attitudes, motivations and practices of the patrolman.

While official procedures from the "Book" are not ignored, the emphasis is upon the actual street procedures and practices. Rubenstein, with a depth you would only expect to find in the study of a newly discovered stone-age tribe, minutely examines virtually every facet of the patrolman's job. From his relationship towards his partner, his sergeant, and the radio dispatcher, to the specific reasons why he will take one person "on" and let another pass. It is a book written very much from the inside; made of the kind of stuff you hear in the Academy. The Real Story, the Inside Word, the Street Savy, War Stories with a point. From the chapter on "Suspicious:"

"If the suspect has fled on foot, the experienced patrolman learns to look for two specific kinds of things - the person's physical characteristics and some distinctive arti-

cle of clothing...the only piece of information he gets (from a witness) that he treats as absolutely reliable is the person's race; he does not think anyone mistakes white and black people for each other. Everything else he treats as guidelines for action. Any matching characteristics arouse his suspicions sufficiently to make a stop. If he has two kinds of information, one matching trait is usually enough."

This is a book you wished was required reading for every high school student, politician, and newspaper reporter. It does not apologize or offer any "we-must-have-law-and-order" excuses for admittedly illegal, but common police practices. It simply states things as they are - with the factors involved in a patrolman's actions clearly presented.

Rubenstein makes no judgements and (oddly) offers no recommendations or conclusions. His book is written with a rare academic objectivity and thoroughness that will likely make it THE book on Police.

If you just like to read about cops or if you're curious about what it's like to be on the force in Philadelphia, this is a hell of an interesting book.



ASSEMBLY SPEAKER Bob Moretti, author of "Collective Bargaining Act for Public Employees".



ASSEMBLYMAN Walter Karabian, author of "Peace Officers Retirement Law".

LAW ENFORCEMENT LEGISLATION

By Mike Hebel

While the State capitol seems peculiarly quiet, there are three bills recently introduced in the Assembly, which if enacted, could significantly alter working conditions for California peace officers. AB 1243 enacts a collective bargaining act for public employees; AB 1483 establishes a peace officers' retirement system; and AB 2223 prohibits both chartered cities (San Francisco) and general law cities from establishing residency requirements.

Collective Bargaining

Assembly Speaker Bob Moretti introduced AB 1243 which is a comprehensive, pre-emptive statute governing employer-employee relations in the public sector.

It would guarantee to public employees (including peace officers) the right to form, join or assist employee organizations, to participate in collective bargaining with public employers over wages, hours and other terms and conditions of employment - including any other matters agreed to by the parties as a subject of bargaining - through representatives of their own choosing, and to engage in concerted activities (STRIKE) for purposes of collective bargaining.

After appropriate bargaining units are established, the public employee organization selected as the collective bargaining representative by the majority of employees in that unit shall be the exclusive representative of all employees in that unit.

This act makes it unlawful for a public employer (Police Department) to impose or threaten to impose reprisals on employees, to discriminate against or coerce employees because of their exercise of rights guaranteed by the proposed statute, to refuse or fail to negotiate with the recognized employee organization, to dominate or interfere with the formation or administration of an employee organization, or to financially support it.

The statute would permit a form of organizational security which would require an employee, as a condition of continued employment, either to join the recognized employee organization or to pay to that organization a service fee.

The acts would allow for binding arbitration of grievances. When public employers and employee organizations reach an impasse as to the provisions to be included in their collective agreement (Memorandum of Understanding), should mediation and fact finding not resolve the controversy then the employees will be permitted to strike and the employer will be permitted to lock out the employees.

Peace Officer Retirement

Assemblyman Walter Karabian introduced AB 1483 which would establish a Peace Officers Retirement System for all California peace officers employed by the State, cities (San Francisco) or counties.

This legislation would establish a Peace Officers Retirement Fund in the State Treasury. The rate of contribution to the fund would be 4% of the peace officers' basic salary which would be collected by the employer and sent to the Retirement Fund. Each public employer would be required to contribute monthly to the fund an amount nearly equal to the employees' contribution.

A peace officer would be eligible for retirement after 20 years of service regardless of age and would be required to retire upon attaining the age of 60. If a peace officer retired after 20 years of service, he would receive 50% of the compensation paid to him in the 12 months period before his retirement. If a peace officer retired after 25 years of service, he would receive 75% of the compensation paid to the officer in the 12 month period before his retirement. If the peace officer retires with more than 25 years of service, his pension would be 75% plus an additional 3 1/2% for every year after his twenty-fifth.

The monthly pension received by a retired peace officer would be subject to an annual cost-of-living adjustment based on the California consumer price index.

If this legislation were to pass, past contributions by San Francisco policemen to the City's Retirement Board would be transmitted to the State's Peace Officers Retirement Fund should the individual policeman decide to become a member of this new retirement system. However, the law specifically prohibits a peace officer from having membership in

the State retirement system and a local retirement system at the same time.

Residency Rule

Assemblyman Berman introduced AB 2223 which would declare that the State Legislature finds all residency requirements, established by local agencies or districts for its employees, to unreasonably interfere with the employees' freedom of travel and freedom to reside in locations of their own choosing.

This legislation would prohibit a local agency (San Francisco) from establishing any requirement concerning where any of its employees (including policemen) reside. Any such requirement which interferes with public employees' freedom to travel and freedom to reside in locations of their own choosing would be invalid.

This proposal would apply to San Francisco, a Chartered City. Presently, Government Code section 50083 ("No local agency or district shall require that its employees be residents of such local agency or district.") does not apply to San Francisco.

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PERSONS BEHIND FEDERAL LITIGATION

CONTINUED FROM PAGE 1

screening and selection procedures. Later defendants refused to appoint him despite the fact that he satisfied all of their entry-level prerequisites. Plaintiff McWOODSON alleges he is equally or more competent to be an officer than most, if not all, White males recently appointed to the department or serving therein.

DONNA ROMERO GUTIERREZ, a Latin female, passed the entry-level written examination administered in October 1968, for Woman Protective Officer (Po-

licewoman) in the S.F.P.D. She became number 1 on the eligibility list for this position in 1971. She was then not appointed and in fact disqualified in 1972 due to ethnically and sexually biased elements in the applicant screening and selection procedures. She alleges she is equally or more qualified with all of those persons, all White, who were in fact appointed from that list.

CATHERINE MARSHALL, a Black female, took and passed the written exam for Woman Protective Officer ad-

ministered by the CIVIL SERVICE COMMISSION and S.F.P.D. in 1961. She was eventually placed on the eligibility list for appointment and alleges that she became number 1 on that list in 1963. After that date she never received any further notification of any kind from the CIVIL SERVICE COMMISSION and S.F.P.D. due to certain biased elements in the Civil Service Commission procedures and operations and also as a result of the illegal sexual bias in the San Francisco ordinance which controls the entry of female police officers into the S.F.P.D. She alleges she is fully qualified for said appointment.

PATRICIA PITTMAN, a Black female, desires to become a police officer. She unsuccessfully attempted to apply for the police officer's position in October, 1972. She is being precluded from an equal opportunity with men for appointment due to the sexually biased procedures and standards of the Civil Service Commission (C.S.C.) and S.F.P.D. and the sexual bias inherent in the San Francisco Budgetary Ordinance which controls the entry of women into the S.F.P.D. Even if she was given the bare opportunity to compete she alleges that the racially biased selection procedures of the C.S.C. and S.F.P.D. would exclude her from being successful in that competition and, even if they did not, she alleges that the racially and sexually biased procedures in the present promotional procedures would preclude her from equal promotional opportunity.

SUSAN FAYE PITTMAN, a Black female, desires to become a police officer. She applied for the Women's Protective Officer position in October, 1972, and is being precluded from appointment opportunity equal with men due to the sexually biased procedures and standards of the C.S.C. and S.F.P.D. Even if she was given the bare

opportunity to compete, she alleges that the racially biased selection procedures of the C.S.C. and S.F.P.D. would exclude her from being successful in that competition and also in potential further competition for promotional opportunity.

ROTEA J. GILFORD, a Black Police officer with 13 years experience in the S.F.P.D., took the 1963 promotional exam for Sergeant. He was failed on that exam and was thereby precluded from obtaining the promotion. Since that time, due to the unequal duties and work pressures imposed on minority persons assigned to non-patrolman work, he has not had an equal and fair opportunity to spend the extensive time necessary for rote memorization which is the primary skill tested in these exams. Plaintiff GILFORD alleges that he is equally or more qualified than many, if not all, Whites who have subsequently become Sergeants, Lieutenants or Captains.

TROY H. DANGERFIELD, a Black police officer with 10 years experience in the S.F.P.D. took the 1971 promotional exam for Sergeant. He was failed on that exam and was thereby precluded from obtaining the promotion. Since that time, due to the unequal duties and work pressures imposed on minority persons assigned to non-patrolman work, he has not had an equal and fair opportunity to spend the extensive time necessary for rote memorization which is the primary skill tested in these exams. Plaintiff DANGERFIELD alleges he is equally or more qualified than many, if not all, Whites who have subsequently become Sergeants, Lieutenants or Captains.

JESSE J. BYRD, a Black police officer with 12 years experience in the S.F.P.D., took the 1963 and 1967 promotional written examination for Sergeant. He was failed on those exams and thereby precluded from obtaining higher rank. Since that time, due to the inequality in work and bureau assignments and general duties, he has been unable to spend the extensive time necessary for rote



THREE LAW ENFORCEMENT Officers from northern California Police Departments are among 89 Police Officers who have graduated from the 9-month Traffic Police Administration Training Program at the Traffic Institute, Northwestern University, Evanston, Illinois. Traffic Institute Director James M. Slavin (left) presents certificates to Sgt. Thomas J. Green, San Francisco Police Department; Capt. Jay Propst, San Jose Police Department; and Sgt. Donald H. Garibaldi, Stockton Police Department, during graduation ceremonies June 16.

memorization - the key element tested in such exams. Plaintiff BYRD believes he is equally or more qualified than many, if not all, Whites who have subsequently become Sergeants, Lieutenants or Captains.

AARON O. BARNES, a Black police officer with 9 years experience in the S.F.P.D., took the 1967 and 1971 promotional written examinations for Sergeant. He was failed on those exams and thereby precluded from obtaining high rank. Plaintiff BARNES alleges he is equally or more qualified than many,

if not all, Whites who have subsequently become Sergeants, Lieutenants or Captains.

HANS C. ANDERSON, a Black police officer with 8 years experience in the S.F.P.D., took the 1967 and 1971 promotional written examinations for Sergeant. He was failed on those exams and thereby precluded from obtaining high rank. Plaintiff ANDERSON alleges he is equally or more qualified than many, if not all, Whites who have subsequently become Sergeants, Lieutenants or Captains.

JUSTICE AND THE VICTIM OFFICER!

Recently, a number of court cases involving crimes against policemen have been handled questionably by the D.A.'s office much to the chagrin of many of the men in this department. At a time when the homicide of a police officer is often at best only manslaughter, this infringement of equal protection is unfortunate.

Every policeman is aware that his job is only to enforce the law and apprehend those who violate it. Justice is applied by the courts, as it should be. When the policeman is the victim of a crime of violence, however, he sheds "the blue coat of the law" and stands naked be-

fore the court, asking only for justice, as would any other citizen. Like any other citizen, he has the right to expect justice. Occasionally, however, the D.A. can arbitrarily deny the victim officer this right. This is not to accuse the D.A.'s office of total incompetence or pettiness, for the relationship between the policeman and the D.A.'s office is long standing, and as an aggregate goes a long way toward the ultimate success of law enforcement. However, when a suspect is held to answer in Municipal Court on three counts of aggravated assault on a police officer (245bP.C.) only to see the D.A.'s office reduce this to a resisting arrest (148P.C.), suspended sentence; or, a suspect once again held to answer in Municipal Court on battery (243 P.C.) reduced to a disturbing the peace (415P.C.), this is impalpable. The policeman must not become the modern cipher, the person of no consequence. And, the D.A.'s office must leave the administration of Justice to the purview and integrity of the court and quit worrying about their won and lost record.

GLEN BELL
MISSION STATION

MISSION "75" PROTEST

I am a Black Officer assigned to Mission Police Station. I put in for a transfer back to the Southeast Station where I was previously assigned prior to the closing of the station. I am no BUM. I am proud to wear the uniform of the San Francisco Police Department and I do my job. The statements, as they appeared in the news media, made by the Deputy Chief, Commissioner Gardner and Thomas Mellon appall me. I can't believe our Deputy Chief could make such statement about 75 police officers.

Did he check these Officer's records? He might be a very embarrassed Deputy Chief if he does. If the Deputy Chief wanted to comment on the 75 request for transfers, why didn't he tell the truth? Most of the men that requested to leave the Mission Police Station did so

as they wished to return to the station they had been assigned to previously.

While under the command of Captain Dermott Creedon, Mission Station has had an outstanding record for arrest. This station is number one in FBI, Crime One, arrests, preventable by patrol. Officers assigned to Mission Station have received numerous medals for their outstanding police work. Three (3) Police Officers have been killed in the line of duty, who were assigned to Mission Station, since 1964. They weren't killed being bums.

I believe the Deputy Chief, Commissioner Gardner and Thomas Mellon owe these Officers, their families and friends and the people of San Francisco as well as all men in blue an apology right now.

Officer G. Cross
Mission Station

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MEETING

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WEDNESDAY, JUNE 27TH 1973

8:00 PM

CITIZENS FOR EQUAL OPPORTUNITY

Anyone interested in placing on the November ballot a proposition which would hold illegal any form of 'Reverse Discrimination' please attend.

This meeting will be of great interest to all members due to the fact we are presently girding ourselves for litigation in Federal Court on just such matters which will be discussed on the night of the meeting.

There will be petitions for circulators after June 27th, 1973. These petitions may be picked up at the P.O.A. office after the 27 of June.

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5 HONORED

NATIVES ARE FRIENDLY, S.F. VISITORS SAY

Five practitioners of hometown hospitality were lionized on Tuesday (May 15) by the San Francisco Convention and Visitors Bureau.

The Bureau's quarterly "We Like Visitors" awards went to a hotel maid, taxi driver, policeman, travel counselor and bookstore clerk. All of them have been commended by San Francisco visitors for their courtesy and helpfulness.

The awardees were presented with bronze plaques

at a luncheon in their honor at the Westbury Hotel. In addition, each received a weekend "on the town" for two, including an overnight stay at a major San Francisco hotel and dinner at a leading restaurant.

Since instituting the "We Like Visitors" program in late 1969, the Bureau has presented awards to 30 persons whose work brings them in frequent contact with out-of-towners.

The latest honorees are

Mrs. Maggie Calhoun, Fairmont Hotel maid; Peggy Bluhm, Veteran's Taxicab driver; Sergeant Stanly (sic.) Damas of the San Francisco Police Department; Cliff M. MacKinnon, California State Automobile Association touring counselor, and Charles A. Kennedy, Stacey's Bookstore employee.

Sergeant Stanly Damas' assignment as assistant to the captain in charge of Northern Police Station places him in the thick of the city's visitor traffic. One of his special duties is to facilitate the movements and activities of visiting dele-

gations and convention groups within the Department's vast Northern District which stretches from the shopping district to the Bay and takes in the Civic Auditorium. His rapport with these groups and the local merchants is such that they have written numerous letters commending him to his superiors. A 14-year veteran of the force and credit to the community, Sergeant Damas has received four medals of valor and 13 commendations for outstanding police work. His record of

heroism in face-to-face encounters with armed crimi-

nals makes law enforcement scenarios seem bland.

Association Sponsors Police/Community Fair

The Board of Directors of the Association, at their May Meeting, approved a plan to sponsor the first city-wide Police/Community Fair.

The First Annual Police/Community Fair is scheduled for early September of this year. This event is expected to bring together, for the first time, peoples of all ethnic backgrounds and

Police Officers in a four day congenial and fun-filled celebration.

The Police/Community Fair will go a long way to promote a better understanding between policemen and the community, and if successful will become a yearly event for the Association.



PRESENTING check to Mr. Molinari is Mrs. McEachern, President of the S.F.P.O.W.A. Left to right: Chief Scott, Joanne McEachern and Mr. Molinari.

The Better Half

BY JOANNE McEACHERN

As the 1972 officers prepared to leave office, they were very pleased to present a check to the San Francisco Recreation Center for the Handicapped in the amount of \$2,342.87.

The recreation Center will use the money to furnish the teen center in their new building. The money that was given to the Rec Center was the profits from our Post New Year's Eve Dance, the raffle and our participation in the Fall Bazaar at Serramonte. The efforts of many of our members, made this year such a financial success.

The election of officers was held at our April meeting and the results are as follows; Carol Gerrans, President, Barbara Yeargain, Vice President, Maureen Falcone, Recording Secretary, Linda Thiffault, Corresponding Secretary, Pam Manwiller, Treasurer.

Congratulations to the new officers and we wish them the best of luck in the coming year.

Our next meeting will be held July 10th at 8:00 PM at Old Central Station. We hope to see a lot of new faces.

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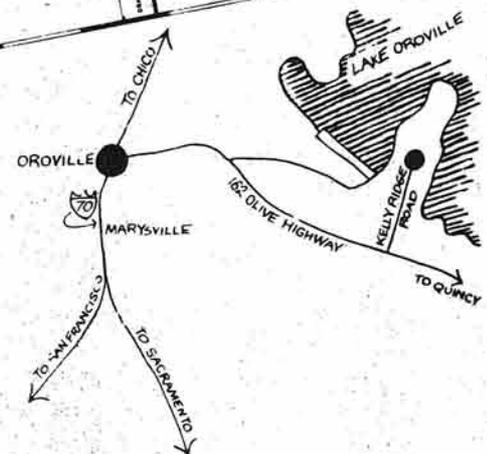
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PRESIDENT CROWLEY CHARGED BY CHIEF SCOTT

On Marcy 31, 1972 the San Francisco Police Commission amended the Rules and Procedures of the Police Department by adding Section 2.18 which, in its entirety, states: "A member shall, when appearing

before the Police Commission at Police Commission Meetings; either on or off duty, be dressed in the official Police uniform of his rank."

From that time until March 7, 1973 Officers and Representatives of both the San Francisco Police Officers' Association and the Officers for Justice have, on numerous occasions, appeared before the Police Commission at its public meetings in civilian clothing as the Official Representative of the respective organization.

On March 7th Gerald Crowley, President of the

San Francisco Police Officers' Association did, in his official capacity as President, sit at counsel's table in civilian clothing assisting a member of the Association in presenting to the Commission his appeal of a Chief's disciplinary suspension. President Crowley was requested by that member to provide such assistance.

Two days later, Chief of Police Donald Scott, by letter, informed President Crowley that his appearance on March 7, 1973 was in violation of Rule 2.18. Crowley was further advised that in future appearances before the Police Commission he must be dressed in his Police uniform.

The following week, President Crowley met with Chief Scott relative to the March 9 letter. Crowley stated that the application of this rule to the Official Representatives of the Department's employee organizations is an attempt to intimidate and coerce them. Chief Scott stated that Department's decorum requires a Police Officer to be in uniform when appearing before the Police Commission.

A meeting was arranged between President Crowley and this Association's Labor Relations Committee and the Police Commission on this matter. This meeting proved to be fruitless.

Again at the request of a

member of the Association, President Crowley sat, in civilian dress, at Counsel's table assisting a Police Lieutenant who had been charged by the Department with publishing a document which has caused a breakdown in Department discipline.

On March 16, 1973 Crowley was personally served with charges from Chief Scott alleging that Crowley had failed to obey a Direct Order and had failed to comply with Rule 2.18. Such charges can result in the termination of Crowley's employment with the Department.

ISSUES INVOLVED

Of the three uniformed forces in San Francisco (Police, Fire and Muni Railway) the Police Department is the only service which requires the Official Representative of its employee organizations to appear in uniform when appearing before its Commission. This is not required by either the Fire Commission nor the Public Utilities Commission. Again Police Officers are being relegated to an inferior position.

Rule 2.18, except for the present case, has never been applied by either the Commission or the Department to the Official Representatives of the Department's employee organizations. Now it is being applied against Crowley in an insidious attempt to infringe upon his efforts to represent the Association before the Police Commission.

At Police Commission hearings the Department's brass sits on the right side of the Commission hearing room in their full gleaming and glittering regalia. The requirement of 2.18 when applied to the Official Representatives of employee organizations is a "subtle psy-

chological" attempt to make the Representative, usually a Patrolman or Sergeant, realize that he is confronting the Department and it's brass. It is an attempt to make this Representative less effective in his presentation before the Commission. This is most especially true now since the employee Representatives have continually found that their organizations position on issues is contra to that of the Department's Administration.

Chief Scott's broadening of the original intent of Rule 2.18 is an attempt by him to subtly influence the Police Commission. For when a Representative of employee

organizations must appear in his uniform, Patrolman or Sergeant, his presentation to the Police Commission is going to be received as a Patrolman or Sergeant's opinion and not as the Official position of his employee organization. This rule reduces the effectiveness of the employee organizations.

Chief Scott's actions are in direct conflict with California's Government code (Section 3506) which prohibits the Chief's attempt to restrain, intimate, coerce or discriminate against Crowley in his attempt to represent the San Francisco Police Officers' Association.

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SECRETARY'S COMMENTS
by William Hemby



FULL COMMITMENT FIGHT

With the successful passage of the \$50.00 assessment, the Association membership has taken a giant step towards total unity.

For the first time in many a year, all policemen are standing together to fight what we feel is a unjust lawsuit aimed at destroying our Civil Service Merit System.

It is now incumbent upon us to move ahead and quickly organize our attack against this unfair intrusion. We do not intend to sit on our hands while others wheel and deal away our guarantees and professional qualifications.

The committee charged with fighting this Federal Legislation will launch a three - pronged attack that will astonish our adversaries, and put them on notice that the Association and its members will not be passive bystanders in this issue.

The Officers for Justice, under the funding and guidance of public advocates, have thrown down the challenge. In other areas, their cries of racial discrimination alone have served to knock down many safeguards that protected quality policing. Just the threat of tying up examinations has resulted, in other areas, in capitulation by those police agencies.

This will not be the case in San Francisco. The SFPOA has gone on record to be totally committed to fight this litigation with or without City support.

In our preliminary hearing it was made quite plain what type of "support" to expect from the City. We have now decided that we will not rely on others to fight this case.

The Police Association is going to utilize every avenue in its defense of our professionalism. If things start to get rough, all the better, because we are pulling all the stops.

Weight Watching Program

Recently Dick Gamble, Bureau of Inspectors, kicked off the Weight Watching Program sanctioned by the Police Department.

Future meetings will be held on Tuesday evenings at 5:30 P.M. in Room 16 at the Police Academy.

There was a good showing at the first meeting and all interested parties are invited to attend the future meetings.

This program is strictly on an anonymous basis. Your privacy will be respected.

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LETTERS

June 1, 1973
The Honorable Joseph Alioto
Mayor of San Francisco

Honorable Sir:

I am writing this letter in regards to the current issue between the Officers for Justice and the Police Officer's Association.

It is this writer's opinion that the citizens of San Francisco are entitled to the best available protection from their Police Department, thereby selecting only the best qualified officers to handle this job. All officers are selected by their performance on written, as well as physical and oral, examinations. It would seem that the goal of the Police Department would be to select only the highest caliber of individual to undertake the trials and tribulations which go hand in hand with this profession, thereby raising the quality of our Police Department.

However, it now comes to mind through the actions of the Officers for Justice that

Jerry Crowley, President
San Francisco
Police Officers Assn.
William Hemby, Editor
The San Francisco Police-
man

548 - 7th Street
San Francisco, CA 94103

Dear Jerry and Bill:

I just received my May copy of THE SAN FRANCISCO POLICEMAN and I was very grateful to read your front-page article on my candidacy for the Board of Supervisors. I intend to wage a vigorous campaign, and I know I will justify your faith in me.

No man could want more from the men with whom he has worked than the tribute you have given me in your article. I am proud to have been your Chief.

Will you please convey my message to all the members of the San Francisco Police Officers Association.

Sincerely,
Al Nelder

To The Members Of The San Francisco Police Department:

We would like to express our personal opinion regarding the present injunction placed on the examination system utilized by our Police Department.

First of all, we firmly believe that any man in our Department has an equal

Mr. President,

I would like to thank the Police Officer Association along with Captain William Conroy for helping me to obtain my disability leave in place of my sick time. Without the help and knowledge of Captain Conroy in this matter, I feel that I would not have obtained this change before the Retirement Board. I am proud to be a member of the San Francisco Police Officers Assoc. and I think every member should know the work that Captain Conroy is doing in appearing at the Retirement Board with each member and have the knowledge to assist each member when it is needed. Thanks again.

Respectfully submitted,
Clifford Bianculli

they desire to have two such tests; one for the black individuals and one for the white individuals, alleging that the present examination is discriminatory to the minorities. I found it rather hard to believe, after reading a newspaper article regarding this matter, that Judge Peckham of the Federal Court, before whom this matter was heard, agreed that the test was "discriminatory" based on the fact that 54 per cent of the white applicants passed the test while only 4 per cent of the black applicants passed said test. This writer is of the opinion that said test is color blind insofar as it does not know whether the person taking the test is black or white - it only measures that individual's intelligence and caliber. Therefore, it is difficult for one to see how any person can find merit in the Officers for Justice's allegations and demands.

It is my opinion and understanding that the Police Department is supposed to serve the needs of the citizens by protecting them from crime. In order to accomplish this task, only the best qualified officers would have to be selected, either on the entrance level or on the level of Captain, Lieutenant, Sergeant, etc. However, the Officers for Justice seem only to be concerned with their own selfish demands thereby disrupting the Police Department and completely disregarding the reason they were selected in the first place - protecting the citizens of San Francisco with the best qualified individuals. They contend that the present exams are discriminatory and that minorities cannot pass them as they are. This contention is untrue since minorities have passed these tests in the past. They claim the tests are discriminatory. However, their demands are themselves discriminatory to the white individual. They demand two tests - one for

the black individuals and one for the white individuals. This, it would seem, would allow less qualified individuals to be selected which would be in contradiction to the goal of the San Francisco Police Department which is to strive for a better qualified, more efficient individual. As far as this writer is concerned, all their racial and disruptive demands should have never gotten passed Judge Peckham. They are without merit and with complete disregard to the welfare of the citizens of San Francisco.

This writer believes that if the Officers for Justice's misguided efforts were spent working together with the Police Officer's Association as one, everyone would benefit. As the matter now stands, it would seem more beneficial if their efforts were spent improving the

Police Department not destroying it.

I feel it is incumbent upon you, as Mayor, to see to it that the welfare of the citizens of San Francisco and the goal of the Police Department be allowed to remain as it presently is by not allowing two exams for entrance or two lists for promotion and by dismissing the radically and racially-inclined demands of the Officers for Justice as being without any merit whatsoever. If this is not done, then justice will have failed and the citizens of San Francisco will have lost the high quality and standards of the Police Department as they presently stand.

I would appreciate a reply letter as soon as possible.

Sincerely,
MRS. JANICE VENTERS

Dear Officers of the San Francisco Police Dept.,

On June 15, 1, along with some of my friends from the Little Shepherdess Teen Club (of the Convent of the Good Shepherd) were able to participate in the Citizen Observer Program. We rode around with Officer Ray Musante and learned about our city in ways and situations we never experienced

before.

I really learned a lot about our city policemen, their job and all their worries, and their understanding for the people of S.F.

Thank you very much for letting me and others, for being able to see what police work is all about!

Sincerely,
Nancy Ziomek

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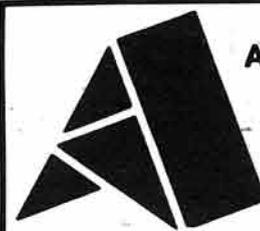
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SPORTS

BY DAN NILAN

BOWLING:

With a deadline to meet before going to Los Angeles for this year's Police Olympics, the bowlers met and decided to bowl 10 games to see who would be on the team. Here are the results of those games, and also the names of our bowling team for 1973.

	Total
1. Ken Waite	2772
2. Joe Stone	2758
3. Bill Thiffault	2753
4. Frank Petuya	2701
5. Len Beckum	2698
6. Rich Mittemiller	2679
7. Bill Wilson	2659
8. Pete Libert	2557
9. Al Gordon	2541
10. Ken Davis	2454

Doubles partners were

then selected by the bowlers who finished 1st, 2nd, and 3rd. Here is the Doubles Teams. Congratulations to everyone.

- Team "1"
KEN WAITE Co. "H" & FRANK PETUYA Co. "A"
- Team "2"
JOE STONE Co. "E" & LEN BECKUM Personnel
- Team "3"
BILL THIFFAULT
City Prison &
RICH MITTEMILLER Co.
"K-AIB"

TRACK & FIELD

On Sunday, May 6th, two of San Francisco's finest ventured to the land of the giant redwood trees to compete in the 2nd annual "Avenue of the Giants Marathon". KEN SCALAMANINI (Co. "A") and JOHN COMISKY (CPHC - Mounted) were among the 135 who started the AAU certified 26 mile 385 yard course. The course was run through the famous State Park and Avenue of the Giant road which kept the majority of the race in the shade.

SCALAMANINI entered the open division and placed 3rd out of the 135 starters with a time of 2 hours 33 min. & 30 sec. This averaged out to 5 min. 50 sec. a mile. With this effort, it looks like KEN will again be taking the "Gold Medal" in the upcoming Police Olympics. For his 3rd place finish, KEN was presented with a redwood trophy.

COMISKY also did a fine job. He finished in 12th place out of the 135 with a time of 2 hrs. 45 min. & 31 sec. This averages out to approximately 6 min. 17 sec. a mile. JOHN was running in a special category, 30 to 39 year age group. Approximately 35 persons were in

the category, with JOHN taking 1st place. For this he also received a redwood trophy. All runners who finished received a Marathon "T" shirt.

The S.F.P.D. can certainly be proud of these men, and their fine performance. A special thanks to DOLORES COMISKY for passing the above info along.

At this writing I think we are finally going to be able to field a relay team to compete in Los Angeles, names will follow. It took a little time, but now we are confident that we are going to be well represented in this year's track and field events.

RON RAY from Co. "I" and GARY PISCOTTO of BSS are competing in the decathlon. We will miss JOE CURRY and his record breaking performance in the shot this year. However maybe he can be persuaded to compete next year. We will have many fine runners this year, with the return of some of our veterans.

MIKE O'TOOLE of our Public Relations Office will be burning up the track, and will be helped along by TONY RIVERA of Co. "A". ED COLLINS of Co. "I" has been practicing all year, and is going to be right in there in the 3 mile race for one of those medals. DENNY DEVLIN of the Robbery Detail is throwing the discus this year, and is throwing it well over 100 feet now. BOB McALLISTER from Co. "D" will be back this year as one of our pole vaulters, and is confident of bringing home a medal. Onward and upward BOB, good luck in table tennis also. We certainly hope that Lt. KEN FOSS of Co. "H" will be able to compete. KEN was practicing very hard for the Pentathlon, before he had his unfortunate accident. We hope to

see you climbing that rope, and clearing those hurdles soon KEN.

SOFTBALL:

I, along with all the men involved in this year's softball season, want to thank FRANK FALZON for his work in making this season such a huge success. We had more teams playing this year, which certainly made the competition more keen, making it that much harder to pick this year's "A" and "B" All Star Teams. These two teams will journey to South Lake Tahoe on August 4th and 5th, to play against teams from all over California. We won it last year, and plan to take it again this year. Frank will be the manager of the "A" Team, and I will be the "B" Teams manager. Actually the men on both teams could just about make the "A" Team, but unfortunately both teams had to be held down to 15. Good luck to all next season, when we will again have the teams from Park & Southeast (Potrero) to make their bid for the number "1" spot.

S.F.P.D. 5th ANNUAL GOLF TOURNAMENT Sponsored By-S.F. Police Commissioners Date - Monday September 17th

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BILL BANS FLAG BURNING

Senator John Stull (R-San Diego County) announced that the full State Senate has approved his bill designed to reinstate California's law against public mutilation of the United States flag.

In gaining passage of the measure, Stull faced the usual hazing accorded a "freshman" Senator presenting his first measure. After assuring his colleagues that the bill was neither anti-liberal nor anti-conservative, that it had been referred to the proper committee, that there was no need to put it over

for two weeks, and that his sponsorship of the measure would not spark lively demonstrations which might endanger those legislators with offices located near his, Stull saw his bill receive 33 ayes, with no opposing votes cast.

The former Assemblyman was elected to the State Senate March 6 in a special election.

"Due to a court decision last year," Stull said, "there is currently no valid law in California prohibiting the public burning or defamation of our country's flag. The court ruled that the definition of 'United States flag' as presently written is unconstitutional because it is too vague. My bill, SB 630, corrects this situation by specifically defining 'Flag of the United States,' by excluding pictures and representations thereof, and by specifying that only acts, and not words, are to be considered as violations of the law.

"Publicly burning or defiling the United States flag is an overt act against this nation, her principles, and her people," Stull said, "and should be dealt with accordingly."

The measure now goes to the State Assembly for consideration.

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Minutes of the Board of Directors Meeting

Tuesday May 15, 1973 10:00 A.M.

Call to Order
Pledge of Allegiance
Roll Call

Present:
 Cloney - Co A, Ryan - Co B, Pera - Co D, Macauley - Co E,
 Burke - Co G, Carey - Co H, Chignell - Co I, McVeigh -
 Co K, Wright - Co K, Allen - Hq, Terlau - Hq, Osuna - Bur
 Insp, Bell - Retired, Husby - Treasurer, Hemby - Secre-
 tary, Crowley, President.

Excused:
 Garry - CP, Riggiero - Bur Insp.

The normal order of business was suspended in order for Mr. Robert Best, of Police Publications to present the S.F.P.O.A. a check for \$5,000.00 received for advertising of the Special May edition.

Secretary's Report:

The report of the Secretary was read to the Board. M/Wright S/Bell - to accept the Secretary's report as presented. Passed.

Matter of purchasing dinner tickets for Assembly Speaker Bob Moretti in Los Angeles. M/Cloney S/Wright - to table. Passed.

Treasurer's Report - Husby:

The report of the Treasurer was read to the Board. M/Husby S/Wright - to appropriate \$510.00 as supplemental revenue for present taxes, Labor Relation and Supplies. M/Cloney S/Allen - to accept the Treasurer's Report as presented. Passed.

A Presentation was made to the Board by Mr. Jerry Helistofer of the Barrister's Club relative to non-victim crime and auditing departmental crime statistics.

Constitution and By-Laws Revision Committee - Hebel:

The Committee has had problems getting a quorum for a meeting. Bro. Hebel requested additional members to that committee. M/Hemby S/Wright - to increase the Constitution and By-Laws Revision Committee to eight members, with Brothers Patterson, D'Arcy and Hemby. Passed.

Labor Relations - Hebel:

The original Memorandum of Understanding has been in effect two years. The involvement of the Supervisory Officers Ass'n has halted negotiations on our new contract.

Crowley, Hemby and Husby appeared before the Board of Supervisors regarding reorganization and recommended the Board of Supervisors to advise the Police Department to open negotiations on reorganization.

Welfare Committee - Conroy:

Seventeen members have presently requested disability retirement this July. A lengthy conversation followed over complaints of men being forced back to duty on light duty status. M/Hemby S/Husby - members of the Board shall make written reports to the Association and Welfare Officer regarding any problems over disability and sick leave cases. Passed.

Insurance - Conroy:

The dental plan necessitates a 75% sign up by June. Approximately 300 men have signed up to date and 75% doesn't seem possible.

Residency - Chignell:

On June 5th, at 2 PM there will be a hearing before the Board of Supervisors Legislative and Personnel Committee regarding the issue of residency requirements for city employees.

Building - Wright:

The present Association office is 165' x 80'. The cost for purchase is \$200,000.00. An explanation was made of the buildings assets and liabilities. Bro. Wright recommended the Association look into the feasibility of purchasing our own building.

Uniforms & Safety Committee - Chignell:

Breakfront Holsters are approved and should be forthcoming. Brother Chignell asked that Board members instruct their units to send any suggestions on uniforms and equipment to Brother Chignell.

Publications - Hemby:

Requested to allow Police Publications to handle advertising for the newspaper. M/Wright S/Allen - to retain Police Publications on a two months trial to handle advertising on a percentage basis to be negotiated. Voice vote passed. Cloney - No Vote
 Bro. Wright gave a critique of the April edition of the "SF Policeman" and expressed his intentions of modifying the newspaper and content.

Firefighters:

Leon Bruschera of the Fire Fighters Union presented the current status on the suit against the Fire Departments over their entrance examinations.

Olympic Committee - Mollo:

A film funded jointly by the Association and the Olympic Fund has been delayed for a considerable time. It is expected that the film should be completed within a month.

Brother Mollo explained that because of the current friction existing between the Administration and the Association, the Police Olympic Committee has decided to disassociate itself from the S.F.P.O.A.

After debate on this subject, the Board passed the following motion. M/Husby S/Chignell - anytime this Association funds any Police group, a contract will be drawn up to attach that group to the Association. Passed.

Harbor and Transit Police:

The problem of incorporating the Harbor Police into the Department is still unsolved. Supervisor Tamaris is sympathetic to including the proposed Muni Transit Police under the Department.

Unfinished Business:

Y.M.C.A. - Husby:
 If we can get enough members, we can set up a group membership at reduced rate.

New Business:

OFJ CIVIL SUIT - Hemby
 Requested all Board members to get members out to the preliminary hearing because of the importance of the suit.

A committee will be set up to do research work for the Association. A public relations campaign should be considered to gather favorable public opinion. In order to fight the suit, it will be necessary to find funding possibly through assessment.

Association Record System - Hemby:

The Association is attempting to broaden its records keeping and statistical system. M/Husby S/Chignell: - all committee chairmen shall submit to the President a monthly committee report prior to the 2nd Monday of the month. Passed.

Police/Community Fair - Hemby:

A written report regarding fund raising events was submitted and a motion made M/Hemby S/Wright - approve the backing of a summer Police/Community Fair with the idea of raising funds for the Association. Passed.

OFJ Suit - Husby:

We definitely have to fund fighting the OFJ suit with monies other than dues.

Ballot Measures - Carey:

We must submit a proposal before the Board of Supervisors by July 9th in order to be on the November ballot.

Salary Determination - Husby:

Salary surveys for Association secretarial help have been requested from outside agencies. A report will be made to the Board at the next meeting.

RESOLUTIONS

Board of Directors Meeting
 Tuesday, May 15, 1973

73515-1

The San Francisco Police Officers' Association supports the initiative for elected Supreme Court and Appellate Court Judges authored by Assemblyman Wakefield.

73515-2

The following members have been appointed to supplement the Constitution and By-Laws Revision Committee: Brothers Patterson, D'Arcy, Hemby.

73515-3

Members of the Board of Directors shall make written reports to the President and Welfare Officer regarding any problems with disability and sick leave cases.

73515-4

The San Francisco Police Officers' Association will retain Police Publications on a trial two-month basis to take over advertising solicitations in the "SF Policeman" on a percentage basis.

73515-5

No future Police groups will be funded by the S.F.P.O.A. unless a contract is drawn up binding that group to the Association.

73515-6

The S.F.P.O.A. will back a Police-Community Fair to raise revenue for the Association.

73515-7

All committee chairmen shall submit to the President written monthly committee reports prior to the 2nd Monday of the month.

73515-8

The Board approved backing a Summer Police/Community Fair with the idea of raising funds for the Association

Overtime - Husby:

An exploratory meeting has been held with Attorneys over the possibility of initiating a suit against the City for overtime pay issued consistently late.

Good Friday Pay - Pera:

Through Lieutenant Galusin, Sheriffs Deputies get three hours overtime pay for being on duty for three hours on Good Friday. A grievance is being submitted through Brother Galusin to obtain this benefit.

Police Political Action Committee - Crowley:

The P.O.A.C. has received tremendous impact by the press. It is now necessary to bring in C.A.P.A. to make P.O.A.C. a reality.

General Membership meeting - Husby:

M/Husby S/Wright - The sergeant-At-Arms was selected to make arrangements for the June Membership meeting. Respectfully Submitted.

William J. Hemby, Secretary

Minutes of the Special General Membership Meeting Wednesday, May 30, 1973 7:30 P.M. Forest Lodge

Call to Order
Pledge of Allegiance

With a quorum of the general membership in attendance, the meeting was called to order with an explanation by Association attorney Bill Bierne, of the background and current status of the Civil Rights suit now in Federal Court.

Following Mr. Bierne's presentation, President Crowley addressed the assembled members and outlined the reasons for a mandatory assessment.

The membership voiced, its approval of a total commitment to fight this current federal litigation to its conclusion, without giving in to any factional agreements.

Secretary Hemby read the resolution calling for the assessment of \$50.00 per active member.

At the request of Brother Trueb, one paragraph chastising the City Attorney's office was deleted. On a motion by Brother Caldwell Seconded by Bro. Wright amendment was submitted limiting the spending of assessment funds to fighting the civil rights suit.

The amendment and the resolution then was passed by a unanimous voice vote.

Meeting adjourned.

Respectfully Submitted
 William J. Hemby
 Secretary

RESOLUTION

General Membership Meeting
 Wednesday, May 30, 1973

73530-1

The San Francisco Police Officer's Association is totally committed to fight the federal litigation alleging racial discrimination against the San Francisco Police Department. A special election shall be held resolving that each and every active member of the SFPOA shall be assessed fifty dollars (\$50.00); that said monies be paid to ten equal installments via payroll deductions. All monies collected from this assessment shall be used only to fight this current federal litigation.

THE S.F. POLICEMAN

FINANCIAL STATEMENT - May 31, 1973

INCOME

Advertising	\$250.00
Subscriptions	4.00
TOTAL	\$254.00

EXPENSES

Printing	
(Mailing List Maintenance and Camera Shots)	\$ 24.63
Postage	83.00
Telephone	60.55
Administration	60.00
TOTAL	\$228.18

COMMERCIAL ACCOUNT

Balance as of 4/30/73	\$151.50
Deposits	254.00
	\$405.50
Less Expenses	228.18
BALANCE - 5/31/73	\$177.32

Untold Bargains Available at Police Auction

Harry Murphy went to a police auction recently, looking for a bargain.

Well, he got more than he bargained for.

A retired carpenter, Harry, 64, did what a lot of other people at the auction did. They all bought tickets for the Annual Olympic Fund Drive Drawing. It cost each one of them \$1.00 per ticket.

Time went by and Harry forgot about ticket #7990. But, on June 2, he got a phone call from Joe Mollo, president of the San Francisco Police Officers' Athletic Fund, reporting that Mervyn Donovan, secretary - treasurer of the Retail Delivery

Drivers Union, had drawn his \$1.00 ticket out of the barrel.

What it meant to Harry was that he had won the first prize of a round-trip for two, via Western Airlines, to Honolulu.

Harry, who lives with his wife, Dolores, at 1319 - 6th Avenue, said he was flabbergasted. "I've never been to the Islands, and I've never won a contest before."

Residents of The City since 1939, the Murphys are considering taking their trip in September with a group of

senior citizens.

Other winners in the drawing were: 2nd prize. . . Round - trip for two via Western Airlines, to Las Vegas. . . #7410. . . W.D. Sullivan, Yellow Cab Co; 3rd prize. . . Mini-Bike. . . #1740 . . . Jessie Tribulato; 4th. . . T.V. . . #1651. . . Sgt. Kevin Conroy.

5th. . . Sony Recorder. . . #7966. . . G.N. Littrell, 3811 Autumn Dr., Redwood City; 6th. . . portable typewriter. . . #7360. . . Bill Stephens, 519-9th Avenue; 7th. . . #2393. . . Al Squair, Co. D.; 8th. . . #5169. . . Red Jensen, 1355 Taraval Street.

9th. . . #7694. . . Milk Drivers' Union. 10th. . . #1024 . . . D. Allen, 27 Morning-side; 11th. . . #7416. . . Bob Popp, Press Room, Hall of Justice; 12th. . . #3971. . . Paul Padilla, 659 Florence St., Daly City.

Winners of 7th thru 12th place had their choice of prizes, which ranged from electric steam irons, a mattress pad, fish scaler, to a traveler's alarm clock.

ASSESSMENT

OFFICIAL TALLY

1101 Ballots Received
 16 Ballots Voided

1085 Ballots Counted

RESULTS AS FOLLOWS

866 Yes
 219 No

1085

B.J. Wilson Named Miss Police Olympics

Miss Billie Joy Wilson, a civilian employee in the Bureau of Communications and daughter of Patrolman Bill Wilson of Co. A. has been declared winner of the Miss Police Olympics contest.

WIDOWS & ORPHANS MEETING

Following are the minutes of the May meeting held Wednesday May 16, 1973. 2:00 PM., in the Traffic Bureau Conference Room, Hall of Justice, President Edward E. Poitz Jr., presiding.

One new member, Michael Dempsey, son of Tom Dempsey, was accepted into the Association.

A donation was received from the West Coast Salesmen's Association, who hold their sales conventions in the Sheraton-Palace Hotel quarterly.

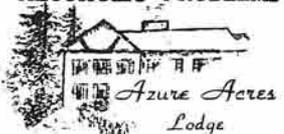
The Treasurer reported two deaths this month: John Benn, age 73, sergeant at the time of retirement work-

ing at Richmond Station. John J. Downes, age 86 at the time of his death. Had worked in many various capacities in the Department.

The Trustees and Officers will meet with the representatives of the Hibernia Bank on May 25, 1973 to discuss the investment and sale of common stocks and government bonds.

Bob McKee,
 Secretary

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CIVIL RIGHTS SUIT TEXT

CONTINUED FROM PAGE 1
characteristics has occurred throughout the department with certain units, bureaus and subdivisions having a very heavy minority and female presence, while in others there are virtually none. In fact, it is only in the most recent times that, e.g., any Black officers had anything but a patrolman or comparable position.
In the entry and promotional process the least subtle most discriminatory

actions have been directed against women. The total number of positions for women among Sworn Personnel has actually been officially limited by budgetary ordinance of the City. Further, the CIVIL SERVICE COMMISSION classifies women as a separate and distinct category of officer, Woman Protective Officer, with a separate procedure for entry into the department. Women must also satisfy a different set of prerequisites for promotion. It was only within the last few months that a female officer was first permitted to become an Assistant Inspector or that, with one exception, a female officer was ever assigned to any bureau in the department other than the Juvenile Bureau.

Presently there is a new and over-arching threat to the tenuous position of minorities and women in the S.F.P.D. - reorganization. As a result of the passage of Proposition E in the 1971 Municipal Election the POLICE COMMISSION is charged with instituting a structural reorganization of the department. The plan which has the unofficial imprimatur of departmental approval would in effect freeze out the minority personnel currently in the department from supervisory

positions and reduce their possibilities for meaningful promotion in any immediate future period. This is the plan submitted by the Police Officers Association (POA) and Supervisory Officers Association (SOA), both of which are overwhelmingly White male in membership and in the past have steadfastly refused to represent minority interests in the department.

Plaintiffs contend in the rest of this complaint that the defendants' discriminatory selection devices, procedures and employment policies, violate the San Francisco Civil Service requirements, as well as plaintiffs statutory and constitutional rights. Said rules, statutes and constitutions unequivocally and mandatorily require that selection devices and processes shall be validated as being effective in relation to their proper purpose. In addition, it is now required by the U.S. Supreme Court that discriminatory employment practices arise only out of a business necessity. Even the San Francisco Civil Service Commission Rules themselves, provide: Examinations shall be practical in character and shall relate to those matters which will fairly test the relative capacity of the persons examined to discharge the duties of the positions to which they seek to be appointed. RULES OF CIVIL SERVICE COMMISSION OF SAN FRANCISCO, SECTION I, RULE 4.

The equitable relief sought herein is fully consistent with the City Charter and

the Court cases in the area. Plaintiffs merely seek to compel the defendants to obey their own rules and regulations, and to better protect the health, safety and security of San Francisco's residents. All that plaintiffs seek is that the defendants institute, as they are required even by the City Charter, fair and truly ability-based employment practices and to eradicate the discriminatory stain of their past policies. The effect of this approach will be to upgrade the quality of San Francisco's Police Department and better protect the City without any unreasonable cost to the taxpayers of San Francisco.

Preliminarily, plaintiffs seek an order prohibiting the defendants from administering the Civil Service examination for Captain on May 5, 1973, until such time as this case may have a full hearing. If that exam is administered and a permanent eligibility list is formed therefrom, no Black, Latin.

PARTIES

Plaintiffs

Plaintiff OFFICERS FOR JUSTICE Police Officers Association (hereinafter the OFFICERS FOR JUSTICE) is a non-profit membership association of minority personnel of the S.F.P.D. It is the only such organization in the Police Department. It is dedicated to the equalization and betterment of the present position and role of minority and female personnel within the department. The equal treatment of minority citizenry by the Police Department has also been a paramount concern of the

association. The OFFICERS FOR JUSTICE has been intensely involved for several years with the recruitment of minority and female officers and with the struggle to secure promotion and equal benefits of employment for minority personnel.

The NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE, Western Region (hereinafter NAACP) is a multi-

state membership organization dedicated to the eradication of racial discrimination in all sectors of society. Plaintiff, the LEAGUE OF UNITED LATIN AMERICAN CITIZENS is a multi-state membership organization which has been very active in the pursuit of the civil and social rights of its membership and persons of Latin origin in general.

CONTINUED TO PAGE 13

DEPARTMENT REORGANIZATION PLAN

CONTINUED FROM PAGE 1
the voters of San Francisco, Proposition E.

What also seems totally forgotten is that Proposition E was accepted by the public because its concept of reorganization incorporated a benefit for the working police officer, namely educational incentives.

The people of San Francisco wanted and deserve the best trained and best educated policemen available and they mandated their approval of that by passing Proposition E.

Proposition E was not passed by the voters simply to give Captain Jeremiah Taylor a pay raise. Nor was it passed simply to allow across the board pay raises for every top level police administrator. In fact, similar legislation offering just top level pay hikes have been defeated by the voters.

The Labor Relations Committee of this Association has repeatedly, time and time again, asked for Meet and Confer sessions with the Police Commission and the Administration on reorganization. Every one of our attempts of good faith has been ignored.

Six months ago, Commissioner Richard Miller assured this Association that he wanted an educational incentive program a part of reorganization. Since that time, he is strangely silent on this matter.

When this Association submitted its reorganization proposals, worked out in good faith with all levels of the Department, we expected that some concrete programs would be forthcoming. Instead we have been met with total silence on the matter. Even worse, the Chief of

Police has stated that he desired a reorganization separate from an educational incentive plan.

The Association, its members and the people through the meaning of Proposition E, do not agree.

This Association is committed for fight for reorganization of the Police Department with an educational incentive plan included. That educational incentive plan has, long ago, been submitted and can readily be implemented.

But, as in the past, it is the Police Department Administration, not the Association and its members, that is resistant to change. They would rather accept a department run under an antiquated system, possibly because they are not qualified to run a modern efficient police agency. They certainly are ready to accept a tremendous pay raise without a qualm.

As late as last week, Association President, Jerry Crowley attempted to arrange a meeting to discuss reorganization to no avail. He was told that the Police Commission is not ready to discuss this matter.

It is well known that this is the eleventh hour. As of July 1st, unless the Board of Supervisors grants a second extension of time, all positions above the rank of Captain, cease to exist. If the Commission and Administration fail to meet in good faith and accept a reorganization plan including educational incentives, then it leaves this Association no choice but to fight to block their attempts at partial reorganization and extensions of time. It is expected that this matter may have to be settled by the courts.

If the Department intends to subvert the intentions of the people of San Francisco in this cause, as they did in the matter of the District Stations, then let them be warned that the consequences may be as is now the case of police stations, the entire question of reorganization will be taken out of their hands and placed in more competent hands.


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CIVIL RIGHTS SUIT TEXT

CONTINUED FROM PAGE 12

Plaintiff CHINESE FOR AFFIRMATIVE ACTION is a San Francisco based membership organization which has been at the forefront of the fight for equal employment opportunity for Asian persons in San Francisco. Plaintiff, NATIONAL ORGANIZATION FOR WOMEN, (hereinafter NOW) is a nationwide membership organization of women whose primary purpose is the eradication of unlawful sexual discrimination in American society.

FACTUAL ALLEGATIONS Entry Level Procedures

The selection process for police officer is divided into six parts. Success on five parts: (1) physical measurements; (2) athletic test; (3) medical examination; (4) oral qualifications appraisal; and (5) employment, character and background investiga-

tion, renders the applicant merely minimally "qualified". A person who might be outstanding on any of these five parts of the selection process has no better chance of becoming a Police Officer than a person who is barely adequate.

Only the applicant's score on the written test determines the position of qualified applicants on the list of eligibles. City Charter Section 8.329 requires that, whenever a Civil Service position is to be filled, the Civil Service Commission shall certify the person standing highest on the list of eligibles for such position. Ultimate appointment to the position of Police Officer, therefore, depends solely upon the applicant's score on the written test part of the examination, and virtually ignores his high or low

degree of skill or proficiency and all of his other abilities.

Once an applicant appears to have satisfied the residence and physical size requirements of the department he is then informed of the date for the next written exam. Up until February, 1972, this examination has been given on a regular basis at approximately 3 month intervals. No examination has been administered since February, 1972.

The written examination for Police Officer is a racially and ethnically discriminatory selection device in that it fails minority persons grossly disproportionate to those applicable for White persons.

Neither the November 1970 exam nor any precedent or subsequent exam has been professionally or even non-professionally validated as being an effective predictor of performance as an officer or has been justified in form or content as necessary for the safe and efficient operation of the police department. No written examination administered for entry-level or promotive positions in the department is or has ever been in compliance with the Equal Employment Opportunity Commission (EEOC) Guidelines on testing, 29 C.F.R. Section 1607.

Defendants act, and fail to act, in unconstitutional and unlawful manner in that the written tests required of plaintiffs for selection and appointment by defendants to the position of police officer:

(A) Violate City Charter and Civil Service Commission rules by not being practical in character and also by not fairly testing the relative ability of the persons examined to in fact perform as Police Officers;

(B) Test math and other skills at levels unrelated to the position, thus failing to separate those applicants who are qualified to be Police Officers from those who are not;

(C) Have never been substantially evaluated, revised, modernized or improved in its history;

(D) Have never been validated during the period in which it has been used;

(E) Are not, and have never been, professionally constructed, evaluated or improved;

(F) Require linguistic facility and sophistication unrelated to Police Officers' duties. More specifically, also examine linguistic facilities in an artificial and inaccurate manner - as expressed in written responses to a written test situation;

(G) Require a high degree of linguistic facility and sophistication without justification even though such a requirement is detrimental to plaintiff minorities because of their racial, education, social and cultural backgrounds;

(H) Require knowledge of history, politics, mathematics, language and peculiarly White middle-class culture without any business justification as to necessity so as to discriminate against minority plaintiffs on the basis of their race, social and cultural backgrounds;

(I) Have never been changed, improved, revised or otherwise altered although

the results of these tests has repeatedly demonstrated that all or virtually all minorities will fail to pass it;

(J) Fail to measure factors crucial to an individual's capacity to perform as a Police Officer including but not limited to tolerance for stress, psychological stability, motivation, and ability to relate effectively to minority citizenry.

Other entry-level selection devices which have a racially and ethnically discriminatory impact without validation is being necessary include the work experience requirement for those without college training; the consideration of arrest records; and mechanisms and procedures of the background investigation and evaluation.

Disqualification of applicants because of arrest record directly and disproportionately affects minority candidates. Minorities are arrested substantially more frequently than Whites in relation to their relative incidence in the general population. This is particularly so concerning "suspicion" arrests. Thus, any policy that disqualifies prospective employees merely because of having been arrested discriminates in fact against minority applicants without possible redeeming justification.

Minority candidates usually have grown up in a racially different environment from most Whites and therefore have early social, cultural and even political experiences at variance with mainstream White society. No substantial cognizance of this contextual difference is taken by the Personnel and Training Bureau, the unit of the S.F.P.D. responsible for judging the character and fitness of applicants in the background and employment investigation. Moreover, that unit will predictably remain insensitive and even biased since its membership is overwhelmingly non-minority. Consequently, minority candidates are disqualified in this way merely because of a background at variance with mainstream White culture and the overwhelming number of their evaluators.

Because of the disproportionate effects of unemployment on minority youth and the lesser likelihood of equal opportunity for higher education, the work experience/college education prerequisite operates in an ethnically discriminatory manner without justification.

One dangerous ramification of the above described discrimination at entry-level which makes the present situation particularly intolerable, emanates from the place of the Police Officer in today's society. The officer on foot, in a patrol car, or in a station house is the most conspicuous symbol of governmental presence to the citizenry of the minority community. Moreover, as police records will indicate and as courts have noticed, the minority community is likely to have had disproportionately (see above) greater contact with the police than the majority White community.

It is because of this regrettable but very real con-

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CIVIL RIGHTS SUIT TEXT
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text that the overwhelmingly male caucasian membership of the S.F.P.D. has far greater import than a similar configuration in a private or other public type employer. Moreover, this complexion of the force also decreases the effectiveness of police services in and for San Francisco minority communities. These entry-level selection devices are arbitrary and unjustified procedures which have perpetuated and ingrained the outright discrimination of the past. Women are directly and intentionally discriminated against in entry-level test-

ing, procedures and opportunities. The overall number of women the department may hire is determined and limited by budgetary ordinance of the Board of Supervisors of the City and County of San Francisco. At entry-level, women are segregated into the Woman Protective Officer classification. Examinations for entry into this position are conducted infrequently and at irregularly scheduled intervals. The written exam used for Woman Protective Officer by the Civil Service Commissioner has never been validated as an effective predictor of performance in the position and has a disproportionate exclusionary effect for minority candidates. Of the few minority candidates that have in fact passed the written test many of their number have been disqualified by the unvalidated screening and background procedures and unvalidated

physical qualifications requirements. Similarly, candidates who have passed the written test have been excluded on criteria which are not used in the evaluation of candidates for police officer, i.e. males. As a consequence of the above practices (66-72) the S.F.P.D. has only 12 females among its more than 1900 sworn personnel and has never had a Black, Latin or Asian female on the force. Promotional opportunity with the S.F.P.D. is allegedly based on a merit system which is founded on performance in written Civil Service examinations. In order to achieve a place on the Sergeant's eligibility list and rise beyond the position of patrolman the candidate must (1) complete a one-year probationary period and (2) amass a previously determined minimum number of promotional credits.

Up to 1070 promotional credits may be gained. They are largely determined by exam score (up to 790) and departmental seniority (up to 150). The remaining credits are either automatically accrued - the 60 credits for a "clean record" i.e. a record free of formal disciplinary action subsequent to the previous exam, and/or the 30 credits for a veteran's preference - or they are rarely available - the 40 credits for meritorious service which "are only awarded for rare acts of special heroism and are not given to officers whose conduct has been consistently outstanding." Promotion to Lieutenant follows a similar system except applicants must have served a six-month probationary period as a Sergeant and the written exam includes 50 questions more than the Sergeant's exam. The promotional procedures for selection as a Captain are similar to those for Sergeant except candidates must have served six months as a Lieutenant and the written exam for Captaincy includes 100 additional questions. In addition to the above ranks there are two other job classifications, Inspector and Assistant Inspector. These positions which have a different salary than patrolmen are not actually formal ranks but more of the nature of specialized duties in the Investigative Bureau or of an investigative nature. Prior to 1971 the Inspector and Assistant Inspector positions were filled by appointment. Presently, however, any patrolman or Sergeant may take an exam for Assistant Inspector. Promotion to Inspector when there is

a vacancy is now determined by seniority in position among Assistant Inspectors. These superficially neutral procedures post-date a virtually unbroken pattern of exclusion of minorities from ranks and positions superior to Patrolman; prior to 1969 (1) there had never been a Black person in the position of Captain, Lieutenant, Sergeant, Inspector or Assistant Inspector with only two exceptions; (2) there had never been an Asian in any of the positions; and (3) there had only been two Latins in any of the positions. Since that time no significant or substantial progress has been made. Due to a number of appointments during the administration of the previous police chief and prior to the present examination system, there is some distribution of minorities in the lowest non - patrolman position, Assistant Inspector. The incidence of minority participation there is approximately 25%. At the formal rank level of Sergeant, however, there are only 8 minorities among the 235 personnel or 3.5%. This latter participation was only obtained as of the last four years and exists in the face of a long history of written exams for Sergeant. This discrimination is also the direct result of a non-job related and unvalidated reliance on seniority. Since in the past minorities have been wholly excluded from the department, as a group they carry far less seniority than Whites. Consequently, consideration of seniority as a determining factor in promotional opportunity, places a disproportionate burden on minority promotional candidates. This discrimination is also the result of the unvalidated requirement that candidates for Lieutenant must in fact already be Sergeants and that candidates for Captain must already be Lieutenants. As a result of this pattern of exclusion, for example, the S.F.P.D. under current exam scheduling practices can not have a Black Captain at least within the next eight years following the next Captain's exam on May 5, 1973. The department will not have a

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A SUIT THAT CAN'T BE WORN

By JOE PATTERSON
Most of you who read this paper are Policemen, Family of Policemen, Friends of Policemen or People who are in some way connected with Law Enforcement or at least interested in Law Enforcement, or Policemen in general. Therefore, I assume

that you have a sense of fairness in your heart and can understand my feelings concerning the now famous suit that has been taken under submission by Federal Judge Peckham.

The suit is far reaching and quite complex in its ac-

cusations and requests. I am not as disturbed by its accusations as I am by its requests. You see it's accusations has some degree of validity. The trouble is that it's requests are so ridiculous, far reaching and unfair that everyone has focused on that and totally ignored the accusations. I for one know that we have few true minorities in the Department. We all know that there are no blacks above the Civil Service rank of Sergeant.

Now what is the reason for this/ why does this situation exist? Who caused the emergence of such a situation and who is to bear the blame? Surely not the guys who have studied diligently, sacrificed profusely and literally sweated blood to get on the Promotional Lists. The same opportunity to get on these Lists were and still is available to everyone in the Department. Yet we find that the suit, in its far reaching and unfair requests will punish these men for merely showing initiative and desire. I have listened to all kinds of reasons for this part of the suit and I can not find any justification for it. If I am not on a Promotional List and have never passed a Promotional Exam, then I have only myself to blame. I simply did not put in the time studying that I should have. It is not that the Exam was geared toward middle class whites and consequently discriminatory in nature. If we except that fallacy, then we may as well accept Dr. William Shockley's theory that genealogically blacks are mentally inferior to whites. Obviously no one accepts this, nor are they going to accept the attempt that is being made to do away with the present Promotional System.

Whereas, I cannot offer an alternate solution to what has been proposed, I can definitely say that the present system is not in such disarray that it warrants implementing the drastic proposals submitted by the Plaintiffs.

On the other hand, the composition of minorities in our Department is not in proportion to the minority population of the City. Something can and should be done about this. It is no big secret that all across the country, Police Departments are in the process of bringing more minorities into their Departments. Some because of a Court Order and some because it is just and right to do so. This Department had an excellent chance to bring the minority composition in our Department up to required standards, and sat by and did nothing. They had a training program that trained eighteen minorities over a six month period to pass our existing entrance Exam, and when the course was completed these persons were not given an Exam. These persons were trained by our own personnel and met our present standards in every way. Yet, no attempt that I know of has been made to give them an Exam, and bring them into the Department.

Our Police Department in-

stead of making an honest effort to recruit more minorities, has decided to find minorities that we never knew we had already in the Department. That was what the ridiculous General Order #91, date Friday 05/25/73 is all about:

"Commanding Officers shall submit a watch report indicating those sworn members who do not fall within the guidelines, and a report from each sworn member who does fall within said guidelines.

The term "minority" as used in this suit refers to:

- A. Blacks.
- B. Spanish surnamed.
- C. Members who were born in or descended from persons born in Mexico, Latin America and the Spanish-speaking islands of the Carribean.
- D. Members of primarily Asian origin and heritage, i.e., Chinese, Filipino and Japanese.
- E. American Indian.
- F. Melanesian, Micronesian and Polynesian.

Members shall indicate into which group they fall."

The Director of Personnel, Captain George E. Eimil, in a deposition taken on Thursday May 10, 1973 in the offices of the Chief of Police, gave the minority composition of the Department as, 81 Blacks, 61 Spanish speaking, 8 Orientals, 6 Filipinos, 2 American Indians and 2 Samoans. These are the true minorities that we have and the ones we are concerned with in the suit. So when I see something like General Order #91, which is asking that anyone whose great grandparents were born in Upper Slobbovia declare themselves as a minority, then I for one have to assume that the Department has no intension whatsoever of recruiting minorities.

When I first saw General Order #91 my reaction was one of shock and amazement. It then turned to anger. However, I must say I later started thinking selfishly. I said, "I wonder if they really don't know, could I pass, have I been missing out on something that I could have been taking advantage of?" So I took a good look at myself in the mirror and my eyes weren't truly brown. There is a hint of Mediterranean blue in them and there are a few freckles right around my cheekbones and my nose is not really flat and my lips aren't that thick. Just what in Hell am I? Man, I really started psyching myself out. So, I went to bed that night feeling real good and I even had dreams about a new life and what all I would do. Well, needless to say I woke up the next morning and the jig was up.

Anyway, the suit in its present form is bad, but General Order #91 is the most embarrassing and hypocritical Order the Department has put out yet. While the San Francisco Police Officers' Association is trying to avert what could be a chaotic situation the Police Department should try and make an honest effort toward minority recruitment.

John Lehane et al. vs. City and County of San Francisco et al.

by Mike Hebel
In 1970 the San Francisco Police Officers' Association and the Peace Officers Research Association of California (PORAC) filed suit in San Francisco's Superior Court to enjoin and prohibit the City from paying dues to the League of California Cities. The League is a powerful lobbying group at the State Legislature which has, in the past several years, vigorously opposed legislation to enhance the bargaining rights of California policemen. The Police Association alleged that the annual dues payment of the City to the League of Cities constituted an unlawful and unconstitutional expenditure of public funds.

The suit, which was handled by PORAC's attorney Chris Burdick, claimed that payment of dues by the City led to an unlawful delegation of power on the part of the Board of Supervisors and

unconstitutionally abridged the Police Association's freedom of speech. The City countered by stating that the Government Code specifically allows the City to expend public monies for lobbying purposes. The City's position prevailed at the Superior Court and in August, 1972 was affirmed by a California Appellate Court.

In October, 1972 PORAC appealed to the California Supreme Court but it refused to review the case. In March, 1973 the United States Supreme Court also declined to review this matter stating that the litigation did not present a substantial constitutional question.

So -- the City continues to use tax monies to support the League of California Cities. And in turn the League uses San Francisco tax monies to oppose state legislation which would increase the Association's bargaining power.

Assessment Foes Draw Criticism

By Paul Chignell

The Association is waging one of the toughest battles that it has ever fought.

Many issues have stirred the usually complacent police officer in this city. But never has such a united front appeared during the litigation of the lawsuit instigated by the Officers for Justice.

We all are aware of the nefarious machinations of some minority police officers in this city. Coupled with the NAACP, other groups and endless financial resources, a formidable opponent has arisen.

But the majority of police officers in this city know that the current Civil Service System must not be tampered with. Quota systems, political and racial patronage will not serve to professionalize our department, only bring about its demise.

We also know that to combat such vindictive and selfish litigation we must have a fund to pay the high cost of negating what the OFJ's are trying to do.

Your Association's leaders have proposed an assessment of the membership which passed the last General Membership Meeting without a dissenting vote.

This money is sorely needed to conduct the type of defense that we need to win.

The administration of the department has been extremely slow and ineffectual in defending the current Civil Service System. The City Attorney also has conceded points for seemingly political reasons.

But another enemy has emerged that we had not dreamed existed. A handful of brother officers are fighting the assessment. These selfish individuals are spreading pessimistic rumors and apparently don't care about their careers or their department. They would rather sell the San Francisco Police Department and its men "down the river" for a lousy fifty bucks.

I have great confidence that the assessment will win overwhelmingly. Rumor-mongers told me months ago that the S.F.P.O.A. would never open the Park and Potrero Stations; they said the Memorandum of Understanding would never be implemented, but they were wrong. We will win this battle in the final analysis. But another issue will arise in the future and the same type of selfishness will appear again.

CIVIL RIGHTS SUIT TEXT

CONTINUED FROM PAGE 15

Black Lieutenant at least within the next four years. Similarly no Asian Lieutenant or Captain is possible in the near future and further representation for Latins in these ranks is not foreseeable.

Promotional opportunity to the position of Inspector is also based on a seniority and thus as with Sergeant, Lieutenant and Captain places an unvalidated and disproportionate burden on minority candidates.

As a consequence of the above, even when one or two minorities do achieve a place on promotional eligibility lists, their place on such lists is so low that there is no realistic chance of appointment. For example, 3 Black candidates placed on the recently formed Lieutenant's list as numbers 86, 116 and 120. That list usually places only 40 Lieutenants and has a four year life. This means that by established practice no Black can be placed from that list for eight years, in the unlikely event that the list is effective that long.

Women are especially discriminated against in promotional opportunity since there is simply no direct line of promotion from their entry-level position, Woman Protective Officer, to Sergeant, although there is such an opportunity for men.

In addition, if female officers successfully pursue the only promotional route open to them, by first becoming an Assistant Inspector and then competing for Sergeant, they cannot become eligible for the Sergeant's competition until some three years after joining the department. In comparison, males become eligible after one year as "police officer", a male-only position.

Bureau and Duty Assignments

The S.F.P.D. is organized into various bureaus, divisions, and special details. Minorities have traditionally been limited in their specialized assignments to work in the Juvenile Division and Community Relations Bureau. Presently, while there is token representation in the other bureaus, divisions and details, wholesale and near wholesale exclusion continues premised on race and ethnicity. For example, concerning Black officers:

(1) In the Traffic Bureau there are some 230 sworn personnel and only 3 are Black;

(2) in the Inspectors Bureau there are 180 personnel, only 12 are Black and even these few are totally excluded from three details - Burglary, Fraud and Sex/Missing Persons - which have 82 personnel;

(3) the Hit and Run detail, Bureau of Special Services, and Intelligence Unit, all three of which are major divisions of the 245 person Headquarters or Administrative Bureau, each have only one Black officer; and

(4) in the Planning and Research Bureau and Legal Affairs Office there are no Black personnel.

Women are similarly segregated and precluded from equal treatment in assignments. They have been traditionally and are still in large part relegated to the Juvenile Bureau.

Re-organization
The departmental re-organization plan advocated by the Police Officers Association and Supervisory Officers Association and opposed by the Officers for Justice will in effect either freeze in minority personnel in their present positions, or severely jeopardize any meaningful opportunity for promotion. The plan, which plaintiffs allege has the approval of the department and Police Commission, will further stratify the ranks of Sergeant, Lieutenant, and Captain based on seniority in each rank. In addition, command and supervisory responsibility will largely be limited to those with the most seniority in each rank. Moreover, promotional opportunity to the next rank will not be available until substantial seniority has been established in the present rank of the applicant.

This unvalidated obstacle operates at a particular burden to minority officers since due to past exclusion they hold grossly and disproportionately less seniority in any one rank.

The foregoing are general and detailed examples of a pervasive pattern and practice of employment discrimination by defendants against plaintiffs and the class they represent. These allegations are based on the plaintiffs' investigations and the affidavit of JESSE BYRD, president of the plaintiff OFFICERS FOR JUSTICE. Said affidavit is attached and incorporated herein by reference.

VIOLATIONS OF LAW

As a result of the specific and general examples of racial, ethnic, and sexual discrimination set forth above in allegations, defendants have promulgated a widespread pattern and practice of employment discrimination against individual and organizational plaintiffs and the class which they represent.

WHEREFORE, Plaintiffs respectfully pray this Court advance this cause on the docket, order a speedy hear-

ing at the earliest practicable date, and upon such hearing at the earliest practicable date, and upon such hearing to act as is set forth below:

- (a) that this Court declare that the present and planned use of existing entry level and promotion examination procedures and other selection devices (described herein) by the Civil Service Commission is in violation of the Fourteenth Amendment of the Constitution of the United States and, under the doctrine of pendent jurisdiction, declare the same in violation of SS 3.660 and 8.321 of the Charter of the City and County of San Francisco and Articles I and XX of the California State Constitution;
- (b) that defendants and their successors, be preliminarily and permanently restrained and enjoined from administering or otherwise making use of any test and any standard of seniority as a criterion for appointment to or promotion within the San Francisco Police Department which has not been prepared and validated in accordance with sound standards of professional psychological testing as accurately measuring the merit and fitness of candidates to perform the tasks of the position for which the test is being administered or for which seniority is being considered;
- (c) that the defendants and their successors in office be ordered to take affirmative recruitment and other measures to redress the past and present discriminatory employment practices which have caused an imbalance between the minority population of San Francisco and the minority membership in all ranks and positions in the S.F.P.D.;
- (d) that, in order to redress past and presently continuing discrimination, defendants and their successors be ordered to divide the current eligibility list for Lieutenant in-

to two lists: one composed of Blacks, Latins and Asians and one composed of all other eligible candidates; and that appointments from those lists shall proceed in the ratio of one minority appointment for every one White appointment;

- (e) that defendants and their successors be ordered to reconstruct any other existing eligibility lists having minority persons thereon in the manner outlined in "d" supra;
- (f) that defendants and their successors be barred from the use of any present eligibility list which has no minority persons thereon or which, after having been used in the manner prescribed in "d" supra has no further minority candidates thereon;
- (g) that defendants and their successors in office, after exhausting any remedial - twin lists as described in "d" supra, be ordered to devise a selection system for entry - level and promotional positions in accordance with the other provisions of this relief and which will result in the creation of twin qualified pools of eligibles which permit the appointment of; two minority police officers for every one White police officer; one minority Sergeant for every one White Sergeant; one minority Lieutenant for every one White Lieutenant; one minority Captain for every one White Captain; and one minority Inspector for every one White Inspector;
- (h) that defendants and their successors in office be ordered to take affirmative recruitment and other remedial measures to redress the extreme imbalance between the female population of San

- (i) that defendants and their successors in office be ordered to devise a new system of selection and evaluation for entry - level positions to insure that females, in numbers reasonable related to their presence in the available work force, shall be appointed to sworn positions in the department;
- (j) that the defendants be enjoined from continued use of any other applicant screening procedures which are racially, ethnically or sexually biased and that the S.F.P.D. and Police Commission be ordered to condition the acceptance of any plan of reorganization on the elimination of any unlawfully discriminatory features thereof, or in the alternative to devise and submit such a plan;
- (k) that the defendants be ordered to appoint Blacks and Latins, Asians and Women to the applicant screening group in the S.F.P.D. until the proportion of minorities and women on that body equals the proportion of

- Blacks and Hispanics in the population of the City of San Francisco;
- (l) that defendants be ordered to appoint plaintiffs McWOODSON and GUTIERREZ to the positions which they have unlawfully been denied;
- (m) that this Court retain jurisdiction in the action until such time as defendants comply with the Constitutional and statutory prohibitions against employment discrimination;
- (n) that this Court award plaintiffs and their class damages, costs and attorneys' fees; and
- (o) that this Court grant other and further relief as may be proper.

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WHAT IS THE I.C.P.A.?

The Origin of the ICPA

In October of 1952, representatives of many major police departments throughout the United States learned that there was pending before the Congress of the United States legislation which proposed to incorporate the fire and police services under the broad coverage of the Old Age Survivors Insurance Act (Social Security).

These representatives of the various police departments proceeded to Washington, D.C., where they voiced their disapproval of safety officers of 65 years of age. They so thoroughly convinced the authors of these bills that fire and police officers did not belong in Social Security, that the authors excluded firemen and policemen.

Later, when their purpose had been accomplished, and the representatives gathered socially, the question was pondered as to why there did not exist an association that could represent all police of-

ficers to keep them informed of just such questions?

In March of 1953, the Detroit Police Officers Association took it upon themselves to try and form such an organization. Letters to all those interested were sent, and representatives from Detroit, Houston, New York City, Milwaukee, Los Angeles, Oakland, San Francisco, Chicago, New Orleans, Cleveland, Minneapolis, Washington, D.C., and the States of New Jersey, New York and California responded.

In April of 1954, with the above mentioned organizations as a nucleus, the National Conference of Police Associations was incorporated and came into being. On July 12, 1965, as a result of the entrance of the Canadian representatives into the Association, the name was changed to the International Conference of Police Associations.

What is the International Conference of Police Associations?

The ICPA is an international organization composed of INDIVIDUAL police organizations that have banded together for a common goal the professionalization of the police officer.

Membership is not open to individuals; rather, our purpose is to reach the individual law enforcement officer through his own organized police association, and for this reason membership is limited to bona-fide police associations only.

Any organization composed of full-time, sworn, law - enforcement officers who are members of an organized local, county, state, or federal retirement system are eligible to belong.

The individual autonomy of each police organization affiliated, or that will be affiliated in the future with ICPA is assured through the By-Laws. Further, membership in the ICPA does not affect an organization or the members thereof, with regard to the duties and responsibilities of the law enforcement agency it represents.

Basically, the ICPA is a conference of police associations working freely and spontaneously together for the best interest of the members, with a constant view toward the advancement, promotion, and upgrading of the police service.

The Aims and Objectives of the ICPA

- To elevate the standards of policing throughout North America. pose of representation on a federal, state and local level.
- To assist Member Associations in achieving the best possible equipment, salaries, pensions, fringe benefits and working conditions. It is our contention that when the standards of recruiting, training, and integrity of the police services, along with the salaries and benefits and working conditions, have advanced to their proper strata in our society, then, and only then, will some of our objectives be realized.
- To assist Member Associations with respect to federal, state or provincial legislation affecting Law Enforcement of Law Enforcement Officers. The attainment of our objectives are only possible through the coordination and cooperation of all participating police organizations, and with the efforts of these organizations properly channeled through a central clearing house, where individual desires will be subjugated, and the wishes of the members will prevail.
- To establish and staff seminars throughout the regional areas relating to collective bargaining, impass procedures, etc.
- To assist local police jurisdictions in creating organizations for the pur-



POLICE ACTIVITIES LEAGUE



SUMMER PROGRAMS PLANNED



Track & Field PAL All-Comers Meet.

The San Francisco Police Activities League (P.A.L.) with the cooperation of the Sisters of the Good Shepherd at the University Mound School, 501 Cambridge Street, will conduct a P.A.L. Recreation Center and various summer programs for the Portola District youth, ages 8 through 17 years.

The P.A.L. will conduct boys' and girls' leagues for volleyball, basketball, and ping pong tournaments Tuesday through Thursday, 9:00 AM to Noon, beginning June 19th. Boys and girls who are interested may simply arrive at the Recreation Center

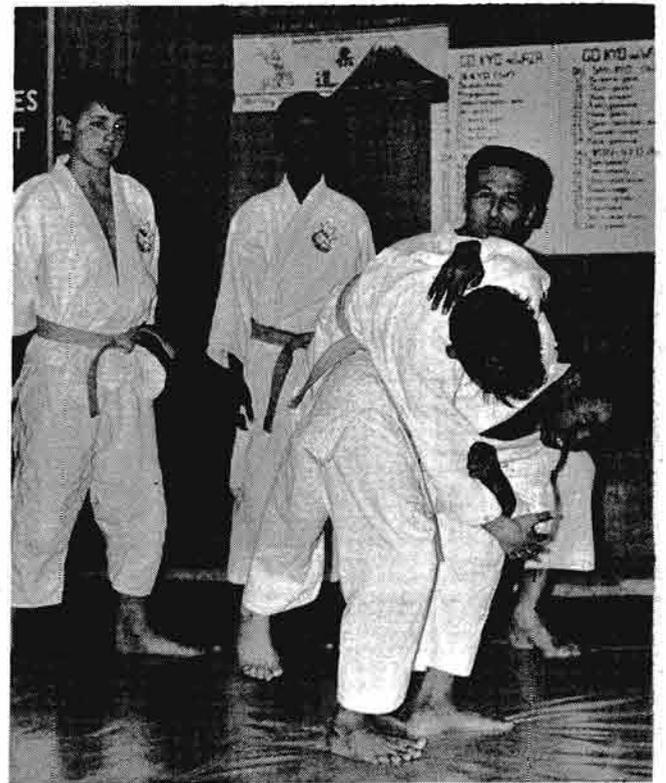
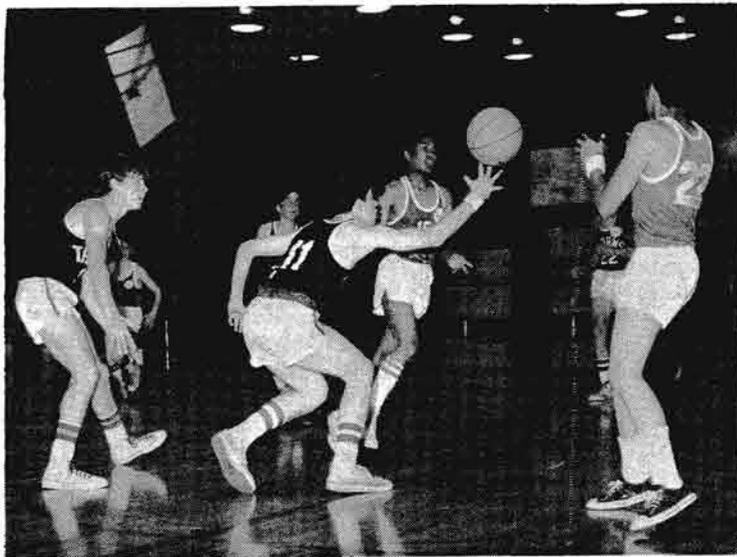
on these days and times in order to participate.

Two buses stop close to University Mound School. The 51-Silver stops at Cambridge Street & Silver Ave.; a walk of three blocks south remains. The 81 - Bacon stops at various points on University with a walk of a

few blocks west remaining.

The Sisters of the Good Shepherd, who have conducted University Mound School as a boarding school for girls since 1932, have offered the use of their facilities at no charge to the City and County of San Francisco.

8th Grade Basketball, Potrero Hill Junior High



Judo - Officer Joe Mollo in the background.



Golden Gloves Action.

BASEBALL

2,500 boys are now involved in the race for their respective league pennants in the hopes of becoming PAL City Champs. Boys from 8 to 18 can be seen on any Saturday at most of the ball parks throughout San Francisco.

The Spring League finished in fine style with six league champs in various divisions. PAL Visitacion won the Central League title. The Southern League champs were PAL Holy Name. The Taraval League East was also won by PAL Holy Name. PAL St. Vincent De Paul won the Northern League pennant. The Taraval West League title went to the PAL Potros. For the second straight year PAL St. Charles grabbed the Contractors League pennant. These teams will be trying hard to duplicate their Spring League records in the Summer Leagues. Congratulations to the coaches and boys on their fine Spring League records.

BOXING

In the world of PAL Boxing, Paul Sherry scored a decision over Rudy Martinez of San Jose at the twice-yearly Oakland Police Boxing Show on May 18th. Sherry was the

PAL's 147-lb champ and Golden Gloves finalist, and it took a supreme effort to beat Martinez, who had a string of seven victories.

In the main bout of the evening, Angelo Tobar, the 165-lb PAL contestant, hammered out a decision over Pasquel Salinas. This was Tobar's third win in four bouts. Angelo has only been boxing for PAL less than six months, and is a good-looking prospect. There were nine exciting fights on this well-attended program.

TRACK & FIELD

The PAL A.A.U.-Junior Olympic Track Meet is the highlight of the month. Boys and girls 8 through 17 years participated on June 9th and 10th at St. Ignatius Field. Winners of the individual and team events will be recorded in the next issue.

All - Comers track and field events will be scheduled on June 16, 23 and 30th. Starting time is 10:00 AM. Track enthusiasts are invited to attend the events at St. Ignatius Field.

SOCCER

54 teams are now nearing the end of the season. In the Under 18 Division it looks like either Mexico United or

Mezcala will play against the Club Mustangs or the Viking Bucs for the title. In the Under 16 Division Mexico United is edging Ramallah and Mezcala. Records show that the PAL Panthers and PAL South San Francisco will be competing for the Under 14 championship. The Gaelic Booters have already clinched the Under 12 Division title. The Under 10 Division game will be decided when PAL St. Gabriels plays the Gaelic Harps. The Under 8 Division title will go to either the Roadrunners or the Sparks. These last few weeks will be tense for these teams. Come by Crocker-Amazon one of these Saturdays to see the outcome!

FOOTBALL

Football signups will begin July 28th at various playgrounds throughout the City. Boys 10 through 14 years. 90-140 lbs are invited to call PAL. 567-3215, for particulars. The PAL is still looking for more Police Officer coaches.

PAL UNIVERSITY MOUND CENTER

The PAL, with the cooperation of the Sisters of the Good Shepherd at Uni-

versity Mound School, 501 Cambridge Street, will conduct a PAL Recreation Center, including various summer programs for the Portola District youth, ages 8 through 17 years.

The PAL will conduct boys' and girls' leagues in volleyball and basketball, and ping pong tournaments Tuesday through Thursday from 9:00 AM to 2:00 PM, beginning June 19th. Boys and girls who are interested may simply arrive at the Recreation Center on those days and times in order to participate.

LAW ENFORCEMENT

51 boys and girls of the 1973 Law Enforcement Senior Class graduated last month. Rev. John Heaney gave the invocation and Deputy Chief William Keays presided over the ceremonies. Guests Capt. James Curran, Mr. Larry Lawson and former Chief Alfred Nelder wished the Seniors well in their future endeavors. PAL sincerely wishes these outstanding young persons success in their chosen careers. Twenty of these graduating Seniors will receive further training in the PAL Law Enforcement In-Service summer program.



Deputy Chief William Keays

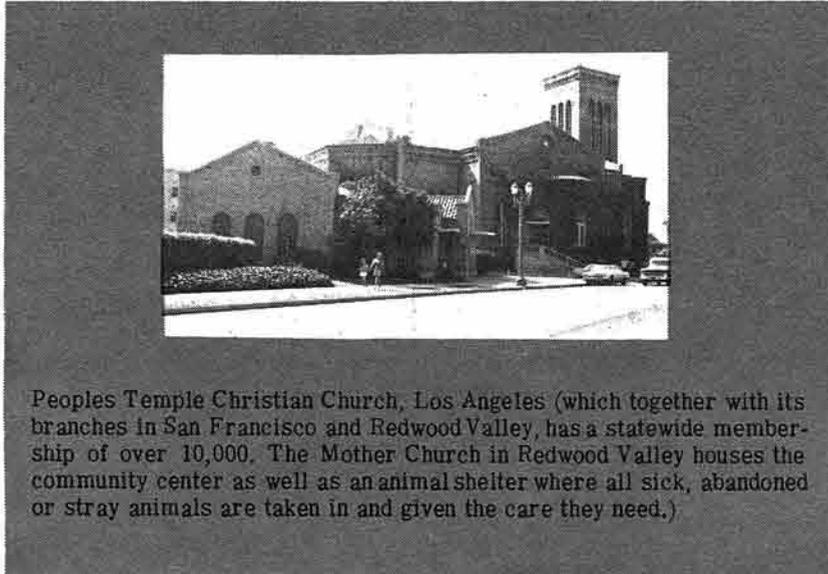
PEOPLES TEMPLE IN THE Congressional Record



PROCEEDINGS AND DEBATES OF THE 93^d CONGRESS, FIRST SESSION MAY, 1973

"Mr. Speaker...
"I would like to commend the Rev. James W. Jones, who is pastor of Peoples Temple Christian Church, and every member of his congregation for this outstanding demonstration of their commitment to the principles on which this country was founded.

◆◆◆
"Called less formally Peoples Temple, the church is best known and highly regarded for its social works which include housing and feeding senior citizens and medical convalescents, maintaining a home for retarded boys, rehabilitating youthful drug users, and assisting non-members as well as members of the faith through college and legal difficulties."



Peoples Temple Christian Church, Los Angeles (which together with its branches in San Francisco and Redwood Valley, has a statewide membership of over 10,000. The Mother Church in Redwood Valley houses the community center as well as an animal shelter where all sick, abandoned or stray animals are taken in and given the care they need.)

SUPPORTING LAW ENFORCEMENT

Pastor Jim Jones is a duly ordained minister of the Disciples of Christ (whose membership has included the late President Lyndon B. Johnson). Having adopted children of all ethnic backgrounds, he feels the necessity of sound law enforcement to serve and protect our communities, both today and in the future. In this light, the church has donated several hundred dollars to each of the following agencies:

UKIAH: Police Drug Abuse Program; Purchase of Reserve Officers' uniforms; Mendocino County Sheriffs Department, for a Public Address System in the County Jail;

SAN FRANCISCO: Drug Prevention Program; Police Summer Youth Fishing Program;

LOS ANGELES: Law Enforcement Community Relations Program.

Inspired by his example, the congregation long ago voted to make substantial contributions to the families of slain policemen.

Pastor JAMES W. JONES, together with the members of Peoples Temple Christian Church, part of the Disciples of Christ denomination of 1.4 million members, hereby:

EXPRESS OUR DEEP APPRECIATION to the Law Enforcement of the San Francisco, Ukiah and Los Angeles areas who practice with valor the Equal Enforcement of the Laws, and

PROMISE OUR CONTINUED SUPPORT of your vital, unheralded work in protecting the Constitutional Liberties of our American citizens, and

PLEDGE OUR CONTINUED PARTICIPATION in your Drug Abuse Prevention Efforts, Basic Car Plans, Reserve Officer Programs, and Funds to Aid the Families of Police Officers slain in the line of duty.

REV. JAMES W. JONES,

Many law enforcement people have asked to know more about the life and work of this minister who works so hard to bring about a just society and respect for peace officers. Here, then, are some comments about Pastor Jim Jones by others:



View of Methodist District Superintendent:

"Peoples Temple is a caring community of people of all races and classes. They bear the mark of compassion and justice -- compassion for the hungry and jobless, lonely and disturbed, and also for the earth and her offspring."

... Dr. John Moore, Dist. Superintendent of the United Methodist Church for Oakland and the East Bay, Calif. (March 2, 1973)...

View of Local Clergy:

"(Progress in meeting) the needs of people... is perhaps seen most dramatically in the seven day a week program of the Peoples Temple with its team of teachers and lawyers, to mention just a few, who strive in the name of Christ, to serve their fellow men."

... Dr. Elmer Schmitt, Pres. of the Ukiah Ministerial Association (In Report on Church Progress, published in Ukiah Daily Journal, 1971)...

Epitomizes the Giving of Self:

"The Peoples Temple Church, motivated and inspired by their pastor, Jim Jones, epitomizes giving of one's self for human services."

... Marge Boynton (Prominent state republican leader, in letter that is dated February 22, 1973)...

The View of a Medical Doctor:

"I have known Reverend Jim Jones for more than one year and have found him to be a dedicated, trustworthy, sincere person who is endowed with an ability and talent possessed by very few. He practices exactly what he preaches, has helped numerous individuals obtain cures believed impossible and all of the while being a considerate, understanding leader of men. It was with pleasure that I attended his services and witnessed his utter, complete involvement. He has saved many from disaster and started them on a meaningful path of constructive, well adapted behavior."

... I. H. Perkins, M.D. (In a letter "To Whom It May Concern," dated March 2, 1972)...

A Family Man:

"The man who pastors this flock of 'brothers' is a cross between a fiery archangel, a humble servant of humanity, an erudite wit, a loving family man with all the usual longings for a 'better life' for his children -- and a plain human being who sometimes finds the battle 'heavy going.'"

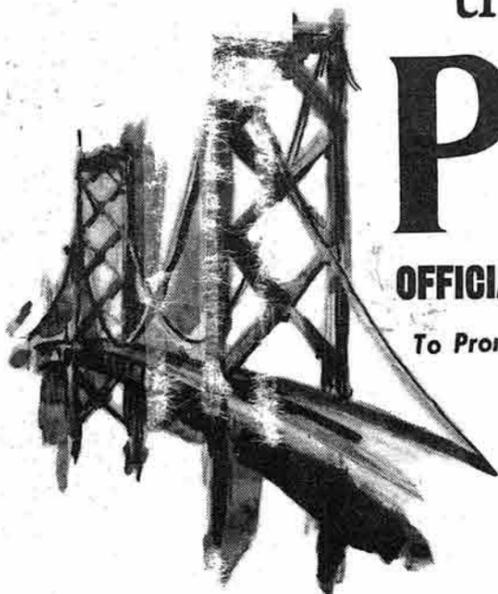
... Kathy Hunter, wife of Editor, of the Ukiah Daily Journal (June 3, 1968)...

Presented by members of Peoples Temple Christian Church in appreciation of those in law enforcement. For further information about its spiritual healing ministry or human service work, contact: Peoples Temple Christian Church, Post Office Box 214, Redwood Valley, California.

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, APRIL, 1973

204

No. 4

COMMISSION "BACKS ADMIN." ON TEN PLAN

On March 31, 1973 the Labor Relations Committee of our Association met with the Police Commission in an attempt to rescind the Administration's intention to discontinue the TEN HOUR DAY PLAN at Ingleside Station.

The Administration's objections were reported in a local paper and indicated they thought the TEN PLAN detracted from efficiency, caused disciplinary problems and can be related to consumption of alcohol during working hours.

President Crowley appointed a committee of Lou Calabro, Jim Pera and Bob McDonnell to study and prepare a report for presentation to the Commission. A survey of over fifty cities in California that were involved with the TEN PLAN was made. Over twenty cities responded and they were almost unanimously in favor of the TEN PLAN.

We received extensive reports from these departments documenting the excellent merits of the TEN PLAN. Brother McDonnell prepared documentation of his experiences with the TEN PLAN at INGLESIDE STATION. The men at Ingleside Station and Mission Station were polled as to their personal choice. They voted overwhelmingly in favor of the TEN PLAN.

All of this information was then condensed and made into a report for the Commission to consider.

The Labor Relations Committee and the TEN PLAN COMMITTEE met with the Commission during a Meet and Confer Session on March 31. Chief Donald Scott and Supervising Captain, Jeremiah Taylor were witnesses for the Administration. Negotiations got underway and the Association made the opening presentation.

Captain Taylor, as the

What Happened To Career Development?

On Wednesday, January 31, 1973, as reported in the Examiner, Police Commission President Washington Garner announced that the Commission had received an indepth, 60 page study-report on a career development-incentive program for the Police Department. President Garner said at that time that this report, prepared by the research firm of Arthur Young and Company, would be studied by the Police Commission.

The San Francisco Police Officers' Association participated in this report in that both the Education Committee and the Labor Relations Committee presented the Association's position on a career incentive plan for this department. The report recommended that for 50-60 hours per year of off-duty education or training an officer would receive an additional compensation of 5% after five years of service with increases of 2 1/2% every five years thereafter. The report additionally recommended the establishment of a career management program to direct the careers of employees and maximize the use of personnel resources.

Knowing that the San Francisco Police Department is nearly the only police department in a California city with over 100,000 population without a career development-incentive program, the Police Commission has yet to begin to implement such a program. The report which was submitted to them over two months ago still remains buried. Should this continue to be the case, the \$5,000 expended by the Police Foundation for the study and report should have been spent elsewhere.

Administration's witness, stated that he had made "an empirical study" of the TEN PLAN and had facts and figures that proved the Administration's opposing position. Negotiations continued and the COMMISSION displayed a genuine interest in the Association's reports and documentation.

At the conclusion of the Meet and Confer Session the

Cont'd Pg. 2

POLICE POLITICAL ACTION COMMITTEE

An initial meeting has been held this week with the major police groups throughout California that, for the first time, will come up with a political action group to support or not support political groups seeking office in the state next year.

At a press conference the group said:

During 1974 Peace Officers will seek out political candidates who support Peace Officer's objectives, and will campaign for these individuals. Peace Officers will no longer beg for adequate working conditions. We will insist that our elected representatives at the State and Local Legislature pass and support Legislation vital to Peace Officers including collective bargaining.

We will insist that prospective candidates for Statewide office become responsive to the needs of Peace Officers throughout this State.

Representatives of organizations belonging to the California Alliance of Police Associations (C.A.P.A.), Peace Officers Research Association of California (P.O.R.A.C.), and independents, i.e. Oakland Police Officers Association, representing Northern and Southern California, com-

prising 50,000 Peace Officers have met here to form a State-wide Alliance with the express purpose of political action in 1973-1974.

The new group which will call itself P.P.A.C. (Police Political Action Committee) is expected to hold additional meetings in the near future to map out strategy and call a state-wide convention next year to come up with recommendations for candidates and legislation that will benefit all Peace Officers in California.

TOGETHER WE STAND

In the early part of 1960, a little old lady on a municipal bus in the city of Montgomery, Alabama sat down in an unoccupied seat because she was tired from a hard days work and her feet were hurting. Now to a person of normal prudence, this would be the normal and accepted thing to do. However, she made one mistake. She violated a state law

Cont'd Pg. 4

APOLOGY

Capt. Shaughnessy:
Bureau of Special Services

Please accept our sincerest apology for the unsigned letter appearing in the March 1973 issue of the San Francisco Policeman.

This letter was received at the Association office and rejected by the Editor, but not destroyed.

Our Editor then suffered an on-the-job injury and was unable to coordinate the layout of the newspaper. The rejected letter was inadvertently picked up and printed.

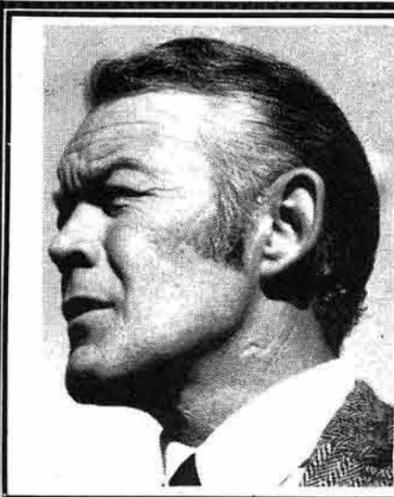
It has always been our policy and that of our staff to reject unsigned material. Of further concern to us was the vicious personal attack on a member of your family.

Again, our sincerest apology for this most grievous error.

S. F. Policeman



Jay A. Rogovoy, attached to the Burglary Abatement Program (right) is shown holding the citation awarded to him by the Military Order of the Purple Heart at its 40th annual observance of George Washington's birthday, at a banquet honoring this founder of the Purple Heart decoration. Brother Rogovoy, who was seriously wounded in a desperate shoot-out with an escaped convict, is shown with San Francisco Fireman Kenneth Brodie (left) who received a similar citation for suffering injuries while rescuing his lieutenant from a blazing room, full of electricity charged water. Between them is Jack O'Brien, General Chairman and Master of Ceremonies of this event.



President's Corner

BY
JERRY CROWLEY

In November 1971 the citizens of San Francisco amended Charter Section 35 (recordified as 3.530) so as to grant to the San Francisco Police Commission the "power and duty to organize and reorganize the Police Department." This charter amendment (Proposition E) was supported by the Police Commission along with a broad range of Community Organizations. It removed from the Charter the restricted language, originally enacted in 1932, which fixed the Department's organization to an established, immobile structure.

Studies recommending reorganization of the Police Department are legion. They began in 1936; there were two reports in 1957. These were followed by another in 1961. Again in 1968 a study of the Department's structure recommended reorganization. In 1971 when the San Francisco Committee on Crime studied and reported on the San Francisco Police Department, they emphatically stated that reorganization was needed but declined to propose a plan seeing that their predecessors had been singularly and collectively unable to accomplish the task. In that same year a professionally prepared report by the San Francisco Police Officers' Association recommended a Departmental reorganization. These laborious efforts led to the placing of Proposition E on the November 1971 ballot. The electorate, realizing the necessity for a reorganization, passed this proposition and so amended the charter.

However, despite this mandate from the electorate, despite the wealth of professional advice, and despite the definite and specific recommendations of these former Chiefs of Police (Ahern, Cahill and Nelder), the San Francisco Police Commission in its 1972-73 annual budget and now in its 1973-74 annual budget has neglected to exercise its power and discharge its duty to reorganize the San Francisco Police Department. Both of these budget requests reflect the Department structure as it was established in 1932. Neither of these budget requests have reflected a Department reorganization which the electorate mandated in 1971; neither of these budget requests have reflected a Department reorganization which all who have studied the present organization recommended.

I have requested that the Board of Supervisors exercise its powers to hold hearings and make inquiries on the conduct of the Police Department in regard to this vital matter of reorganization. The duty to reorganize the Police Department has been overlooked and disregarded for two years. Responsibility for this conduct must be placed so that the citizenry of San Francisco may finally acquire the effective and efficient Department that they deserve. I have also requested that I be allowed to personally appear before the various committees on this matter.

TEN PLAN Cont'd

Commission requested the use of the Association's reports and findings. The Commission indicated they would study the reports and make a decision the following Monday.

As can be expected the Association requested the results of the empirical study made by the Department. The Chief agreed to allow the Association this information. Captain Taylor was then asked for the results of his empirical study . . . he stated that he had nothing in writing . . .

On Monday we received a letter from the Commission indicating they were "backing the Chief" but would make a two month study of the TEN PLAN with the use of LEM-RAS.

The Commission stated that they thought the Ten Plan may have benefits for the City of San Francisco, but they would not stand in the Administra-

tion's way of discontinuing the plan.

The Meyers Milias Brown Act (3505) clearly states that the Commission meet and confer "In Good Faith" and fully consider such presentation as made by the Association.

In my opinion this is the basic problem our Association has faced since the enactment of his law. We accept the Commission's duty to manage the Police Department. We do not quarrel with this duty. However, we do quarrel with the Commission failing to fully consider our presentation and documentation. We quarrel with the Commission "Backing the Chief" when the Administration has made a empty-handed presentation, without facts, figures or documentation.

This is not an act of "Good Faith." It is a failure to discharge their duty and manage

the Department on the basis of documentation. Ultimately they owe this to the community. We have shown that the TEN PLAN saves the community money, is more efficient and places more men on the street during times the people need us. Under the EIGHT HOUR PLAN — how many of us can remember the three times daily struggle of men coming on duty and men going off duty? The TEN PLAN eliminated one man trying to put his pants on while the other is trying to take his off, and the decent citizen calling for help at the same time. We hope the Commission will in "Good Faith" meet with us again on this issue following their study.

Lou Calabro

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THE ABUSE OF TRANSFER

by Paul Chignell

In a large urban Police Department the transfer is a vehicle upon which some Police Officers base their dreams and upon which other Officers see their frustrations manifested.

From a midnight watch at a busy station to a prestigious job on the fifth floor or vice versa are the result of transfers. Some are content to wait years for a job on the solo bikes, while others are bounced from station to station, bureau to detail without any qualms.

Ever present in an officer's mind is the fact that he could be removed at no notice from a position he loves to one that he despises.

The Labor Relations Committee of the Association had these very facts in mind when drawing up the Memorandum of Understanding in the Spring and Summer of 1971. The intent of Sections 16 and 17 of the contract was to safeguard the rights of members when requesting transfers and to offer some semblance of good personnel practice when a Commanding Officer felt he had to transfer a member.

Section 16 specifies that when an Officer requests a transfer, his Commanding Officer shall record his approval or disapproval and comments with a copy going to the member involved. The disapproval of a transfer in this manner is subject to the Grievance procedure.

Section 17 states that a Commanding Officer if requesting that a member be transferred put said reasons in writing and discuss the situation with the concerned member.

However, a third section should have been included in the transfer procedure. This would have dealt with transfers by administrators above the level of the Commanding Officer. The Administration should have to give a clear reason why a member is transferred in cases other than of those mentioned above. Some will immediately scream that the department shouldn't have to specify why they reassigned a member. I would argue with that view if and only if the personnel practices in this department were above board and not subject to political considerations.

The administration has recognized this flaw in the Memorandum and implemented the practice of transferring members who speak out about the failings of superiors or who exercise their rights under the Memorandum. The administration holds the view that a transfer will solve the problem but obviously the opposite occurs. The department takes the easy path: Why investigate the problems at a station or unit when the transfer of the one

who exposes the problems is so much easier? Obviously, morale suffers and the officer's service to the community diminishes when working conditions are in such a deplorable state.

Recently, a patrolman was transferred at the request of his Commanding Officer. The Captain involved never complied with the Memorandum, Section 17. The Supervising Captain stated that three years at an outlying station was too long a period and experience at a downtown station would benefit the department and the officer. That is a highly commendable statement but what about all the other officers with far more time at the outlying station who had never seen a downtown station?

The threat of transfer or the threat of not transferring a member is a sharp sword indeed. A Sergeant recently requested a transfer but was told that he would have to stay put because he had been transferred something like eight times in eleven years. This was supposed to show that he couldn't get along with his supervisors. What about all the other officers who have been reassigned many more times in less time? Is this why the Sergeant involved was taken out of his civil service classification, placed in a non-supervisory radio-car while a patrolman acted as station keeper? If this Sergeant has trouble with his supervisors, shouldn't an impartial investigation be made to determine why? If the investigation proves that the Sergeant is at fault, shouldn't he be placed on a program to rectify the problem? Well, the Sergeant a short time later was indeed transferred. It seems that his intra-departmental memorandum exposing the violations of his supervisors was too hot to handle.

The above comments will probably be labeled as another irresponsible set of attacks, by the Association, on the almighty rights of administrators, but I pray to God, that exposure of poor personnel practices will one day make administrators follow the precepts laid out in the books they studied so diligently for promotion.

SAN FRANCISCO POLICE OFFICERS' ASSN.

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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.

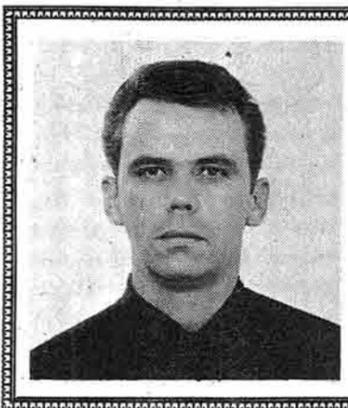
—if you have photos you'd like printed, drop those off too, but please, don't ask for them back. We can't keep everything under a watchful eye all the time in the print shop.

—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.

APRIL
BOARD OF DIRECTORS MEETING
Monday, April 23, 1973
S.F.P.O.A. Office
548 7th St.
TIME: To Be Announced



TREASURER'S REPORT

By Paul Husby

ASSOCIATION

EXPENSES

We now have a new system for reporting and accounting for the reimbursement of expenses incurred in the conduct of Association business. One reason for the change is that I felt the old methods did not provide enough information as to where the money was going, why it was spent and who authorized the expenditure. Another reason is that the courts will allow a reasonable estimated deduction for such expenses as medical outlays and charitable contributions under the Cohan rule even if you lack proof of the exact amounts. But no estimates are deductible for travel and entertainment expenses.

This requirement was applied rigidly by the Tax Court last year in a case where it appeared that the taxpayer spent more than his records could prove. He was allowed only the amount that his records could support. The court would not give relief from the statutory requirement.

The warning is clear: collect and keep your records.

WHAT MAKES A GOOD MEETING?

I have read that George Meany, President of the AFL-CIO, has said that the purpose or philosophy of the trade union movement remains the same as it has been for 75 years - to advance the well being of the worker and his family. This then, should also be the purpose of our association meetings.

The lack of attendance at many of our Association meetings indicates that the meetings are not serving this purpose. It is not enough just to go through a routine and expect to maintain people's interest. An Association meeting can help the members develop their group interests or can be the means of developing new interests. It can help members establish common views and ideas on things that are important to all of them.

Or, an Association meeting can be an endless round of dry reports, individual grievances or a series of department or unit squabbles. It doesn't take a psychiatrist to know that listening to a lot of personal clashes is not interesting or entertaining. It is really a very boring experience and members lose interest in attending meeting.

Nor should meetings attempt to be entertainment with the members as spectators. I'm sure that most members would sooner prefer passive entertainment from their T.V. sets than from the meeting.

More people will start coming if we have well run, interesting meetings. Both officers and members can do something about this with a little effort and prior planning.

KNOWING THE RULES

Rules for meetings enable the work of the Association meeting to get done effectively and efficiently while, at the same time, protecting the rights of all the members. Just as learning to play a game properly requires a knowledge of the rules, so does playing a proper role in the Association require a working

knowledge of the rules for our meetings.

When only the President knows the rules he is handicapped and the work of the meeting suffers. When most of the body has a working knowledge of the rules the "floor", meaning the members actually control the meeting and the "chair" simply directs it.

This doesn't mean that a member must memorize the rules in order to participate in a meeting. No one can know everything about parliamentary procedure. Even the best parliamentarian has, at times, to rely upon his good judgment and the common sense of the group. Remember, these are man made rules. So, start with basic principles behind the rules and then when in doubt, look it up or ask questions.

The basic principles behind the rules can be stated as follows:

1. Only one subject should come before the meeting at a time.
2. Each proposal coming before the meeting shall be freely debated with meaningful discussion.
3. The will of the majority is sought, but a minority or minorities have the right to present a case.
4. Each member has rights and responsibilities equal to those of every other member.
5. The desires of the membership should move along in such a way that the welfare of the organization, as a whole, is served.

The Big Brother Story

THE BIG BROTHER STORY

Somewhere in your neighborhood there is a boy . . . who needs a Big Brother. When a boy is trying to learn to be a man, and there isn't a dad he can turn to, who answers his questions? Who takes him to a ball game? Who helps him know the right from the wrong? The fatherless boy is confused and lonely; his questions for the most part, go unanswered. Too often he becomes a prime candidate for juvenile delinquency.

Who is a Big Brother? He is a volunteer - young or older - sometimes wealthy, but more often not - married or single - childless or a father of seven. Always he is a well-adjusted man of good character who is interested in giving his time, knowledge, and friendship to help a fatherless boy enjoy a better, more satisfying life. Who is a Little Brother? A boy between the ages of 8 and 17, of any race or faith, who is in dire need of Friendship, Advice, Affection and Guidance from a man he can respect and admire.

How does one become a Big Brother? You call the Field Director, listed below, in your geographic area. Each Big Brother/Little Brother pairing is carefully screened and supervised by a professional staff of psychiatric social workers. Usually applicants attend one orientation meeting, and have up to three interviews with the professional staff prior to their match with a Little Brother. The Little Brother and his mother undergo similar interviews.

What is the individual's commitment as a Big Brother? Your only commitment is to spend four hours (or more) per week with your Little Brother at a mutually convenient time and agreeable activity.

The Field Directors may be contacted at the following telephone numbers:

San Francisco	989-1250
Oakland Area	989-1250
Peninsula	365-3531
Marin County	453-8897
East Palo Alto	325-8926

TWO GENTLEMEN OF VERONA



Now that you've seen all the top-rated movies, acclaimed by the Academy Awards, I would like to suggest you enjoy a different form of entertainment, namely the San Francisco Civic Light Opera.

Currently at the Curran Theatre, winding up the 1972 Season is "Two Gentlemen of Verona" a Shakespearean comedy. Not being much of a William Shakespeare fan, I was totally unprepared for this modern adaptation of his 16th Century romantic comedy.

"Two Gentlemen of Verona" incorporates much of the Shakespearean prose and follows the original story line, but right there, the resemblance stops. In fact, they even pull out all the stops.

What you will experience is a wild blending of 16th Century and 20th Century comedy. Even the costumes blend into both periods. The musical score and choreography is strictly up to date running from romantic love ballads to a wild frenzy watusi.

The three men responsible for the adaptation, lyrics and music for the play, John Guare, Mel Shapiro and Galt MacDermot very aptly express the concept behind their version of "Two Gentlemen Of Verona": "without re-writing or updating the play, we wanted this English play set in Renaissance Italy adapted from a Spanish score to stand as a metaphor for life in New York City in the 1970's.

"But, it was not specifically New York we were dealing with, it was the idea of the Big City itself, the Megalopolis that forces the kaliedoscope of races and colors and cultures to come in constant friction with one another, to deal with each other, betray each other, love each oth-

er, hate each other, in the deepest sense, live with each other and ultimately, hopefully, celebrate each other."

"Two Gentlemen Of Verona" indeed brings together people of every race, and although it takes some adjusting to get used to seeing this mixture of almost every ethnic group playing roles which, in the past, would have been strictly caucasian in nature, the entire cast is superb. The play is such that they are continuously, literally throwing themselves onto stage, and they do it well. Although the parts are well mixed, the most outstanding player had to be Clifton Davis as Valentine.

The play starts fast, moves fast and never lags. There is no time when scenes begin to drag. The unique and subtle blending of Shakespearean poetry with modern vocabulary and Renaissance story with today's problems in a romantic comedy keeps you totally absorbed and delighted.

So, if you want that change of pace from soul-searching mind-bending movies and television, I strongly suggest "Two Gentlemen Of Verona." You'll enjoy it.

William Hemby

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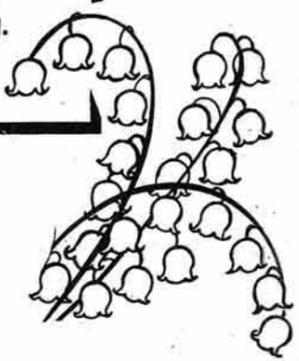
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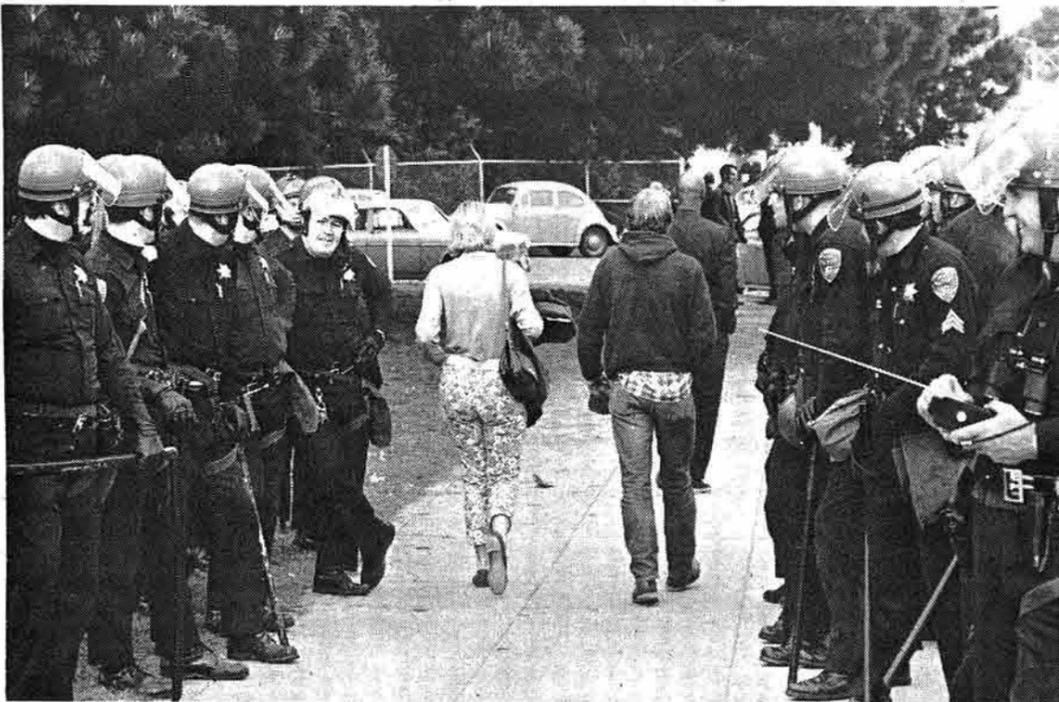
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TO ALL S.F.P.O.A. MEMBERS AND THEIR FAMILIES:

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Write a funny caption for this photo and win a prize. The first prize will be \$10.00 for the winner and a \$5.00 gift for each of the two runners-up. A panel of judges on the S. F. POLICEMAN's editorial staff will determine the winners. All winning captions will be published in the next issue, so hurry with your entries.

WINNING CAPTIONS
-- March --



1ST PLACE
Father Leonard P. Duggan

"You better be careful, Crowley, or they will get you on Rule 2.18"

2ND PLACE
Mrs. K. E. Hartman

"Aren't you glad we use dial?"

3RD PLACE
Harold Suslow

A midget that tall?

Dear Bill:

Re: Your Contest
The year was 1923 when they started the school safety patrol (50th anniversary this year). The Officer, I believe, was Capt. Gleason. Chief O'Brien was credited with starting the patrol here.

Lt. Fields was first in charge, then Byron Getchell, Barney Tracy, Bob Gremminger and now Hal Meilicke.

It would be nice if you could give the kids a pat on the back in your next issue. Many of our policemen served their schools on the patrol, so it can't be all bad.

Get a load of the trimming on the coat, also note it is not buttoned! Horrors! The traffic uniform was brown. Old Getchell told me the reason traffic officers uniforms were brown, was because you couldn't see the hoss dung on em like the dark blues — honest.

Regards, keep up the good work!

Bob Gremminger,
Retired & loving every minute of it.

that said that niggers sit, stand or lie in the rear of the bus. Therefore, being a person with dark skin, she was at that time referred to and called a nigger. Incidentally, I really don't know what we are supposed to be called now, and frankly I don't give a damn, Charlotte. Well, she did break a law, a law that up until that time had been condoned, practiced and never challenged by either local, state or federal government or individually.

The little old lady, at that time was really insignificant and she probably didn't really know what she was doing or at least know the repercussions that would occur because of her act. However, this infinitesimal act brought into being or rather gave birth to the greatest social revolution this country has ever seen.

This revolution came about because of two things. First, this ludicrous, evil, discriminatory law was challenged or defined, without obeying it and then challenging it, but challenging it without even considering it as a law, rule or mandate in the first place. You know, I still can't break the old habit. I attended the last Police & Fire Breakfast Mass and ate in the kitchen. Second, people all across this great land of ours, from every walk of life, every race, creed or national origin stood together and demanded that there be a change in such a stupid law. I think the thing that had the greatest impact on this law and many more similar ones, was the fact that the people STOOD TOGETHER and demanded that they be changed.

Now, Our Association is faced with a similar situation.

President Crowley thought absolutely NOTHING of the fact

that he attended a commission hearing and sat at the defense table in civilian dress.

His intent was not to break or violate the rules and procedures of the Department, but rather to do his job as your President of your Association and assist a fellow brother. He was flabbergasted when he got the combination explanatory and threatening letter from the castle.

After reading rule 2.18, we found that it should not apply to the President of our Association when acting in that capacity, as was the case that prompted the letter. It seems strange that with him sitting there surrounded by all of that authority, and probably feeling like Custer did at Little Big Horn. No one invited him to leave. After all he was violating one of the most sacrosanct rules of the Department. Could it be that it was such a trivial thing that no one really cared or even noticed, at the time, and later it dawned on them that this is another opportunity to screw the Association and cause another fight among ourselves.

Well, much to my regret, the latter did occur. The argument used, by those who are in favor of not supporting their President in this extravaganza, is that this is so small a matter that the Association should turn the other cheek and Crowley go along with the rule as it stands.

Those who advocate this kind of policy are right when they say it is a small matter. But, what they don't realize is that the Administration does not want a strong Association and will use any little thing to keep us apart and fighting, thereby making us weak.

What we have got to do is STAND TOGETHER and show our strength in all matters, large or small. For until we have an ELECTED Commission and a CIVIL SERVICE Chief, we will constantly be in a struggle over inter-departmental matters and the only way we will ever win anything under the present system is to STAND TOGETHER and fight. Joe Patterson

**it's
the real
thing**

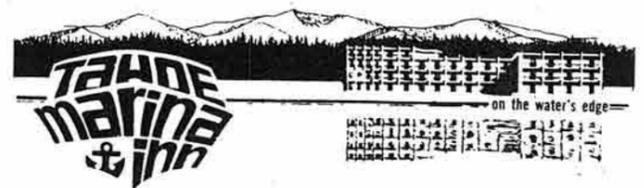


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Police Olympics

Deadline for Entry: June 2

The following events will be held this year at Los Angeles, July 5, 6, 7, 8, 1973. Can you qualify for this year's Police Olympics? If you are interested, contact the following men. These men are commissioners of their respective sports. If you cannot reach these men, contact Joe Mollo at the Police Academy, 553-1530.

1. Horseshoes - Pete Buckley (City Prison)
2. Large Bore and Small Bore Shooting - Jim Stokes (Company D)
3. Handball - Gene Simmons (Narcotics)
4. Billiards - Robert McEachern (Communications)
5. Judo - Joe Mollo (Academy)
6. Pentathlon - Ken Foss (Company I)
7. Sailing - Gordon Wyatt (Property Clerk)
8. Pistol Shooting - J. Christman (Traffic)
9. Archery - Dan Lynch (Crime Prevention)
10. Badminton - Joe Mollo (Academy)
11. Basketball - Kelly Waterfield (Juvenile)
12. Cross Country Cycling - Joe Mollo (Academy)
13. Bowling - Bill Wilson (Company A)
14. Golf - Capt. George Eimil (Academy)
15. Trap and Skeet - Andy Balmy (Robbery)
16. Power Lifting - Jim Crowley (Sex Detail)
17. Wrestling - Joe Mollo (Academy)
18. Track - Dan Nilan (Juvenile)
19. Field Events - Dan Nilan (Juvenile)
20. Surfing - Joe Mollo (Academy)
21. Swimming - (There will be 40 and over events) - Reno Rapagnani (Property Clerk)
22. Table Tennis - Gino Marionetti (Robbery)
23. Dog Handling - Art O'Keefe (Dog Unit)
24. Water Skiing - Joe Mollo (Academy)
25. High Diving - (There will be 40 and over events) - Jack Farnham (Company I)
26. Volleyball - Joe Mollo (Academy)
27. Tennis - Jim White (Ext. 1746)
28. Skin Diving - Paul Schneider (Robbery)
29. Racquet Ball - Joe Mollo (Academy)
30. Crew - Mark Hurley (Company H)
31. Gymnastics - Joe Mollo (Academy)
32. Arm Wrestling - Joe Mollo (Academy)

GROUND RULES

1. Physical exam certificate must accompany your Police Olympic application at officer's own expense.
2. Official San Francisco Police Olympic Uniforms will be furnished by the San Francisco Police Officers Athletic Club. These items supplied by the Athletic Club will be returned to Officer Mollo, Police Academy, when the olympics are over.

Nominations Open For Police Olympic's Queen

O. K. men it's that time of the year again . . . time when you can make points with your favorite clerk or female officer and they in turn, can try to make points with you.

It's the second annual Miss/Mrs. Police Olympics contest.

But this year's contest, according to co-chairmen Reno Rapagnani and Captain J. William Conroy, will be based not necessarily upon beauty but a combination of beauty, personality, and popularity.

The winner, according to the rules, will be determined by the number of votes she gets.

A contestant's name will be counted as a vote only if it is on the back of a stub from the San Francisco Police Olympics Fund tickets that are currently available.

In other words, Capt. Conroy explained, the more tickets that a person sells to the drawing, the more ticket stubs he'll have to enter his contestant's name on.

Contestants can help "stuff" the ballot box, it was pointed out, by selling tickets to the Fund drive and putting their own names on the back of the stubs.

In case you haven't got any tickets as yet, the donation is \$1.00 each and are available from Joe Mollo in the Police Gym.

In order to enter the contest, an entry must be either a full-time employee or a sworn member of the department.

The lucky winner, in addition to being awarded a \$1000 U.S.

Savings Bond, will reign over ceremonies that will be held on June 1 when the prizes in the Fund Drive are awarded. She will also make public appearances to help publicize the Olympics.

All stubs with contestants on the back must be turned in by May 2.

First prize in the contest is a round-trip for two on Western Airlines, to Honolulu, Ala Moana Hotel and back. Second prize, again valued at \$1000, is a round-trip for two to Las Vegas.

Ticket sales, according to Joe Mollo, are about 1000 a year.

If that's the case, it's quite evident that the contest is quite popular. Officers are lending their fellow officers a hand to participate in the Olympics.

It was hoped that Mollo would have requests for tickets, but he has to order them. He hasn't had any requests yet.

Half of the tickets will be used to fund the complex that is being constructed at Lake Merced. The remainder will be available to defray the expenses of the Olympic event.

The remainder of the tickets will be used to defray the expenses of the Olympic event statewide contest. Los Angeles is the host city.

SNIPER ATTACKS - 1973

By Rev. R. Joseph Dooley

A special kind of killer haunts many of our communities today. He is the faceless coward who murders or guns down law enforcement officers. For many of his victims, he will be forever faceless because the fatal assaults are at the police officer's back or from the upper stories of a high building.

The problem of the sniper is not a recent phenomenon by any means; but the sniper menace this year has taken on a new dimension. A number of police officers (and a police cadet) have been slain or injured around the country. Such wanton violence is, of course, premeditated murder of the first order.

From a military standpoint, the sniper can be described as an expert marksman who is usually concealed to harass the enemy by picking off individual members, ordinarily at long range with a telescopic rifle. Remove the soldier-sniper from the combat zone and replace him with a mentally-deranged individual on the streets of one of our cities with unsuspecting citizens as his "enemy" or, with police officers or firefighters as his target—and you have the sniper as he is often known to law enforcement agencies.

To be a police officer in 1973 is not easy. Mounting statistics of violence perpetrated against law enforcement officers cannot help but arouse apprehension and concern in the mind of an officer and his family.

In December, 1970, the late J. Edgar Hoover states: "Perhaps never before in the history of American law enforcement has our profession faced such inflamed bitterness and hostility and such purposive intentions to wreak havoc against police officers through injuring, maiming, and outright murder . . . Of course, the ordinary criminal—the bank robber, thief and gunman—is responsible for the vast majority of these incidents. But the rise of revolutionary-ideological violence in the past several years has contributed to the jump in assault and fatality figures." And, more recently, L. Patrick Gray III, Acting Director of the F. B. I. wrote: "Terrorism, from whatever source or for whatever reason, is a pitiless and inhuman act. Bred from fanatic fear and blinded by hatred, it reveals man in his most evil nature."

With these problems before us, there are sure to be moments when a young officer wonders whether he made the right decision in becoming a police officer. At such times almost every other profession must look inviting. One is prone to fall prey to the "grass is always greener" syndrome.

But with all the difficulties, there is perhaps no calling in the world that can give greater fulfillment than being a police officer. A police officer is "where it's at," at the very center of life, ready, able, and prepared to help others in distress, to keep the law inviolate, and to make it possible for society to survive. Instead of being discouraged, we ought to concentrate on being grateful for what we do have—the health, the motivation, and the ability to follow the sacred, and perhaps the most important vocation of our times—to serve as a law enforcement officer.

No problem of police work is insurmountable and no momentary frustration is insurmountable. The police officer must be prepared to face the most difficult situations that life can present. He must be able to stand up to the toughest of opponents and to the most vicious of attacks. He must be able to stand up to the most vicious of attacks.

No problem of police work is insurmountable and no momentary frustration is insurmountable. The police officer must be prepared to face the most difficult situations that life can present. He must be able to stand up to the toughest of opponents and to the most vicious of attacks.

Marin D.A.

Lauds

Undercover Officer

Former Undercover Intelligence Officer Alexander Jason played a key role in the conviction of a black militant being tried for assaulting a police officer with a deadly weapon.

Tommy Lee Walker, former San Quentin inmate and close friend of the late George Jackson had been released from S.Q. on probation (!) for assaulting a correctional officer while serving a sentence on other charges.

Soon after his release (and after raping a S.F. woman), Walker was hitchhiking in Marin County. A lone Sausalito Officer approached him and as soon as he came into range, Walker smashed him in the face with a large rock which he had concealed in his hand. The Sausalito Officer was severely beaten and still has some degree of amnesia resulting from his injuries.

Two citizens aided the Officer and detained Walker until help arrived. One citizen received a twelve stitch wound in the face.

During Walker's trial on charges of 245a and 245b, the defense produced a surprise witness who testified that she had just happened to be driving by when she witnessed the Police Officer beating the suspect for no reason and without provocation.

It was established that the "surprise" witness was Mrs. Sandra Kahn, longtime "Venceremos" member, of the same group which Officer Jason had been a member while under-

POSITION WANTED

Former U.S. Attorney General, Peace Expert, Lib Atty., and Jellyfish desperately seeks political cause. Position must include spotlight and coverage. No Phonies or fatties. Write R.C. c/o this

What's Happening Elsewhere

by Mike Hebel

San Francisco. After weeks of intensely bitter battling the Board of Supervisors on March 26 approved a salary standardization ordinance for the City's 15,000 miscellaneous employees. Under this ordinance 10,000 employees will receive a 4% pay boost, 3,000 will get a 5% increase, and the remaining 2,000 will receive a 7 1/2% pay enlargement. Amongst those receiving the 7 1/2% increase are social workers, librarians, planners, engineers, attorneys, deputy sheriffs, Chief Administrative Officer Thomas Mellon, City Attorney Thomas O'Connor, District Attorney John Ferdon, and Mayor Joseph Alioto. Those six supervisors who voted for this equitable pay package despite intense pressure from their colleagues deserve special mention; they are Supervisors Chinn, Feinstein, Francois, Gonzales, Mendelsohn and Pelosi. Mayor

Alioto, who also supported this pay package, signed the ordinance on the 29th of March. **San Francisco.** In early January of this year the Health Service Board certified to the Board of Supervisors that \$10.53 will be the amount paid per city employee into the Health Service System. This amount was determined by the formula established according to the provisions of "Proposition O" which was a winning ballot measure in November 1972. This figure represents 50% of the average payment being made toward city employee health plans by the ten most populous counties in the State of California. The average for these counties was \$21.05. The highest county was Contra Costa which was contributing \$29.30 for its employees health plans; the lowest was Alameda County which contributed \$16.00. San Francisco will begin to pay \$10.53 on July 1, 1973. It should be noted that in past

years San Francisco has paid approximately \$5.00 per employee. Again next year the Health Service Board will survey the ten most populous California counties to determine the amount contributed to their employee health plans. However, on July 1, 1974 San Francisco, as per "Proposition O," will pay 100% of the average payment being made by these ten counties.

San Mateo. In November 1972 a San Mateo Superior Court Judge required that County to establish a bargaining unit which includes all of the county's peace officers. Prior to this judgment, there was created a unit of those peace officers with the rank of lieutenant and below and another unit of officers with the rank of captain who were placed in the management unit. The judge held that the creation by the County of a separate management unit of peace officers abridged the rights of peace officers guaranteed them in section 3508 of the Government Code. A similar battle is expected in San Francisco in that the City in its proposed city employee bargaining ordinance has also separated the police department into two units. Such a separation has been vigorously opposed by the San Francisco Police Officers' Association.

San Francisco. On December 11, 1972 the Board of Supervisors ratified a highly controversial Memorandum of Understanding between the Fire Commission and the International Association of Fire Fighters, Local 798. This Memorandum, considered to be the best yet negotiated by a city employee organization, contains a provision for compulsory, binding arbitration. This Memorandum in addition to being signed by the three fire commissioners was also signed by Mayor Alioto.

Oakland. In November 1972 the City Council passed an ordinance before the

fighters. While the Oakland City Attorney felt that a compulsory arbitration amendment, if adopted by the voters, would have difficulty withstanding a court challenge, the attorney for the Oakland Police Officers' Association pointed out that legislation granting compulsory arbitration for police and firefighters has been increasingly provided for by State legislatures. Oakland voters will cast their ballot on this important issue this April 17th.

Vallejo. The Vallejo City Council placed on the November 1972 ballot a charter amendment that would have repealed provisions for compulsory, binding arbitration on matters of wages, hours and working conditions. Vallejo is the only California city or county which provides compulsory arbitration for disputes arising between itself and its city employee organizations. This attempt to roll back city employee rights was handily defeated by the voters of Vallejo.

Alameda County. A recent decision by an Alameda County Superior Court Judge stated that the City of Alameda must include holiday pay, uniform allowance, and incentive pay as "salary paid" when computing pension benefits for police and fire retirees. The City's retirement ordinance required that a retired member be paid a monthly pension equal to one half the monthly "salary paid" to the member for the year immediately preceding his retirement. Previously the city had interpreted "salary paid" to mean only the basic monthly wage. This ruling has forced the city to recompute the amounts due retired police and firemen retroactively for the last three years.

WIDOWS & ORPHANS MEETING

Following are the minutes of the March meeting held on Wednesday, March 21, 1973, in the Traffic Bureau Assembly Room, Hall of Justice, President Edward Poitz, Jr., presiding.

The following new members were accepted into the Association: Sherman L. Ackerson, Michael J. Ambrose, William J. Bray, John R. Chestnut, Michael W. Conway, Manuel G. Coreris, Stanley H. Hammel, Frank B. Iavarone, Paul F. Makaveckas, Edgar L. Springer, Thomas J. Sweeney, David K. Suyehiro.

These men are welcomed into the Widows' and Orphans' with the hope that neither their children or wives will have to be their beneficiaries for many years.

The following donations were received by the Secretary: West Coast Salesmen's Assn., Mr. George Willis, Mary Campbell (In memory of Percy Salinger), Dr. & Mrs. Preger (services rendered by Members of Co. I), Dr. & Mrs. Sibole (In memory of James J. Casey), Mrs. Joseph Todd (services rendered by Officer Guido Borlo, Co. K), Jack Weiss (services rendered by Lloyd Hill, Co. K).

The best news for the last—we had no deaths from the February meeting to the March meeting. The first time that this has ever happened to the knowledge of the members present.

Very truly yours,
Bob McKee,
Secretary

Car Rental Credit Cards Available

Last year the Association arranged an agreement with National Car Rental System to issue their VIP Credit Cards to members of our Association.

National Car Rental is now in the process of accepting sign-ups for re-issuance of these cards. We have contacted them and they have agreed to accept any new members who wish to sign up for these special credit cards.

The National Car Rental VIP Card allows you the following:
—current commercial discounts on all car rentals in the United States, Tilden Rent-A-Car in Canada, and at affiliated offices throughout the rest of the world.

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—credit privileges at Hilton Hotels and Inns, Quality Motels and Rodeway Inns that display the VIP charge card emblem.

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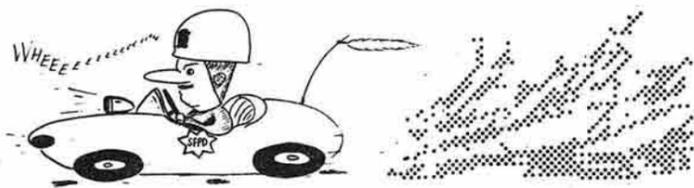
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ON ROUTINE PATROL by S.G. Yasinitsky

Muggers, beware! . . . **Aug Bracco** and **Dennis Bonnel** of Taraval 27, plagued by vicious robberies of aged residents of Parkmerced, waged a campaign against the purse-snatchers and strongarm artists in that exclusive residential area last December. Our men eventually grabbed 18 different hoodlums who had stabbed their victims with ice picks, hit them with coke bottles, and dragged one 84-year-old woman 25 yards when she'd refused to let go of her purse, breaking her arm and badly mauling her face. These young robbers worked in packs. But since Aug and Dennis broke up their ring, there hasn't been a single similar incident in that neighborhood.

And the nemesis of all E-vil, **Mike Harrington** with **Dan Foley** of E-28, and **Stu Flynn** with **Ernie Maggio** of E-29, had been following a different group of robbery suspects in the Pacific Heights area since last Christmas. These crooks had been victimizing pedestrians for the past year, robbing more than 200 people. Our men set a trap and collared a knife-carrying baddy. His prints matched. His cohort was found already in jail on an unrelated charge. The entire group was soon rounded up. These crooks would rob someone, order him to wait five minutes, and leave one of their gang nearby to watch. If the victim did not comply, the look-out man would come out and victimize him again. But there have been no similar crimes in that area since then, either.

Burglary Abatement men responded to a Burglary-in-Progress call on 16th Street, and were surprised by the first unit on the scene being our fearless women detectives **Rita Grove** and **Marge Hartmann** of the Sex Crimes Detail, Joanies-on-the-spot.

Gene Messerschmidt, boss of the General Work Detail, was walking on Sixth Street to the Hall of Justice when he saw two young dudes working over a senior citizen. One drew a dagger and was just about to plunge it into the oldster's body when our lieutenant surprised them by pointing his revolver at the attackers and disarming them. The sniveling crooks didn't look so brave on their way to jail.

Young **Katherine Andrews** of San Mateo used to think that medieval referred to people who were "just sort of bad." This could open up a whole new classification for criminals: maxi-evil, midi-evil, and mini-evil. That's really not such a bad idea, Kate.

Dave Roccaforte and **Gary Elsenbroich** of Ingleside 24 arrested two burglars who were hired as night custodians at a local college. One of them was a

convicted burglar who'd been sentenced to a work furlough and placed to work nights at the college. He was entrusted with the keys to the entire campus. This pair of baddies were not wasting time on their jobs. They stole adding machines, electric typewriters, and everything else that wasn't nailed down. Some of the loot was recovered at the home of one of the suspects without his being present. But when these burglars, arrested elsewhere, were brought to the station, one of them looked at the impounded loot and blurted out, "I don't know where you got all this stuff. It wasn't in my house."

A distraught woman burglary victim reported to **Mike Travis** and **Rich Oakes** of Ingleside 16 that she had come home and found the front door broken down. She hesitated in the hallway, when the suspect suddenly emerged from her bathroom. Startled, she asked the stranger, "Do I know you?" The suspect replied, "No, you don't," then handed her \$20 saying it was for breaking her door. He politely said goodbye and fled before the woman could recover.

Bob Peterson of Burglary was taking some equipment to his own car parked outside the Hall on Ahern Street, when he saw a baddy smashing his car's window and going inside. Noticing Bob, the booster jumped into a waiting truck with another crook in it ready to take off. Irrate Bob's .357 magnum pointed at the getaway vehicle stopped things then and there. The brazen thief, now in handcuffs, made his pitch: "Hey man, how about giving us a break?" But Bob felt that not even a broken neck was enough of a break for the broken window on his car.

A couple of months ago **Charlie Anderson** of the Mission Burglary Crew raided a nest of criminals. He entered the place alone into complete darkness, and loudly announced, "Okay, we're bringing in the dogs. Everyone line up against the wall with your hands up, faces to the wall. Anyone who moves will have the dogs set upon him. . . Okay now. Let the dogs in."

Charlie then barked the best he could and came inside the hide-out, finding all the crooks lined up exactly as he'd ordered. There was one exception. A faint-hearted member of the gang, apparently not a dog lover, opened a rear window and dove out two stories down, right into the hands of **Bob Quinn** who was standing in the back yard just for such an emergency.

A drunk going down the Hall of Justice elevator, after just having been released that morning, was overheard muttering, "God, to think I helped build this damned place. . ."

Book Reviews

By Alex Jason

CRIMINAL SENTENCES:

Law Without Order
by **Marvin Frankel**
Hill & Wang
\$5.95 - 124 pgs.

For some time I have had the suspicion that a sentence handed down by a judge is more the product of a previous good (or bad) day at the track than any legal or moral principal. So, with some interest I picked up a copy of Federal Court Judge Frankel's book to discover just how wrong I have been. Well, (according to Frankel) I haven't been far off. He confirmed my fantasies and feels strongly that the situation urgently needs correction.

Frankel's concern lies in his belief that a vague and ambiguous law is inherently contrary to the foundation and premises of a political system the purpose of which is the preservation of individual rights. ". . . bad government" quotes Frankel from a U.S. Supreme Court decision, "either wrote no general rules of conduct at all, leaving that highly important task to the unbridled discretion of government agents at the moment of trial or sometimes, history tells us, wrote their laws in an unknown tongue so that people could not understand them or else placed their written laws at such inaccessible spots that people could not read them."

The current sentencing procedure allowing the Judge complete and virtually unquestioned discretion in handing down sentences is, Frankel believes, as much a violation of our legal premises as would be the existence of "laws in unknown tongues."

Frankel presents a strong case for the judicial review of criminal sentences. Judges, he insists, should be required to offer specific reasons for their actions—like everyone else in the criminal justice system. If a judge were required to present a written justification for his sentence in each case, it would not only force the judge to think out the merits of his decision, but as Frankel aptly points out, it would also help to prevent a judge from determining a sentence on the basis of his morning's golf score—or similar such arbitrary method.

What Frankel wants is, simply, that something of a rational thought process become part of the sentencing procedure.

It is hard to keep from squeezing out a sneaky grin at the author's examples of capricious sentencing. His examples are virtually all instances in which the criminal gets to do some Rip Van Winkle time. The deeply pleasing sensation you may (as I do) feel upon hearing that a criminal was actually going to do some real time almost offsets Frankel's entire argument until you think that perhaps with his judicial review of sentences, bleeding heart judges might think twice about not doing their jobs.

Recommended—if you're interested in the subject. Not for casual reading.

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JACK YOUNG MEMORIAL MASS & HANNA CENTER DAY

Saturday - 5 May 1973

8 O'Clock Mass at St. Joseph's Church
Breakfast following at Simpson's, 10th & Clement St.
Tickets: \$3.00

HANNA CENTER DAY

saturday, May 5, 1973 at 8:00 a.m., mass will be offered for **JACK YOUNG** at **ST. JOSEPH'S CHURCH**, 10th & Howard Streets.

As in the past 15 years, a group of 50 boys from Hanna Center will be coming to the city (by the way they have expressed many times that this is the best day of the year for them) to sing at mass, after which we'll all go to Simpson's on 10th Ave. & Clement St. for breakfast.

M.C. this year, we're proud to announce, will be Sgt. Vic Macia of the Police Youth Program.

All are welcome to attend the mass and breakfast.

After breakfast, the boys will

be our guests at Candlestick Park for the Giants/Cubs Game.

Tickets for the breakfast are now on sale at all Stations and Details for \$3.00 each.

To help finance the day we are holding a drawing to take place on May 5th at Simpson's. You need not be present to win. Donations are \$1.00 each.

1st Prize—Case of I.W. Harper
2nd Prize—Case of Fine Wine

3rd Prize—To be Announced
For further information contact: Capt. McInnery, Lt. Frank Jordan—Planning and Research or Officer Dan Foley—North-ern.

The 96th Recruit Class 10th Year Reunion

SATURDAY JUNE 2, 1973

NO HOST COCKTAILS 6:30 PM: DINNER 8:00 PM

PRICE PER COUPLE - \$17.00

(Includes New York Steak or chicken, wine, tax, & tip)

For Location and Tickets Contact:

JIM GRIFFIN - Co. K (Solo)
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BILL LANGLOIS - CPHC (Dogs)

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BY DAN NILAN

BOWLING:

Under the guiding hand of BILL WILSON, Chairman, and FRANK PETUYA & PETE LIBERT Co-Chairman, the 1973 Police Olympic Team is starting to get it all together. It was an experience for me to go out and bowl a few games with our team, in the vain hope of possibly qualifying as a member of the 15-man team. My hopes were shattered after I bowled the first game. However I was a witness to a very exciting experience that day.

With everyone cheering him on, not only the policemen present, but also many spectators at the L & L Castle Lanes, KEN DAVIS made a valiant attempt at rolling a 300 game. Ken held us spellbound every time he stepped up to bowl. Ken rolled 10 strikes that day for a total score of 285 for that game, a beautiful game. This took place on March 3rd. Now I receive news from BILL WILSON that on March 17th at the same lanes, RICH MITTEMILLER bowled a great 254 game and ended up with a 975 series for the day. Needless to say we are going to have a great team traveling to Los Angeles in July to represent us in bowling.

At this writing, which is the end of March, this is the way our team is lining up, after two qualifying rounds. This is with 3 five-men teams, and three alternates.

BOWLER:	TOTAL PINS
1. Ken Davis	1882
2. Vic Bertuccelli	1831
3. Rich Mittemiller	1829
4. Bill Wilson	1824
5. Al Lambert	1822
6. Len Waite	1808
7. Frank Scott	1790
8. Pete Libert	1786
9. Bob Maddox	1781
10. Al Gordon	1761
11. Len Beckum	1759
12. Frank Petuya	1750
13. Gary Dixon	1714
14. Tom Jones	1701
15. Paul Anderson	1678
16. Julian Landman	1588
17. Bob Landucci	1532
18. Bob Martinez	1370

Congratulations also to FRANK PETUYA for his terrific 647 series in the City Tournament. Support these men, and all the other men who are going to represent us this year in the Police Olympics in Los Angeles. Call BILL WILSON at Co. "A," ask him where and when our team is practicing, and go out some Saturday morning and watch them.

Maybe this may stir your interest, we have a lot of different sports open to anyone who wishes to join us in Los Angeles in July for the Police Olympics. Further information on any event, may be obtained from JOE MOLLO or the chairman of the other events which are listed.

SOFTBALL:

Here are the standings as of the end of March:

This year we have 18 teams in the softball league, and with the opening of Park and Southeast Stations, next year we will have 20. As the league continues to grow, so does the competition. Although this is just the beginning of the season, and because of weather conditions not all of the teams have been able to play all their games. The games have been great and the competition fierce. These factors contribute to making this a great season, and if the rain holds off and the fields dry out, watch the tempo of the games pick up.

If I may, I would like to pass on to you remarks taken from

FRANK FALZON's weekly comments which he distributes, a few of the highlights of some of the games. Remember these games are played on Tuesday and Saturday mornings, and each team coach or player should have a listing of the games if anyone is interested in coming out to watch. All games start at 9:45 or 10:00 A.M., drop by and be treated to some outstanding softball.

CHIEF SCOTT and DEPUTY CHIEF KEAYS are very enthusiastic about our league, and plan to attend as many games as possible. We on Headquarters Team were greatly pleased to have the CHIEF and MRS. SCOTT attend our game against the F.B.I. at Jackson Playground on Saturday the 24th. We know they enjoyed the game, especially when we ended up winning 8 to 6.

Taking Saturday's Division first, Headquarters is sitting on top with a record of 3 wins to 0 losses. Behind SPONS excellent pitching, clutch hits by GEORGE ROSKO, the sparkling play of JEFF BARKER at short and his hitting also, this team has really come alive. They have home run hitters in RAY SCHAFFER and BILL GROS-WIRD, and potential home run kings in RON MARTINEZ, LLOYD YEARGAIN, RAY HILVERT, and LOU LIGOURI. Making up the rest of the "OVER THE HILL GANG," and doing a terrific job of hitting and fielding is JIM CURRAN and HANK PENGEL. I make up the rest of the team, and we have gained the top spot and held onto it with a combined team effort and the team spirit and desire to stay there.

Of course I believe that all the teams have that spirit and desire, which is what is making this year's league so tough. The F.B.I. have an excellent club, and under the direction of their coach BRUCE DOUGLASS will be tough on all their opponents. The SHERIFF'S team with NEIL O'BRIEN and VERN SMITH as their heavy hitters, are giving everyone a good game. Once they tighten up on their defense, watch out.

COMMUNICATIONS, another new entry into the league, have a young ball club, but with JOE VIGIL pitching shutout games, and WARREN HAWES supplying the key hits, count them as "spoilers." TRAFFIC with a great infield made up of RUSSELL, LAZZERICH and CALDERA, turned in 4-DP's against the CP-B team. Of course under the guidance of that powerful hitter and coach KEN SANDSTROM, they are not going to roll over for anyone.

The D.A.'s team is another spoiler. They are tough with guys like BOB SHERIDAN, JIM BISIO, JIM LASSART, JIM GRUBE, and PAUL CUMMINGS to name a few. Don't count out the CP-A and B Teams, with heavy hitters like JERRY DONOVAN, THE CURRIE BROTHERS, FRANK SCOTT, and RAY MONTEVERDI; one hit from them can put any ball game on ice for them.

In the Tuesday Division we again have a right race going also. Although Inspectors "1" shares the top of the league they were almost unseated by Taraval. Under new management (RICH LEON) they were tied going into the ninth inning. It took a 3 bagger by STEVE MAXOUTOPOLIS to win for the bureau in extra innings. Taraval's GENE AHERN unloaded a three-run HR that bounced off

the top portion of a residence across from Rossi Field. ANDY BALMY is still pitching great ball for the bureau team, and some key base hits by JIM DEASY are keeping them on top.

Ingleside is tied for first place with the bureau team, and as always, last year's champs are tough again. Their infield made up of DAN WHITE, TONY RODRIQUEZ, LAYNE AMIOT, and ROGER POOLE are almost impossible to get a hit through. Watch out for them again this year, they like those championship games. Central "2" under the capable guidance of KEVIN O'CONNOR handed Central "1" a defeat by score of 18 to 2.

Mission will be tough now that GARY FOX, CHUCK COLLINS, and DAVE McNERNEY are starting to hit those bombs. DON SCHNEIDER of Central "2" will make that team a strong contender, he collected two solid hits while driving in three runs against Inspectors "1". BOB HUEGLE of Southern has his team motivated, they fell short by three runs against Ingleside. JOE SAMSON for Northern tagged a 2 out, 2 strike HR in the ninth inning, driving in 2 runs to win their game over the determined Inspectors "2" Team. GARRY EVANS hit 2 over the fence to give his team an early lead. Both STEVE MATTOON and JERRY SENKIR of Co. "E" had four hits in five trips to the plate. Taraval, a team to be reckoned with, romped over Richmond. JACK BOURNE, BRUCE BUSHNER, and BUTCH VANDIS all had good days with the stick. GENE TRAVER-SERO and JOE ENGLER kept Richmond alive until Taraval's big fourth inning.

1973 SOFTBALL LEAGUE SFPD

Tuesday Division won lost

Inspectors no. 1	2	0
Ingleside	2	0
Central no. 2	1	1
Southern	1	1
Richmond	1	1
Taraval	1	1
Northern	1	1
Mission	1	1
Inspectors no. 2	0	2
Central no. 1	0	2

Saturday Division won lost

Hqts. Co.	3	0
Traffic Bureau	2	1
Sheriff's	2	1
Communications	2	1
F.B.I.	1	2
DA's Office	1	2
C.P.'s-A	0	2
C.P.'s-B	0	2

WANTED:

Track and Field competitors for this year's Police Olympics. We need men to participate in these events. Last year, we only had 6 men compete in track from the S.F.P.D. We didn't even have enough for a relay team. This year we have two men MIKE O'TOOLE and TOM GRIFFIN who want to compete in the 440, 880 and maybe the mile relay, if we can just get two more men to round out a team. Both these men are fast, and with a little help I'm sure they can bring home one or two medals. How about it? Contact me at the Juvenile Bureau Ext. 1321, or drop me a line, as I am in charge of the Track and Field events again this year.

1973 S.F.P.D. SOFTBALL LEAGUE (Second half)

All games start at 9:45 a.m.

Game No. 7
Sat., April 21, 1973

C.P.'s A vs Hqtrs. Co. at Jackson
C.P.'s B vs F.B.I. at Glen Park
D.A.'s Office vs Sheriff's Dept. at Balboa No. 1
Traffic Bureau vs Communications at Julius Kahn

Tues., April 24, 1973

Central No. 1 vs Inspectors No. 2 at Hayward No. 2
Central No. 2 vs Taraval at Glen Park
Southern vs Inspectors No. 1 at Rossi
Mission vs Richmond at Funston
Northern vs Ingleside at Hayward No. 1

Game No. 8
Sat., April 28, 1973

Hqtrs. Co. vs F.B.I. at Jackson
C.P.'s B vs Traffic Bureau at Rolph No. 2
D.A.'s Office vs Communications at Balboa No. 1
Sheriff's Dept. vs C.P.'s A at Julius Kahn

Tues., May 1, 1973

Central No. 1 vs Ingleside at Glen Park
Central No. 2 vs Inspectors No. 2 at Rossi
Southern vs Richmond at Funston
Mission vs Inspectors No. 1 at Hayward No. 1
Northern vs Taraval at Hayward No. 2

Game No. 9
Sat., May 5, 1973

D.A.'s Office vs Traffic Bureau at Rolph No. 2
Sheriff's Dept. vs Hqtrs. Co. at Balboa No. 1
Communications vs C.P.'s B at Julius Kahn
C.P.'s A vs F.B.I. at Jackson

Tues., May 8, 1973

Central No. 1 vs Taraval at Rossi
Central No. 2 vs Northern at Funston
Southern vs Inspectors No. 2 at Hayward No. 1
Mission vs Ingleside at Hayward No. 2
Richmond vs Inspectors No. 1 at Glen Park

Game No. 10
Sat., May 12, 1973

F.B.I. vs Communications at Julius Kahn
Traffic Bureau vs Hqtrs. Co. at Jackson
C.P.'s B vs Sheriff's Dept. at Rolph No. 2
D.A.'s Office vs C.P.'s A at Balboa No. 1

Tues., May 15, 1973

Central No. 1 vs Richmond at Funston
Central No. 2 vs Southern at Hayward No. 1
Mission vs Northern at Hayward No. 2
Inspectors No. 1 vs Inspectors No. 2 at Glen Park
Taraval vs Ingleside at Rossi

After the first week there are plenty of complaints about aching bones and sore arms but from the scores the bats are talking the heaviest. Hqts. Co. appears after their first game to be a team worth watching. Jeff Barker, their new SS, now solidifies a better than average infield. Bill Growsird had two triples and sparked Hqts. victory. The first upset of the season was handed to the Traffic Bureau when in the late innings the F.B.I. rallied and won, 20-17.

The Sheriff's claim to have had an easier time defeating Communications than the score indicates. Les Feliciano was the Sheriff's big stick, hitting the left field fence twice at Rolph field. Joe Vigil pitched well for Communications taking an 12-9 lead into the ninth inning only to lose.

Central No. 2 now under the capable guidance of Kevin O'Connor easily handled their other watch. "Ace" would not disclose his stars stating only "it was a team effort."

Southern is picking up where they left off last season romping over Mission 14-8. Southern was spearheaded at the plate by Don O'Connor and Mgr. Bob Huegle.

Things appear to be a little different at Richmond Station this year, "Big" Ernie Howren is running the club and they're winning. Joe Engler and Rich Moses both went 4-5 to pace Richmond while their own Gene Traversero was turning in the fielding gems of the day.

Inspector's No. 1, also under new management (Rich Leon), got the scare of their lives when Taraval tied the score in the ninth inning. It took a 3B by Steve Maxoutopolis to win for the Bureau in extra innings.

Jack Cleary went 4-5 at the plate for the Bureau and Taraval's Gene Ahern unloaded a three-run HR that bounced off the top portion of a residence across from Rossi Field. Gene is by no means what one would call a big man but when he came up in the ninth he was walked purposely.

Ingleside had little trouble with the Inspectors No. 2 team winning 17-6. Ingleside has at the present time an infield that consists of all ALL-STAR performers, Lavne Amiot, 3B-Dan White, SS-Tony Rodriguez, 2B and "Tiny" Roger Poole at first base. Inspectors No. 2 Mgr. Carl Klotz is taking this first loss sitting down he had his troops out for batting practice and a few chalk talks.

LETTERS TO THE EDITOR

We just received the new issue of *San Francisco Policeman* and would like to express our appreciation for including the 1973 Red Cross poster.

We thank you for your cooperation and interest.

Cordially,
Joy David - Director
Public Relations

Dear Officer Crowley:

I was pleased to read your well written article (editorial) in January issue of the *San Francisco Policeman*.

As to your central idea, I am in full accord. In other words, unity based upon morality and revelance is indeed the golden tree.

My late father, an Irish immigrant policeman, received an award for not being late or absent in 28 years of duty (he worked about thirty-five in all). His employer was the City of Chicago.*

Later, when he retired, inflation had weakened his pension so that he had to end up delivering packages.

The point being, Mr. Crowley, that had an organization such as your prevailed at the time, perhaps he could have retained his dignity in his later years.

As to the overall, and as me who is a member of a three generation police family,** I would like to say that I think it is to the interest of the nation's policemen to join the school teachers who are now saying (3,500,000 of them): "Poor housing and unemployment are preventing us from doing our jobs."†

In other words, Officer Crowley, they are starting to lobby on a national basis (in Washington) to create an economic climate which is in harmony with the views expressed in the Kerner report (poverty creates crime).

Sincerely,
John F. Coughlin

*South Park District

**Chicago Area

† A recent issue of the *Saturday Review*

19 Lansdowne Close,
Baldon,
ShIPLEY,
Yorkshire.

Dear Sir,

I am a serving police officer in the City of Bradford Police, and I would like to correspond with an officer of your force if any-one is interested. My eventual aim is that we could exchange visits in each others countries.

I am 38 years of age, a married man with two children, nine and seven years. I am interested in classical music, squash and rugby football, which I still play.

I would be obliged if you could determine whether one of your officers would be interested in corresponding and contact me at my home address above.

Many thanks,

Yours sincerely,

Neil Hartley

I have just completed a review of the first year's operation of our Masterplan mass marketing program for the San Francisco Police Officers Association.

You will be happy to know that we, at The Travelers Insurance Company, are very pleased with the results to date. Approximately 25 percent of your membership is participating under the plan. This represents over 500 policies now in force. There have been very few complaints and we feel that the agency service is excellent.

A great deal of the success has been generated by the agency involved, in particular, Bill Healy and Ray Petersen. Their staff, members of your Association and The Travelers mass marketing unit have combined for a mutual and smooth running relationship which has made your account become one of the leading mass marketing cases in the Bay Area.

As we enter the second year we are looking for more success with the Masterplan program for your Association and we hope that more of your members will take advantage of this personal insurance service.

Sincerely,
Gary Allyne
Mass Marketing Coordinator
Northern California

The family of Robert Oakes acknowledges with humble and grateful appreciation your gift of blood in the recent illness and death of Officer Richard Oakes' father.

Margaret Oakes

Dear President Crowley:

Several months ago I received a suspension that I felt was unjust. The case involved myself and a Superior Officer. Our attorney felt that there was a conflict of interest and he declined the case. Our Association Screening Committee supplied me with an attorney, Mr. Steve Bley.

I want to thank the Association and especially the attorney, Steve Bley, for the excellent defense they presented. I believe Mr. Bley's defense was so well prepared and presented that the Commission wanted to overturn the Chief's suspension; but as we know this is extremely difficult for them to do.

Again, I think you, the attorney, Steve Bley, and all the Brother Officers that helped me. We have a strong professional Police Association, let's keep it that way.

Fraternally,
Steve Edmonds

After reading your article entitled "Rent-A-Cop" in the *San Francisco Policeman*, we, as a Police Association, are quite disturbed by your allegations.

Your reference to our Officers as "Rent-A-Cops", "Pseudo Cops", "Cheap Cops" and "Mercenaries" makes us wonder where your information was obtained—particularly when you report our salaries are "70% of police pay" and directly infer we are a "lower quality, non-professional police agency."

We would like to set the record straight with regard to your misinformation.

All our sworn personnel were carefully selected from numerous California Police agencies, including the San Francisco Police Department.

Our basic prerequisites were set by the California Penal Code and Public Utilities Code, which state we must strictly adhere to the requirements of the Commission on Peace Officers Standards and Training. Our personnel were screened by oral boards consisting of outside police personnel and community service groups. They further underwent intensive background investigations as well as psychiatric and medical evaluation prior to employment.

All our sworn individuals possess basic P.O.S.T. certificates, all issued through recognized police academies and P.O.S.T. In our present compliment of 59, there are 39 who possess Intermediate Certificates, and there are 17 who possess Advanced Certificates. Our Officers have an average educational level of 2-1/2 years of college and an average of 7-1/2 years in Law Enforcement.

As far as pay is concerned, our Patrolmen scale has a top of \$1,225.00 per month. We have a second position entitled "Senior Patrolman" with a scale to \$1,400.00 a month. We do not believe these figures are anywhere near your quote of "70% of a Policeman's salary." We would further like to point out that BART passes through 17 police jurisdictions, the majority of which suggested BART form its own Police Department for two reasons, namely: the additional strain on the taxpayer, and the already understaffed, overworked Police Departments.

We hope these facts will correct your misinformed opinion of our agency.

It is our feeling that an organization of your status and regard in the community is obligated to print the

truth. A retraction in your paper is in order to preserve this image of integrity.

Bay Area Rapid Transit
Police Officers Association

Executive Board:
Paul M. FEKETE
L. W. Tamisiea
Robert M. Hamilton
Daniel A. Hale
Hadwick A. Thompson
Jeffrey R. Sousa

To maintain domestic peace and tranquility is a basic purpose of government. All peace officers are SWORN to uphold this ideal. The San Francisco Police Officers Association is not only obliged to uphold this ideal, but it also functions to promote the efficiency and good name of the San Francisco Police Department and its members.

It reasonably follows that the Officers of our Association are bound to speak and act in a manner that benefits all of us. When issues are raised, they should be defined and debated in an atmosphere of concern and understanding. Battle lines should not be drawn on the basis of rank or assignment. It is a fundamental error to divide us into categories of labor or management, street cop or downtowner. This kind of thinking is shallow and divisive, it is not creative and productive.

All of us make mistakes and in my opinion some of the leaders of our Association have made a basic error in judgment. That error is the failure to recognize that all of us are policemen and that all of us are in favor of a better organized and more efficient Department. The way we should improve our Department is to work towards a consensus, not a confrontation.

Let us leave the name-calling, the shouting, the dramatic publicity splash to those people who are less professional, less educated and less privileged than we are. Let us pull together to make a better day, mindful of the fact that all of us are SWORN, professional peace officers.

John W. Greco
Planning & Research

Editor
S.F. Policeman
548-7th Street
San Francisco, California 94103

Dear Sir:

Thank you very much for placing me on the mailing list of your newspaper. I believe your publication does much to introduce many of we laymen to a fuller appreciation of your problems.

The number of incidents of school violence which our City is suffering will undoubtedly require greater cooperation now between our two Departments, than ever before. I think, therefore, that you will find a great many of us appreciate fully any and all efforts to build better-than-ever bridges of communication.

Sincerely,
Lee S. Dolson, Ph.D.
Commissioner

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CRIME RATE DROPS

A story appearing in the April 9th edition of U.S. News & World Report says that "For the first time in 17 years, there has been a downturn, instead, of a rise, in crime in this country." The report goes on to state that a survey of "U.S. News & World Report" editors shows that in almost every major city where crime has dropped, the police force has been enlarged, more men have been put on beats, and special forces have been concentrating on high-crime areas.

In quoting Mayors and police officials of those large cities effected, the report says of San Francisco: "In San Francisco, where crime went down 19 percent last year, Mayor Joseph Alioto attributed the improvement to the addition of more policemen on the streets and to the successful operation of city's social programs.

"Our so-called ghetto areas are building themselves into neighborhoods, which are rebuilding and casting aside the despair and disillusionment of the 1960s.

"San Francisco Police Chief Donald M. Scott cited as other factors: a computer network, financed in part by federal aid; communications equipment, including walkie-talkie radios; antidrug educational programs, and police participation in youth programs." "Kids are not hostile to police when they know them through activities," the chief said.

An antiburglary program, financed by federal funds, is credited with cutting burglaries 25% in the Mission District of San Francisco, "What he needs now, Chief Scott said, is more manpower."

Included in the report was the statistical graph which we have reprinted.

THE CRIME PICTURE IN 50 BIGGEST CITIES

Percentage change in number of crimes in 1972, compared with 1971—

Washington, D.C.	Down 27%
San Francisco	Down 19%
Nashville	Down 18%
New York	Down 18%
Norfolk	Down 18%
El Paso	Down 17%
Detroit	Down 16%
Indianapolis	Down 16%
Honolulu	Down 15%
New Orleans	Down 15%
Kansas City, Mo.	Down 13%
Cleveland	Down 11%
Louisville	Down 11%
Pittsburgh	Down 11%
Columbus, Ohio	Down 10%
Miami	Down 10%
Newark	Down 10%
Boston	Down 9%
Rochester, N.Y.	Down 9%
Buffalo	Down 7%
Baltimore	Down 6%
Fort Worth	Down 6%
Cincinnati	Down 5%
Jacksonville	Down 5%
Chicago	Down 4%
Los Angeles	Down 4%
Milwaukee	Down 4%
Philadelphia	Down 4%
St. Louis	Down 4%
Seattle	Down 4%
Dallas	Down 3%
Oakland	Down 3%
Birmingham	No change
Portland, Ore.	No change
Memphis	Up 23%
Omaha	Up 16%
San Jose	Up 13%
Atlanta	Up 11%
San Diego	Up 10%
Long Beach, Calif.	Up 9%
Phoenix	Up 9%
Tampa	Up 6%
Toledo	Up 6%
Denver	Up 3%
Houston	Up 3%
San Antonio	Up 3%
Minneapolis	Up 2%
Oklahoma City	Up 2%
St. Paul	Up 2%
Tulsa	Up 1%

Source: Federal Bureau of Investigation

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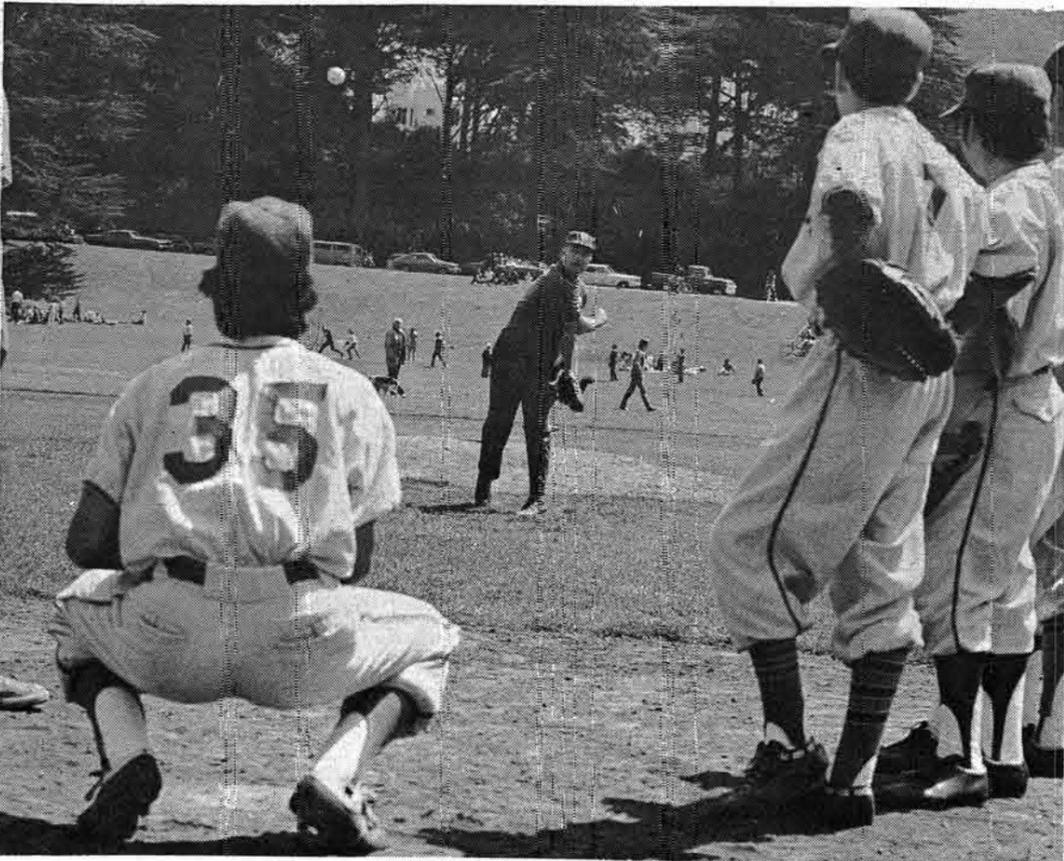
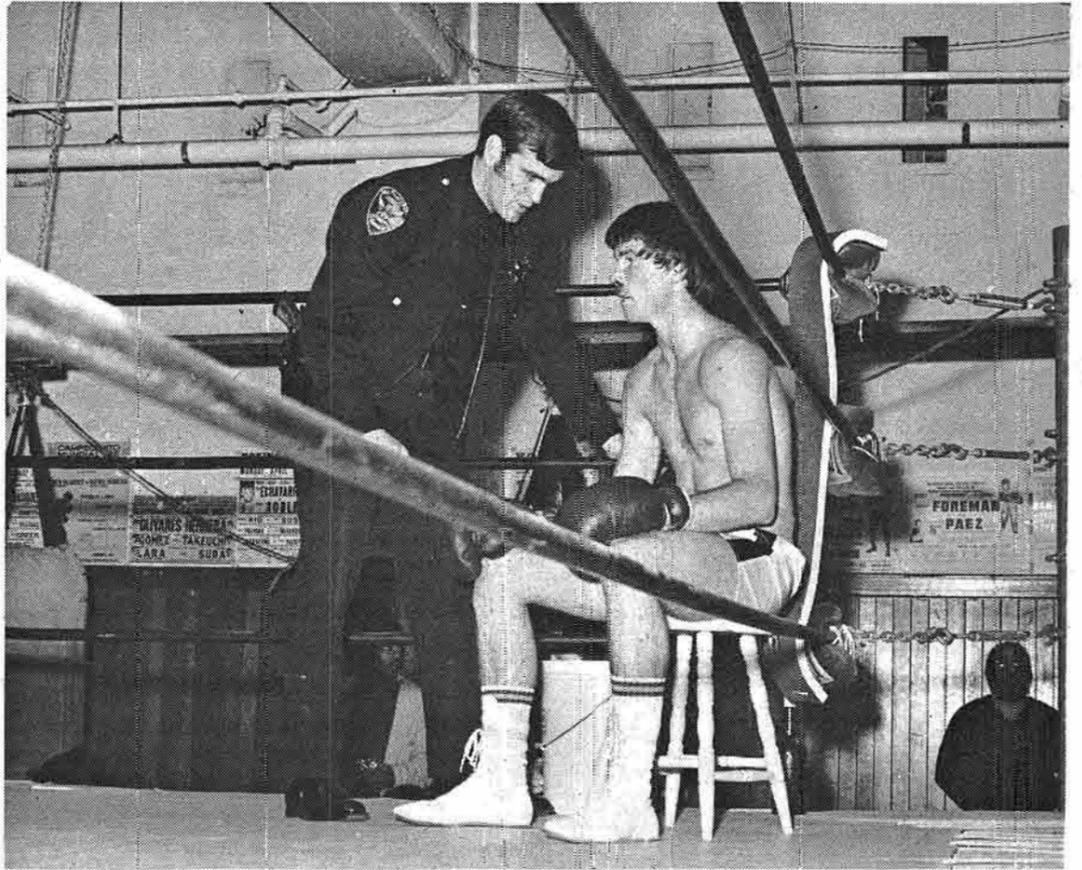
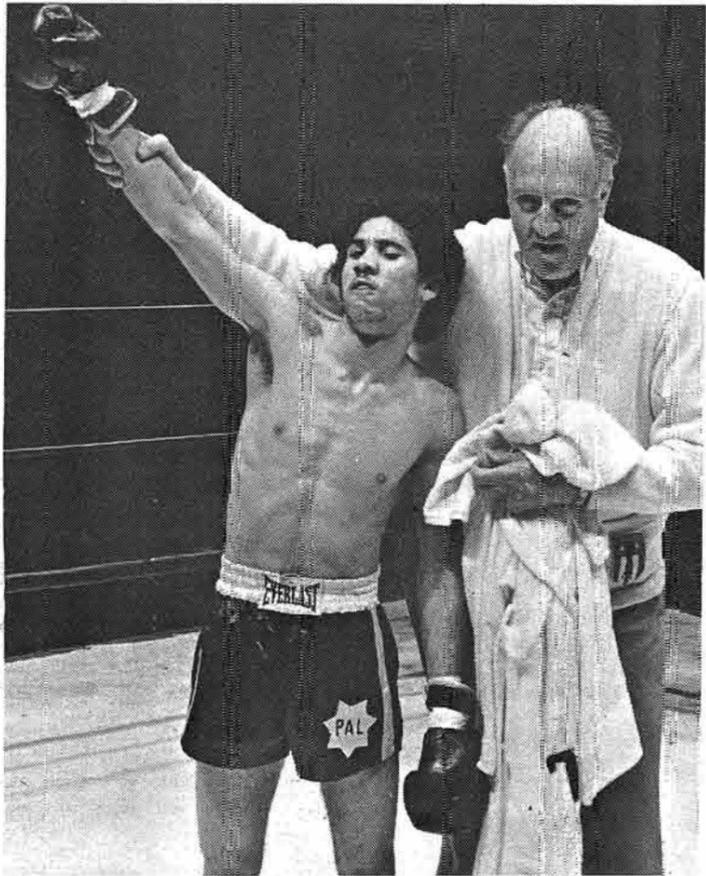
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POLICE ACTIVITIES LEAGUE



Busy in Many Sports

After a busy March, the P.A.L. is preparing for the up and coming baseball, soccer and track programs. April 7th is the kickoff date for soccer and baseball. Fifty soccer teams will be in hot pursuit of their respective divisional titles at Crocker-Amazon and Balboa Soccer Stadiums. Baseballers will be in full swing, as thirty-six teams will be competing on your local diamonds.

During the month of April, P.A.L. will continue tryouts for an all-year-round track team. All boys 8 through 14 years of age and girls 8 through 18 years of age are urged to contact P.A.L. for information.

On March 10th the P.A.L. sponsored the dual WCAL-AAA track and field meet. Outstanding prep athletes came to vie for team medals. St. Ignatius

High School came in first, with Balboa High School in second place.

P.A.L. entered six boxers in the Golden Gloves, and five survived to the finals. P.A.L. Boxer Bob Burmudez KO'd Oscar Lalo for the 112-lb. title. The Jr. Olympic boxing finals will be held at the P.A.L. boxing gym at the National Guard Armory, 14th & Mission Streets, starting at 6:00 PM Friday, April 6th.

P.A.L.'s biggest event of the year, the Boy of the Year Awards Dinner, was a success, as Chief Donald Scott presented Larry Gatt with a check and a trophy. Larry Gatt is a sophomore at Riordan High School. He has maintained an "A" average, and was outstanding in both soccer and baseball.

Get your youngsters involved in P.A.L. activities by simply calling: 567-3215!



San Francisco Police Officers' Association and Police Officers' Wives Auxiliary Welcomes the POWCA Convention

To POWCA Delegates and Alternates,
 In behalf of the San Francisco Police Officers' Wives Auxiliary, I would cordially like to welcome you to our beautiful city by the bay.
 We have been looking forward to hostessing this convention for some time and we have made special efforts to see that your stay is a pleasant and enjoyable one.
 Our city is full of beautiful sites to see and exciting things to do. Our hospitality extends to each and every one of you, and we hope that you will take advantage of all the things we have to offer.

Sincerely,
 Joanne McEachern
 President
 San Francisco Police Officers' Wives Auxiliary

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