

# 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 COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

VOL. 5

SAN FRANCISCO, DECEMBER 1974

204

## PATROLMAN II Career Incentive Program

by Gale W. Wright

S.F. Examiner says "A Costly Police Pay Plan."

S.F. Chronicle says "\$2 million police headache."

S.F. POLICEMAN says "Incentive Police Plan Based on Professional Competence."

Who is right? The Examiner is, if one thinks only in terms of money. The Chronicle is, if one chooses not to understand it. And the POLICEMAN is right if one comprehends professional competence.

The POA has been trying to get Patrolman II implemented since 1972, when the voters mandated Police Reorganization. To be sure, we first learned of it from Los Angeles, where their Jacobs survey determined the necessity of delimiting duties by ranks at the Patrolman level.

Everybody is a specialist today. The public accepts this with doctors. Pretty hard to find a General Practitioner anymore. Lawyers specialize too—corporate law, admiralty law, personal injury, civil, criminal, etc.

Yes, you're darn right, I am comparing the police job with the professions of medicine and law. They are professionals and we, in the law enforcement area, are professionals too. If your apartment has just been ripped off, you don't call your lawyer. If you get rear-ended in your car at a red light, you want the police to respond, right?

Now that you've got the idea, let me point out some other important facts to you. Incentive pay is necessary to keep the officers who are constantly gaining more experience every day to better handle any given problem. Did you know that one out of every two men who join a police department will leave that job within the first five (5) years?

The Incentive Pay for Patrolmen is to keep them on the job, to better serve the public which is paying their salaries. If you get strong-armed, slugged and your wallet is taken, you want the police to do something. If a rookie cop (less than 5 years experience) responds to this type of call, he might be sympathetic as hell, but does he have enough experience with this type of crime to effectively catch the suspect, or get medical aid for the victim, or get a good description and means of escape of the suspect for other police units in the area, and get the entire loss documented then, so no supplementary report is required?

Does all of this prose discount the fact that additional monies are part of the Incentive Program? Certainly not. However, the costs involved are not headaches or necessarily costly. More on this later.

In California, we have a Commission on Peace Officers Standards and Training (POST). The objectives of POST are:

A. To raise the level of competence of local law enforcement officers.

1. By establishing minimum standards relating to physical, mental and moral fitness which shall govern the selection of City police officers and peace officer members of county sheriff's departments, and
2. By establishing minimum standards for training such officers (emphasis added).

B. This program consists of the award of three certificates of professional competence.

1. The first or basic certificate is awarded

(Cont'd Back Page)

## TOY PROGRAM



Chief Calden, Santa and a pretty girl want you to donate your used (but repairable) toys to the Firefighter's Toy Program

The program is sponsored by the S.F. Firefighters Union Local 798 in conjunction with the S.F.P.D. under the direction of Chief Calden. It is the largest program of its kind in the United States — possibly in the world!

The program is unique in the fact that it is now entering its twenty-fifth consecutive year. A quarter of a century of service to the less fortunate children of San Francisco. After a modest beginning 25 years ago when about thirty families received toys for their children, it has grown to the extent that nearly 11,000 children had a brighter Christmas last year.

Two years ago the Toy Program was joined by the U.S. Marine Corps Reserve and the Salvation Army, under the heading "The S.F.

Toy Chest." This was done so that we could be of assistance to many more families, to avoid competition and duplication.

One special event for example was the Artathon (auction) sponsored by Swanson Art Galleries where the proceeds were used to purchase new toys (over \$5,500 worth).

The Second Annual Artathon will be held on December 17 at Swanson Art Galleries, Ltd., 765 Beach Street. There is no one group of children that are helped by this program. They come from all walks and all districts in the city.

Thanks to the generosity of the more fortunate people of San Francisco, we are able to help a lot of disadvantaged children.



## THE EFFECT OF PROPOSITIONS "H" AND "M"

by Mike Hebel

The recent passage of Propositions "H and M" BY THE CITIZENS OF San Francisco again demonstrates that the citizens are not insensitive to the needs of policemen and firemen. The November 5 victory resulted in a modernized retirement system for both active and retired police officers and fire fighters.

A word of praise must be given to those who actively worked on the campaign. These are the people whose efforts are both unrewarded and usually forgotten. Certainly the tireless work of Sgt. Tom Carey must be recognized; his leadership and inspiration proved to be a welcomed asset to the campaign committee. To fail to mention the great number of firefighters who performed the leg-work necessary for the success of these ballot measures would be negligent, as would the failure to thank those police officers who freely gave up their off-duty time to work on the campaign.

### Prop. "H"

By far this is the greatest advancement yet to be witnessed for retired police officers and firefighters. Hopefully, it will help in the battle with the ravaging inflation which had eaten away their monthly retirement monies. Recently retired police officers, who felt financially secure at the time of their retirement, have grown to be quite anxious. Proposition "H" will help to allay this anxiety.

Proposition "H" has the following components:

1. It effects those who retire or were retired prior to July 1, 1975.
2. It applies to retirements for service and for disability (industrial disability retirements and ordinary disability retirements).
3. Becomes effective on July 1, 1975 at which time retirement allowances will be adjusted upward.
4. The percentage of retirement will remain the same; however, the "final compensation" shall mean the rate of remuneration attached on July 1, 1975 to the rank or position upon which such person's retirement allowance was determined when first effective (i.e. if a patrolman retired with full service in 1970 he received 70% of the wage then being paid to the fourth year patrolman; on July 1, 1975 this same individual will receive 70% of the wage being paid to the fourth year patrolman as of July 1, 1975).
5. As of July 1, 1976 and every July 1 thereafter the retiree shall receive 50% of the rate of change (increase or decrease) in the salary received by the rank or position he held at the time of his retirement (fluctuating provision).
6. The retirement allowance may never fall below that which was being paid as of June 30, 1975.

### Prop. "M"

The passage of this ballot measure marks the accomplishment of a long sought after retirement

(Cont'd Back Page)

# HAPPY HOLIDAYS



Athletic Tests

FEDERAL LITIGATION

by Gale W. Wright

On November 23, 1974, the S. F. Chronicle reported that U.S. District Judge Robert F. Peckham had ordered the 1569 successful applicants for police officer jobs in San Francisco AND 100 randomly selected San Francisco police officers, to take two (2) separate physical agility tests.

One would be the Verducci tests, designed by Frank Verducci, a professor of physical education at San Francisco State University. He was hired by the Civil Service Commission to prepare the examination. His test consists of six events, including a mile run between two 200 foot shuttle points.

The other test would be a test given to police applicants in New York City. This test consists of just four events, including a one mile walk-run trial.

Yesterday, December 2, the Defense (Civil Service, S.F.P.D. & SFPOA) was able to successfully argue that the already San Francisco police officers take just the Verducci Test. The officers, whoever they might be, will be setting the minimum standards for physical agility for the Police

Department for years to come. The 100 officers will only get a seven (7) day notice prior to the day selected for them to compete. Thus, it cannot be argued that these 100 officers had plenty of time to prepare themselves for the tests.

The results will show just what the Defense has been arguing, and that is, the average police officer is physically able to perform any number of physical feats on a moment's notice in the field.

The tests for the applicants will be given on the weekends of December 21-22, December 28-29, January 4-5, and January 11-12. The results are to be presented to the Judge at 2PM on February 3. Further hearings on the fairness of the Verducci tests will be heard on February 6.

The 1569 applicants who will take the tests all passed the written tests on October 5. These include 926 whites and 643 minorities.

Further breakdown is as follows: 1212 men - 717 white and 495 minorities; and 357 women - 290 white and 148 minorities. Of these, 243 are

black, 160 Spanish-American, 119 Asian-American, 47 Filipino-American, 14 American Indian, and 60 other non-white.

For other subject matter on these tests, please see Legal Notes, by the SFPOA Attornies William O'Byrne and William Beirne.



PUBLIC SAFETY  
OFFICER'S  
SERVICES, INC.

To members and their families:

On behalf of the staff of Healy Insurance Agency, Public Safety Officers' and Old Republic Life Insurance Company I would like to wish the members of the San Francisco Police Department and their families a very joyous holiday season.

Sincerely,  
Ray Petersen

SAN FRANCISCO  
POLICE DEPARTMENT  
AUCTION SALE  
UNCLAIMED PERSONAL PROPERTY  
SATURDAY  
Dec. 21st - 9 A.M.  
Bicycles  
Radios, sporting equipment, musical instruments, tools, clothing, suitcases, auto parts, all sorts of new and used merchandise.

Sale held in Basement of Hall of Justice, 850 Bryant St., S.F.

Oscar D. Kaufman,  
Auctioneer

REAL ESTATE  
YOU WILL BE ABLY ASSISTED  
BY THE BELOW REALTOR  
SAN FRANCISCO  
MARX REAL ESTATE  
1099 Irving St., 94122  
PH. 664-6760



Fast Action  
On Loans

S.F. POL. POST 456  
FED. CREDIT UNION  
Al Thorington, Treasurer  
Erl Rolandson, Asst. Treasurer  
Doubles Assets In  
Just 6 Years  
ROOM 127  
VETERAN'S BLDG  
MONDAY-FRIDAY, 9-4  
431-2877

President's Corner

BY JERRY CROWLEY



PATROLMAN II

The following letter was written to the Mayor, all members of the Board of Supervisors, Civil Service Commissioners and Jim Wurm, General Manager of the Civil Service Commission, stating the Association's position on Patrolman II and Career Incentive.

Sir:

Your support of Prop. E in 1971 was a major factor in the passage of this progressive Reorganization proposal. The purpose of this letter is to define the concept of Police Career Development and the merits of Patrolman II. The San Francisco Police Officers' Association is firmly committed to continued development and implementation of an entire plan for career development and incentive as well as a reorganization of this department. The joint proposal of the Police Officers' Association and the Police Commission is the most vital and innovative first step in achieving these goals.

These following recommendations are from the TASK FORCE ON POLICE, compiled by the National Advisory Commission on Criminal Justice Standards and Goals. The entire report, entitled "A National Strategy to Reduce Crime," was presented September 1973 to Attorney General Elliot L. Richardson and Donald E. Santarelli, Administrator of the Law Enforcement Assistance Administration.

"—EVERY POLICE AGENCY(SHOULD) REQUIRE IMMEDIATELY, AS A CONDITION OF INITIAL EMPLOYMENT, COMPLETION OF AT LEAST 1 YEAR OF EDUCATION AT AN ACCREDITED COLLEGE OR UNIVERSITY AND THAT, BY 1983, EVERY POLICE AGENCY REQUIRE, AS A CONDITION OF INITIAL EMPLOYMENT, COMPLETION OF AT LEAST 4 COLLEGE OR UNIVERSITY."

"—EVERY POLICE AGENCY (SHOULD) IMPLEMENT PROGRAMS DESIGNED TO AID EMPLOYEES' PROFESSIONAL GROWTH AND INCREASE THEIR CAPACITY FOR THEIR PRESENT AND FUTURE ROLES WITHIN THE AGENCY."

San Francisco is presently unable to implement the first recommendation; it seems unlikely that it ever will. Therefore, the need to implement the second recommendation becomes imperative.

The Incentive Pay Program is the first concrete step toward answering this need. The second is the coordination of a computerized personnel system and a comprehensive career development program. The goal is to increase the capabilities and competence of the police services within San Francisco.

As in any journey, it is the first step which seems so difficult, and yet is so necessary to take. San Francisco would be ill advised to wait any longer. For, as you will see, we are already far behind other agencies in this area.

BACKGROUND OF INCENTIVE PAY PROGRAMS  
WITHIN LAW ENFORCEMENT

1967 — The President's Commission on Law Enforcement and Administration of Criminal Justice called for higher education and compensation for police officers. Local Law Enforcement agencies in the state of California, noted as the leaders of modern law enforcement, were quick to follow the commission's recommendation.

1969 — Coordination between the California Peace Officer's Standards and Training Commission (POST), California Council on Criminal Justice (CCCJ), and the Federal Law Enforcement Assistance Administration (LEAA) had increased. These agencies supported the development of Incentive Pay Programs and Police Departments throughout the state began implementing them.

1970 — Positive results on Incentive Programs were being reported, both within California and across the United States. Fewer citizens complaints, quicker response time, reduction of disciplinary problems, and higher morale were being attributed to education and incentive programs.

1973 — Now, there are well over 100 California Police Departments with incentive pay programs. The vast majority of these programs are based upon or include, P.O.S.T. Certificates. Their compensation goes as high as 10% above pay scale. Unlike our proposal, once an employee acquires the necessary certificates there is no educational or training maintenance requirement.

1974 — San Francisco has an opportunity to initiate incentive pay program, learn from the experience of other departments, modernize and increase the quality of police service to its citizens.

PATROLMAN II AND POLICE CAREER DEVELOPMENT

Police Career Development is a process of professionally developing personnel regardless of rank or title, through a designed program of "on-going training and higher education. The ultimate objective of such a process is to improve organizational efficiency and effectiveness of public service by upgrading and expanding the knowledge, skills and expertise of all sworn personnel on a continuing basis."

Passage of Proposition E in 1971, was a mandate by the people of San Francisco to professionalize and reorganize the Police Department. The first priority of Prop. E was to upgrade the Patrolman on the street. The incentive of Patrolman II encourages the experienced Patrolman to stay on the street where he is needed instead of seeking other more attractive specialties. It in



Gale Wright ..... Editor

BOARD OF DIRECTORS

PRESIDENT .....	Jerry Crowley	Co. H .....	Tom Carey
SECRETARY .....	William Hemby	Co. I .....	W. Banas
TREASURER .....	Paul Husby	C.P. ....	Dan Lynch
CO. A .....	Greg Cloney	Co. K .....	Lee McVeigh
Co. B .....	Donald O'Conner	HQ .....	Gale Wright
Co. C .....	Jim Pera	INS. ....	Ray Allen
Co. D .....	Frank Ryan	INS. ....	Lee Nelder
Co. E .....	Paul Chignell	INS. ....	Bill Allen
Co. F .....	Dave Christensen	RETIRED .....	Tom Dempsey
Co. G .....	Al Perry	RETIRED .....	Carl Vogelsang

Office Manager ..... Ethel George  
Newspaper Manager ..... Dorothy Jereczek

ASSOCIATION OFFICE ..... 861-5060

ADDRESS ALL CORRESPONDENCE TO: EDITOR, S.F. POLICEMAN 548-7th Street San Francisco, Calif. 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers Association for unsolicited material.

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.

ADVERTISING: 548 - 7th Street, San Francisco, California 94103 (415) 861-6020

Members or readers submitting letters to the editor are requested to observe these simple rules:

- Address letters to the Editor's Mail Box, 548 7th St. San Francisco, Calif. 94103.
- Letters must be accompanied by the writers true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editors reserve the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to three pages, typed, double-spaced.

POSTMASTER, ATTENTION! P O Forms 3479 Notices should be sent to: S.F. Policeman, 548 7th St. San Francisco, Ca. 94103. 2nd Class Postage Paid at San Francisco, Calif.



effect fosters a career in patrol. The money incentive is not a give-away program nor is it longevity because of the following criteria for attainment of Patrolman II:

- (1) experience
- (2) attainment of a professional certificate based on college units in police science.
- (3) that he must maintain proficiency throughout his career — 40 hours of department training or college equivalent years.
- (4) assumption of additional duties.

Patrolman II is a position and not a rank. It is educational incentive within a career development program and not a promotional step.

The Association intends to bring the University to the Police Academy and that the courses offered at the Academy be of college unit potential taught by University caliber faculty. This program will involve the following educational institutions in addition to the Police Academy: University of San Francisco, Golden Gate College, S.F. State University, San Jose State, University of California, as well as those professional courses taught by the F.B.I.

### WHY COLLEGE EDUCATION?

A question which frequently arises is "Will going to college make a man a better policeman?"

The answer to this question is "in some respects, yes!"

Recent studies on this very question made in New York, Michigan, Louisiana, and California show that while there is no proof of a reduced crime rate, the following are some of the positive results shown concerning college educated policemen:

1. Fewer citizen complaints
2. Quicker response to calls
3. Less disciplinary problems
4. Higher morale

Apparently college educated police officers are better in the field of community relations than their less educated counterparts; they seem to be less authoritarian and less likely to resort to physical force; they are better attuned to the social and economic factors of the community which can lead to confrontations with the police — in short, better policemen.

I wish to conclude with the following observations.

People are vital to organizational success. The better trained and educated police department is in a better position to confront and deal with the myriad of problems and issues confronting it. Police organizational success is predicated, in no small part, on the quality and competency of its staff. No two factors will contribute more to developing a qualified and competent staff than on-going effective training and relevant educational programs.

Job performance and job satisfaction are directly correlated. The more satisfied an individual is with his or her job the greater the level of excellence in the performance of that job. Training and education are critical in bringing about a greater level of job satisfaction. A person, regardless of rank or title, should be involved, continuously, over the period of their career in the type of training and educational programs that are either job or profession related. The Career Development Program will focus upon this vital consideration and will determine, through the use of data collection and analysis, the type and scope of training and education needed to contribute to greater job satisfaction over the period of a police person's career.

A Career Development Unit can contribute, directly, to positive personnel motivation. Traditionally there has only been limited concern in what happens to an individual once accepted into a police department in regard to professional development. A Career Development Unit focuses on the career needs of personnel. By doing such, an individual is continuously being upgraded and thereby improved in his or her position regardless of the assignment, time in the department, area of responsibility or whatever. This concern in the individual may well prove to be the catalyst necessary to motivate personnel throughout a productive police career.

The end result of this can only be improved police service for the City and County of San Francisco.

Sincerely,  
Gerald A. Crowley  
President, SFPOA

## THEY CHOSE TO GET INVOLVED

Too often we of the Police Department hear the refrain "No, I didn't see anything (about crime). I don't want to get involved." Fortunately, there are wonderful exceptions to everything, and on Wednesday, November 27, 1974, the Chief of Police, Donald M. Scott, was able to acknowledge 143 citizens who did choose to get involved.

At this special ceremony for them at the Hall of Justice, Chief Scott praised these people for their individual acts of courage.

As Editor, I would sincerely like to print each honored person's act of courage, but space just does not allow me to do so.

This newspaper also salutes all of these citizens for helping the Police Department.

Philip Ainsworth  
Walter Allison  
John Ambrose  
Orlando Antonini  
Paul Aranian  
Frederick Aulwurm  
Martin Avitia  
Greg Bailey  
Dennis Baker  
Jack Balding  
Harvey Ballinger  
James Barber  
Theodore Barrier  
Robert Baumgart  
Carol Beaulorn  
Lawrence Bei  
Manuel Delansig  
Curt Bentley  
Dwain Bentram  
Bernard Bloesch  
David Bradley  
Arthur Brasfield  
Willie Calderon  
David Callihan  
Jim Canale  
Thomas Crary  
Thomas Casenta  
Matthew Chibante  
Lora Chiosso  
Robert Cicornio  
Stephen Cicornio  
Robert Civello  
Paul Clancy  
Florence Clark  
Louis Clemente  
Michael Cummins  
Kathy Curran  
Robert Dauley  
James Dilameter  
Leonard Dixon, Jr.  
Kenneth Dunn  
Scott Duraham  
Frank Eaton  
James Eaton  
Edward Fischel  
Joseph Fletcher  
Ron Frietas  
Moses Gala  
Violet Glatt  
James Govern  
Charles Grary  
R. L. Green  
James Gleenblat  
Suzanne Hart  
David Havard  
Jerry Hawryluk  
Dennis Hennessy  
Rudi Hernandez  
Richard Hough  
Allen Jameson  
Bobby Johnson  
Dennis Jones  
Stanley Jones  
Lawrence Judge  
Ted Keller  
Gabi Khoury  
Walter Komarcok  
Max Lange  
Michael Lee  
Terence Lee  
Jeff Levin  
Joseph Long  
Debbie Loveless



December which is always a hectic time for law enforcement will also prove to be hectic for Association business. These are the items of interest coming up:

### PATROLMAN II

The Patrolman II Plan, if it clears the Mayor's Office, will have a good chance for approval. This will mean an added increase in salary for those 650 Patrolmen eligible to participate in the program.

### STATE RETIREMENT

The 20-year State Retirement Plan will be heard by the interim Senate Committee this month. These hearings will address itself to the problems of a special Police/Fire Retirement Law, its provisions, funding and the creating of a Police/Fire Retirement Board. The cost factors should also be available at that time.

### COLLECTIVE BARGAINING

1975 will be the big year for public employees collective bargaining laws. We are already at work in drafting language for a special law for police/fire that will provide us with binding arbitration, grievance procedures and other labor relations problems.

What this specifically means is if a state law is passed, we no longer would have to go on the city ballot to ask for such benefits as time and a half for overtime, night differential, a paid medical-dental plan, longevity pay and all other money items now prohibited to us because of our city charter.

### 15 MINUTE REPORTING TIME

A labor attorney addressed the Board of Directors last month advising them we had an excellent case to recover monies lost for members of the Inspectors Bureau who, for years worked an additional 45 minutes over the eight hour watch. This forty five minutes was their meal period.

Also included in this suit, if we choose to pursue it, is the traditional 15-minute reporting time.

Our labor attorney stated our chances of recovering back pay for the fifteen minutes was about 50/50.

The Board of Directors or the membership present at the December Meeting will have to decide whether to proceed on both the 45 minute suit for the Bureau and the Department wide 15-minute reporting time, or drop the 15-minute aspect and just go with the Bureau's suit.

This last item should be decided at our December General Membership Meeting by you, our members. This meeting will be held on Tuesday, December 17th, 8 P.M. at Homestead Savings, 5757 Geary Blvd.

I personally feel we should take the chance and go for both suits. We can offer our labor attorneys a contingency pay offer, that is if we win, they get a percentage of the gross.

The court could rule in several ways:

The court could rule, 1) in favor of both the 15-minute reporting time and the Bureau's 45-minute lunch period; 2) against the 15 minutes but in favor of the forty-five; 3) against both suits, or 4) in favor of both suits, but against any back pay by the city.

Timothy Lucey	Timothy Prince	Scott Tree
Vincent Marcum	Raymond Rawlings	Richard Upland
Osmin Martinez	Richard Rivers	John Urgidez
Kevin Maynard	Melvin Roberts	Michael Van Allen
William McClurkin	Herbert Robertson	Gary Venegas
Guy Miller	Eugene Robin	Gil Wallace
Sam Moglaman	Natalie Rokusek	David Walters
Robert Monson	Ronald Runne	Marvin Washington
Charles Morgenstern	Lloyd Sagon	Rodney Washington
David Morris	Edward Sahir	Henry Webb
Thomas Mullkeen	Robert Scavullo	Phillip Welton
Frank Myers	Charles Schelter	Albert William
Michael Narro	Michael Scroggins	Joann Williams
Carlton Newton	Bruce Smith	Robert Williams
Allen Palmer	Phillip Smith	Robert Woda
Ezio Paolini	Gilbert Steele	Fred Wolf
Carl Payne	John Stewman	Herbert Wolfe
Jimo Perini	Harold Swagger	John Wood
Ettore Peverava	Melvin Tardiff	Kenneth Yee
Owen Pittman	Alexander Thomas	Roland Yee
Russell Pitto	Fred Thompson	Printess Young
Perry Prevett	Jimmy Toblin	John Ziamek
Kenneth Price	Michael Tong	George Zorakis

QUALITY WORK WITH PROFESSIONAL SERVICE

*Holland's Shoe Repair*  
HAND BAG REPAIRING

ED WILLERS  
17 STOCKTON ST.  
SAN FRANCISCO, CA 94108  
PHONE 781-9329

THE FINEST DRY CLEANING  
IN SAN FRANCISCO

**Grady Cleaners**

1431 CLEMENT ST.  
BETWEEN 15TH & 16TH AVENUES

DICK GRADY 221-7820

## THE 1975 VOLVOS ARE HERE!

Royal Motor Sales, San Francisco's exclusive Volvo dealer, invites you to see and test drive the most beautiful and advanced Volvos yet — the new 1975s, featuring improved suspension, transmission, engine, steering, ignition and brakes. We have the full Volvo line — Wagon, 164E, 242, 244, 245, 242GL and 244 GL.

**WE'RE THE VOLVO SPECIALIST**

new — used — demos — lease — repair — maintenance

# ROYAL MOTOR SALES

280 SO. VAN NESS, SAN FRANCISCO — 626-2171





## AMERICAN POLICE FOUNDATION

By William F. O'Byrne, S.F.P.O.A. Attorney

Bill and I have reviewed the material you sent us on the American Police and Fire Foundation, Inc., and also reviewed the IPCA material completely.

I don't think there is any question that this outfit is crooked as hell, and I believe you, as the Editor of the San Francisco Policeman have a journalistic responsibility to your readers to warn them, as you have done in your brief article of this shady operation.

While there is inferential implications that the article entitled "Fraud" was in itself libelous, it is our considered judgment that the article was not in fact libelous of either the organization or the individual and therefore would not sustain an action for libel.

Our considered opinion and advice is that you not

offer any retraction, as in our judgment, the possibility that they will file a libel action against you is minimal, as outfits like this are understandably loathed to spend their money on a lawsuit that they know they can't win. In any case, truth is a complete defense in libel, and any jury, if indeed one was ever empaneled to hear evidence in this case, could under no stretch of the imagination come back with a libel conviction after they have been apprised of all the facts.

I think perhaps it might be advisable for us to respond to them on the issue of the demanded retraction and upon direction from you to that end, we will so comply.

(EDITOR'S NOTE: Mr. O'Byrne was asked to send such a letter to the American Police Foundation.)

### PRESCRIPTIONS • VITAMINS • COSMETICS

CONVENIENT DELIVERY  
**GEARY 14th MEDICAL PHARMACY**  
5001 GEARY BOULEVARD PHONE: 221-4638



Join  
**Sumitomo's  
Christmas Club**  
Why not do it today?

 **The Sumitomo Bank**  
of California

SAN FRANCISCO 365 California St.  
San Francisco, Calif. 94104 (415) 445-8000

MEMBER FDIC

# LETTERS

Dear Editor:

I wish to express my sincere appreciation to two members of the Board of Directors who contributed so much to our outstanding success at the polls November 5th.

Bill Hemby's lobbying efforts at the State Capitol came to fruition with the passage of Proposition 5. Few know of the many hours Bill devoted in getting the residency proposition on the ballot.

Tom Carey of Ingleside outdid himself on Proposition M. Whether it was the early morning or late evening hours, Tom was at the Association Office writing, telephoning, stuffing envelopes and maintaining an optimistic attitude. He above any other member of the Board is most responsible for the passage of Proposition M.

Thank you both.

Fraternally Yours,  
Paul C. Chignell  
Director, Northern Station

Dear Sir:

I would like to subscribe for your magazine for the year of 1975. Please bill me to:

USSR CONSULATE  
GENERAL  
2790 Green Street  
San Francisco, Ca. 94123  
Att. Eugene Bazhanov

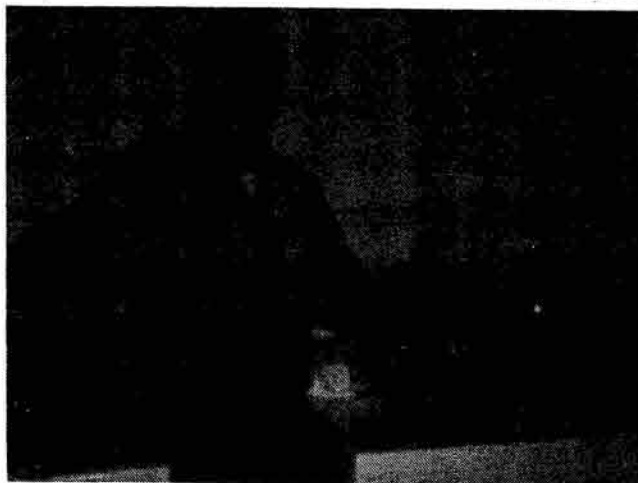
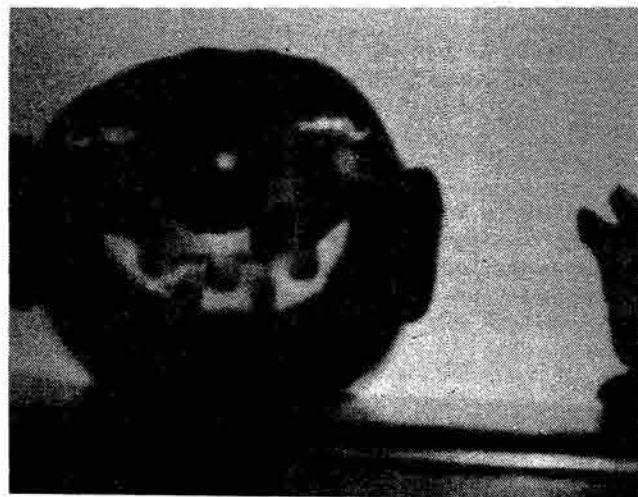
CO A SAYS THANKS

Every year at Halloween time, Mr. Joseph Tonco takes time out to make a pumpkin for Central Station.

The masterpiece pictured below was made using an eggplant for a nose, peppers for ears, lemons for eyes, radishes for eyeballs and greeted citizens at the front desk at Co. A this past Halloween.

We would appreciate the use of a small section of the up-coming POLICEMAN, so that we may show these photos and possible include a few lines of gratitude to Mr. Tonco, who is truly a policeman's friend.

Members of Co. A



## OAKLAND POLICE GROUP

### DONATES A BLOODMOBILE

The Oakland Police Officers Association donated a fully-equipped bloodmobile to the Alameda-Contra Costa County Blood Bank.

The bloodmobile will be used largely in Contra Costa county and outlying areas of Alameda county. Until now,

potential donors had to come to Oakland to give blood.

The vehicle, fully equipped, cost \$29,000. Of that sum, the Police Officers Association contributed \$25,000 and the Alameda-Contra Costa Medical Society, \$4,000.

## SUPPORT OUR ADVERTISERS

## THEY SUPPORT YOUR PAPER

We would like to extend to your association the opportunity of shopping at

### AUCTION OUTLET INC.

for the following merchandise:

- Men's Double Knit Slacks  
Regular Value \$27.50 — \$10.00
- Men's Double Knit Sports Coats  
Regular Value \$65.00 — \$20.00
- Men's Double Knit Suits  
Regular Value \$125.00 — \$50.00

We are Wholesale Jobbers and Liquidators and are not open to the public. This offer is by APPOINTMENT ONLY!

For appointment, please phone 826-7180

AUCTION OUTLET INC.  
35 Dorman Ave., San Francisco, California  
NEW SHIPMENT JUST ARRIVED

## EL TROVADOR RESTAURANT BAR

877 Bryant St. or 1 Gilbert Alley  
(Across the Street from the Hall of Justice)

PHONE 626-2494

MEXICAN and AMERICAN FOOD  
ALSO ITALIAN SPECIALTIES EVERY DAY  
LIVE MUSIC FRIDAY AND SATURDAY

In Our Main Dining Room  
FRIDAY MARIACHI - SATURDAY BAND  
HAPPY HOUR CLUB EVERYDAY

From 4 P.M. to 6 P.M.  
ALL WELL DRINKS - .65 cents  
(Banquet Room Available for Parties)

RESTAURANT OPEN FROM 9 A.M. to 10 P.M.  
BAR OPEN FROM 9 A.M. On

MANAGER: George A. Fregoso

### SAN FRANCISCO POLICE OFFICERS' ASSOCIATION THE SAN FRANCISCO POLICEMAN

YES... I would like to renew/subscribe to the SFPOA's official publication THE SAN FRANCISCO POLICEMAN. Enclosed is my check/money order to cover ( ) subscription(s) to THE SAN FRANCISCO POLICEMAN for 12 months at \$2.00 a year per subscription.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

SEND TO: THE SAN FRANCISCO POLICEMAN  
548 7th Street - San Francisco, Calif. 94103

'74 DISCOUNT  
ALL NEW CARS  
NEW PINTO \$2388

\$6 DOWN \$63 MONTH  
EXAMPLE: Was \$2877.80

(4R10Y183585) 1974 Pinto Sedan with \$63 Down (Cash or Trade) Plus Tax & License only. One loan, no additional collateral. Just your qualified credit, 48 low monthly payments of \$63. The deferred time payment price is \$3274.22. Annual percentage rate is 13.26.

NEW MUSTANG II  
\$2888

\$76 DOWN \$76 MONTH  
EXAMPLE: Was \$3518 4R02Y250882

1974 Mustang II Hdt. with \$76. down (cash or trade) plus tax & license only. One loan, no additional collateral. Just your qualified credit, 48 low monthly payments of \$76. The deferred time payment price is \$3950.72 annual % rate 13.12.

MANY GRANADA'S IN STOCK

YOUNGSTERS, 8 thru 13 YEARS OF  
AGE, SIGN UP NOW FOR PUNT,  
PASS, AND KICK.

# HUGHSON

World's 1st Ford Dealer—Soon the World's Largest  
1301 Van Ness 673-9541

Open Thurs & Friday  
Til 9 PM



# RETRACTION

Mr. Gale Wright, Editor  
The San Francisco Policeman  
548-7th Street  
San Francisco, California 94103

December 4, 1974

Dear Mr. Wright:

In the November 1974 edition of the San Francisco Policeman you published an article in the "President's Corner" by Jerry Crowley, a copy of which is attached.

We claim that the entire article is libelous. It states that we have conspired with plaintiffs' counsel to diminish police standards in the litigation now pending in the United States District Court (*Officers for Justice v. Civil Service Commission*, No. C-73-0657 RFP). The allegations and conclusions in this article are wholly untrue and were made in reckless disregard of the truth. This article gives the impression that we are guilty of a crime and that we have violated professional ethics in representing our clients in this case. Such conclusions are untrue and libelous in that we have in fact conducted the defense of this litigation in the highest standards of our profession. The attorneys for the San Francisco Police Officers Association, who are intervenors in this case, can affirm that we have presented a vigorous defense to all issues which are the subject of this lawsuit. The allegations in this article are totally false and your publication of them is irresponsible and actionable as libel.

The San Francisco Policeman has a wide circulation outside the uniformed ranks and is read by many members of the judiciary and legal profession. The statements published in this article accuse us of conspiracy and unprofessional conduct and requests our "removal, disbarment and prosecution." The allegations in this article expose us to contempt and ridicule by the judiciary, members of the Bar and the general public with the result that we are injured in our professional standing in the community. The allegations clearly constitute libel under Section 45 of the Civil Code which provides:

"Libel is a false and unprivileged publication by writing, printing, picture, effigy, or other fixed representation to the eye, which exposes any person to hatred, contempt, ridicule, or obloquy, or which causes him to be shunned or avoided, or which has a tendency to injure him in his occupation."

We hereby demand, pursuant to Section 48a of the Civil Code, that you publish in the next regular issue of your newspaper a correction of said article in substantially as conspicuous a manner as you published the statements claimed to be libelous.

This notice and demand is being made within twenty days of knowledge of such publication.

Very truly yours,

/s/ THOMAS M. O'CONNOR  
City Attorney

MCK:pk  
cc: O'Byrne and Beirne  
Attorneys at Law  
1255 Post Street, Suite 850  
San Francisco, California 94109

Michael C. Killelea  
Deputy City Attorney

Philip S. Ward  
Deputy City Attorney

#### Editor's Note:

The San Francisco Policeman has a policy of allowing individual opinions of San Francisco Police Officers and provides space for a column for the President of the San Francisco Police Officers Association so that he may express his individual opinion. The Policeman and its staff do not necessarily subscribe to the opinions of the individual contributors nor do these opinions necessarily reflect the ideas of the San Francisco Police Officers Association.

The San Francisco Policeman regrets any embarrassment, humiliation, or inconvenience to the City Attorney's office, in particular to Thomas M. O'Connor, Michael C. Killelea, and Philip S. Ward caused by comments made in the column "President's Corner" printed in the November issue of the San Francisco Policeman and those comments are hereby retracted.

## INSURANCE

NEW YORK LIFE  
POLICIES

By Mike O'Brien

It has recently come to my attention that some of you have had difficulty getting quick and satisfactory service from New York Life. Be assured the San Francisco Police Officer's Association will receive the best service I can give.

I need your assistance in the following matters:

- 1) to bring your files current. I need your correct address and phone number.
- 2) check with me to verify all changes — beneficiaries, addresses — have been properly recorded.
- 3) when on D.P. notify me as soon as possible — New York Life requires notification within 20 days.
- 4) send all D.P. claims to my office so that any errors can be corrected before being processed.

All the information in my files is treated in the strictest of confidence, but complete files are necessary for prompt and efficient service.

To assist me with your policies and claims, I would like to introduce you to my associate, Vince Amado and our secretary, Linda Thiffault. Vince has been with NYL five years and will be working with me trying to keep up with your needs. Linda Thiffault, a member of your Police Officer's Wives Association, is the most important member of our service staff. She can be reached daily at our office between 2 p.m. and 5 p.m. With Linda, Vince and myself, your needs will receive the quickest possible attention.

If you will phone the office at your earliest convenience, we can begin servicing your policies and answering your questions. Our office is open between 9:30 a.m. and 5:00 p.m. Monday thru Friday.

EMBARCADERO  
GENERAL OFFICE

New York Life Insurance Co.  
50 California Street, Suite 900  
San Francisco, Ca. 94111  
Phone: 421-9960

SAN FRANCISCO POLICEMAN — Page 5  
December 1974

## THE ENLIGHTENMENT OF A COLUMNIST

by Joe Patterson

Unlike that well known diminutive columnist that writes for one of our daily papers, I do not write for a living. Therefore, I do not write articles or excerpts from other peoples articles for the sensational effect they may have. So, I am not classified as a professional writer nor do I consider myself as one.

I would, however, consider myself as a Policeman who is concerned about his fellow Policemen and this Department that we all are in. My articles, therefore, are written as near as possible about things that are pertinent to Policemen either collectively or individually. The only role and individual plays in my articles is through his actions or inactions, commissions or omissions as they relate to my fellow Policemen. In fact, if you are not a Policeman, and read my column, you may find it hard to understand just what I am trying to say at times. Even some Policemen have told me that they didn't understand what I was saying at times.

Even though whatever I say is, to the best of my knowledge, true, I don't expect everyone to agree with what I say. For you see, the things that I say are things that I say are things that I know, see, feel and have knowledge of and I merely pass them on to my fellow officers to deep them informed of what is going on in this Department. In other words this column is intended to give you something to think about.

For those of you who seem to feel that I only write bad things about the Administrators of the Department, both at City Hall and the Hall of Justice, simply because I don't like anyone above the rank of Sergeant, I must say you are wrong. It's just that no one from Sergeant on down has the power to do anything bad or good that would have any bearing on the Department as a whole. Ironically, as it may seem the only person that I know of who is in that position and is below a Sergeant's rank, is me. That's because I am or was on the Department's suggestion panel and of course everyone knows that I wouldn't do anything wrong.

As previously stated, I am not a professional writer, and therefore am prone to mistakes. A case in point was my last article. In it I expressed my concern over the lack of leadership that we were getting from our Chief, specifically as it relates to the

Federal Suit that we are involved in (see the November 22nd edition of the Examiner for details). At that time, my knowledge of what he had been doing was the same as everyone's that I had talked to and that is nothing. I am happy to say that I was wrong and that I am completely satisfied that the Chief has been doing a yeoman's job in our behalf concerning this matter.

To those of you who are surprised that I am still around, or that I have not been banished to Siberia or that the guillotine hasn't fallen on me yet, let me say that there were no threats of any kind or coercion or anything of that nature to get me to write these kind words about the Chief.

Captain Eimil, the Director of Personnel, called me into his office and told me that the Chief had directed him to enlighten me on what he, the Chief, had been doing on this Federal Suit. When our talk was over, I was convinced that I had been wrong and that the Chief had been doing a good job. In spite of the good job that I am aware of the Chief has been doing, I still disagree with his methods. For it is my opinion that the citizens of the City and County of San Francisco are not fully aware of the effect that some of the things that the Plaintiffs are asking would have on their Police Department. Who is the one to bring this to the people? Our only hope for a settlement that is reasonable and that we all can live with is for the people to demand it.

Even though I was really happy to find out what the Chief had been doing, the most significant point here was that, instead of going into a huff and dropping the aforementioned guillotine, he thought it important enough to explain to me what had been happening. This is a clear indication of the change that this Department has gone through in the last several years. This change is one of the things that some of the leaders of your Association have been trying to tell the rest of our members about for some time now. That is that there are things other than more money in ones pockets that we should be concerned with, and I hope and pray that the day will come when every member of this Department will feel free to walk, talk, act and work like a man. For the best interest of us all without fear of reprisals.

## Can We Do Less

By E.L. Van Tricht, Jr.

Rudyard Kipling once said, "The sins we do by two by two we must pay for one by one", but there are times when our needs are not caused by our sins but by forces outside ourselves.

When the voters of San Francisco heard of our need,

the need of our brothers, they searched their consciences and passed Propositions H & M on November 5th. Can we do less? Now your Community Services Committee is asking you to search your conscience and answer to the needs of others less fortunate than ourselves. All Stations

will soon receive Withholding Cards from the Controller's Office. If you'll sign them it will authorize the Controller to take \$1.00 more per month for a total of \$2.00 per month from your check so that we can help those who come to us for understanding, compassion and help, as the voters came to our aid on November 5th.

DON'T BE LEFT OUT  
IN THE DRY...

FOR FUN • HEALTH • SAFETY

Private Lessons or Groups of Four • Swimming • Basic through Advanced

Children and Adults • Phone 885-2918

LEARN TO SWIM

BERT'S SWIM SCHOOL

609 Sutter Street • San Francisco, Calif. 94102

HEALY INSURANCE AGENCY

SFPOA Insurance Administrators  
All forms of Insurance Available to Members on Payroll Deduction.  
Auto Home Owner -Mortgage Group Live & Disability  
Also available—Disability coverage for the working wife and the housewife.

We want to serve you  
Telephone 731-9455

Bill Healy Ray Petersen Dan Sargent  
1430 Taraval St. San Francisco 94116



## Intimidation and Internal Affairs

by Paul Chignell

The Memorandum of Understanding was drafted by the Association's leadership in late 1971 for many reasons. But foremost was to afford basic protections for Police Officers when questioned by superior officers and/or specially designated investigators.

We wanted to allow a Police Officer to have available safeguards already possessed by the private citizen. It was time to take the Police Officer out of second-class citizen status.

Our labor contract thus was negotiated allowing such rights as representation before the Internal Affairs Bureau, elimination of threats and coercion, limiting the interrogation to two administrative interrogators, rest periods, etc.

The Internal Affairs Bureau since 1971 has taken great pride in this statement from its members, "We of all the units in the department uphold the Memorandum." They've also said, "We've never forced the polygraph on anyone."

Well, when judging investigative units you must scrutinize actions not glorious statements. You must become a watchdog when studying Internal Affairs Units in any major police department because the room for abuse is there and abuse I've been told about — and the abuse I've seen.

I know of two brother members — one who has resigned and one still in the business — that didn't paint a rosy picture of Internal Affairs concerning polygraph procedure.

The data on last-minute notification in appearing before the Internal Affairs Bureau is overwhelming. The documentation now being compiled by the Association at the request of the Commission and Captain Elbert regarding last-minute notification is amazing. Somewhere the ball is being dropped when notification to appear before the Internal Affairs Bureau is so late but the Association will rectify that situation.

The IAB personnel now are apparently attempting to thwart the Association on yet another front. They're objecting to the right of a

representative for a member when that member is only a witness to an incident. They apparently believe that by stamping "You are not under investigation" on a notification that the Police Officer's Bill of Rights doesn't apply. Why does this suddenly become an issue? What conceivable harm can a representative do to an interrogation of a Police Officer? The representative has no input unless a breach of a lawful, binding labor contract takes place.

What do the IAB personnel have to hide in their interrogation room? Don't be fooled by the "You are not under investigation" trick. Any interrogation of a member by the IAB could result in charges. Don't ever subject yourself to taped interrogation unless an Association representative is there. If you are denied a representative by Internal Affairs call the Association or myself immediately. If legal action is needed in the future to resolve this matter, rest assured that your Association will pursue that course.

## A Poem for Today

By E.L. Van Tricht, Jr.

When John Greenleaf Whittier wrote the lines "Barefoot Boy With Cheek of Tan", in the late 1800's, he was dreaming of a time, long covered by the cobblestones of progress, when sun and wind and open space ruddied the cheeks of and gave unlimited freedom to kids. Even then the towns and cities of the U.S. were creeping out to cover the landscape. Gone the green fields through which a kid could roam. Gone the streams in which he could fish. Fenced the pond where he could swim. Such simple pleasures already required a lengthy walk, through town or city, to reach the open sky of which he wrote.

The concrete encrustation, merely hinted at in Whittier's time, has now engulfed us all. To walk in an unpaved, tree bedecked, field required a lengthy, boring journey. To swim, a kid must hide from the sun inside a cement slab. Organized groups must be formed to go fishing, and baseball, basketball, and most other sports must be played under adult supervision, in adult constructed playgrounds. Add to these restrictions the need for a regimented diet and daily shots of insulin, and you have some idea of the limits within which a diabetic child must function.

You, through your Community Services Committee's contribution to the "Diabetic Youth Foundation", help give such boys and girls between 5 and 16 years a chance to escape their brick and stone surroundings for two weeks among the Firs and Pines of the Sierra Mountains, for a cost of \$80 to the parents of each child, at a place picturesquely called "Bear Skin Meadow".

Here the kids can run and skip, as in days past, among the rocks and trees and wildflowers that Whittier enshrined in his poem. They can swim in a creek, pooled by redwood logs, and learn to turn clay into beautiful pots, and make belts and purses with their own hands in the peaked, shingle roofed, shake fronted buildings.

There, under the individual supervision of 17 year old "Counselors in Training", they can play their games without adult interference.

Except for their carefully weighed and balanced meals and daily insulin shot, each child is able to return, if only for a little while, to a world that belongs to him. For while adults are always present to take charge in case of emergency, it is the "Counselors in Training", diabetics themselves, who see that the youngsters report for their insulin, eat their meals, take their showers, go to bed at a reasonable time, stop the fights and settle the arguments that crop up whenever 200 lively kids get together. For two weeks they are the kids in the poem.

There are many "Bear Skin Meadows" and many kids to fill them, but not enough money to get them together. With an extra dollar a month from you, maybe we could emulate Whittier and write our own poem for the kids of today.



## LEGAL NOTES

By O'Byrne and Beirne  
the P.O.A. Attorneys

### Athletic Examinations

On October 4, 1974, in a formal hearing in the chambers of Judge Robert F. Peckham, the question arose whether or not police officers could perform the athletic examination that Dr. Verducci had devised as an entrance criteria for the San Francisco Police Department. This examination was developed after a study of the duties of the police officer in the field and the results of such a test can only be used if 1) it does not have a discriminatory effect on any protected class of minority or 2) it can be validated as "job related". It was contended by the attorneys for the plaintiffs in this case that the proposed examination would have an adverse impact on minorities, primarily Asians and women. Dr. Verducci, head of the Physical Education Department at California State University at San Francisco, had stated in a deposition that this examination would probably be very difficult for women to pass. Because of this controversy, the judge had the plaintiffs' attorneys prepare an Order that would require the San Francisco Police Department to order 100 police officers selected at random to take the proposed examination. In the proposed Order, the officers were to be forty (40) years and under and they were to be given two (2) days notice.

A formal hearing was held on October 10, 1974 with regards to this proposed Order and attorneys for the intervenors (San Francisco Police Officers Assn.) objected again to any type examination being given to any member of the Department. These objections were based on the premise that an Order of this sort had to be based on the Federal Rules of Civil Procedure and that this Order was not authorized by the Federal Rules. It was also contended that the requirement of the 100 officers to take this examination was a form of involuntary servitude prohibited by the 13th Amendment to the Constitution of the United States. These objections were heard by the Judge and taken under submission.

The attorneys for the San Francisco Police Officers Association were informed by telephone that the Judge had modified the Order and his order was now 1) 100 police officers were to be randomly selected by the San Francisco Police Department to take the test devised by Dr. Verducci; 2) the selection shall be such that 25 officers shall have one to three years experience, 25 shall have 1 to 6 years experience, 25 shall have 7 to 10 years experience and 25 shall have 11 to 14 years experience. These officers shall be 35 years or under; 3) the officers shall be given four (4) days notice that they have been selected to take the examination; 4) the last personnel performance rating sheet shall be submitted to the Court. The Order then

gave dates for compliance and required the plaintiffs to share costs with the City for the administration of the examination. On all the data to be submitted to the Court, names of the officers involved were to be omitted.

The attorneys for the San Francisco Police Officers Association then prepared a Motion for Stay of Judgment Pending Appeal in District Court and Petition or Application for Appeal from Interlocutory Order. These motions requested the District Court to reconsider its Order as previously discussed and rescind the order or to stop enforcement of the Order until the attorneys could appeal the Order to the United States Court of Appeals, Ninth Circuit. The motion and petition were both denied and the Court issued a Memorandum that said in substance that this was a discovery order and will aid the Court in seeing whether or not the examination is a valid one (that is, one that is job related). This memorandum also stated that the Order was not to the individual officers but to the Defendants (San Francisco Police Department) and that if the individual officers refused to take the examination, the Defendants could cite this as a reason for not being able to comply with the Order. While not stated in the Memorandum, it should be noted that if the defendants did not comply with the Order, the plaintiffs would use this as an argument that the examination was not job related and not valid and therefore could not be used. Interestingly enough, the primary purpose of the plaintiffs' desire to have Dr. Verducci's examination given to the 100 officers was not to see if those officers could pass it, but to see if the performance of the officers in the examination correlated with his semi-annual performance evaluation. You should be aware that these performance evaluations do not measure physical abilities.

The attorneys for the San Francisco Police Officers Association then went to the United States Court of Appeals, Ninth Circuit. Here they requested the Court to prohibit the District Court from enforcing its Order on the ground that the Order was not in compliance with its own rules, and that it violated

the 4th, 5th, and 13th Amendments to the Constitution of the United States. The petition also noted that an order such as this was proscribed by Terry vs. Ohio, a case that has been thrown in the faces of many peace officers. "Terry" stated, "No right is held more sacred, or is more carefully guarded, by the common law, than the right of every individual to possession and control of his own person, free from all restraint or interference of others, unless by clear and unquestionable authority of law."

The same day the petition was filed (and the same day the examination was to be given) the Appellate Court issued a Stay. This stopped the administration of the examination until the petition could be considered by a proper Court.

On November 1, 1974, the petition to the Court of Appeals requesting an Order prohibiting the giving of the examination was denied by Judges Duniway and Goodwin and the Stay was vacated. This meant that the Civil Service Commission and the Police Department could give the examination to the 100 police officers. The denial was made without opinion by the Court as to the reason for the denial.

The attorneys for the San Francisco Police Officers Association then petitioned Justice William O. Douglas for a Stay of the Order so that the Association could file a petition for Writ of Certiorari before the United States Supreme Court. During this period the issue whether or not to hold the examination was raised and the administration of the exam was held in abeyance. However, on November 18, 1974, Justice Douglas denied the Stay. Even though a petition for Writ of Certiorari could still be filed and arguments heard on the propriety of the Order for the examination. This action, at this time, would be pointless because the examination would have already been given. The giving of the examination itself is still a live issue and if the final outcome in the Federal litigation is adverse to the Association, one of the bases for appeal would be issue of the Order.

By JEREMIAH F.  
O'SHEA, JR.

it's  
the real  
thing



Bottled under the authority of the  
Coca-Cola Company by Coca-Cola  
Bottling Company of California, San  
Francisco, California.

**"OUR GREATEST  
WISHES TO OUR  
GREAT  
POLICE FORCE"**

**STANDARD BRANDS, INC.**



Kelly-Moore Paint Co.  
PREMIUM QUALITY PRODUCTS

PAINTS

COMPLETE SELECTION  
WALLPAPERS  
CUSTOM COLORS

SUNDRIES

364 Divisadero St.  
552-1606  
San Francisco

1643 Valencia St.  
826-3440  
San Francisco

668-0077

**McAvoy-O'Hara Co.**

4545 GEARY BLVD. SAN FRANCISCO

FRAME STRAIGHTENING  
BODY & FENDER RENEWING  
AUTO GLASS INSTALLATION  
C & L TOWING — R & J AUTO BODY  
COMPLETE SERVICE  
JEAN HEBERT  
GEORGE ESPONOSA

USED CARS  
BOUGHT & SOLD  
3874 - 18th STREET  
SAN FRANCISCO, CALIF. 94114  
BODY SHOP PHONE 626-2330  
TOW PHONE 431-7943



# San Francisco Merchants wish to thank the San Francisco Police Department for it's efforts to promote and preserve Law and Order



## HAPPY HOLIDAYS



<b>HOWARD TIRE CO.</b> 120 El Camino Real Belmont	<b>THE AUTOTORIUM STORE</b> 2999 Mission Street San Francisco	<b>ACACIA GLASS CO.</b> 1525 Haight Street San Francisco
<b>GEARY FORD</b> 4041 Geary Blvd. San Francisco	<b>ASSOCIATED CHARTER BUS</b> 2270 Jerrold Avenue San Francisco	<b>PACIFIC COMMERCIAL CO.</b> 5615 Mission Street San Francisco
<b>INTERNATIONAL UNION OF GUARDS AND WATCHMEN</b> San Francisco	<b>ALCO BUILDING MAINTENANCE</b> 105 Adrian Avenue South San Francisco	<b>RICE PRINTING AND LITHO CO.</b> 2192 Sutter Street San Francisco
<b>GETTS AUTO WRECKERS</b> 525 Phelps Street San Francisco	<b>AMADEO'S OYSTER HOUSE</b> 241 Front Street San Francisco	<b>WESCO TROPICAL PLANTS</b> 3802 Noriega Street San Francisco
<b>THE BATHS</b> 3244 - 21st Street San Francisco	<b>ARNKE IRON WORKS</b> 50 London Street San Francisco	<b>ASIATIC AND DOMESTIC FORWARDERS</b> 335 Valencia Street San Francisco
<b>N B VENDING CO</b> 990 Columbus Avenue San Francisco	<b>ROOTER WIZARD PLUMBING</b> Daly City	<b>R. TORRE &amp; CO.</b> 5835 - 3rd Street San Francisco
<b>S. F. WAREHOUSE CO.</b> 200 Napoleon Street San Francisco	<b>S. F. BAR PILOTS</b> San Francisco	<b>NORMAN CARLSON</b> 2034 - 44th Avenue San Francisco
<b>S. F. AUTO BODY SHOP</b> 4050 - 24th Street San Francisco	<b>BARNON COMPANY</b> 2150 Lombard Street San Francisco	<b>THE ATLANTICA CORP</b> Bank of America Center San Francisco
<b>POWELL'S HYDRA-MATIC TRANSMISSIONS</b> 588 So. Van Ness Avenue San Francisco	<b>BAYSIDE ELECTRICAL DISTRIBUTORS</b> 50 De Haro San Francisco	<b>TICO NICA BAR</b> 2695 Mission Street San Francisco
<b>SANTOS, THE HAIR CUTTER</b> 1 Embarcadero Center San Francisco	<b>DOUG'S SECURITY SERVICE</b> 1617 Taraval Street San Francisco	<b>WICKEN'S FUMIGATION INC.</b> 1155 Front Street San Francisco
<b>SAM'S VALLEY LIQUORS</b> 25 Leland Avenue San Francisco	<b>FEEDSTUFFS PROCESSING</b> 1200 Minnesota Street San Francisco	<b>CENTURY ELECTRIC CONSTRUCTION</b> 221 Oak Street San Francisco
<b>GOLDEN WEST SAVINGS</b> One First Street San Francisco	<b>PARKSIDE PAINT STORE</b> 1101 Taraval Street San Francisco	<b>WESTERN TRANSMISSION</b> 1444 El Camino Real Belmont
	<b>AMERICAN CONTAINER</b> 45 Grove Street Oakland	



## FOR THE DEFENSE

Well from the last edition of the paper it looks like the Bluecoast are out to get Anyone who would dare run against them. I now feel that I must defend myself, so here goes.

Tom Carey the man, by the way, who said in the paper a few months ago that I was a very hard working director, now says that I have done nothing. He also states that I am an American who loves the Flag and my Mother. I plead Guilty. He says that I went to COPS and endorsed winners, I believe 85%, well that is what the Board of Directors sent me to do. Bill Hemby said that I was in favor of the retirement bill, I was. He also stated that it was I who suggested the financing for the measure, I was. As a member of the Insurance Committee I did make the Insurance Committee bring back all that money to the Association. Have you noticed lately that all the Bluecoast have not been the great travelers that they were before.

I have also been called an administration man, that is almost laughable when we examine the facts. When I went to L.A. for the COPS Convention I asked my friend the Chief to detail me, he said "absolutely NO." Crowley and Hemby were on details when they were there, while I was on my own time, both there and in Sacramento. For Sacramento I got up a five in the morning and drove my car there. But Crowley and Hemby flew and rented a car up there.

Let's not forget the basic

issues here. President Crowley kept putting out flyers saying that the firemen did all the work for Prop. "M". But now that it has won we hear that all the work was done by CROWLEY, HEMBY and CAREY. I think that I smell a rat in the woodpile when you cover all the bases. You, as readers, must realize how difficult it is to defend yourself when you have to wait for the paper to come out first.

But when anyone dare blasts one of the MINIGODS, the editor Gale Wright runs and shows them the article before it gets into the paper so they can answer in the same issue. As for anyone who is interested I can show them my calendar which shows that I have put over 300 hrs. of my own time into the Association. I don't think even Crowley who is detailed puts in more time, at least he is never there when you call the office.

Now let's get to the nitty gritty of the election. You know that if you vote for Crowley what will happen. When he gets that big state job he will hand over the presidency to one of his trusted men. We all remember how Jerry got the job in the first place. The original Bluecoat number one sold us out for that good job in Traffic. As for the charge of how I have handled my job, the best way to find out is to ask the men I represent how they feel. I am willing to let my members speak for me.

Daniel P. Lynch  
Crime Prevention Rep.  
AKA Screaming Eagle

## OUR ADVERTISERS SUPPORT YOUR PAPER

PROP. "H" & PROP. "M" by Mike Hebel

### RETIREMENT PAY SCALE

PERCENT	PATROLMAN	ASSISTANT INSPECTOR	SERGEANT and INSPECTOR	LIEUTENANT	CAPTAIN	YEARS
	\$1387.00	\$ 1488.00	\$ 1612.00	\$ 1842.00	\$2162.00	
55%	762.85	818.40	886.60	1013.10	1189.10	25 Years
56%	776.72	833.28	902.72	1031.52	1210.72	1/4
57%	790.59	848.16	918.84	1049.94	1232.34	1/2
58%	804.46	863.04	934.96	1068.36	1253.96	3/4
59%	818.33	877.92	951.08	1086.78	1275.58	26 Years
60%	832.20	892.80	967.20	1105.20	1297.20	1/4
61%	846.07	907.68	983.32	1123.62	1312.82	1/2
62%	859.94	922.56	999.84	1142.04	1340.44	3/4
63%	873.81	937.44	1015.56	1160.46	1362.06	27 Years
64%	887.68	952.32	1031.68	1178.88	1383.68	1/4
65%	901.55	967.20	1047.80	1197.30	1405.30	1/2
66%	915.42	982.08	1063.92	1215.72	1426.92	3/4
67%	929.29	996.96	1080.04	1234.14	1448.54	28 Yrs.
68%	943.16	1011.84	1096.16	1252.56	1470.16	1/4
69%	957.03	1026.72	1112.28	1270.98	1491.78	1/2
70%	970.90	1041.60	1128.40	1289.40	1513.40	1/4
71%	984.77	1056.48	1144.52	1307.82	1535.02	29 Yrs.
72%	998.64	1071.36	1160.64	1326.24	1556.64	1/4
73%	1012.51	1086.24	1176.76	1344.66	1578.26	1/2
74%	1026.38	1101.12	1192.88	1363.08	1599.88	3/4
75%	1040.25	1116.00	1209.00	1381.50	1621.50	30 Yrs.

Pay scale was prepared by Officer "Rolly" Rolovich.

## OPEN LETTER

OPEN LETTER TO BROTHER MEMBERS

The Association's Labor Relations Committee is currently compiling data on last minute notifications before Internal Affairs.

If you have experienced the problem of being notified less than twelve (12) hours prior to an Internal Affairs interrogation at any time during 1972, 1973, or 1974 send me your name, unit and month of year that this occurred.

In submitting the data to Captain Elbert and the Commission, names will not be divulged — only the approximate date and unit to which the member is assigned.

We only wish to bring to the attention of the Administration the general frequency of occurrences.

Fraternally Yours,  
Paul C. Chignell  
Director, Northern Station

### SFPOA INCOME STATEMENT OCTOBER 31, 1974

INCOME:			
Dues - Active	601	\$ 10,398.00	
Interest earned	610	182.85	
Total Income	699		\$ 10,580.85
EXPENSES:			
Administrative Expenses			
Dues Collection	723	51.99	
Expense Account (Pres.)	730	103.47	
Mailing	771	310.00	
Rent	773	300.00	
Salary - Office	776	1,372.00	
Salary - Executive	777	300.00	
Tax - Payroll	783	142.02	
Total			\$ 2,579.48
Committee Expense			
Health Service/Retirement	830	250.00	
Screening - Legal	860	1,000.00	
Publication	863	725.70	
COPS	870	123.54	
Prop. M	880	1,000.00	
Total			\$ 3,099.24
TOTAL EXPENSES			\$ 5,678.72
INCREASE IN SURPLUS			\$ 4,902.13

### SFPOA BALANCE SHEET OCTOBER 31, 1974

MEMBERSHIP:	1755	ACTIVE and	399	RETIRED
		?		
ASSETS			LIABILITIES	
Petty Cash	101	\$ 150.00	Payroll Taxes Payable	399 \$ 827.92
General Fund	103	1,264.75		
Legislative Fund	105	2,683.52	Unexpended Reserve	501 4,646.97
Emergency Fund	107	575.97		
Dues Receivable	141	800.65		
Total Assets		<u>\$5,474.89</u>	Total Liabilities & Res.	<u>\$5,474.89</u>

### THE S. F. POLICEMAN FINANCIAL STATEMENT October 30, 1974

BALANCE - Sept. 30, 1974		
General	\$3,602.94	
Pre-Paid Ads Reserve	1,442.00	\$5,044.94
REVENUE		
Subscriptions	22.00	
Ads	2,327.50	
SFPOA Salary Subsidy	536.88	
Misc.	5.00	2,891.38
WORKING CAPITAL - October		\$7,936.32
LESS EXPENSES		
Salaries, Office	336.88	
Salaries, Executive	200.00	
Commissions on Ads	877.19	
Printing (October Paper)	883.55	
Printing (Misc.)	26.75	
Mailing	200.00	
Utilities	274.30	
Misc.	229.51	3,038.18
BALANCE - October 31, 1974		
General	3,038.14	
Pre-Paid Ads Reserve	1,860.00	\$4,898.14

## Board of Directors Meeting November 19, 1974 10:00 A.M.

Only eleven members of the Board came to this regularly scheduled meeting. We did not have a quorum (13 members) so no official business could be conducted. However, all of these members did stay for an informational meeting. Several issues were discussed, including a proposal by the Editor to open an account at the S.F. Police Credit Union.

The Editor explained that if permission of the Board could be granted, he would request a loan of \$2500. in order to purchase two necessary business machines for the Police Association office use. And, the POLICEMAN newspaper would take full responsibility for repaying the loan. Ac-

tually, there is enough money on hand right now to pay for the machines without the loan, however this would reduce the operating funds of the newspaper to an unsafe level.

The POA needs these machines and not the POLICEMAN. However, since the newspaper has been successful through increased advertising revenues, the newspaper can handle the payments.

The eleven Board members approved this recommendation and also approved that a telephone poll be taken on this request. The poll was taken later and the request was approved.

Secretary Bill Hemby

## GENERAL MEMBERSHIP MEETING

Dec. 17, 1974 — 8:00 P.M.

• Possible Monetary Recovery re: 15-minute and 8 Hr. Day only grievances.

• State 20 Year Retirement Plan

• Patrolman II Provisions

• Nominations for Board of Directors, President, Secretary & Treasurer

Homestead

Savings & Loan Assn.

★ 5757 Geary Blvd. ✓

18 DEC 74

Annual Christmas  
Blood Drive

Sponsored By  
The San Francisco  
Police Officers' Association

IRWIN MEMORIAL BLOOD BANK - MASONIC AND TURK STREETS

18 DECEMBER 74 FROM 0800 TO 1900


REFRESHMENTS

BENEDICTION BY CHRISTIAN BROS.

PERFORMANCE BY COL. SMIRNOFF

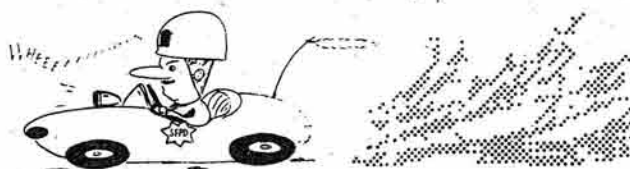
LECTURE BY MR. JACK DANIELS

18 DEC 74





## ON ROUTINE PATROL by S.G. Yasinitsky



A Christmas story is in order this time. Once upon a Christmas Eve, more than 20 years ago, I was walking a beat on Sacramento, in the Richmond. On a steep grade on Walnut I spied a car parked too far away from the curb, its wheels pointing straight down. That could have meant a bad holiday for somebody if they, say, got killed when this car suddenly ran away. My tag book in hand, I went up to give it the old 58a. But looking at the license plate I saw a folded up five-dollar bill lying on the pavement, in front of the car. (And this was when we were getting only \$305.00 a month.) In the spirit of the Season, the car got only a warning slip. Its doors unlocked, I curbed the wheels and left it, folding my Christmas present into my pocket, to continue on my beat.

Larry "Spanky" Gurnett is the Northern Station's photobrain. His unusual memory has caused many a crook's downfall. Seeing a teletype recently and recognizing the names of Fresno County kidnap-and-rape suspects as those of complainants in a recent prowler call, Larry decided to drive by their address, just to check. Sure enough, the car described in the Fresno message was parked right in front. Our memory expert called for reinforcements. Just then the three criminals poured out of the place with suitcases, but were unable to make it out of town before Sergeant Spanky grabbed them, en-routing them to the Fresno Sheriff.

Another time Larry read a teletype about a strongarm robbery suspect and recalled that the description fit a crook he knew. He told Randy Falcone and Phil Brown about him. They nosed around the baddy's haunts and found him standing on the corner of Eddy and Leavenworth. One more mugger fell victim to Larry Gurnett's elephantine memory.

A very sick colleague is Ben Lashkoff, the former head of the Intelligence Unit. Ben needs good thoughts, prayers, and many, many cards. Don't forget.

This month I'll continue the expose of the District Attorney's men by telling on Tom Cray of that bunch. It seems that Dan Foley and Mike Harrington of the Northern Robbery Crew captured a group of car burglars near a park at Geary and Pierce. But one crook bolted and tried for the three-minute mile. Dan followed, but was no match for the mad dasher. All hope was restored, however, when Tom came on the scene and, outrunning Dan, caught the thief. (Some say that Tom then removed a cape and put his street clothes back on; but I don't know of a telephone booth in those parts. So this may not be the exact truth.)

Jim Bailey of Burglary followed up one of his complaints on

Manchester Street and found a stereo dust cover overlooked by the thieves, which had been handled all over by the crooks. You could almost smell fingerprints. Jim ordered the victims to save and preserve the dust cover for the wizards of the Crime Lab. But when the lab men arrived, someone had broken into the place and the cover was gone, fingerprints and everything.

The Manor Plaza Veterans reunion is in the works. All bona fide arbiters of 930 Fillmore may contact me in the Burglary Detail for information.

A conclusion to last month's Dog Bite story: the victim, Ed McKevitt of the Auto Detail, still nursing the painful scars on his buttocks, was contacted by the Health Department who expressed great concern informing Ed that the dog is all right ... He had his shots. And herein is a lesson for all dog lovers whose poochies may be inclined to bite policemen. Give them shots, just in case, so they'd be all right afterwards.

Ed Hall, the Mr. Pawnshop Detail, after what seemed to have been a hundred years of swaggering up and down McAllister, Third, and Sixth Streets, retired last month. Ed leaves the contribution of a suit to limit our working week to the strict 40 hours voted in by San Franciscans two dozen years ago, but somewhat ignored in reality. Already there's been a stop to the 45 extra minutes that were required to be worked each day in the Inspectors Bureau, and there is something in the works about that extra 15 minutes for reading the orders in the patrol force. Maybe they'll pay overtime for the latter like Oakland P.D. has been doing for years now, at time-and-a-half yet ... And if we ever get compensated for any of that overtime, we'll owe it to Ed. But don't hold your breath. Santa Claus doesn't live at the City Hall.

Dan Lynch of Crime Prevention, together with Jerry Donovan and Steve Lundberg, stopped a man for following a fire engine too closely — no common, everyday offenses for these men — and discovered that the guy was on probation requiring a permissive search of his auto. And therein they found a .357 magnum revolver with ammunition. The baddy explained that, shucks, he carried it in case he needed to pawn it if and when he was laid off from work (doesn't everybody?). When removed from his car, this stranger suddenly remembered to retrieve and put on his neck brace and to bring along his cane to jail with him, because he had to wear these, he explained, or his welfare disability payments would be stopped.

A lesson in economics appears to be evident from the report taken by Henry Smith and George Bonanno of the Ingleside. A woman on Ashton complained that an entire side of beef was stolen from her freezer. In the day of stolen stereos, televisions, and other luxuries, someone suddenly reverts to the classic theft out of sheer hunger. Or was it still greed? After all, who could eat a side of beef? And if he could afford a freezer, then this story breaks down somehow ... But modern poverty doesn't make sense. Nelson Thomas of Burglary arrested a ne'er-do-weel thief who was wearing a \$200.00 Accutron wristwatch and whose sister's two new \$150.00 leather coats contained only her foodstamp books and welfare cards.

Property Clerk's Joe Cotla was surprised to get a registered air-mail letter from Israel which contained his September bill from Sears. A note accompanied the bill, explaining that it was found inside this Israeli's magazine he'd received from the States. Mail must go through, so the man rushed the bill back to Joe, knowing that our man was awaiting it with baited breath. Anyway, Joe is sending him a thank-you note with a check to cover the mailing charges.

Our men of the wide blue yonder tell of a luckless motorcycle rider who outran the pursuing radio car on Monterey Street. The fugitive was observed by Flyboys Tom Mandelke and Bill Dodds who followed him in their helicopter and watched him dumping the bike on Casitas, then trying to enter a home from the back porch. He knocked and banged on the door, occasionally looking up at the chopper hovering above. But nobody answered and the dejected cyclist sat down on the porch, his head in his hands, and waited for our ground units to scoop him up.

And another chopper crew, George Zube and Ron Kern, were told of someone in the water off Candlestick Park. A radio car heard calls for help, but couldn't see anyone in the darkness. Our flyboys turned on their superpowerful light and moments later found two people clinging to an overturned canoe, about 300 yards offshore. Our men threw down an inflatable life ring, but too far away from the shipwrecked. Semper Paratis, however, and all that, and there was the Coast Guard helicopter — which had no movable light like ours — which rescued the couple thanks to our whirlybird's illuminating the scene.

Dan O'Hara suddenly died of a heart attack last month. A wizard of the computer systems which he supervised, Dan was one of those gentle geniuses that we come across in life but once and never forget. Sad, sad, sad. Such a young man, he left a big void.

the **Spectacle**  
FINEST IMPORT FRAMES  
England • Germany • France • Italy • Israel



2035 UNION STREET  
SAN FRANCISCO, CA 94123  
563-2035 or 63-2036

PRECISION LAB WORK  
FINE EYE GLASSES  
LICENSED OPTICIAN

Greetings  
From  
the

**SAN FRANCISCO  
PROGRESS**



**Dena's**

250 TARAVAL STREET

EXPERT CUSTOM WORK

SAN FRANCISCO CERAMICS

661-1461

Greenware Classes Tuesday & Thursday  
1 P.M. and 7 P.M.

OPEN TUESDAY THRU SATURDAY  
11 AM TO 6 PM



Our thanks  
to all of you  
who help keep  
peace on earth  
all  
year long.

**GLENDAL FEDERAL  
SAVINGS**

Lakeside Branch: 301 Junipero Serra  
(at the corner of Ocean Ave.)

Opening soon at 25th & Geary  
and Van Ness at Clay

**LEE'S LIQUOR STORE**  
1758 Fillmore Street  
Open 6 a.m. - 2 a.m.

**346-3226**

**THOUSANDS OF ITEMS**

Jewelry - Appliances - Electronics  
Giftwares - Housewares  
Sporting Goods

**AND MANY MORE!!!**

We are ready for Xmas 1975.  
Do your Xmas shopping now and save  
**THIS IS ONE WAY TO BEAT INFLATION!**

**LEWIS LEAVY CO.**

San Francisco's Largest Catalogue Showroom

976 Mission Street (between 5th and 6th)  
781-5925

Store Hours 9:00 AM to 5:00 PM  
Saturday 9:00 AM to 5:00 PM  
Xmas hours 9:00 AM to 6:00 PM  
Sun., Dec. 22 9:00 AM to 4:00 PM

**ADT**  
SECURITY SYSTEMS

Burglar Alarm  
Residential & Commercial  
Service  
Fire Alarm  
Residential & Commercial  
Service

717 MARKET STREET • SAN FRANCISCO, CA 94103  
362-3355

BURNS  
INTERNATIONAL  
SECURITY  
SERVICES, INC.



Security Systems

(415) 595-6190

- GUARD SERVICE
- ELECTRIC SECURITY AND PROTECTION DEVICES
- INVESTIGATIVE SERVICES
- CRIME PREVENTION SERVICES
- MANAGEMENT CONTROL SERVICES
- CREDIT CARD SECURITY
- SPECIAL SERVICES DIVISION

594 Howard St.

San Francisco





The new Department Systems Development Unit, functioning under the Department's EDP/Executive Committee, Chairmanned by Deputy Chief William J. Keays, advises that as of November 1, 1974 additional S.F. County Law Enforcement Agencies are available through the CABLE Computer:

United States Park Police  
University of California Police Department  
San Francisco State University Police Department  
Federal Bureau of Narcotics Enforcement  
California State Police  
California State Bureau of Narcotics Enforcement  
Federal Bureau of Investigation

The 10-29 (Persons Check) is a valuable procedure to be used regularly in the Patrol Officer's work. The CABLE System also has the capability of presenting information on vehicles and property that is identifiable by numerical or alphabetical markings.

Here are a few of the results obtained in September and October through the use of the CABLE System:

On July 6th, 1974 Officers - **Bernardi #2008** and **Keohane #1663** in 3D7 observed a suspect going South on Mission Street near 20th Street. He was going in and out of doorways, apparently checking doors. He was stopped and asked for ID. During the investigation he was "pat" searched and judo (Chocko) sticks were found in his possession. He was arrested for the possession of a concealed weapon. Late in the evening of September 17th, 1974 Officers **Morgan #688** and **Dullea #669** were patrolling in 3D38 on Mission Street between 16th and 17th Streets. They saw the suspect and recognized him as having a criminal record. They questioned him and ran a warrant check. He was wanted on a warrant for failure to appear on the possession of a concealed weapon charge.

On September 19th, 1974 Officers **Mattoon #1439** and **Berliner #1986** were on patrol in 3F4 and observed a traffic violation at Baker and Grove Streets. They stopped the vehicle and requested the operator's driver's license and vehicle registration. The registration was in a plastic holder and a package of white powder fell from the holder while they were conducting the investigation. The suspect was arrested and the vehicle searched. The search produced a hypodermic needle and syringe, a homemade pipe, and additional packets of white powder. During the identification process, Officer **Johnson #1233**, ran a fingerprint check. Numerous aliases and dates of birth were discovered. A CABLE check of these revealed other wants for narcotics, vehicle theft, and probation violations in Oakland.

On the evening of September 25, 1974 Officer **Williams #197** in 4B45 was patrolling in the area of Turk and Masonic. He observed a vehicle make an illegal U-Turn. He made a traffic stop and during the course of investigation ran a warrant check on the driver. Results: A hit from Wichita, Kansas for felony child desertion. Officers **Conway #123** and **Nightengale #1972** while on patrol in 3E4 early in the morning of September 27th, 1974 on-viewed a fight at the "Donuts and Things" at California and Polk Streets. After abating the disturbance, routine CABLE checks revealed one subject was wanted by the Santa Maria Police Department on narcotics charges.

On September 28th, 1974 - Officer **Soares** of the City Prison made a warrant arrest on a visitor to the prison. A routine check showed the visitor was wanted on theft and narcotics charges. Officers **Astiglioni #495** and **Passaglia #10066** were conducting a routine investigation of the Greyhound Bus depot on Seventh Street early in the morning of October 4th, 1974. They saw a suspect loitering around the area and ran a warrant check. The suspect gave an alias but had a warrant under another alias revealed by the check on the first alias. The warrant was for disturbing the peace. When the suspect was processed through the Identification Bureau still other aliases were uncovered. Further CABLE inquiries revealed he was wanted on a parole violation by the Division of Corrections, Tallahassee, Florida on a robbery charge.

A suspect was booked on burglary charges by Officers **Taylor #34** and **Lawson #939** on September 23rd, 1974. The Identification Bureau, through fingerprints, ascertained the true identity of the subject. When his real identity was run through CABLE he was wanted by the San Mateo Police Department on narcotics charges. A 35 year old Sunset District woman made an illegal turn while driving in Bakersfield. An expensive maneuver. The police ran her name through the routine state computer system and she's now jailed in Bakersfield - charged with 70 unpaid San Francisco traffic tickets, fine \$1,056.00. The information into the state system had been entered through CABLE.

A want in NCIC entered through the CABLE system ultimately led to the apprehension on September 12th, 1974 of a suspect wanted for the slaying of an Arab grocer in San Francisco. The apprehension was made by New Orleans juvenile officers who were serving a warrant on someone else when the suspect spotted them, ran and barricaded himself in a room and finally surrendered.

In the early morning hours of October 5th, 1974 a subject went into the Northern Station to get a release for his towed auto. Officer **Ambrose #1353** made the routine

was wanted by the Santa Maria Police Department on narcotics charges.

On September 28th, 1974 - Officer **Soares** of the City Prison made a warrant arrest on a visitor to the prison. A routine check showed the visitor was wanted on theft and narcotics charges.

Officers **Astiglioni #495** and **Passaglia #10066** were conducting a routine investigation of the Greyhound Bus depot on Seventh Street early in the morning of October 4th, 1974. They saw a suspect loitering around the area and ran a warrant check. The suspect gave an alias but had a warrant under another alias revealed by the check on the first alias. The warrant was for disturbing the peace. When the suspect was processed through the Identification Bureau still other aliases were uncovered. Further CABLE inquiries revealed he was wanted on a parole violation by the Division of Corrections, Tallahassee, Florida on a robbery charge.

A suspect was booked on burglary charges by Officers **Taylor #34** and **Lawson #939** on September 23rd, 1974. The Identification Bureau, through fingerprints, ascertained the true identity of the subject. When his real identity was run through CABLE he was wanted by the San Mateo Police Department on narcotics charges.

A 35 year old Sunset District woman made an illegal turn while driving in Bakersfield. An expensive maneuver. The police ran her name through the routine state computer system and she's now jailed in Bakersfield - charged with 70 unpaid San Francisco traffic tickets, fine \$1,056.00. The information into the state system had been entered through CABLE.

A want in NCIC entered through the CABLE system ultimately led to the apprehension on September 12th, 1974 of a suspect wanted for the slaying of an Arab grocer in San Francisco. The apprehension was made by New Orleans juvenile officers who were serving a warrant on someone else when the suspect spotted them, ran and barricaded himself in a room and finally surrendered.

In the early morning hours of October 5th, 1974 a subject went into the Northern Station to get a release for his towed auto. Officer **Ambrose #1353** made the routine

## HELLO -

This entire newspaper is the product of the San Francisco Police Officers Association.

The Editor is a policeman.

The President's column, the Secretary's column, the reporters and feature writers are all San Francisco Police Officers.

Rarely, if ever, does the police officer himself get an opportunity to express his point of view -- or his own feelings on matters directly affecting him.

Because we want to overcome this silence, we publish our own newspaper THE SAN FRANCISCO POLICEMAN.

Read this particular edition with a new outlook. These policemen really do have important issues which reflect on their lives and the public they serve.

Find out what the Police have to say!

Subscribe today to the SAN FRANCISCO POLICEMAN.

**Just \$2 yearly will buy 12 issues of at least 12 pages each.**

Subscriptions to friends and relatives at the same low rate are nice gifts.

Please send in your check or money order for \$2 to the Editor TODAY for a 1 year subscription, using the blank below.

### SAN FRANCISCO POLICE OFFICERS' ASSOCIATION THE SAN FRANCISCO POLICEMAN

YES... I would like to renew/subscribe to the SFPOA's official publication THE SAN FRANCISCO POLICEMAN. Enclosed is my check/money order to cover ( ) subscription(s) to THE SAN FRANCISCO POLICEMAN for 12 months at \$2.00 a year per subscription.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

SEND TO: THE SAN FRANCISCO POLICEMAN  
548 7th Street - San Francisco, Calif. 94103

Support  
Our  
Advertisers

warrant check and the subject was found to have a warrant for Grand Theft from the Lake Tahoe Police Department.

On Friday October 4th, 1974 Officers **Williams #1240** and **Moroschok #626** while working undercover were solicited for an act of prostitution. They arrested the suspect, Officer **Johnson #1233** of the Identification Bureau, through fingerprints, was able to determine the identity of the suspect and other aliases used by the suspect. When this information was entered into CABLE it was discovered that the suspect was also wanted on other charges of soliciting, petty theft and contempt.

Officers **Freeberg #1982** and **Faster #1248** were on patrol in 3F2 October 8th, 1974. They observed a subject sitting on a bench at Haight & Stanyan Streets. They saw the subject at the same locale numerous times during the day. They investigated and ran a warrant check. The subject was wanted by this Department on a battery warrant.

### Personal Loans for Christmas Needs



San Francisco Main Office  
300 Montgomery Street  
San Francisco, California 94104  
(415) 397-6000

### Holiday Greetings

from

**SAN FRANCISCO  
FEDERAL SAVINGS  
AND  
LOAN ASSOCIATION**

Post & Kearny • San Francisco



SUPERVISED CENTRAL STATION PHONE 285-1787  
SILENT BURGLAR & HOLDUP ALARMS  
CLOSED CIRCUIT T.V. SYSTEMS  
24 HR. RADIO DISPATCHED SERVICE

### GOLDEN GATE BURGLAR ALARM CO.

FREE ESTIMATES  
RESIDENTIAL & COMMERCIAL  
ALARM SYSTEMS  
F. J. GIANNINI  
SERVICE REPRESENTATIVE LOCAL BELL OR SILENT

## HINTS FOR MOTORISTS

The mechanics at the Cooperative Auto Shop find most motorists know almost nothing about maintenance of their cars. These ten tips may sound overly simple, but they can save car owners hundreds of dollars a year:

Don't permit service station or tire dealers to use pneumatic wrenches to tighten your wheel lugs. If you're stuck with a bad tire, you can't get the wheel off the car unless you have a pneumatic wrench handy. Power tools put the nuts on too tightly for most persons to remove with a hand tool.

Oil and water should be checked every time you buy gasoline. Long trips should never be started without checking oil and water, and it's best to do it yourself. Some station attendants put in more oil than is needed, and this can blow the seals on the crank shaft. That could necessitate a repair job costing \$200 or more.

Always add distilled water to your battery—never use tap water. Some station people claim it doesn't matter, but tap water shortens the life of the battery. If the battery goes dead, you've got problems.

Brakes should be checked periodically, especially in an area with many hills, even before they begin slipping. Except for Volkswagens, the wheel must be taken apart to really check the brake. Cars with automatic transmissions wear brakes faster than cars with standard transmissions.

Oil should be changed regularly. With most cars, every 3000 miles, more often if most of your driving is in the city. Oil filters should be changed at least every other time oil is changed. Carbon builds up quickly in oil in cars that must drive slowly and stop often in city traffic.

Check fan belts for fray at least once a year. If the belt is shiny, it means it's become glazed and will slip. That can be as troublesome as a frayed or broken fan belt.

Radiator hoses should be checked at least once a year, too. If the rubber starts cracking, it should be replaced. A rupture could be imminent. Feel the hose. When it starts getting soft, it's getting weak.

Check the water when the car is cold. Once the engine heats up, the water in the radiator rises and it can be deceptive.

Carefully read the operating manual that comes with every new car. Most people don't.

Taking care of minor problems promptly adds to the life of the car and saves money and agony over the long run.

Reprinted from S.F. Chronicle, Nov. 25, 1974.



## WIDOWS AND ORPHANS

The meeting was called to order by President W. Parenti on Wednesday, November 20, 1974 — 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

A quorum being present the following business was conducted:

Secretary announced the following donations:

Herbert Silverman — for recovery of his auto by Officers Ralph Domer and Ed Buttici of Co C.

Marie Still — in memory of Henry M. Schutzer.

Members of Co B — in memory of Mrs. Lena Stovall, mother of Edward Costanzi.

Treasurer Becker reported the following deaths:

William T. Brannan — age 84 at the time of his death. Joined the Department in 1913 — retired in 1945. Was attached to the mounted unit — served at Co G as a sergeant before his retirement.

John J. O'Brien — 78 years old when he died. Entered the Department in 1919 — served at Co A for many years. Retired in 1944 for disability with the rank of Sergeant.

Daniel J. O'Hara — age 47 at the time of his death. Entered the Department in 1953 — worked at various stations and details, for the past five years was at the BCI holding the rank of Sergeant.

Henry J. Schutzer — age 69 when he died. Entered the Department in 1929 — worked in the general office

and for a long time in the Property Clerks — retired in 1950 on disability.

Under New Business nominations were received for the following offices:

President — Frank Jordan attached to Operations Center

Vice President — John Devine attached to Personnel

Trustees — Mark Hurley attached to the Leash Unit (Stray Dogs)

GEORGE JEFFREY — Attached to the Solo Motorcycles.

James Pigott — attached to the Park Station.

ANDREW QUAGLIA — attached to the Three Wheel Unit.

Brother Hurley reported that the certificates of membership should be ready for distribution in the middle of December.

Secretary, Bob McKee

## WHO DUNNIT? YEAH, WHO DUNNIT?

by Tony Bell

Now this is not a James Bond mystery, nor a Perry Mason, who always wins his cases, but it's intended for you, all my brother officers, to do a little soul-searching and ask ourselves, just who won our three amendments last November?

I meet many policemen and firemen on the streets and they all congratulate each other and me too, that "We done it!" Let's stop to think a little. Who did the leg work? Who opened up doors which were traditionally closed to police and firemen, and in fact all city employees? Do you think it was just the Public Relations firms who placed many signs at strategic locations? Do you think it was your contributions alone that did the trick?

At the beginning of the campaign, Propositions "H" and "M" didn't have a prayer to win. I spoke to a considerable number of influential people and all agreed that we were foolish to put such amendments on the ballot, especially since the Chamber of Commerce, the Downtown Association, the two "great dailies," and other minor ones recommended a "NO" vote on all three amendments. Proposition "G" was a cinch to win because it involved only seven retired firemen's widows, and the cost was two mils on the tax rate. But they were determined that Proposition "L", their pet amendment would go down the drain. In spite of the vast financial resources, and the influence they exerted on the voters, we won a resounding victory at the polls. Which goes to prove that the great newspapers, and others whom I've mentioned above, have had their backs broken, and they no longer can intimidate the voters on a fair and reasonable amendment. So remember this, with a concerted effort we can and will beat any opposition to a reasonable amendment we place on the ballot in the future.

Now that we've eliminated the opposition, who did really win our election for us. First of all, it was the officers of our Association, and the Board of Directors, who in their wisdom selected a good Public Relations firm, who were engaged by other proponents and they successfully won five of six campaigns. Secondly, labor was behind us as the loss of Proposition "L" would have seriously affected salary standardization, and the eventual loss of our wage formula. Thirdly, the coverage by the radio stations with their frequent spot announcements did much to clarify the issues and win the confidence of the listeners. But by far, the greatest contributing factor was the leg work by just a few dedicated men, and in lesser numbers, widows of retirees, who in spite of their mere pittance of retirement allowances, contributed sums of money far beyond their means to help their, and your, cause. The "Dear Friend" cards they sent, the personal phone calls they made, the personal contacts, at the supermarkets, the churches, the improvement clubs, and the important incumbents and the "Hopefuls" who endorsed us, those are the people who won our election for us.

And in the final analysis, let us not forget the six great organizations, who put their shoulders to the wheel, worked in unison, and in spite of the public opinion exerted by the great newspapers, beat them down to the ground. It is apparent that if we cast aside our petty differences, work as a team, we will win every election that comes our way. They are: The S. F. Police and Firefighters and Widows, the SFPOA, The Firefighters Union, the Retired City Employees, and Organized Labor. They dunnit! God Bless Them.

## Golf Club News

On Sunday, November 10, 1974 at Riverside Golf Course the eleventh monthly tournament of the San Francisco Police Golf Club was held. The course was in very good condition and the scores reflective of this.

For the first time in about four months we kept Vic Macia from winning or near winning this event. I helped by shooting my best game since the club began, a 77 and with my 9 handicap (former 9 that is) netted 68. Dave Minner shot a 78 and netted 68 also but finished second. Third place went to Larry Dubour with a 80-11 net 69. George Ferris, Lou Sevenau, Bill Grosword and Vic Macia finished in that order.

My 77 was the low score of the day followed by a pair of 78's by George Ferris and Dave Minner. Even Lammers had a 79 and Tom Gordon and Larry Dubour had 80's. We had three members of the San Jose Police Department play with us and hopefully some time next year we can arrange another and much larger get together with the San Jose P.D.

Jim Skinner won the hole-on-one with a measurement of

8'1" followed by Larry Dubour and Even Lammers with measurements of 12'1" and 12'9" respectively.

By publication of this article our last monthly tournament of 1974 will have taken place at San Ramon. I expect a large turnout and at this tournament next years schedule will be announced. As soon as the dates are confirmed they will be published in the Policeman Newspaper.

The officers for 1975 have been selected, they are: President, Tom Gordon a Sgt. at the Southeast; Vice-President, Lou Sevenau who is retired; Secretary, Jim Skinner, Even Lammers, Treasurer, Jerry Cassidy from the traffic bureau solo motorcycles. Vic Macia and Even Lammers round out the greens committee. Vic is in charge of the PYP program and Even is at Southern Station.

The 1975 dues are now payable and we are still open to anyone who is interested. If you play golf and think you are interested give me or any of the club officers a call and we will explain anything you want to know.

Jerry Cassidy  
Co K E&I Solo

## In San Francisco

## Dealer boosts sales with parking lot tie-in

Bucking a trend isn't easy. Sometimes it takes guts, dare and a gimmick or two.

While many merchants are moving out of the city, we know one tire dealer who has moved back in.

Don Rogers, a former Territory Manager for Dunlop, now buys Dunlop tires for Metro Park Tire Centers of which he is president and co-owner.

The new \$100,000 building stands on the corner of Tenth and Mission Streets in downtown San Francisco. This dealership, which officially opened May 23, is in a key position to attract the heavy volume of traffic leaving or entering San Francisco. Over 225,000 cars on their way to or from the Bayshore Freeway pass the store each day at speeds around 25-30 mph.

"With so many people here, we thought this location had a lot of potential," comments Don. "It seems as if there has been a void left in the downtown area. Not that there aren't tire dealers here, but the market just hasn't been saturated as it has in the outlying areas."

Don has been correct in estimating the potential of his dealership. In the first three weeks of business, they grossed around \$55,000 and since have been running at about \$2,500 a day.

The dealership has a direct tie-in with Metropolitan Parking Corporation, a company which controls over 100 parking lots and garages in the downtown area and parks approximately 12,000

cars a day.

Recently, Dunlop assisted Don with an orientation program for the parking lot managers and personnel to acquaint them with the Dunlop line. An incentive program was devised to feed tire business from the lots to the service center.

"The regular customers at these parking lots have credit cards which they can use at the lots and now the tire center," Don explains.

If a customer is going to be there two or more hours, he can have the tire center pick up his car, have tires put on or have the car serviced and then brought back to the lot before he is ready to leave. Metro Park has full service facilities with four double bays for tire service and one double bay for complete under-car services.

One lot manager sold 45 tires, 18 alignments and 12 shocks before the tire center was officially opened.

Metro Park Tire Centers also has plans to use the new spotting cards from the latest Dunlop advertising kit. These

cards tell a car owner that his tires have been checked courtesy of Metro Park and what condition they are in.

"We think it will work," Don predicts.

Another business-creating plus for the tire center is a car wash, also owned by Metropolitan Parking, located across the street from the store. About 600 cars go through each day and are given literature on the convenient tire center across the street.

What future plans are in the offing for Metro Park Tire Center? Don Rogers says they

may want to expand to other stores, and of course, they will continue to try to increase their volume.

"We're planning to go after the business in the larger companies of San Francisco. Bank of America is building across the street. It will be the sixth largest building in the world and eventually employ 8,000 people. That's like a small town! If I can have even a small piece of that business, I'll be happy," Don says.

"There has been a lot of change recently in this area. There is going to be a lot more, and we're going to be part of that change."

## CROWLEY MOVING & STORAGE

Lic. & Ins.

CLOSET OR FULL HOUSE  
Offices & Stores

24 Hrs. Service - free Est.

922-4596 if no answer 681-0144  
Same Rate anywhere



**DUNLOP** POLYESTER/FIBERGLASS  
**BELTED WHITEWALLS**  
GOLD SEAL POLY SPORT 78 BELTED

Our Best Seller!  
Size A78-13  
Fits 6.00-13

**Sale! 21.80** ADD \$1.80 EXCISE TAX

SIZE	ONLY	EXCISE TAX	SIZE	ONLY	EXCISE TAX
*B78-13	\$22.04	\$1.88	G78-14	\$28.98	\$2.67
*C78-13	\$23.21	\$2.00	H78-14	\$31.71	\$2.92
B78-14	\$22.72	\$2.05	G78-14	\$28.98	\$2.74
C78-14	\$23.94	\$2.17	H78-15	\$32.03	\$2.97
E78-14	\$25.99	\$2.33	J78-15	\$34.91	\$3.18
F78-14	\$27.28	\$2.50	L78-15	\$35.29	\$3.19

**DUNLOP SP 4**  
**STEEL BELTED RADIALS**

For imported cars, German made, highest quality! Low, low price! 40,000 mile treadwear policy. Free Dynamic & Static spin balance with set of 4

**Sale!**

SIZE	SALE	ETI
155x13	30.33	1.72
165x13	32.10	1.96
175x13	35.68	2.09
185		
70x15	43.82	2.33
165x14	33.53	1.94
175x14	38.07	2.00
185x15	35.52	2.11

**metro park** tire centers

**1401 Mission** at Tenth  
San Francisco, Ph. 863-3939  
Mon.-Fri. 7:30-5:30; Sat. 8-12







## Nominations & Elections For 1975

Who will be your elected Officers and Directors next time around? The Officers — President, Secretary and Treasurer, are elected for two year terms. The Directors are elected for one year terms.

A Nominating Committee, appointed by the President this month, is responsible for receiving nominations and reporting these to the members at the December quarterly meeting. However, nominations can still be made at the December meeting.

The Board of Directors then appoints an Election Committee, of not less than ten members, who have the duty of drawing a ballot, printing it and distributing it by mail to the membership.

The actual election period will be for one week in January, 1975. From 8:AM

on Monday, January 27th through Friday, January 31st, 12:PM. The ballots are usually counted on the following Monday by the Committee, which notifies the Secretary, who in turn notifies the candidates. Installation of new officers then takes place at the first regular meeting of the Board of Directors.

If you intend to put your name into nomination for office, contact the POA office, 861-5060, for instructions. It would also be nice if you could plan to attend the December meeting to confirm your nomination, although that attendance is not required by the Constitution.

Food for thought: Any Station Representative (Director) can look forward to at least 12 regular meetings,

five or so Special Meetings, four quarterly meetings and serving on two or three committees. The backbone of the POA is committee work. The Board is dependent on committee reports in order to make intelligent decisions. Thus, if you intend to run for office, your work is cut out for you in addition to any ideas you may wish to see consummated.

THE POLICEMAN newspaper is available to all candidates to run a photo of you and 100 word or less statement. Such photos and statements should be in the hands of the Editor no later than Monday, January 6, 1975 in order to insure their inclusion in the January issue. This issue will be mailed prior to the election dates listed above.

after the completion of either a POST prescribed college course and the successful completion of a year's probation with a recognized police unit.

2. The two other certificates issued under the POST program, the Intermediate certificate and the Advanced certificate are true professional certificates in every sense of the word.

These certificates, like the license issued to the doctor or engineer, also require the police practitioner to have actual field training in his profession in addition to various degrees of college level training.

In short, the professionalization program of the POST certificates combines all the advantages of practical law enforcement experience and the best academic training available.

The public says "That Officer was rude, discourteous, most unprofessional" and so forth. At least that is what Internal Affairs hears from the citizens. On the other hand, letters of praise for professional work are acknowledged on a low profile. The best an officer can hope for is a Medal of Valor awarded by the Police Commission. Newspapers and Newscasts are certainly more spicy if the police are involved in a controversy.

Police Officers are

recruited from the community. These recruits are trained for 16 weeks at the police academy and for the balance of one year, they are teamed with a Field Training Officer. At no time are these rookies taught to be caustic, rough, discourteous or brutal. However, if one is constantly dealing with the criminal element, some gruffness is bound to surface on occasion.

Professionalism is not a foreign word to us. We want to give the service you expect, and not the kidd-off. We respect you. We ask that you respect us for doing the job you hired us to do.

The very latest additional qualifications for Patrol II is

- Eight years experience as a patrolman\* OR
- Five years experience as a patrolman AND possession of an intermediate POST certificate.

\* This is commonly known as "grandfathering". This method of qualifying shall lapse immediately after the initiation of the career incentive program.

Additional duties of this position are:

- When required, perform the duties of field training officer.
- When required, act as assistant Squad Leader or Squad Leader in the absence of a Superior Officer.
- Act as Station Keeper in the absence of a sergeant.
- Act as Officer-in-Charge at the scene of a Police Incident in the absence of a Superior Officer.

e. Act as Officer-in-Charge of any police unit operating out of the presence of a Superior Officer.

f. When required, instruct members in the use of computer terminals.

g. When required, act as weapons officer.

h. When assigned, act as a Sergeant in the latter's temporary absence.

Any and all officers in the Patrolman II rank must successfully complete forty (40) hours of training and/or education per year in order to maintain the Patrolman II rank.

If this rank is approved by the Board of Supervisors and the Civil Service Commission, the additional pay for approximately 662 Patrolmen with eight or more years experience would amount to about \$1 million per year.

The Police Commission understands the additional duties outlined above. In my opinion, both the Examiner and the Chronicle exploited the dollars aspect for several columns and only "touched" on the educational and additional duties criteria for two short paragraphs.

If the rank of Patrolman II is a rip-off, we won't get it. If the Police Commission and the Police Officers' Association can clearly demonstrate to the Board of Supervisors what the standards and maintenance factors of Patrolman II are, then we will be successful.

## PROPS. "H & M" Cont'd

benefit—a fluctuating pension. This has been a primary objective of the Police Officers' Association for the past five years.

Proposition "M" added the following new components:

- Applies to those persons who become members of the police department on or after July 1, 1975 and to those present members who elect to fall under the provisions of this Charter amendment.
- Effects those who retire on or after July 1, 1975.
- After 25 years of service, members accrue additional retirement allowances at the rate of 4% per year (previously 3%).
- Maximum retirement allowance is 75% (previously 70%).
- Every retirement or death allowance shall increase or decrease as of July 1, 1976 and on July 1 of each succeeding year by an amount equal to 50% of any increase or decrease in the rate of remuneration attached to the rank or position upon which such retirement or death allowance was based (fluctuating provision).
- No retirement or death allowance shall be reduced below the amount being received by a member or his beneficiary on June 30, 1976 or on the date such member or beneficiary began to receive the allowance.
- Rate of contribution to the Retirement System is 7% of the member's gross salary (previously 6½%).

### Retirement Pay Scale

The retirement pay scale chart shows what each rank will receive depending upon the number of years of service. It should be noted that there is an adjustment in the percentage of retirement for each quarter year of service after completion of 25 years of service.

NOTE: The pay scale assumes that the rate of pay on July 1, 1975 will be same as that currently enjoyed. If our rate of pay is increased or decreased on July 1, 1975, then the figures on the chart must be so increased or decreased. In all probability our rate of pay will increase on July 1, 1975.

### BARDELLI'S RESTAURANT

Continental Cuisine

243 O'Farrell Street near the Hilton Hotel  
your hosts, Stu Adams & Louis Meyer  
for reservations, call: 982-0243



HOLIDAY  
GREETINGS  
to our friends

**S.F.P.O.A.**  
& THE S.F. POLICEMAN



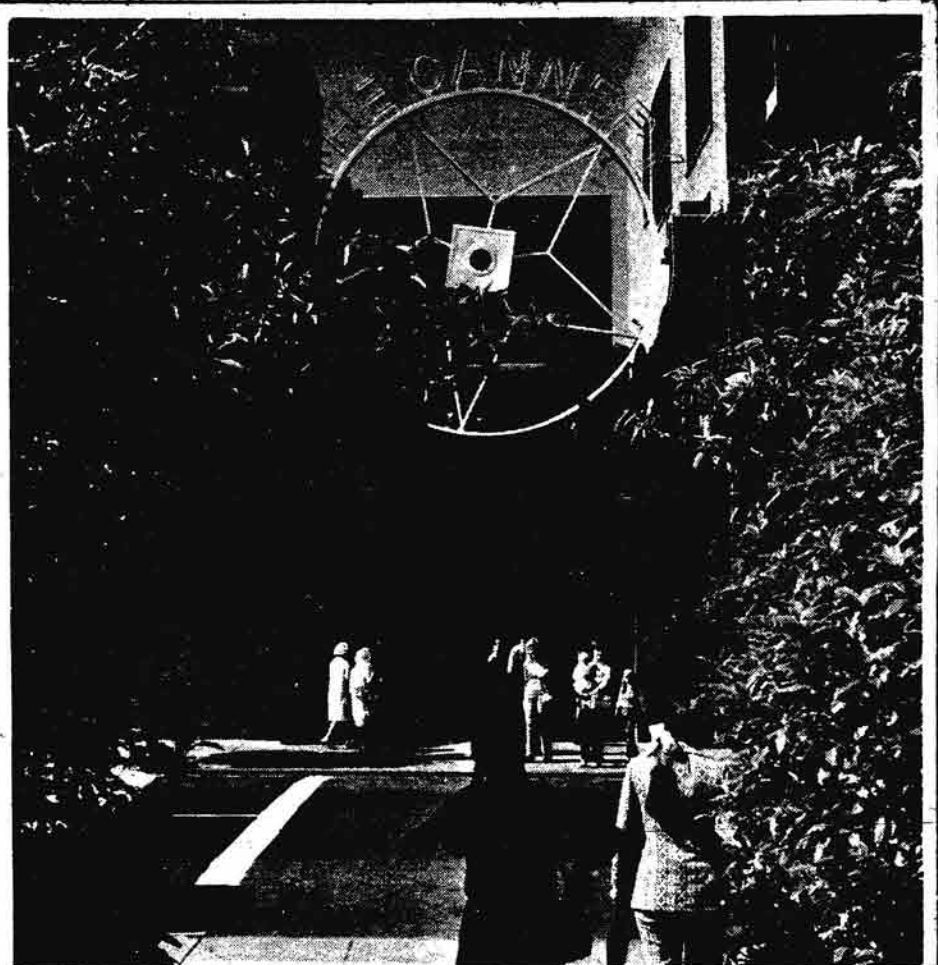
As the sands of time  
slowly trickle we pass  
into the new year of  
1975. We wish you  
prosperity.



**Wanda's**  
RESIDENCE  
BOARDING & CARE HOME  
117 COLE ST., SAN FRANCISCO  
221-6377

**JOHN BULL CAFE**  
93-9th Street  
San Francisco, Ca. 94103  
**621-6183**

quiet dignity...  
gracious surroundings  
**DAPHNE**  
FUNERALS  
1 CHURCH STREET  
**621-1313**  
Daphne Helps



See the Walled City of San Francisco. A rosy old brick labyrinth of shops, galleries, restaurants, markets and pubs—of bridges, verandas and courtyards—with sweeping views of the Bay and the City, and surprises around every turning. You'll leave with the nagging suspicion that there is still more to see, and there is. There always will be. Come back to

## THE CANNERY

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