BECAUSE IT'S "POLITIC"

By Frank Kalafla

A Policeman is killed in the line of duty. It becomes "politic" for the police officials of the Mayor, the D.A., and others — to exonerate the fallen hero. It is a public massacre of the heroic deeds of this "Knight of Blue." He who gallantly laid down his life to protect his community.

For days upon days, they pontificate on the bravery of the Police within their community. For there is nothing more "politic" than to exonerate "this fallen hero." God knows, we need the Police to protect our city, our streets, our loved ones, etc. God knows, we need the Police to keep the peace, understand the people, treat the criminals, and protect their property, etc. And above all God knows we need the fallen Policeman to enable our "City Fathers" to make "politic" of their deaths.

While alive, this same Policeman asks for nothing more than to be treated as any other city employee. Instead, he is given more responsibilities than "politic" service, by those who call themselves "politic" and expect them to dress up in their political positions, resolve his dilemma. Premises, benefits, etc. are negotiated and subject to a politically appointed administration. A Police Commission is appointed by the Mayor, which cares little for the needs or morals of the rank and file Policeman; and some of all the Police, those still alive, must resign themselves to the status of 2nd class citizens because of their own hierarchy, because it is "politic," would rather protect the cop's rights than oppose those who have put them in power. So, the word "politic" seems to dominate our city officials' time, then it is time to do so, as Police learn to use the seemingly mystical term to expedite solutions to our own various problems through political activity.

It seems we have an earth-shaking controversy in the San Francisco Police Department. This may startle you because of the low key, non-politic way in which we do things around here. In the controversy over overtime is it about time and a half? Is it about benefits for personnel? No, this is something really important. It concerns the weight, or overweight problem facing the department. This is not a subject to be taken lightly. It is very important.

When you apply for the position of Police Officer in San Francisco, you receive a brochure with an explanation of the physical requirements.

One of the statements made therein is that your weight be in proportion to your height. I think this is fair and equitable. It probably is a fairly uniform requirement for most Police Departments.

The most startling development in this area is that the San Francisco Police Department is somehow going to reverse an antiquated rule down our antiquated scale on the necessity of waging campaign, organizing, telephone polls, financial and a host of other tactics. This is the most startling development in the entertainment media.
Charge of the gym facilities
- Keep himself in good shape
- Stay alert
- Be aware of surroundings
- Use proper tactics

S.F.P.D. and this is under-
- Newly hired men working the
- Southeast Station
- Radioing location and identi-
- 39\% of the officers killed were
- Los Angeles
- All officers killed are 
- The controversy about the
- Simple. - If there are ten men
- The arithmetic is
- The S.F.P.O.A. has, through
- Quite a few officers have
- What do you consider 
- Old Republic LIFE INSURANCE CO.
- Our Pleasure
- Postage paid at San Francisco,
- To You Is
- Apply For Group Dental
- Medical
- 373-0486
- SFPOA Insurance Administrators
- Group Disability
- Group Dental and Group Life.
- The Life Insurance's also
- We also include our retired members as the Auto and Home-
- call our Insurance Administrators - Bill Healy or Ray Peterson of the S.F.P.O.A. Agency, 731-9455. If
- You can do anything with help feel free to call upon your
- Insurance Committee: Walt Garry, Captain J. W. Conney,
- I'm very, very satisfied. I saved $59.00.
- I also saved $41.00 on 2 cars, plus I now have better coverage. I also saved $41.00 on the Homeowners plus the coverage was just
- My health has (literally) been restored.
- It seems, upon switching to the S.F.P.O.A. Insurance I've saved $101.00 on 2 cars, plus I now have better coverage. I also saved $41.00 on the Homeowners plus the coverage was just
- Quite a few of the members who have found savings in the Auto and Homeowners. Savings are also available
- These are just a few of the many who have found savings in the Auto and Homeowners. Savings are also available
- We are quite interested in getting
- This is one of the things you should do to help us keep the cost down.
- Our Pleasure
- We can save you money
- Through Volume much can be done in purchasing of Group Insurance Programs. The S.F.P.O.A. has, through its present
- Listing below are some of the members who have saved money
- P.O. Box 1110
- San Francisco, CA 94110
- Be sure to sound like a manual. Let's
- Has the power to
- Tape-recorded, double-spaced.
- As you may observe from the
- 373-0486
- To You Is
- Apply For Group Dental
- By Payroll Deduction
- Group Disability
- Group Dental and Group Life.
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RULING...
INTERNATIONAL OPPOSES QUOTA HIRING

At the winter meeting of the International Conference of Police Associations, San Francisco Police Commissioner John B. Pacheco and Joe Patterson spoke before more than twenty-five public employees and union leaders representing police groups throughout the United States. Commissioner Pacheco explained the recent decision issued by Judge Richard E. Peckham which had assembled as to the action which the San Francisco police officers would take to challenge and appeal Peckham's ruling. As a result of this decision the International Conference approved the attached resolution which characterizes quota hiring as reverse discrimination and urges that entry into any advancement within a police department must be based on demonstrated qualifications and proven merit.

WHEREAS, on November 27, 1973, Judge Peckham, Federal District Judge for the Northern District of California, found the agents of the City and County of San Francisco to be violative of the law in two separate matters: the first, in the use of two different standards for the entry level positions and the second, in the use of a single standard for the position of Patrolman until the time such as 30% of the Police Department is staffed by minority persons.

WHEREAS, Peckham also ordered the agents of the San Francisco Police to appoint, as vacancies occur, one minority person to every one vacancy and 30% of the Police Department is not a phenomenon but a reality.

WHEREAS, the International Conference of Police Associations takes the position that entry into and advancement within a police department should neither be hindered nor promoted solely on the basis of race or national origin. Entry into and advancement within must be based on demonstrated qualifications and proven merit; and,

WHEREAS, the Civil Service Commission of the City and County of San Francisco announced, on December 3, 1973, an announcement for the position of Policeman. The announcement included a clause which provided, in part, that "minority persons for each two vacancies occur, one minority person to every one vacancy and 30% of the Police Department is not a phenomenon but a reality.

WHEREAS, the Civil Service Commission in that minority members did not pass examinations in the same percentage that caucasians did; and,

WHEREAS, the San Francisco Police Officers' Association has in the past and continues in the future to vigorously support minority recruitment programs which prepare the applicant to meet the rigorous standards which law enforcement in this expansive decade demands.

WHEREAS, other police departments have strongly insisted on raising high standards for admission in order to insure that the public is properly served by the profession. The profession of law enforcement must not adopt a similar standard.

WHEREAS, other police associations have expressed the opinion of the need for a new approach for the San Francisco Police Department.

BE IT RESOLVED, that the International Conference of Police Associations urges the San Francisco Civil Service Commission, Police Commission, and Chief of Police Donald D. Scott to insist that standards for entry into the law enforcement profession are not ended; rather, they preserve the dignity and major of law enforcement and to make the citizens of San Francisco entry standards a model.

BE IT FURTHER RESOLVED, that the San Francisco Civil Service Commission, Police Commission, and Chief of Police Donald D. Scott to insist that standards for entry into the law enforcement profession are not ended; rather, they preserve the dignity and major of law enforcement and to make the citizens of San Francisco entry standards a model.

BE IT FURTHER RESOLVED, that since the time of the Peckham ruling, the entry and promotional levels, and erosion of standards has come to affect a majority of police associations affiliated with the ICPO, these two principles shall be given added priority at this Conference's 1974 annual meeting in Chicago, and it contends that a federal plan of action must be taken by the San Francisco Police

MY DADDY IS A POLICEMAN

On September 17, 1973, Prentice-Hall is publishing MY DADDY IS A POLICEMAN, by Elizabeth Ann Doll. In words and pictures, this book presents a multiple-city promotion program for MY DADDY IS A POLICEMAN and they will use local police organizations and networks for radio/TV and newspaper interviews.

WHAT'S AHEAD IN '74

1974 will be a year of recognition for us. Locally we are engaged in drawing up our own police relations ordinance with the City of San Francisco. We have already met once with Mayor Alioto and are scheduled to meet with him on the particularities of this ordinance. Once the Mayor approves the measure we go before the Board of Supervisors. We are confident they will concur in granting the ordinance. Statewide we have been working to bring together all police associations in California under one political action arm. The reason behind this move is to take advantage of the up-coming federal election period and the election of a new Governor.

Collapsed Gas Tanks

Lock-type gas tank caps offer automobile owners a safer way to operate a vehicle having valuable gasolinesystem. Use of an improper gas cap may result in the very serious consequence of a collapse.

A REPLY TO DICK NOLAN

Mr. Randolph A. Hearst
110-5th Street
San Francisco, California

Dear Mr. Hearst:

I wish to express my indignation relative to a recent column by Dick Nolan in the San Francisco Examiner. In particular, Nolan expressed his opposition to the issue of quotas for law enforcement positions. He stated that the use of quotas is a form of discrimination and that it is not a justifiable practice.

While I do not subscribe to censorship or curtailment of freedom of speech and press, I do feel that I am incumbent upon any responsible individual to issue the veracity of its contents and to insist that opinions be expressed in a truthful and accurate manner.

In this day of increasing press criticism and unethical attacks and personal attacks, I see no reason to believe that you or any other responsible individual would be interested in the practices of any other organization.

Sincerely,

Richard D. Klapp

Big Town Says... Try for Lunch and Dinner

Complete Luncheon Menu & Salad Bar "Multiple Choice" Special $1.95.

Cocktails in a Relaxing Atmosphere Daily Double Specials - $1.35.

Sandwiches Served by "In House Chef" V.I.P. Room for Special Parties & Meetings. Small & All Yours.

115 Harriet St.,
Off Folsom at 6th Street
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$5.55 $5.55 $5.55

Substantial Savings on Material Fabrication & Installation.

BAY TOWN

SAN FRANCISCO POLICEMAN—Page 3

January 1974
San Francisco Police Officers Association
Board of Directors Election
Monday, January 28 through Friday, February 1


I've been in the Police Department for 17 years and active within the S.F.P.O.A. for the past 3-1/2 years. I'm presently Assistant Editor of the S.F. Policeman, Chairman of the Insurance Committee, a member of the Federal Legislation Committee and a member of C.A.P.A. (California Alliance of Police Associations).

As a "working" member of the above mentioned positions I can honestly say that I've strived to do what is good for the majority of the Police men within the Association. One committee, which I'm very proud of is the Insurance Committee. For the past 2 years, we, of the Insurance Committee have given you much better coverage in Group Life Insurance, an unqualified Group Disability Insurance, on Auto and Home Insurance Program for those who are interested, and, finally, a Dental Program who's introduction by the P.O.A. has caused the city to become aware of the need for dental insurance.

All this takes time and much energy to accomplish. The Insurance Committee has given the time and energy to see that you are getting the best plans possible. I have personally worked very hard to bring back about the best programs possible for each member of the P.O.A. I will continue to do so. If you're interested in insurance programs to benefit you, then please indicate so by giving me your vote for Headquarters Representative.

Raymond A. Carlson

ENDORSED BY:
ROBERT McCONNELL
MARIO TOVANI
JOHN STEVEN
DANIEL HOWARD
JOSEPH O'MALLEY
VERNON SMITH
EDWARD ANDERSON
JOSEPH ARSANIS
K.L. BAXTER
GEORGE BONNANO
GENE GIACCA
DAVID MARON

(Partial list)

ELECT -- TOM CAREY
DIRECTOR -- CO. H

During the week of Jan. 28, 1974, I am asking for your vote as a Station Rep. at Ingleside Station. I attended my first Association meeting over nineteen years ago and have been a member of the Board of Directors for three terms.

During the time I have been active in Association Work I have been either Chairman or member of the following Committees: Grievance, Election, Civil Service, Legislative & Federal Litigation.

I believe my experience and accomplishments on these Committees qualifies me for re-election. Whenever I have been asked for help by members of the Association I have gone not only to the Chief & Police Commission but also to the voters of San Francisco for the solution to the problem.

Sincerely yours,
Tom Carey

Mike Hebel
HEADQUARTERS REPRESENTATIVE

Members of Headquarters' Company:

1. Do you know that your present two representatives have been absent or excused from nearly 2/5's of all Board of Director meetings?

2. Do you know that your present two representatives have served on no Association committees?

3. Mike Hebel is Chairman of the Association's Reorganization Committee whose work product, presently before Mayor Alioto, calls for the creation of a Police Board and Board of Supervisors. Are you interested in the fact that the previous Board of Directors and Mike Hebel are presently negotiating an employee relations ordinance for policemen?

Mike Hebel is Chairman of the Association's Grievance Committee and has protected policemen's vacation, transfer and seniority rights. The Committee is presently handling grievances calling for a straight 8-hour work day and payment for the 15 minute roll call period.

Mike Hebel is a staff writer for the S.F. Policeman and serves as the Association's parliamentarian.

Mike Hebel has appeared before state and city legislative bodies representing the Association. Mike Hebel has an excellent reputation both in and out of the S.F. Police Department.

Mike Hebel has been an Association delegate to both the Calif. Alliance of Police Assoc. and the International Conference of Police Assoc.

III. With the exception of Mike Hebel and Frank Kalafate, none of those presently running for Headquarters representatives has successfully served on any Association committee in the last year. With the exception of Mike Hebel, Frank Kalafate and the present incumbent, few of those presently running for Headquarters representatives even bother to attend Association meetings. With the exception of Mike Hebel and Frank Kalafate, none of those presently running for Headquarters representatives have any experience at all in the giving of better benefits and working conditions for policemen.

San Francisco Police Officers Association

Crime Prevention Co.

S.F. Police Dept.

Gentlemen:

Your Association during the past year has been striving for the culmination of programs that have been worked with the Police Administration for years. Employee Bargaining Ordinance, affecting policemen's vacation, transfer and seniority rights, will be before the Health Service System, Board of Supervisors. A new and expanded medical plan will be presented to the agencies that we at the Association are in contact with on a daily basis.

Therefore, I am asking you to vote for me as the Crime Prevention member of the Board of Directors and to gain the experience and abilities that have worked for you over the past year.

Sincerely,
Wait Garry
Letters to the Editor

TO THE EDITOR:

WHAT WILL THEY WIN?

Judge Peckham's recent decision on minority hiring and promotions leaves me confused. What concerns me most is the statement, "whites passed the examination with a frequency up to three times greater than minorities." Then, with this so-called "glaring prima facia evidence," Judge Peckham proceeds to assume that the testing was discriminatory.

THE REAL EVIDENCE

Now let us look at all the evidence... The examination consists of questions taken from a list of books that are included in a scope which is available to EVERY policeman in the department for a minimum of six (6) months prior to the examination. This is required by law. These books pertain to police rules and procedures, City and State Laws and other relevant material needed to fill the position. All policemen who want to take the exam must put in many hours of study in order to compete effectively. If it is not logical to conclude that all this evidence points to discrimination, but it does cause us to raise certain questions, such as:

Are we to believe that minority members cannot study, or if they do, cannot grasp the material because of an inferior intellect, or perhaps they would have us believe that their poor economical/educational background has handicapped them?

Well, in fact many of the minority members pressing this suit have college backgrounds... some with degrees. Is it true that they cannot even earn a college degree but are unable to compete with their brother officers, many of whom have not had the opportunity of a college education? THIS evidence leaves us to wonder how they earned those degrees while allegedly laboring under the burden of such an educational handicap.

MANY MINORITIES AGREE, NO DISCRIMINATION

It is impossible to find discrimination that does not exist. Many minority members in the department dispute this alleged discrimination and do not subscribe to the testing was discriminatory. What concerns me most is the statement, "whites passed the examination with a frequency up to three times greater than minorities." Then, with this so-called "glaring prima facia evidence," Judge Peckham proceeds to assume that the testing was discriminatory.

OPPORTUNITIN IN DEPARTMENT

This suit is not looking for JUSTICE and equal opportunity, but rather UNEQUAL opportunity. These are two different things. The suit is not asking for a right to be doted out to a select self interest group as top priority. JUSTICE is not a "right" to be doted out to a select self interest group, but as a "right" that must be distributed to all men on an equitable basis.

WALTER EXPRESS COMPANY

1393 Pacific Avenue
San Francisco 8-85439

If you are looking for a fantastic buy on a completely reconditioned car now is your opportunity.

If you are looking for a fantastic buy on a completely reconditioned car now is your opportunity.

Therefore, it usually falls to those men in blue to voice" that, if needed, would guide one's feet from day to day?

Or is it that they pause and wait rather than inflict upon them to the suspected felon a still greater fate?

And during that time we have heard the staff talk and plan of the new building would they have us believe that their poor economical/educational background has handicapped them?

Well, in fact many of the minority members pressing this suit have college backgrounds... some with degrees. Is it true that they cannot even earn a college degree but are unable to compete with their brother officers, many of whom have not had the opportunity of a college education? THIS evidence leaves us to wonder how they earned those degrees while allegedly laboring under the burden of such an educational handicap.

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ATTENTION GOLFERS

In the October issue of the S.F. Policeman I wrote an article re: the formation of a Police Golf Club. Since then I have discovered sixty-five (60) interested members. Three of these were retired members who remained unknown to me. I neglected to mention completely specifically include retired members. This was an oversight and for your understanding I apologize. This club will be open to all active and retired members.

The first monthly meeting has already been scheduled for Saturday, January 19, at Peacock Gap Country Club in San Rafael. The fee for this tournament is $5.00 (made out to S.F. Police Golf Club) to me for the 1974 dues. Also include your address, phone, company and bureau assigned and whether you prefer weekend or weeknight games.

The purpose of the club is to have monthly tournaments and to allow officers time off from the rigors of the job. Also, to provide a place where officers can meet and compete with each other.

The proposed Dirt Bike Club is now slated for the bottom of the to-do list. No noise had to be abated. It is a concept that just doesn't mesh with the image of the police as law enforcers.

No news commentately, criticized police officers for driving their wives and other women in the police family to their jobs at the Hall of Justice. I think the comment was based on a lack of respect and understanding on the part of the officers in the police family. I was hoping to have our officers on the streets and in the community.

Finally, Officer Dunlop of the Auto Detail Place where fugitives went to sleep. (There goes the New Year's resolution...)

YMCA

Enrollment is now open for the Golden West YMCA pre-school/primary-school at Stonestown. Classes meet on Mondays and Wednesdays or Tuesdays and Thursdays from 9:30 to 12:10 noon. Retired teachers are available for consultation.

March Consumer Survival

Learning to become a better informed and more confident consumer is the theme of the Central YMCA's Consumer Survival course beginning March 22, 7-9 P.M., at 220 Golden Gate Avenue.

The course will cover such topics as understanding and unscrambling credit, inflation, deciding whether to rent or buy a home, and identifying risks that should be insured.

For registration and information call Central YMCA at 89-1660.

Off Road Bicycle Meeting

A formation meeting at the Police Fire Safety: Francois, Nelder, Mendleshon Committee will take place on February 7, 9:30 P.M., at 220 Golden Gate Avenue.

We will cover such topics as understanding and unscrambling credit, inflation, deciding whether to rent or buy a home, and identifying risks that should be insured.

For registration and information call Central YMCA at 89-1660.

NEWLY ELECTED SUPERVISORS TAKE OFFICE

This reporter, on invitation, attended and thoroughly enjoyed the activities of the Board of Supervisors on January 17th at high noon. The crowd of families, friends, city hall staff, city executive and police officers gathered to witness the vote of the Board and several reporters gave quick evidence that they were there to enjoy themselves too. Everyone was nice, smiles and attitudes were pleasant. The San Francisco on duty finest also seemed to enjoy the festivities.

Each Supervisor's desk was spot-lighted by a beautiful port- flower. Mrs. Feinstein wore a bright pink corsage. The hand-carved chairs have worn well over the many years and were heightened by sunshine beaming through the once huge drapes large windows.

Outgoing, Ron Pelosi reflected on the accomplishments and achievements of the Board during the last two years. He has an excellent sense of humor and kept the crowd roaring with his antics. He welcomed the newly elected Supervisors and in particular, Al Nelder.

This page was listed as being either a Billboard, a News Article or a Historical Document. The team decided that it was a News Article. The team also decided to return the natural text as if you were reading it naturally.

Gale W. Wright
Minutes

Board of Directors Meeting
December 17, 1973—6:00 P.M.


Secretary’s Report:

Hqtrs. Hemby asked the Board to accept the report as published in the S.F. Policeman.

The Treasurer’s Report be accepted as submitted. Roll Call Vote No. 1 Passed.

The Treasurer Husby submitted his report from the published version in the S.F. Policeman.

The regular business was to hear a presentation by Association attorneys Beirne and O’Byrne regarding Association legal services for Police Officers and their families.

The prepaid legal services would entitle members to personal and professional services. Trust with litigation of small consumer claims and other legal problems arising outside the scope of their employment.

Following the presentation a motion was made to accept the plan.

M. Wright, S. Carey: to accept the proposed prepaid group legal plan as presented by Attorneys Beirne and O’Byrne. Roll Call Vote no. 3 Passed.

Discussion then went to administration of the plan.

M. Hemby, S. Carey: the Association shall administer the prepaid group legal plan and set up a research committee of Husby, Hebel and Wright to research the administration’s fees and policies. Roll Call Vote no. 4 Passed.

Amended/Chignell, S. Cloney: the research committee shall report back to the Board with their recommendations for approval by the Board prior to commitment. Roll Call Vote no. 5 Passed.

The matter of legal representation of members brought up on charges was then discussed. The problem of members being involved in private attorneys in their behalf and subsequently enlisting legal services paid for by the Association. The matter was resolved with the following motion:

M. Husby, S. Garry: the Association shall not assume any financial obligation for legal fees of a member when such legal fees are incurred prior to contacting the Screening Committee. Roll Call Vote no. 6 Passed.

A complaint was registered by Brother Chignell over his being removed from the Labor Relations Committee.

Brother Chignell presented a written opinion from an attorney stating that the actions of the Labor Relations Committee in removing him as a member for “obstructing and hindering” the Committee were illegal.

This prompted a discussion by the Parliamentarian that the decision was in fact legal and binding.

The meeting was adjourned at 8:00 P.M.

William Hemby, Secretary.

Expenses, December 1973

Elections

Jan. 28th thru Feb. 1st

Hold it Clancy, I think we need a change in the Judo Schedule!
On November 21, 1973 the San Francisco Police Commission, after more than one month of delays, approved both a reorganization/career incentive program and police department budget recommendations. While it had been anticipated that the Commission would act on a supplemental budget recommendation to the 1973-74 budget so that reorganization and career incentive could take effect on Jan. 1, 1974, the Commission instead chose to forward reorganization/career incentive to the Mayor and Board of Supervisors as a supplemental budget recommendation to the 1974-75 police department budget. The chances for funding these programs would certainly be better when the Commission included the reorganization/career incentive programs within the 1974-75 budget request. Now the earliest possible date for implementation is July 1, 1974.

**Road Ahead**

Now that the Commission's approval has been obtained, reorganization/career incentive must journey through the bureaucratic budgetary machinery. This includes review by Mayor Alioto who received these requests on Jan. 1, 1974 and who must present them to the Board of Supervisors before February 15. While the Mayor has statutory authority to increase the amounts requested, it appears more likely that he may exercise his decreasing and deleting authority.

From the Mayor's office the reorganization/career incentive programs must pass to the Board of Supervisors chambers. Here the requests will be subject to public hearings before the Board's powerful and influential Finance Committee. This Committee may decrease, reject or increase the amounts requested and send their recommendations to the Full Board. The Full Board then will review the programs and may decrease or restore any or all of these financial commitments. The Full Board must finally approve these proposals between May 15 and May 21. If approved and signed by the Mayor, reorganization/career incentive become effective on July 1, 1974.

Presumably the Civil Service Commission will also review these proposals since they do propose changes to seniority and positions which will be exempt from the civil service provisions of the Charter.

**Dollars and Cents**

The proposed reorganization/career incentive programs do have a fiscal aspect. The supplemental budget recommendation states that the programs would cost $2,132,513 for implementation during the 1974-75 fiscal year. This figure includes not only salary increases but also $329,601 which would be transferred to the Retirement System since the additional monies attached to each of the newly created ranks and positions would be part of the final compensation paid to a member and hence would be reflected in his retirement allowance.

All of which is to say that it will take a Herculean effort to guarantee reorganization/career incentive over the next two hurdles—the Mayor and the Board of Supervisors.

**Assistant Inspectors**

The initial drafts of the Career Incentive Program reflected the creation of an Assistant Inspector II position. This position has been deleted and in its place is a provision whereby an assistant inspector would automatically be classified as a full inspector after serving two years as an assistant. The supplemental budget recommendation reflects that 124 assistant inspectors would be reclassified as full inspectors as reorganization/career incentive is approved by the Mayor and Board of Supervisors.

Assistant Inspectors would create the new positions of Flight officer and bomb technician. Individuals holding these positions will receive an additional $135 per month.

The only civilian positions altered by the reorganization/career incentive would be transferred to the Retirement System since the addition states that the programs would cost $2,132,513 for implementation during the 1974-75 fiscal year. This figure includes not only salary increases but also $329,601 which would be transferred to the Retirement System since the additional monies attached to each of the newly created ranks and positions would be part of the final compensation paid to a member and hence would be reflected in his retirement allowance.

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POLICE PATROL CONT'D

This means that there is no place or time that the officer is out of reach of help or the information as available in the data banks of the computer, which leads us to be second great technical advance of the recent past.

2. For the first time in our history, we have in our hands, on the street, while we are in contact with the witness or victim, access to the information stored in on-line data banks of our CABLE system, the PIN system, the State files at Sacramento and the National files at NCIC in Washington, D.C. It is not beyond our capability to check the suspect's criminal history and "wants" the principals involved, and while he is still awaiting for the chance to use the gun that the current interpretation of the Constitution prevents us from searching for or to sit in a coffee shop and check out a hunch about the last case we handled. The usefulness of this capability has not yet been fully utilized, but with continued use and better tool and needed equipment, it will be. The principal obstacle at this time is the inability of the people who have access to the terminals to take the time to use them, for themselves and others. It all goes back to the limited resources and how they are allocated. If you have ten men for street patrol and one to operate a terminal for the other nine, will the remaining be safer and more effective than when there is no terminal? I believe the answer is yes, but only when the terminals are the person most responsible for your safety, and you must be careful that you do not lose it to counterproductive use.

What, then, should you do?

BE CAREFUL!

Do not act rashly without thinking. When in doubt wait for help, advice, or additional authority.

Where there is time, bring your boss in on the action. After all, he is being paid for taking responsibility.

Do not rush into a situation where there are suspicious, or suspicious circumstances, or a greater danger potential. The dispatcher to telephone back to the complainant to see if the individual is at the location to which you are responding.

Just recently an eleven page paper was distributed to the stations entitled, "Some Thoughts on Police Patrol", by a member of the Staff Inspection Unit. The author of this paper makes some statements which to say the least are vague and ambiguous. Several statistics are given, I have no doubt that the statistics are correct. Let us examine these statistics a little closer.

The first statistic given is that 83% of the Police Patrols in the U. S. are one man patrols. The author further states that there must be some compelling reasons for this. In the 1969 State Crime Statistics, 4,636 Police Departments (not including Highway Patrols, State Police, and State Departments). Of these Departments 26 have 1,000 men or more. These 26 Departments are located in the Metropolitan cities. For your own information San Francisco ranks 12th.

Several semesters ago I completed a term paper which was entitled, "The One Man Car vs The Two Man Car Concept". While preparing for this paper I had the occasion to correspond with the top five Police Departments in regards to what concept they were using. These five Departments were: New York City, 363; Chicago, 15,000; Philadelphia, 7,489; Los Angeles, 6,820; and Detroit, 5,358. I was informed that each of these Departments employed the two man car concept.

Various reasons were given, however the one reason that stood out was safety. The New York Police Department informed me that they had increased the number of two man cars to the proximately 6 months, however due to pressure from citi- zen groups, Police Associations and the overall safety of their officers they reverted back to the two man car.

It must be remembered, that 3,771 of the Police De-

partments in this country are located in cities with a pop-

ulation of under 25,000. What would work in Walnut Creek, Livermore or any of the smaller cities does not neces-

sarily work in the Metropolitan cities like San Francisco, Los Angeles, etc. You are exposed more to the criminal element and hazards of Police work in the larger Urban cities.

The author brings up an-

other point with regards to coverage of Police cars. Ten one man cars can cover more territory than twenty two of the same size. A true statement. Works very well in a small city, but would it work in San Francisco? No, it would not. The service calls (runs) increase every day. Runs are now piled up. The one man car back up system depends on the availability of the car in the next car on the block.

A large amount of Police work is the on-the-spot situ-

ations. At the present time, two men can ordinarily handle a situation and if not they can hold the situation at bay until another car arrives. Time is also an important element with the two man car concept. At an example. Your alarm and find a break in, one man covers the front while the second man covers the rear. The building, in most instances, is isolated until another car arrives. What happens when you on-

ce a large fight or an armed robber is progress? The two man car takes direct and immediate action. With the one man car the question arises how quick can the back up cover our our man's position, that is if he is available.

Now let us look at the sec-

t second aspect of Police. Police Officers killed in the U. S. were accompanied by a second man car. The author lists the officers that gave their lives in the service of the San Francisco Police Department. First of all I ask the question, what is the break down of the remaining 68%?

Now go to on the list of officers killed in San Francisco:

"I’ve heard of Minority Hiring, but this is ridiculous!!!"
Christmas Party at the Home of the Good Shepherd

Bob Summers of the Water Department is Santa Claus, promising two of everything to one of about 69 girls who were given the surprise Christmas Party on December 23rd at the Home. The girls received gifts of pantyhose, shampoo, clothing and stuffed animals donated by generous folks.

Enrie Provost and Bill Farace of the Mounted Unit with two of the young ladies who were surprised by the Christmas Party thrown for them through a joint effort of our men and the Big Sisters. This was the Third Annual Christmas Party at the Home conducted by Bill and his friends.

REAL ESTATE

A BRAND NEW PLACE TO LUNCH OR DINE & IT'S BIG TOWN

(Reprinted from the Nov. 7th issue of the San Francisco Progress, by Columbian Staff)

Located at 155 Harriet off Folsom St. at 6th St. in a new and magnificent building serving lunch, dinner and Sunday Brunch.

Beautifully equipped with booths in an outdoor garden this restaurant really serves good food. George Monroe took your reporter there with me and we enjoyed an most appetizing lunchbox prepared by Chef Schatzi.

The prices are most reasonable with multiple choices and reasonable prices ranging from $3.60 to $1.65 for dinner. Imagine getting a dinner and a glass of the finest wine for $1.95 with choice of 1/2 lb. chopped sirloin steak, french fries, salad, choice of dressing and garlic bread or 1/2 Southern Fried Chicken, spaghetti with sauce, salad, garlic bread or Barbecue Sparrows, french fries, garlic bread or Baby Beef Liver, French Fries, salad and garlic bread. It's as good as it sounds.

I trust that I will receive a response to this correspondence. If your Rules Study and Revision Committee is not able to pursue this matter, would you please so advise me.

Very truly yours,

Gerald A. Crowley

Mr. Bernard Orsi
On July 14, 1972 I corresponded with you relative to a proposed change in Commission Rule 21. I had suggested that after a city employee under permanent appointment has accumulated the Charter mandated maximum of six (6) months sick leave, additional sick leave (which under the present rule lapses) would be credited to the employee's compensatory time account. This amendment would prevent an employee from losing a right (to accumulate sick leave) because of his good health and dedication to duty.

This matter has been of great concern to the members of the San Francisco Police Department in that a large number of them have already or will shortly accumulate the maximum amount of sick leave allowed by the Charter. These members do not wish to lose their sick leave time unused and until they are legitimately ill. The present rule is indirectly encouraging them to feign illness.

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Mr. Bernard Orsi

Re: Amendment to Civil Service Commission Rule 23 titled "Sick leave with pay."

To begin with, I would like to congratulate yourself and the Rules Study Committee for the new revised Civil Service rules. They certainly reveal that the Study Committee performed its task admirably. Secondly, in accordance with the Board of Directors of our Association, I wish to propose an amendment to Rule 23.

Rule 23 specifies that City Employees under permanent appointment who have regularly occupied their positions for at least six months shall be entitled to sick leave with full pay at the rate of thirteen (13) days for each completed year of paid service. Employees are required to accumulate sick leave until the maximum of six (6) months' sick leave permitted has been reached at which time additional sick leave normally accrued is lost. (Sad six month limitation is prescribed by Charter Section 8.363.)

With this restriction on accumulation, employees who have lost six months' sick leave are in my opinion, being penalized for consistently reporting for work. Since they will lose their thirteen days if they do not use them, this restriction encourages feigned illnesses. These employees are more likely to be encouraged to simulate sickness, should be eschewed to report for work. To accomplish this objective it is suggested that Rule 23 be amended so that an employee who has amassed the six month's eligibility for sick leave, additional sick leave (which under the present rule lapses) shall be credited to the employee's compensatory time account. This amendment would directly counteract the effect of Charter Section 8.363. It would prevent an employee from losing a right (to accumulate sick leave) because of his good health and dedication to duty.

This has been of great concern to the members of your San Francisco Police Department in that a large number of them have already or will shortly accumulate the maximum amount of sick leave allowed by the Charter. These members do not wish to lose their sick leave time unused and until they are legitimately ill. The present rule is indirectly encouraging them to feign illness.

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Six civilians and three law enforcement officers from Northern California were awarded special certificates of valor and/or commendation. These certificates were awarded by the Division of Law Enforcement, California Department of Justice.

The civilians include Daniel B. Gallo, Belvedere; Kenton J. Plechaty, Livermore; Robert Thomas Sutherland, Martinez, and Soledad; and Police Sergeant Michael L. J. Plechaty, Livermore.

In October 1972, Soledad Police Chief Benjamin J. Jimenez, then a Butte County Sheriff's lieutenant, "performed an act of heroism which went far beyond that which is expected of an officer and he is a shining example of what is regarded for his own life," according to Santa Cruz County Sheriff Larry Gillick.

Jack Wayne Cameron, an honor camp escapee, was awaiting trial in Butte County Superior Court, and was about to be driven to a remote location. While the jailer's attention was temporarily distracted, Cameron attempted to escape by using his way through the ceiling of the booking cage. From the booking office, he managed to unloosen a load of refused from an officer's drawer.

Jimmenez responded to a call for help and confronted Cameron. The lieutenant was advised by the prisoner not to meet him, but he would.

Jimmenez replied, "I'm sore, I'll just have to die." He calmly took out his weapon from his holster, pointed it at Cameron. At this point, the suspect without hesitation—placed his weapon on the floor and surrendered.

Sheriff Gillick wrote: "All through his life was in jeopardy, he not only prevented the escape of an armed felon but prevented possible loss of life of other personnel or duty and injury to innocent people in the area." The kitchen wall of the armed police officers in Nevada was buckled outward, the house collapsed, and the house travelled 20 feet down a hill. The robber ran outside, officers in pursuit. Both men were charged with robbery, assault, and possession of a stolen auto.

In nominating Mrs. Banks, Police Chief Donald M. Scott said her act was true to the highest order of the black community.

Marion County Deputy Sheriff Russell B. Hunt took charge of rescue operations in Marion City and in his efforts resulted in saving the life of Mrs. Everett White.

The kitchen wall of the White home collapsed, tiles buckled outward, the roof lost its support and tapered, and the house travelled 20 feet down a hill. Mrs. White was not seriously injured. Miss Banks slammed the debris and reached Mrs. White. Surrounded by a sea of mud he worked for two and a half hours and was able to comfort and finally free Mrs. White.

Not only was this an enormous physical effort, it was done in the light of extreme physical danger," according to Sheriff. Although Deputy Hunt was assisted by many others, I feel that it was purely from effort and concern that made the difference. He disregarded his safety to aid the victim.

Deputy Sheriff Hunt and his wife, Sherrie, are the parents of Scott, 10, and Kelly, 5.

On April 22, 1973, Merced Police of Sergeant, Michael Southard led and directed a team of officers in the capture of John P. Buywood, who was wanted as a fugitive for multiple homicide, and was considered a one man unit. The suspect left the police station and jumped into a waiting car, with several men at the wheel. An off-duty patrolman, Marion Jackson, gave chase, halted the car and arrested the suspect and driver.

Both men were charged with robbery, assault, and possession of a stolen auto.

In nominating Mr. Southard, Lee Argue said: "He was an officer of the highest order. He is considered a one man unit." Sergeant Southerland described the suspect as a dangerous character: "The officer was on the scene before the second officer arrived, without any hesitation—placed his weapon on the floor and surrendered.

"While placing his own life in jeopardy, he not only prevented the escape of an armed felon but prevented possible loss of life of other personnel or duty and injury to innocent people in the area."

"He was in the kitchen of a take out food restaurant at 1881 Geary Boulevard and her daughter was at the cash register when an armed robber walked in and tried to grab the money. Miss Banks slammed the drawer on the suspect's hand and ran back to the kitchen, followed by the man.

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