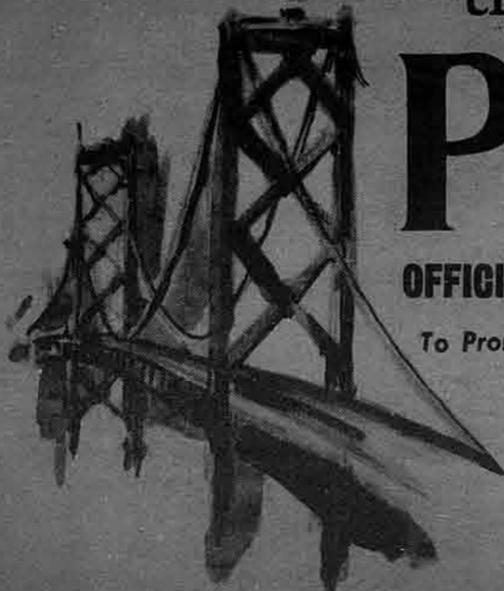


the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of CAPA-California Alliance of Police Associations

Member of ICOPA-International Conference of Police Officers

NO. 8

SAN FRANCISCO AUGUST 1974

204

NEGOTIATIONS BEGIN!



Negotiation sessions have now officially begun under the terms of the Memorandum of Understanding. Captain Mort McInernery represents the Administration. Representing the Police Association are President Jerry Crowley, Secretary Bill Hemby and Sgts. Tom Carey and Mike Hebel of the Labor Relations Committee.

City Ordered to Pay Costs THE POLICE ASSOCIATION IN COURT

Re: Calabro vs. City and County of San Francisco

This is to inform you that on July 25, 1974, the Honorable Clayton Horn of the Superior Court, granted our Writ of Mandate against the Police Commission and the Police Department in the above entitled matter. The Court ruled that Sgt. Calabro had been deprived of his constitutional rights by the Police Department and the Police Commission in that they used evidence against him in his appeal that they refused to make available to him.

The Court ordered the ruling of the Commission set aside and remanded back to the Appeal stage for further hearings and the presentation of the evidence withheld from Sgt. Calabro at the hearing.

The Court also ordered the City to pay court costs.

I feel this ruling is a major victory for the Police Association, in that it is one of the first Court rulings in the City which proclaims that the Police Commission has not been giving policemen before it fair hearings. The purpose of the filing of the Writ in the first place was to attempt to bring the unconstitutional practices of the Commission and the Department to light, so that in the future other officers who must appeal departmental sanctions will have the opportunity for a fair hearing.

Very truly yours,
Stephen Bruce Bley

MEMBERS APPROVE ASSESSMENT

The Board of Directors approved the motion made at the June General Membership meeting to assess the membership \$5.00 per person for the purpose of financing the passage of the proposed Public Safety Officer's Retirement Bill, A.B. 1483.

A Special Meeting of the General Membership was held on July 18, 1974 at the Il Trovador, 877 Bryant Street. The proposed assessment was also passed upon favorably at that time.

The mechanics of setting up payroll deduction are now being arranged. However, before this becomes a fact, the membership will be given the opportunity of paying the \$5 first and thus avoiding still another deduction from their paychecks.

Gruhn. He shot all of the National Police Week photos used in the two page layout, of SF Policeman at work. Sorry, Mike, but a late thank you is just as sincere. In the June/July edition we let a typo get through. Dan Drago's pretty wife's name is really Patt. Sorry again.

OOPS!

In the May edition, The Editor forgot to give photography credit to Michael

New Police Commissioner
Robert E. Buckley

TAKES OFFICE

Police Commissioner Robert Emmett Buckley

Robert Emmett Buckley is proud to be a native San Franciscan and has participated fully in numerous activities to make San Francisco a greater city.

He is an alumnus of St. Agnes Grammar School, St. Ignatius High School and St. Mary's College at Moraga.

He married a local beauty, Nancy Moran, who in due course, presented him with five spirited children. Nancy's uncles, both 40 year men, "Big Ed" Moran and Sgt. Tom Feeney are legends in the annals of this Department.

In addition to being the President of one of California's largest Plumbing, Heating, Ventilating and Air Conditioning Corporations, Commissioner Buckley has found the time to lend his expertise in organization, administration, labor relations, trust and pension funding and general business acumen to many groups ranging from the presidency of his own industry's organization of Mechanical Contractors to serving as a member of the board of directors of many organizations; city, state and national.

He resigns as President of the Social Services Commis-



New Police Commissioner Robert E. Buckley is sworn into office by Superior Court Justice Claude Perasso. Honorable Mayor Joseph watches, as does Police Commissioners Richard Cardoza and Washington Garner and Deputy Chief of Police William Keays.

sion to become our Commissioner. He thus becomes the first Irish Police Commissioner since J. Warnock Walsh served under Mayor Elmer E. Robinson.

Commissioner Buckley has always been close to our men and to this Department. He served as one of the original members of the Board of Directors of the Police Athletic

League Boosters, a group of public spirited citizens who made the program possible.

He was and still is a key sponsor of the Police Olympics and was the donor of the first prize in the original Olympics contest.

If one attribute could be credited to the new Commissioner, it is his desire for UNITY. (Cont'd Pg. 7)

REORGANIZATION - WHAT NEXT?

by Mike Hebel

On November 21, 1973 the San Francisco Police Commission approved both a reorganization scheme and the creation of six career incentive positions. The Commission forwarded the reorganization/career incentive package to the Mayor as a supplemental budget recommendation to the 1974-75 police department budget request. This entire recommendation was killed in the Mayor's office and therefore was not forwarded to the Board of Supervisors.

Career Incentive

The career incentive portion of the package proposed the creation of: Patrolman II, Community Relations Officer, Inspector II, Sergeant II, Lieutenant II, and Captain II. Each of these positions required additional qualifications and the performance of additional duties. Consequently, additional compensation was provided for. The Patrolman II/Community Relations Officer would have received an additional \$94.00 per month; Sergeant II/Inspector II would have received an additional \$102.00 per month; Lieutenant II - \$114.00 per month and Captain II - \$145.00 per month.

These positions provided for the grandfathering of senior members. If a person was not eligible for the grandfathering, he could qualify for these positions on the basis of work experience and the acquisition of a POST certificate. Forty hours of training or education per year was required to maintain the position.

(Cont'd Back Page)

REMEMBER THE

SUPERMARKET

RIP OFF STORY?

By Gale Wright

A couple of months ago I reported a story of how the super markets were employing people full time just to keep marking up the price changes on goods already on their shelves.

My complaint was that they should leave the old prices alone, and just mark up any new merchandise which they had to pay a higher price for.

Well! Lo and behold, in the letters to the Editor (Examiner—July 24, 1974) there is a similar story. The Editor's comments say:

"One large supermarket chain (Safeway) has announced a policy of staying with the original stamped price on goods in inventory."

It looks like "Since we're neighbors, let's be friends" seems justified again.



JUSTICE DOUGLAS TAKES ANTI-QUOTA STAND

Reprinted from Human Events

Remember the DeFunis case? That was where the Supreme Court sidestepped the issue of whether or not Mr. DeFunis was a victim of reverse discrimination, when he was refused admittance to the University of Washington Law School.

It was the misfortune of the Country that DeFunis graduated before the Court got around to reviewing the case.

However, Supreme Court Justice William O. Douglas assumed the role of conservative spokesman on the issue of racial and religious quotas. There is no constitutional

right for any race to be preferred.... There is no superior person by constitutional standards. A DeFunis who is white is entitled to no advantage by reason of that fact; nor is he subject to any disability, — no matter his race or color. Whatever his race, he had a constitutional right to have his application considered on its individual merits in a racially neutral manner." Justice Douglas said.

The Equal Protection Clause commands the elimination of racial barriers, not their creation in order to satisfy our theory as to how society ought to be organized.

THE COPS THAT THINK THEY'RE THE DUKE

St. Charles, Ill.—Police Officers start their jobs as well-adjusted idealists but soon develop a "John Wayne Syndrome" because of the stresses of their work, says a psychological researcher.

This personality change, which occurs within as little as three months, may be a contributing factor to the negative public image of police, said the psychologist, Dr. William H. Kroes of Cincinnati.

Kroes is Chief of the Psychological Research Section of the National Institute of Occupational Health.

Studies have shown that police enter their work as eager idealists, wanting recognition, desiring responsibility and hoping to contribute to society, Kroes said.

Soon, however, the stresses of the work give them what has been called a "John Wayne Syndrome," explaining that they become cynical, over-serious, emotionally withdrawn and authoritarian — attributes sometimes used to describe actor Wayne, the longtime tough man in westerns.

And the psychologist suggested that the high rates of suicide, ulcers, alcoholism, and heart attacks among police are related to the stresses of their work.

Kroes has been studying police stress since 1971. He said police are less affected by the physical dangers of their work than by the bureaucracy of police administrators, by judges who reprimand them in court, by lawyers who humiliate them and public attitudes toward them.

(Reprinted from the S.F. Examiner)

President's Corner

BY JERRY CROWLEY



YEAR OF DECISION

Fifty years of Police History can be summarized in a few words; threats, denial of rights, political manipulation, second class citizenship.

The hour of irrevocable decision has come. In this year 1974, our conscience is clear, we have done everything possible to avoid this political decision. Now all that should belong in the past. If today we decide to take the risks and sacrifices of open and active political action, it is because our honor, interests and future demand it. If we are to exist at all as a strong organization we can only be so if we consider our obligations as mandatory and our cause as just.

I call out to all members to understand the goals of Political Action and why we as Policemen must become politically active. Any Policeman and Police Association leader who has worked through the social and political upheavals of the late fifties and sixties, knows very well what Political Action is and what major changes have been wrought by organized Political Action upon the laws and institutions of our society.

The formation of C.O.P.S. California Organization of Police and Sheriffs was our attempt during this critical election year to create change in the economic and civil rights of all Policemen in the State of California.

The Police Action, — C.O.P.S. now has a membership of approximately twenty thousand police representing most of the major Police Associations in the State and also those extremely active medium and small Associations in the State of California. We are saying publicly for the first time that we are political and that our potential strength demands respect.

Due to a unique set of circumstances, Policemen in the State of California were faced with potentially the most politically productive year in terms of achieving the common goals of our Union Movement. The political climate in the state that gave rise to C.O.P.S. was this:

The State of California had been reapportioned. All Assembly and Senate district boundaries were changed and every State Assembly and Senate seat is now up for election. The State-wide offices of Governor, Lt. Governor, Attorney General, Representatives to Congress and the United States Senate would also be contested during 1974.

Truth in spending laws which have severely curtailed campaign contributions of large interest groups now places the greater appeal on people support and especially on organized groups of people.

Organized in some form of State grouping are approximately 40,000 Policemen and Sheriffs representing over four hundred jurisdictions. Coupled with this is the fermentation of common frustrations and common goals of every Police Association in the State.

Our course of action is clear. Given this potentially productive year in Police history with all the ingredients for success can we afford not to take advantage of this golden opportunity? If we do not and individuals try to delay or obstruct this necessary movement we will never again possess this opportunity.

We will never again be able to unify all Policemen.

We will never again be able to feel the political strength which we now suddenly enjoy but are unaware of.

We will never again be able to request strongly and win those benefits which have long been denied all Policemen.

If we do not seize this historical and monumental opportunity, we will return to our former isolation, our apathy, and our paranoia.

If we do not sacrifice our individual and personal political ambition for the collective good of all Policemen then we bow to the philosophy of obstruction as practiced by certain members who are in leadership positions within our Association.

In summary Police Organizations have sold themselves and their support too cheaply. We have traditionally underestimated our potential impact on the political process.

If I fear for my own future as a leader because of political pressure brought against me by external and internal forces, led by people who do not believe in the Police cause then I surely have abdicated my commitment to the police movement as well as violating my oath of office.

RESULTS OF THE PETE GUARNARI BENEFIT DRAWING

The following persons are the winners of the Pete Guarnari Benefit Drawing.

- 1st Prize — Case of Whiskey went to Joe Simon - Civilian.
- 2nd Prize — Soni AM-FM Portable Radio went to Jim Batchelor — Park Station.
- 3rd Prize — Electric Razor — Went to Jean Donaldson — Crime Prevention Company.
- 4th Prize — RCA Portable Radio — went to Barbara Walley — Civilian.

For all those who participated in the drawing, we thank you for making it a success.

Sincerely,
Your Fellow Officers from Southeast Station

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Gale Wright Editor

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- 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.

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BOARD OF DIRECTORS MEETINGS
3rd Tuesday of Every Month

Notes from H--L

Overspending vs. Investment

By Tom Carey

Recent Board of Directors Meetings have disintegrated into hours of debate about alleged overspending by the Association. We never seem able to get past the Treasurer's report. I get the feeling that some Board members confuse the SFPOA with the Police Credit Union. It sometimes seems as though the more austere members of the Board would like us to deposit the dues money in the Credit Union and divide the interest at the end of the year.

That is a cautious approach to insure that our members will receive some benefit from their dues payments, but it is obviously shortsighted. I believe our members deserve more for their money than that.

The members of the Board seem to have forgotten that not too many years ago the Association Office was in the vest pocket of the President and it was almost impossible to contact him or any of the Officers of the Association because he didn't have a telephone in his coat. The Books were in such bad shape the CPA's sent letters to the Association that they wouldn't audit them because of lack of proper bookkeeping methods. Association records were found covered with dust in mildew stained boxes. Checks from the members and the Controller for Insurance Premiums were found to have lain around for up to six months without having been deposited into the bank.

The newly elected Treasurer, JOE PATTERSON, along with the first Office Manager this Association ever hired, ETHEL GEORGE, then assumed the huge task of developing a Professional Set of Books and Records. We now have an office staff available during regular business hours to assist the members with their questions and problems.

We used to have a Screening Committee that sometimes failed to represent all members who needed legal help. The present leadership is criticized for providing legal help for too many of our members. Who is to decide

if what the Officer needing help says happened, did in fact happen. The Screening Committee was not at the scene of the incident, the Critics of providing legal aid to our members were not there either, so what should we do. There have been cases where charges against policemen have been made. Their fellow officers, the Press, and the public have found them guilty before the trial, and when the whole story was told in court the Officer was vindicated. How then can we fail to help an Officer in trouble until all the evidence is in.

In an attempt to reduce legal representation of our members a new Screening Committee has been appointed. It consists of Chairman TOM DEMPSEY, BILL ALLEN, LEE MCVEIGH AND JERRY CROWLEY. I feel confident that LEE AND JERRY will still fight hard for equal legal representation for our members, but I'm not too sure about DEMPSEY AND ALLEN. A case, which raises the doubt in my mind, occurred when TOM DEMPSEY was Secretary of the Association and served on the Screening Committee. JIM PERA came to the Association for legal help before the Commission. DEMPSEY'S advice to JIM was "Don't fight it kid and they will go easier on you." With advice like that it makes me wonder whose side DEMPSEY is on, the men or the Administration.

To those critics who do not believe we should provide legal representation for our members who appear at Internal Affairs, I would like to remind you of that passage from the Good Book by YERAC MOT "HE WHOSE NAME HAS NOT APPEARED ON AN INTERNAL AFFAIRS NOTICE MAY CAST THE FIRST STONE."

You the membership must decide if we want to return to the Old Association or to go forward and continue making the progress that the Association Leadership has made in the last three years. It is up to you, do you want Overspending or Investment?

MISSION STATION POLICE OFFICERS WIN STILL MORE AWARDS



Chairman Jack Torrenga, SFPOA President Jerry Crowley say a few words as Officers Pete Maloney and Ron Martinez accept their awards.

Police Officers Pete Maloney and Ron Martinez were the honored guests of the Fraternal Order of Eagles on July 30, 1974 at a large party held at the Club Elegante at 30th and Mission Streets.

Chairman Jack Torrenga and Co-chairman Gordon Diehl were gracious hosts for the 150 guests. Captain Ed Laherty selected these fine officers for their consistent good police work.

Pete and Ron were presented with plaques from the Eagles and scrolls from the State of California via Senator Milton Marks who was represented by his Administrative Aide, Dorothy Epstein.

Jerry Crowley, President of the SFPOA, told the guests that police officers will not compromise themselves into giving less than their best in service to the public.



Fraternal Order of Eagles co-chairman Gordon Diehl, Senator M. Marks, AA Dorothy Epstein, Ron Martinez and Pete Maloney.



STATE PROPOSITION 5 MEANS RESIDENCY

If you live within the City and wait to exercise your Constitutional right to live where you want to, not necessarily within the City, your chance will come in November.

A.C.A. 103, the Residency Ballot issue, which we were able to get through both State Legislative Houses, will officially be known as Proposition 5 on the State Ballot this November.

A joint Police-Fire committee called the Citizens for Fair Play has been formed. This committee will guide the campaign state wide. This Committee is asking each participating Association to donate \$5.00 per member to handle the cost involved.

We, the SFPOA have already spent \$5 thousand on this important measure. Secretary Bill Hemby says he expects to ask the Board of Directors at the August 20th Board meeting for an additional \$5 thousand to meet the obligation to winning this campaign (\$5.00 X 2000 members).

"The Residency issue is as important to the younger members of the Association" Hemby said, "as the Retirement issue is to the older members. We have the funds available in the Legislative Fund. I only hope the Board will grant the additional funds needed for Proposition 5."

Secretary Hemby plans to send out a questionnaire to all active members asking their support of the Residency measure. "We fought a long, hard fight in Sacramento to get this right of residency before the voters. To not go the rest of the way would be idiotic" he concluded.

EXAMINER EDITORIAL HITS PENSION PLAN

The San Francisco Examiner last week, in an editorial entitled "A goldplated pension grab" blasted the proposed Public Safety Officers Retirement bill.

The Examiner editorial objected to policemen getting a 50% pension at 20 years, 75% after 25 years and an 100% pension at 30 years service. Mr. Pierce, the editorial writer, when contacted by me said he felt our pension plan was alright the way it was not.

He also told me that in the twenty years he had been with the Examiner they had supported police and five pensions at least half a dozen times. I guess he feels 6 times in 20 years is a good average. I don't.

My own impression is he is playing the old editorial game we get from the newspapers whenever we attempt to better our conditions. After a few years of that garbage it gets a little disgusting to listen to these "opinion makers" tell you how they love policemen at the same time they kill you editorially.

To be so outrageously criticized in the Examiner editorial is one thing but then to have to swallow such tripe as "The Examiner favors full and fair pensions for policemen and firemen who hold hazardous jobs" is such hypocrisy it's sickening.

The Examiner doesn't favor anything for policemen but to keep us in our place.

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Quality Law Enforcement Standards

Reprinted from S.F. Chronicle

A group of prominent Bay Area residents announced yesterday the formation of the Citizens' Committee for Quality Law Enforcement Standards.

S. I. Hayakawa, chairman of the new group and president emeritus at San Francisco State University, said its principal purpose will be to study methods to "encourage and promote valid, non-discriminatory standards in the recruitment, selection, training, education, retention and promotion of qualified law enforcement personnel."

Hayakawa spoke from Chicago, where he was addressing the International Conference of Police Associations.

Formation of the new group came eight months after U. S. District Judge Robert F. Peckham ordered, in effect, a quota system on hiring and promoting minority personnel within the police department here.

The judge also enjoined the commission from using its past hiring and sergeant examinations, which he found discriminatory.

Yesterday in his speech in Chicago, Hayakawa spoke out against quota systems to attain racial balance in law enforcement agencies, saying they are "discriminatory and non responsive."

In San Francisco, he said, new programs to screen and hire minorities are going for naught because of a freeze clamped on hiring until the court rules on the changes.

"Graduates of training programs are compelled right now either to find work in fields other than law enforcement or to find jobs in police departments outside of San Francisco," he said.

He also criticized starts of any quota system that compels "the hiring of a certain percentage of minority candidates even if they do not meet the qualifications demanded of others."

Judge Peckham ordered the Civil Service Commission to hire three minority persons for each two non-minority persons at the entry level position of patrolman until 30 per cent of the men in the department are minority members.

He also ordered the commission to appoint men to the rank of sergeant on a one minority for every one non-minority rate, until 30 per cent of the sergeants are blacks, Latinos or Asians.

Hayakawa, however, said "the injustices of the past are not repaired by inventing new injustices."

Hayakawa, said other goals of the new San Francisco group will be to:

Encourage objectivity in the selection and retention of police personnel.

Identify for law enforcement agencies persons of character, ability and competence, regardless of race, color, creed, sex or other artificial barrier of any nature.

Encourage active interest on the part of the public and various governmental agencies in the attainment of these objectives.

Michael O'Toole, public information officer for the police department, said administrators there "know of the organization and have no objection to it — after all, it's a civilian operation."

He said the administrators were in agreement with the goals of the organization to "try and obtain the best qualified individuals the community can supply through Civil Service exams to be policemen."

The first Civil Service examinations since Peckham's order are scheduled for September.

Serving with Hayakawa on the board of directors will be:

Henry T. Budde, former publisher of the San Francisco Progress

Helaine S. Dawson, educator and author

Edgar A. Hills, civic leader and truck executive

Joseph Diviny, retired Teamster official

Dr. J. Alfred Rider, prominent physician and member of the California State Board of Medical Examiners.

Dr. Robert Thornton, retired Dean of the School of Natural and Biological Sciences at San Francisco State.

Jack Mailliard, food brokerage executive and former San Francisco Police Commissioner.

J. Warnock Walsh, Jr., businessman and publicist

Gene Prat, educator and executive assistant to Hayakawa

Legal counsel to the committee will be J. William Conroy and James Martin MacInnis.

Police liaison activities with the committee will be handled by Lieutenants Charles Beene and Don Goad and Officer Joe Patterson, vice president of the International Conference of Police Association.

NOTES FROM THE FEDERAL LITIGATION COMMITTEE: OR, WHAT HAPPENED TO MY FIFTY BUCKS?

By Tom O'Donnell

As the date of trial draws nearer, the work of both attorneys and members of the committee has increased. Our attorneys, O'Byrne, Beirne, and MacInnis, are preparing for a pre-trial conference on October 18 with the start of the full hearing on November 19; the full hearing is expected to last two weeks.

The date for the written examination for police officer is September 7, and it is expected that the athletic exam will occur about two weeks after the written. It is unknown at this time when a list can be expected.

Meanwhile, some new hope for level-headed thinking was generated late in July by two news articles. The first was an announcement of the formation of The Citizens' Committee for Quality Law Enforcement Standards. This group of citizens, chaired by Dr. S.I. Hayakawa has been formed to study methods to

encourage and promote valid, non-discriminatory standards in the recruitment, selection, training, education, retention and promotion of qualified law enforcement personnel.

In a speech to the International Conference of Police Associations Dr. Hayakawa spoke out against quota hiring to achieve racial balance because they (the quotas) are, "... discriminatory and non-responsive." He went on to say that, "The injustices of the past are not repaired by inventing new injustices."

The second article featured Dr. Wilson Riles, speaking to the delegates of the National Urban League; he reportedly received a standing ovation from the predominantly black audience after urging them to expect to meet the same standards as anyone else in competing for jobs and educational opportunities. He said that frequently complaints about unfair tests are given by young

people as a face-saving device for their failure to secure employment. Continuing, he told them that they must see that, "... our minority students go to the labor market or to the university qualified, not simply qualifiable."

So much has been written about the atonement necessary of this generation for the sins of our forefathers that it now seems to be a racial statement to say, "Let's compete as equals; you shoot your best shot and I'll shoot

mine." Had the statements made by Drs. Hayakawa and Riles been given by almost any white person and they would have been dismissed as racist talk.

So it was nice to read that distinguished citizens, who are not involved in litigation, are vitally concerned about the lowering of standards to achieve so-called equality.

Lowering standards accomplishes one thing, the lowering of standards.

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POLICE - FIRE COST OF LIVING ADJUSTMENT BALLOT AMENDMENT

by Tom Carey, Election Chairman SPPOA

The joint Police-Firefighters Election Committee considered four separate approaches to the Cost of Living Adjustment necessary to our retirement provisions, for this November election.

This work started in December of last year. In the several meetings with the active Firefighters, retired Firefighters and the Veteran Police Officer's Association, the four plans studied were:

1. Based on the Cost of Living, if it went up say 18% or down 18%, then the pension checks would reflect that amount. However, the amount one retired at, would never go lower than that amount. This suggestion was tabled because of excess costs.
2. Raised the maximum retirement benefit to 100% from the present 70% and then 50% of the pay raises. Again, excess costs to the taxpayer caused this one to be also tabled.
3. 55%/70% remained the same, but a man would receive between 55% to 70% of all pay raises. The actuarial costs were in excess of \$19 million. Obviously, this is far too costly.
4. The one we finally decided upon will raise the maximum retirement benefit to 75% and 50% of all future pay raises. The Firefighters and Police election committee unanimously agreed that this choice would be of minimal cost to the taxpayers and, yet provide our members with a cost of living adjustment which will allow retired police and firefighters a pension without disastrous inroads on their pension checks.

The campaign has now officially started. We have hired tow of the leading PR firms to help us make sure that this ballot amendment will win.

No matter how much money is spent, we cannot win without the support of the members. We need volunteers (YOU) to staff the Election Office, the Speakers Bureau, as well as the daily contacts in the course of your work and with your neighbors.

The Co-Chairmen of the Committee are Jim Ferguson (Firefighters President) and Jerry Crowley (POA President).

Note: The effective date of this amendment, after the electorate approves it, will not be until July 1, 1975. The reason is that the costs must be included in the City's Fiscal Budget for 75-76.

EDITOR:

Sergeant Gale Wright, Editor
SFPOA - "The Policeman"
548 - 7th Street
San Francisco, California
94103

Dear Sergeant Wright:

Enclosed is a copy of CABLE-GRAM that lists some of the incidents, with dates and Officers' names, which indicate the results of the field forces efforts which were aided by the CABLE System.

It is requested that the CABLE-GRAM be printed in "The Policeman" in its entirety as a feature, rather than abstracting several cases from it as "filler".

Publication in its entirety will accomplish a three-fold purpose: (1) The field forces can be made aware of the assist capabilities of the CABLE System; (2) recognition can be given to field officers for their police work which resulted in the apprehension of wanted subjects; and (3) we can obtain "feedback" as to the desirability of future similar publications of such incidents.

There has been favorable comment re CABLE-GRAM recognition printed to date, and it is my feeling that as the system's capability is better understood as illustrated, it will be increasingly used and become of more benefit to the "Users" and the Department.

Very truly yours,
Donald M. Scott
Chief of Police

By: Captain Louis H. Feder
Director Bureau of
Criminal Information

Editor's Comments

Director Feder's letter has a great deal of merit. Frankly, these of CABLE-GRAMS has been in the "filler" category. In a limited page publication, there is always the question, "What article is not going to be included because there is not enough room?"

Rather than to miss the good work be done through the use of CABLE, it was decided to use as many of the stories as space would allow. Here, then you will find several CABLE-GRAMS in one place. You may also find more of them sprinkled on other pages this time and in the future editions, as space requirements allow. Thanks Director for your cooperation too.

CABLE-GRAM

The 10-29 (Persons Check) is a valuable procedure to be used regularly in the Patrol Officer's work. Here are a few examples of the results obtained in May and June through the use of the CABLE System:

On 06/11/74, Officer McMills #1789 ran a CABLE check on a subject at Van Ness and O'Farrell. The subject was arrested for having a Forgery Want from Pacifica along with another warrant for a Traffic violation.

On 05/14/74, Officer Repoll #1444 in 3T92 stopped to check a subject. Fourteen San Francisco Traffic Warrants and six foreign Traffic Warrants were cleared as the result of this arrest.

Special Patrol Officer Bowman #2556 observed a party pushing a motorcycle on Lombard Street 06/09/74. When the suspect saw the officer, he tried to flee. He was apprehended. He was attempting to steal the motorcycle. A CABLE check showed he was wanted as an escapee from Virginia State Prison.

On 06/02/74, at 2022 hrs., Officers R. Arambula #1917 and R. Heller #1608 in 3T 11A, stopped to investigate a disturbance in the street. A CABLE check was made on the subjects involved and the reply disclosed that one of the subjects was wanted for murder in Muncie, Indiana. The crime had been committed 05/30/74, and the suspect had fled to San Francisco. Through the diligent work of these officers and the information available by CABLE, another suspect was apprehended.

On 05/20/74, Officers Rodriguez #658, Martinez #561 and Sergeant Perini, #1045, had information on a suspect who was staying at a hotel on 3rd Street. A CABLE check showed that the party of interest was wanted for Robbery in Kansas City. The CABLE information also gave a description of this suspect. The suspect was apprehended and matched to the previously given description. Officer Hughes #1243, 3-D-6, arrested a suspect on an involuntary manslaughter warrant.

Officer J. Mickulin #346, ran a check on a suspect at Akron on Bay Street. A hit was made and another suspect was off to see the Judge on a narcotics offense.

CABLE-GRAM

05/22/74, Officers Tull #1366 and Barotta #1143 in 3T12A arrested a subject on theft and prostitution charges. She used an alias. When she was identified by fingerprints, she was wanted on a dangerous drugs charge.

On 05/25/74, Officer Burgstrom #2007 checked a party. Forty-nine traffic warrants were cleared as the result of this 10-29.

On 05/29/74, Officer Galbraith #520, Solo Motorcycles, checked a party involved in an accident. The subject had two outstanding warrants for driving with a revoked or suspended license and another for revoked probation for a total of \$1,750. bail.

On 06/03/74, in the early evening, Officers Bullard #1313, Chase #1826 & Baca #58, in 3T-2B noted a suspicious female trying to hide herself from their view. A warrant check revealed she was wanted on a charge of pimping.

Officers Jimenez #1938 and Fickers #1798, were in the 3-D-4, the evening of 06/20/74. They observed a vehicle being operated in an erratic manner with the lights out. The suspect was stopped and warrant check made. He was wanted for First Degree robbery by the New York Police Department.

In the early morning of 7/08/74, Officers Wallace #816 and Wynkoop #608, were patrolling in 3H-3 at Capitol and Lobos, they saw a suspect acting suspiciously. The suspect was questioned and a warrant check was made. The subject was wanted for the possession of narcotics by Dallas County, Texas.

On 06/20/74, Officer Libert in 4-B-46, observed a vehicle making an illegal turning movement on the 400 block of Valencia. The subject was stopped and a 10-29 made. He was wanted on a possession of dangerous drugs charge by the Maricopa Sheriffs Department, Phoenix, Arizona.

Officer T. Williams #1217, arrested a suspect for possession of stolen property. The suspect was using an alias. When his true identify was established by fingerprints and a CABLE check ran, he was wanted for escape in Louisiana.

On 06/18/74, Officers Piro #482 and Carlomagno #1238, in 3T-8B, observed two parties at Sixth and Howard Streets. A warrant check showed one was wanted for violation of probation on a possession of stolen property charge.

CABLE-GRAM

On 06/18/74, Officer Chiquell #1250 and Kilroy #566, ran a 10-29 on a female subject in the 2200 block of California Street. This resulted in warrant arrests which cleared thirty-two local traffic and five foreign warrants totaling \$1,067 in bail.

A Yellow Cab driver was robbed and murdered at 27th and Noe Streets. Homicide Inspectors William Armstrong and David Toschi were able to obtain a witness who vaguely knew the suspect. The suspect's first name was Jimmy. The witness was unsure of the last name, but gave a few possibilities. The witness also knew in which area of the City the suspect lived. Using the information and the data accessible through CABLE, the Inspectors were able to locate and arrest the suspect.

On 05/24/74 Officers Bloesch #1985 and Winters #1396 in 3C5 stopped a vehicle with an equipment defect. CABLE checks revealed that the driver had numerous traffic warrants and that one of the occupants was wanted by the Department of Corrections for violation of a conditional release. Good work on a thorough job.

Officers MacDonald #1267 and Arnold #1635 in 3BI made a routine check of a tavern on 9th Street 06/05/74. They were informed that a patron was behaving suspiciously. Acting on this information, they questioned the suspect and made a warrant check. The subject was wanted by the Los Angeles Sheriff on a narcotics charge.

Officer Paulson #231, 3-E-#, ran a check and another Parole Violator was apprehended.

Many hits have been made after the Identification Section has made a positive identification of a suspect arrested under an alias. The suspect's correct name and identification numbers are then run through the CABLE System.

Officers Burs and Williams of the BSS arrested a female suspect. The suspect gave an alias. A fingerprint search by the Identification Section revealed another name and a CII number. A CABLE check discovered a want for the suspect from Santa Clara County.

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Guy Wright

A POLICEMAN'S WORLD

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WRITE THE EDITOR!

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Governmental Services: 2nd Tues. 2:00 P.M.
Legislative & Personnel: 1st Thurs. 2:00 P.M.
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"I would like to take the average clinical psychologist or psychiatrist and invite him to function for just a day in the world of the policeman, to confront people whose problems are both serious and in need of immediate solution.

"I would invite him to walk, as I have, into a smoke-filled pool room where five or six angry men are swinging pool cues at one another.

"I would like the prison counselor and parole officer to walk, as I have, into a smoke-

filled pool room where five or six angry men are swinging pool cues — their client Jones — not calm and composed in an office setting, but as the cop sees him — beating his small child with a heavy belt buckle or kicking his pregnant wife.

"I wish they and every judge and juror in the country could see the ravages of crime as the cop on the beat must: Innocent people cut, shot, beaten, raped, robbed and murdered.

"I would, I feel certain, give them a different perspective on crime and criminals, just as it has me."

Those are the words of Dr. George L. Kirkham, the professor of criminology who took a six-month leave from Florida State University to work as a cop in a Jacksonville ghetto.

He tells about his on-the-street education in the FBI Bulletin.

His first night on duty Kirkham tried to use his textbook knowledge on a mean drunk. "Excuse me, sir..." The drunk threw a haymaker, and the doctor of criminology had to subdue him by force, just like any other cop.

"Something is wrong," he told himself. "As a university professor I had always sought to convey to my students the idea that it is a mistake to exercise authority... as a police officer I was forced time and again to do just that. For the first time in my life I encountered individuals who interpreted kindness as a weakness."

One night a traffic beef attracted an angry mob

"Suddenly I was no longer an ivory tower scholar watching typical police 'over-reaction' to a street inci-

dent. I was part of it and fighting to remain alive and uninjured," he recalled.

Fending off a woman who grabbed at his holstered revolver, he plowed through the mass of bodies to his patrol car, put out distress call and released the shotgun from its rack.

"... The memory flashed through my mind that I had always argued that policemen should not be allowed to carry guns because of their 'offensive' character," he said.

"How readily as a criminology professor I would have condemned the officer who was now myself, trembling with fear and anxiety and menacing an 'armed' assembly..."

"But circumstances had dramatically changed, MY wife and child who might be mourning. Not 'a policeman' or Patrolman Smith — but ME, George Kirkham!"

"He discovered that a criminal looks a lot different before and after he is caught.

"When I put on the uniform of a police officer I lost

the luxury of sitting in an air-conditioned office with my pipe and books, calmly discussing with a rapist or armed robber the past problems which had led him into trouble with the law," he said.

"Such offenders had seemed so innocent, so harmless in the sterile setting of the prison. The often terrible crimes which they had committed were long since past, reduced like their victims to so many printed words on a page.

"Now, as a police officer, I began to encounter the offender for the first time as a very real menace to my personal safety and the security of our society."

Kirkham noticed another difference... "As a criminology professor I had always enjoyed the luxury of having great amounts of time in which to make difficult decisions. As a police officer, however, I found myself forced to make the most critical choices in a time frame of seconds... always with

(Cont'd Back Page)

KELLENBACH ELECTED AS FRANKLIN SAVINGS PRESIDENT



Richard G. Kellenbach has been elected president of Franklin Savings and Loan Association, it was announced today.

Mr. Kellenbach, formerly senior vice president and treasurer of Franklin, succeeds the late Harold Melander in the top post at California's oldest savings and loan association.

Prior to joining Franklin in 1965, Kellenbach was assistant vice president of the

Federal Home Loan Bank in San Francisco. From 1952 to 1959 he was a savings and loan examiner for the Federal Home Loan Board in the northwest.

Mr. Kellenbach is a member of the Controllers Society for Savings Institutions, the Commonwealth Club, the Lion's Club, and the San Francisco Symphony Association.

He was graduated from the University of Denver.

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WIDOWS & ORPHANS

June

The meeting was called to order by Pres. William Parenti, Wednesday, June 19, 1974 at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice. All officers and trustees were present, with the exception of J. Pigott who was excused. A quorum was present.

Registration of Julius H. Long was accepted by the Trustees.

The following donations were received and acknowledged by the Secretary: Merchants Exchange Club — escort provided by Motorcycle Unit; West Coast Salesmen's Association — for their quarterly Market Week; David Nash, a constant contributor and donations made in memory of our departed brother, George Sommer by R. M. Tomlins, Mr. & Mrs. Anderson, Waldemar Sommer, Mr. & Mrs. Barry, Klara Egger and Alexandria Bicoff.

Treasurer Barney Becker announced the following deaths:

Eugene Atkinson — Gene was 72 at the time of his death. He entered the Department in 1933 at 32 years of age. He was on the solos for 12 years, transferred to the Bureau of Inspectors in 1946 and was made a full Inspector in 1950, working principally in the Auto Detail. He retired on a disability pension in 1960.

Edwin King — Was 67 at the time of his death. Was appointed in 1929 at the age of 24. Worked in Mission Station a great part of his time. Was retired in 1966 on disability.

George Sommer — Was 56 years old at the time of his death. Entered the Department in 1943 at the age of 28. George was in the Crime Prevention Unit for a number of years, also worked at Co. E, Fixed Post and Central Station. Retired in 1962 on disability.

Robert Williams — Was age 62 at the time of his death. Entered the Department in 1937. Resigned in 1945 to enter private business. Spent the last years working in the Assessors Office.

Brother Hurley presented the copy of an original certificate of membership issued in 1887. This was supposed to be used as a front piece for the new Constitution & By-Laws, but it was such an attractive document the members present voted that it be presented as is to each member to show their membership in the Association. This matter to be looked into by Brother Hurley.

The meeting was adjourned at 3:00 P.M. in honor of our departed Brothers.

July

The meeting was called to order by Pres. William Parenti, Wednesday, July 17, 1974 at 2:08 p.m. All Officers and Trustees were present. There was a quorum.

The following donations were received and acknowledged by the Secretary: Mrs. Harry Edwards for services performed by Officers Cotton and Panfiloff of Richmond Station; Mrs. Priscilla Lipavsky for services performed by Officers Ritter and Gannon of Park Station; Don Fleming for services performed by Parking Control person Vickie Hawkins; and Mrs. Anita Bertrand.

Treasurer Bernard Becker reported the following deaths:

Clifton Celmons—was 79 at the time of his death. Was appointed to the Department in 1927 at age 35. Served most of his time in the Central and Northern Stations. Was retired in 1940 on disability.

Aleck Mino—was 75 at the time of his death. Entered the Department in 1928 at age 32. Left the Department in 1936. Was in private protection work for some time and later was a court crier for the Federal Courts.

Milton Miskel—was age 60 at the time of his death. Was appointed in 1941 at age 30. Rode the solo motorcycles for many years, transferred to Fixed Post from where he retired on disability in 1961.

Frank Small—was 79 at the time of his death. Was appointed in 1922 at age 29. He served mostly in the Harbor and Central districts, leaving the Department in 1940 to enter private business.

The audit was received by the membership present. Several recommendations were approved by the membership. The principal one being that from now on a death certificate must accompany every claim.

The minutes of a special business meeting, held Friday, July 12, 1974 at 6:00 p.m. in the Hibernia Bank Building, 290 Sutter Street, were presented by the Secretary.

Mr. Feehan, of the Hibernia Bank, reported on the portfolio. Our stock holdings are down about \$95,000, due principally to two stocks, Penn Central and W.T. Grant. However, our dividends are still holding better than 5% in our common stock holdings, while better than that in Federal Bonds and corporate holdings.

Our investment program from now until some sense comes into the market will be in Federal Bonds and short term mercantile paper.

Mr. O'Rourke, from Moss Adams, the company doing the audit, went over the same. He stated that overall he was pleased with our records. He has seen profit corporations whose books were not as in good a shape as ours. Suggested the death certificate on all deaths, which was approved at the July meeting. Also suggested that the number necessary to conduct all the business of the Association be reduced from 20 as it seemed a problem to get this number to a meeting. Trustees will discuss this at a later meeting.

Brother Hurley presented the membership certificate and it was decided to send one to all members, starting with the retired members first.

Any members desiring to see a copy of the Audit may do so by contacting any Officer or Trustee.

The meeting was adjourned at 3:00 P.M.
Bob McKee, Secretary



New Police Commissioner Robert E. Buckley and his happy wife, Nancy.

Unity of spirit, Unity of purpose, Unity of activity, Unity of accomplishment.

His reputation is one of keen wit, comprehension, incisiveness, extraordinary ability and devoted service to his family and the entire community.

He was sworn in by his close neighbor and warm personal friend, Superior Court Judge Claude D. Perasso.

We wish you well Mr. Commissioner and extend to you, to Mayor Alioto and to the people of San Francisco, our continued support and dedication to the concept of a truly professional police service.

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DEFENSIVE DRIVING INSTRUCTION

"We try to let the officers find out how good they are, or conversely, what are their limitations."

DEFENSE DRIVING INSTRUCTION

The Department's Safety Officer, Sergeant David Sheehan of the Traffic Bureau, is also the able and qualified Instructor in charge of the Defensive Driving Classroom instruction and the driving course at Candlestick Park parking lot.

While the ten officers who would drive the course on the given Wednesday that this reporter would also drive the course, were bringing out the old black and whites from the Hall, I responded directly to Candlestick. There at 8 A.M. were Officers Mike Ferrier, Len Engle, Jerry Foster and Inspector John Johnson setting up the course.

Literally hundreds of traffic cones were used to outline the driving portions of the streets we would drive over for the next six hours. Old tires were used to denote intersections as well as several short steel poles for street signs and stop signs.

In just about one hour, these men had transformed an ordinary parking lot into a comprehensive and stimulating defensive driving challenge. Sgt. Sheehan pointed out to the drivers that there are two separate driving courses within the confines of the outlined area. Strict compliance with all stop-signs and right-of-way at intersections would prevail. The men drove each of the red and green courses several times prior to their timed runs on each course.

THE INTERVIEW

Malcolm Glover

Malcolm Glover, Police Reporter for the San Francisco Examiner was on hand with an Examiner photographer, Gordon Stone. Between Mr. Stone and this reporter, we got some good representative shots of the course. Malcolm taped an interview with Dave and it is reported here in full for the benefit of all readers, as well as the public to let everyone know what the SFPD is doing in order to drive more prudently and safely.

Glover: Sgt. Sheehan, explain what it is you and your men are doing out here.

Sheehan: Alright. The purpose of this course is two-fold. Number one, in the morning the officers drive through the obstacle courses in order to learn the signal placements and the size of their cars. They learn how to position their cars in backing, and when backing in turns. All of these obstacles are made so that they have about 2 inches of clearance when they are traveling and negotiating problems of the course.

Secondly, in the afternoon, we have the "chase" sequence. We have the men pursue one of the Instructors under the same conditions as on the street. They must stay on the course during the chase, for once they hit a traffic cone, the chase is all over. They have crashed.

Glover: You mentioned backing, is that much of a problem?

Sheehan: It sure is. If they get off line at all, and especially in the backing problems, they are going to knock a lot of cones over. Thirty percent (30%) of the Department's accidents are backing



A terminated "Hot" chase.



The same Patrol car from another view.

accidents. We require the men to back up by looking over their right shoulder. This is where one gets more peripheral vision. A lot of people have the habit of looking directly over the left shoulder or down along side of the car. You can't see anything directly behind you when you are doing it that way. Over the right shoulder, however, one can get the whole picture of what is behind one. Obviously, checking the mirrors and over the left shoulder occasionally is also good practice too.

Glover: I see some of the cars making U-turns. Is that intentional?

Sheehan: We have these U-turns so the men can practice these turns in tight quarters. Two of the specific problems is the bootleg U-turn and the chacane. The chacane is actually a path that is snake-like, so the driver will know where both sides of his car may be when he is turning and twisting back and forth inside of the chacane. This way, he doesn't intentionally hit anything on either side of him. We also have a slalom, which is a longer, little more rapidly swaying back and forth problem, much the same as in skiing.

Glover: Is that the one with the large yellow cones?

Sheehan: Yes. We have a parking exercise too. The men are required to park the cars, which are about 19-1/2 feet long, in a space that is 24 feet long. They should be able to do this in just two movements. They get a lot of practice at this.

Glover: Do you stress looking, you know, being aware at all times?

Sheehan: Absolutely. Basically, we want them to be looking when they are moving. If we can get across to them that they have to be looking when they are backing and / or making any type of movement, especially when the movement is going to be anything other than a straight ahead movement. Any type of turning movement, any type of backing

movements, — we want them to look and make sure it is clear and not assume it is clear. That is where many of our accidents occur. The men assume it is clear.

This is basically a defensive driving course. After the men have practiced the two courses, they are timed and penalized for any pylons or cones they knock down.

In the afternoon, we have the chase sequence. The men who are out here for training chase the Instructor. Obviously, we cannot teach the men how to drive efficiently in just one day. We merely try to show them their specific limitations. They have individual limitations. They get out here and practice. They can see what they can do, and what the Instructors can do. They will see what speed the Instructor makes the turns and they will find that the majority of them cannot make the turns as fast. Now there are some that can, but generally speaking, the majority can't keep up with the Instructor, as you have seen.

The first time around, we give them a chance to go as fast as they can. You will see how much distance we put between the Instructors and the men. You will notice that on the first turn, they go off the course. They are right on our tail, pushing as fast as we are and they are lost on the first turn.

Much of the problem is over control. Everybody knows that if the car begins to slide to the left you have to steer to the left. The problem is that they steer too far to the left and the springs bounce back immediately to the right. The springs have been compressed to the left. When you steer hard to the left, they bounce back to the right causing the rear end to snap back to the right, sometimes even more violently than it was going to the left. Over control is the basic problem. We want the men to try to keep within their own capabilities and this is the place where they can learn what their capabilities are.

"We want the younger officers to learn that not all problems can be solved with the gas pedal."

"Backing accidents account for over 30% of police accidents."

Glover: How big is this course?

Sheehan: The length and width are about 1/8th and 1/16th of a mile respectively. Or, about 800 feet long and 400 feet wide.

Glover: You train these officers to go into these turns at what kind of speed, 40 to 45 mph?

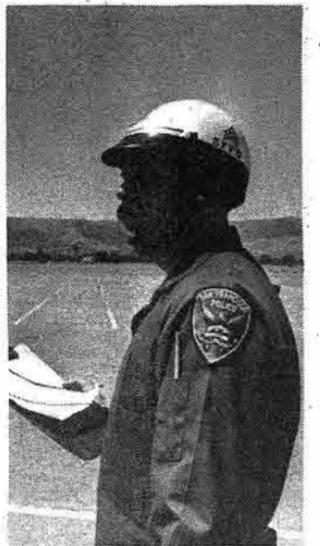
Sheehan: These turns out here can be made at about a minimum of 45 mph. After that the car just won't make that right angle turn any faster. The reason is that all of the streets here are 25 feet wide. This 25 feet is just the driving portion of a roadway. This excludes any parking lanes. So these streets then represent only the moving portion of any two way street in the City. Therefore, there is not enough sliding room for the cars to go into these turns any faster than 45 mph. They will go right off the roadway.

Sheehan: We spend a whole day out here. The men get an eight hour lecture before coming out here. This includes slides, movies and other classroom materials. That instruction is given at the Police Academy.

Glover: When do they receive that, just before they come out here?

Sheehan: No. It was worked that way at one time, but the cars we had originally all broke down. So, consequently, we just continued with the lectures. All last year we gave the lectures and now we are catching up with the driving. Ideally, it should be in the same week as the lecture.

Glover: Roughly then, you have about 2-1/2 to 3 hours of actual defensive driving in the mornings and then approximately the same number of hours in the afternoon with the chase?



Sgt. Sheehan looks 'em over. in about ten minutes. The course can be completed without any penalties in about 7 minutes. That's 3 minutes for the red course



Sgt. Sheehan gives early morning instructions to the troops

Glover: Do you ever reverse the course?

Sheehan: While we are chasing?

Glover: Yes.

Sheehan: Yes, the Instructor decides which way he is going to go, and we go both ways. We cover the whole course, both ways.

Glover: Who are the men you have assisting you in giving this training?

Sheehan: My full time assistant is Officer Mike Ferrier. And then on occasion, we have Officers Len Engle and Jerry Foster for one day a week out here. Inspector John Johnson also gives us a hand when he can.

Glover: How many officers do you train at a time?

Sheehan: We like to get out ten, no more than ten at one time.

Glover: How many hours instruction are covered out here?

Sheehan: That's right. And we also have one other thing in the morning. And that's the Accident Simulator. We stole this idea from Bob Bunderad, the professional driving instructor. He has a more elaborate system with traffic signals. The Accident Simulator consists of three exit lanes. A driver approaches the intersection and 80 feet away he is given a signal to either: 1) take the right lane; 2) take the left lane; 3) take the middle lane, or; 4) jam on his brakes. He's got 80 feet to do that in. He has three separate runs at it, at speeds of 25, 30 and 35 mph.

Glover: That sounds like a good one. Tell me, on the defensive driving course, is this all done on a timed basis?

Sheehan: Yes, again. We have them go on a timed basis. We would like to see them complete both courses

and 4 minutes for the green course. If they go off the course or hit any of the cones, we penalize them 30 seconds for each one they hit.

Glover: What do the traffic cones represent?

Sheehan: All of them represent parked cars.

Glover: Is the chase just a fun thing?

Well, while it is fun, it is also instructional.

During the chase, we grade the men on several things. One for attention; two for use of the siren; it must be oscillating, they must keep it going up and down; they must not forget to use it.

Glover: The siren works off of the horn ring?

Sheehan: Yes, and you have to keep it going up and down. We also check for tunnel vision. Sometimes they will look straight ahead at the chase vehicle and won't check for intersections. We have



Six old patrol cars still serving the Department for DD training



Typical situation: Radio car drives through Stop-sign

Len and Jerry coming out at them from our intersections and the men are required to stop.

(Editor's Note: Being an old AIB man myself, it was clearly demonstrated to me that when the officer says "But I did have my siren on," and the citizen witness says "I didn't hear any siren," they are both right. In that radio car, the siren sounds loud as can be, but due to that stupid horn ring operation, it is not always possible to keep it going and still make the turns. That's usually why the somebody says they didn't hear it.)

If the men go off of the roadway during the chase, we stop the action. They have crashed and they are done, until we get back to them later. If the chase was very short, we always give them a second shot. We try to give each man at least ten minutes of chasing.

Glover: What happens if a man flunks out or washes out on this course?

Is he brought back and kept at it until he does succeed?

Sheehan: OK. We don't have any washouts. We merely tell them you can't do what you are doing. You will have to drive slower. If you get involved out on the street, you just can't handle this car. We don't have enough time or equipment to teach them. It would take a week to work with them so that everybody could drive well.

Glover: Is it your training that they have to stay right with the car they are chasing?

Sheehan: We want them to stay up with the car. Now, depending on the speeds involved, we don't want them to follow the car too closely because if the violator loses control of his car, we want the men to bring their radio cars to a safe stop and have control of the situation. If you are too close, and he loses it, you are both liable to be involved in an accident, and he is liable to get away.

Another thing we point out is that if you rear end somebody in a chase, all you've done is give him a head start and you've got a smashed radiator. You are not going to get very far without water.

Glover: In other words, it is to try to keep up with him, keep him in sight anyway.

Sheehan: . . . and use your radio. Don't exceed, never exceed your driving capabilities. If you try to, you're not going to catch up to him and you may wind up in an accident.

Glover: How long has this course been going on, or have you been teaching it?

Sheehan: It was just recently reinstated. Starting in 1970, we were able to keep the program going for about a year and a half. It was shut down in 1972 and 1973 because we did not have the equipment. We didn't have the cars. Now we do have six cars and we can run the course one day a week. When the Department gets up to strength, we will probably be running it two days a week.

Glover: About how many men would you say have gone through the course?

Sheehan: We have put through about 500 officers.

Glover: Have any of the men you have run through, well that's an unfair question. I was going to ask have any of these men been involved in accidents?

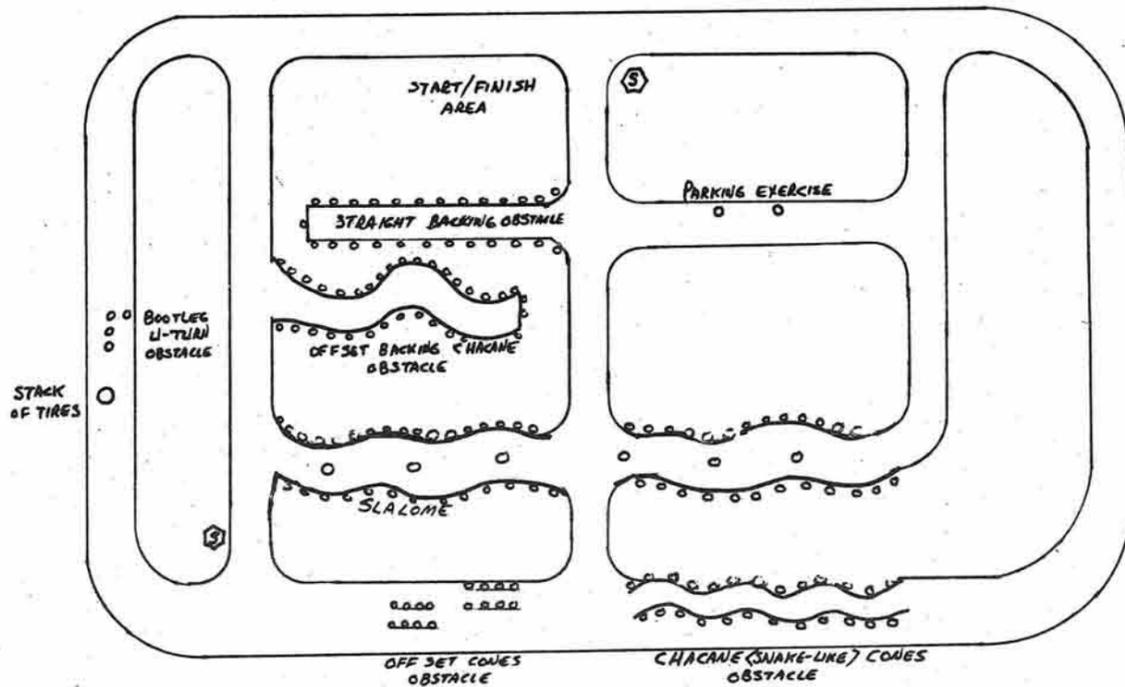
Sheehan: Right. Other men have indicated that had they been through this course earlier, they may not have been involved in accidents.



This is a very tight backing exercise in a bootleg U-turn. This turn should be completed in two moves with the cones still upright.



Department DD training backing exercise.



The Defensive Driving Course consists of two routes, designated by the colors red and green. Both routes are approximately one mile in length and each is identified by consecutively numbered arrows.

There are several obstacles which require smoothness of steering, coordination, control, vehicle placement and principles of reverse steering.

It also demonstrates how lack of full visibility makes backing hazardous. There is a parking situation which requires the driver to park his vehicle 12 inches from the curb within a space of 24 feet.

Throughout the course there are twelve intersections, some are controlled and others are uncontrolled. Various hazards are created by the instructors, such as right-of-way violations, unsafe lane changes, pulling quickly behind a backing vehicle, illegal passing and noise distractions.

All hazards and obstacles help improve the student's stability and concentration. The course also forces split-second decisions, skill in judging distance, widths and over control of the vehicle.



DD Course set up at Candlestick parking lot



Sgt. Sheehan and Officers Engle, Ferrier and Foster



Opening a car door on the traffic side, can be dangerous.



Officer has knocked over some cones in the backing exercise

This is a Two Part story on how the Police Department is training Police Officers to be better drivers. Part 2 will appear in the September edition of THE SAN FRANCISCO POLICEMAN.

BLOOD BANK LAUNCHES CAMPAIGN FOR BLOOD DONORS



A group of blood bank representatives and donors prepare to launch Irwin Memorial Blood Bank's "World's Largest Life Preserver" into San Francisco Bay. The ceremony was the kick-off event for the blood bank's new campaign for donors, using the slogan "Volunteer Blood Donors Are Life Preservers".



A line of 15 donor club representatives, (Officer Con Lucey of the S.F.P.D., seventh from the right) listened to their instructions from Bill Wilmoth of Irwin Memorial Blood Bank before they pulled "The World's Largest Life Preserver" onto the beach. This action represented the life-saving efforts of volunteer blood donors.

"Volunteer Blood Donors Are Life Preservers."

This is the message of Irwin Memorial Blood Bank's current campaign to enlist more volunteer donors. The campaign is aimed at increasing both individual and group support for the blood program throughout Irwin Memorial's eight county service area, including San Francisco.

As a group, San Francisco Police already rank as one of the blood bank's best sources of repeat blood donors. Annually, over 500 pints are donated and credited to the Police Officer's Association Donor Club Account. These credits are then available for officers and their families whenever transfusions are needed. In addition, donation credits are shared with many needy people in the community.

"At this time of the year, blood donations lag behind demand as regular donors go on vacation or are involved in summertime activities, causing them to defer making donations. Also, many businesses postpone their blood drives and students leave campus, further depleting the blood bank's lists of donors."

To introduce the campaign to the public, the blood bank

staged a unique "happening" June 26 on the shores of San Francisco Bay. With scores of donors and donor club chairmen and newsmen in attendance, the blood bank launched the "World's Largest Life Preserver".

Specially designed and constructed by William McKay, one of the blood bank's Ten Gallon Donors, the Preserver measures six feet in diameter and carries the brightly painted message, "Volunteer Blood Donors Are Life Preservers."

Towed into the Bay, it was ridden by a member of the Dolphin Swim Club and pulled into shore by a line of Irwin Memorial's donor club chairmen, including Officer Con Lucey, co-chairman of the POA account. Their effort symbolized the life-saving role of volunteer blood donors.

Although the next scheduled blood drive for the Police Officers Association isn't until December, donations to the account are encouraged throughout the year. Irwin Memorial is open seven days a week. Phone 567-6400 for an appointment or drop by during donor hours: Monday through Friday, 8 a.m. to 6:30 p.m.; Saturday, 8 a.m. to 3 p.m.; Sunday, 10 a.m. to 3:30 p.m.

To the Editor:

I want to call attention to the fact that many of us blacks in the city are quite impressed with the way two of the city homicide inspectors worked on the murder of Bishop Luther, who was allegedly robbed and beaten to death by two of our own people . . .

The bishop was 86 years old. The boy accused of doing the actual killing was 18. So many times we blacks complain of how the police treat us — that they never worry when a black gets killed or hurt.

Well, in this case, these two inspectors did a wonderful job. It is always embarrassing when one of our people does something bad, but it has proved to many of us blacks that our police department does care when blacks get hurt.

Your paper gives the names of the inspectors as Ken Manley and David Toschi; I imagine that their superiors just expect that they will always do their work well but please tell them that many of us in the Western Addition, even though one of our own was possibly the killer, respect the two inspectors.

I would hope that you might find some space to show these two inspectors that so many of us do know that this is a police department for all colors.

Mrs. William Moses
San Francisco

To Jerry Crowley

I was impressed with the

LETTERS

demeanor of your PAL Captain Zorzakis of your Law Enforcement Program. I had the privilege of riding to and from the airport with him, July 15, 1974.

While riding with him, I got the impression of a very polite, intelligent, courtesy and attentive young man. The city of San Francisco and its police department can be very proud of this young man. I am convinced that he will make a very fine police officer.

Sincerely
Saul E. Lankster, President
Compton Police Officers Association

If anyone is interested and would like more information please write to me at either of the below addresses.

Hoping to hear from you soon,

Yours Sincerely,
David Doonan
17 Station Parade, Dorchester Road,
Northolt Park, Middlesex, London
Metropolitan Police
The Oaks, Ruislip,
Middlesex, HA4 7LE

To: SFPOA Community Services

Dear Sponsors:

We are enclosing a current status report on your child and information on community activities. Your help and friendship have been of great benefit to your sponsor — materially and educationally.

The policy of Save the Children Federation is to emphasize human development as well as community development through self-help projects initiated and carried through by Indian people. Your sponsorship helps make this possible.

We deeply appreciate your interest and support and hope that you will continue your assistance. If, however, this sponsorship has proved to be less than satisfactory please contact us at the Field Office and we will do our best to help you.

Sincerely,
Dallas Johnson, Director

(Editor: The Community Services Committee sponsored a child in the American Indian Program.)

LONDON CONSTABLE REQUESTS AN EXCHANGE

Dear Sir,

I am employed as a Detective Constable in the Metropolitan Police, stationed at Ruislip in London.

During April, May or June 1975, in company with my wife, I am contemplating visiting the West Coast of the United States, and in particular the San Francisco area for about four or five weeks.

I would be interested to know if any of your officers would like to do an 'exchange deal' with our respective houses/flats. I own a large (by our standard) two bedroomed modern flat, situated approximately seven miles from the centre of London and very convenient for the underground and bus routes into, and around the city.

To Senator Moscone:

It has come to my attention that AB 1483, which would give improved retirement benefits to Sheriff's Deputies, Police, and Firemen, is now before the State Senate.

I am very pleased to see that you are a coauthor of this much needed legislation, and I would like to extend my fullest support for its passage. Your efforts in this behalf will be greatly appreciated by myself and the members of the department.

Sincerely,
Richard D. Hongisto,
Sheriff

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Insurance News

by Walt Garry

Your Insurance Committee has been in close contact with the Representative of the New York Life Insurance Company. We have received personal assurance that no member of this Association will suffer any loss of policy or delay in claim service.

New York Life appears to be very anxious to retain the business of the SFPOA, and is making every effort to see that past problems will not interfere with good service.

It has come to my attention that a few persons holding disability policies with Old Republic have expressed dissatisfaction with the claims service. I've looked into a number of the complaints and have discussed them with Bill Healy of the Healy Insurance Company. (Healy Ins. Co. administers the Public Safety Officers Insurance Company which was founded by Old Republic).

It is apparent that the source of the problem is at the OR office in Chicago. After the Ins. Committee completed their meeting with Bill, a strong protest was sent to Chicago.

The quick reply we received is that in the very near future, a claims office is to be set up in Los Angeles, and San Francisco. These California offices then will process all PSO claims in the state.

The Healy Agency will soon be offering a guaranteed renewal policy for disability for the working wife and a similar policy for the housewife.

CAPA IS QUILTS



by Walt Garry

On July 16, 1974 I attended the annual CAPA meeting in Sacramento. Representatives from all four member organizations were present.

After much discussion on whether or not to try to keep CAPA alive and strong in lobbying for Policemen's rights and laws, it was decided to keep the name of CAPA alive only. That is, pay any outstanding bills, keep the bank account alive, and meet again only at the call of the President. Thus, the organization can be put into action in relatively short time as new Corporation papers, etc. will not have to be filed and approved.

72,000 Car Towed Annually

by Gene Van Tricht

To most people, police work is Telly Savalas stalking a killer, or Karl Malden tracking a rapist, or the Mod Squad rapturing a robber.

Last year the San Francisco Police Department made 84 arrests for murder, 222 arrests for rape, and 1200 arrests for robbery. During that same period we towed 72,000 cars from the streets of San Francisco.

Murder, Rape and Robbery are the glamor services of police work. They pay big dividends when the culprit is caught, and cause surprisingly little complaint when he isn't.

Just the opposite is true when you tow a car. All hell breaks loose when you make a mistake. Phone calls come from the Mayor's office. Letters come from the Board of Supervisors, all eleven of them, and you'll have to answer each and every one of them.

While towing is not one of the glamor services, you'll find that one out of every 20 calls you receive from Communications will involve the towing of a vehicle. And 50 out of every 100 complaints will be about the way you towed a car.

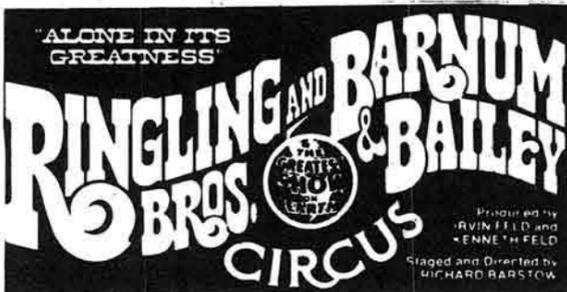
Just where do you get your authority to tow a car in the first place?

From the California Vehicle Code and from local ordinances authorized by that Code.

Where can you get the information on the violations you can tow for?

1. From the Vehicle Code
2. From the Traffic Code
3. From P. O. #4-1974
4. From the Patrol Officer's Manual

There are three categories of tows that require special techniques before the tow truck is called.



In this day of adult oriented, x-rated entertainment, this great circus is the last and best family oriented show where you can take the whole family.

The Greatest Show on Earth includes the famous Michu, smallest man in the world at 2' 9", 25 lbs. Tito Gaona is the world's greatest trapezist (Sports Illustrated's "World's Greatest Athlete").

In all, the Circus features 26 acts, 200 animals and 300 performers and \$1 1/2 million value in costumes.

Gordon Reese, Group Sales Director informs us that for 9 of the 24 total performances, the house reserves the best seats especially for groups. "We are offering a great discount rate on purchases of from 25 to 200 tickets."

(Editor: Below are listed six separate dates. Get your

groups organized and as long as a minimum of 25 tickets are purchased totally for your groups, regardless of which combination of dates, the discounts will apply.)

Below is a listing of the group show dates available to you.

	PM	PM
22 Thursday (Oak)	2:30	7:30
23 Fri (Oak)	2:30	
26 Monday (Oak)	2:30	7:30
28 Wednesday (SF)	2:30	7:30
29 Thursday (SF)	2:30	7:30
30 Friday (SF)	2:30	

— Saturday, August 24, 2:30 PM at the Oakland Coliseum and Saturday August 31, 3:00 PM at the SF Cow Palace are available for negotiation with extremely large groups.

PLEASE contact Lee McVeigh or Gale Wright 553-1235, or Con Lucey for Group Information.

Hot Cars

1. When you suspect a vehicle is stolen.
 - a. Give license number, VIN number and location to Communications. They will run a 10-29 Hot Check.
 - b. If the car is found to be hot, Communications will need to know (1) location, (2) if car is drivable, and (3) parking regulations. They will try to reach the owner. He will tell them if he wants the car towed or left where you found it.
 - c. Communications will tell you what owner wants done.
2. If Communications can't reach owner, or if car is parked in a hazardous or obstructing manner, it shall be towed.
3. Always get the name of radio personnel who gave information. Put name and the information in your report.

37A Tows (cars left over 72 hours on the public streets)

1. Run 10-29 through District Station Computer (Communications can't handle)
2. Mark car. Leave notice of possible tow.
3. Record date and time of marking in Station 37A Book
4. Wait at least 72 hours from time of marking.
5. Check to find owner (ring doorbells)
6. Run final 10-29 through Station. (car may become hot during 72-hour wait.)
7. Call for two truck - cite.
8. When truck arrives make out inventory.
9. 37A tows - only between 9 A.M. and 3 P.M., Monday-Friday. 998 Egbert is closed on Saturday and Sunday.
10. Mark 37A on sight (don't wait for complaint)

33C Tows (Construction Zones)

1. Check Traffic Survey Det. (Ext. 1195) to determine if signs have been up 24 hours before towing.
2. Put name of Construction Foreman, and the company he works for, on inventory (Legal will need this if foreman lied)
3. Change Patrol Manual to read "inventory" instead of "citation". (Cites no longer available)

Requesting tow for any vehicle -

1. Always have Communications run a 10-29. If it comes back "hot" Communications will try to notify owner.
2. If car is found to be clear, or if owner wants it towed, Communications will need the identifying information in order to send a tow truck.

Use of Inventory Form -

1. Inventories must be made for all cars towed by this Department.
2. Making out the form is explained in Sec. P4 pages 5, 6, 7 of the Patrol Officer's Manual.
3. Write clearly.

Member to Stand By -

1. Until tow truck has hooked up and left the scene.
- Placing a "Hold" on a vehicle -
 1. Inform Communications that a Hold is necessary.
 2. Tell them which Detail (H & R, Burg., Aato)
 3. Enter detail for which Hold was placed in report
 4. Enter detail for which Hold was placed on inventory

Other Tows - Sec. P4, page 8

1. Police Vehicles
 - a. Call Communications
 2. Owner's request (Auto Clubs)
 - a. (1) T.C.A. (2) AAA (3) N.A.C. - no others, contract does not allow.
 - b. No inventory
 - c. Remain at scene only if vehicle blocks traffic.

Cancellation of Tows -

1. If truck does not arrive 1/2 hour, call for another tow truck; if first tow responds, cancel that one at scene, give tow to second tow and make an interdepartmental to the Captain for the Tow Detail.
2. If you are called to another assignment, cancel tow.
3. For any other reason (owner showed up) cancel inventory and forward same to Tow Dept.

Vehicle Release Procedures - Sec. P4 page 9

1. All vehicles towed by this Department must have a release from the department.
2. All releases for "Hold to cite 58a" are given at the Traffic Bureau only.
3. Same for 22651j, no evidence current registration. Releases from Company K only.
4. 22651i, out-of-state parkers are released only by Officer Joe Moser, Company K, extension 1617.

Mechanical Citation Inspections -

Vehicles are inspected at Traffic Bureau, Monday - Friday, 8 A.M. to 5 P.M. as the citation must be then taken to the Traffic Fines Bureau.

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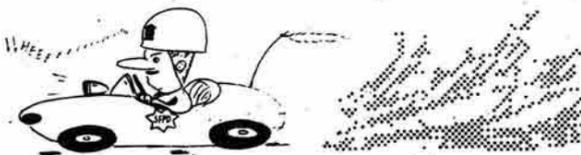
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ON ROUTINE PATROL by S.G. Yasinitsky



Brother Yasinitsky's column *ON ROUTINE PATROL* lets the reader in on some of the humorous events a policeman experiences while doing his job.

But like any good columnist, he needs a good supply of these real stories. You can help keep the column going by writing down a few things, or just giving him a call at the Burglary Detail with your stories.

This way, the public, as well as your fellow officers, can continue to enjoy reading about the not so serious police work adventures.

Editor

San Francisco is an unusual town where residents and tourists react alike, all of them unlike people anywhere else. MIKE TRUE-MAN, the pickpockets' nemesis of the Fraud Detail jumped on a cable car and collared an unusually brazen dip, bringing him off the car and relieving the baddy of his loot, returning it to the victim. The large crowd which usually stands at Powell and Market, burst into applause, giving Mike his well-deserved triumph. I wonder if bystanders in Los Angeles or New York are ever this classy.

HEATHER FONG, the indefatigable PAL Cadet attached to the Burglary Detail this summer, tells of

her recent trip to Red China, to her father's birthplace. She made me recall being in an army camp when she related how nobody in China dares throw away anything, now even a cigaret butt, and how clean everything is. Heather tells of one experience that even San Francisco cannot beat. One of the little children in her touring group dropped his small knit cap somewhere in Peking. At the end of the day, when the group returned to their hotel, the cap was already there, returned by a dutiful but anonymous Chinese citizen. And who does that kid think he is, littering a foreign city with his American hat?

The typesetter, proofrea-

der, and Editor must have had some sleepless nights of late. Messing up this column is verboten! And when they print a story of Officer Dum-cop and his Fly Shah Kazoo Band, omitting the story that logically preceded it and thus made sense out of the whole thing, I spend nights sticking pins into their effigies. But when they identified Patt Dragos, Dan's pretty wife, as Matt, that was the end. (I burned the dolls' feet on that one.)

JIM BAILEY of Burglary Detail, a sharp investigator, was working on a rash of burglaries in the Ney-Craut-Trumble neighborhood, arresting several crooks in the process. However, the mastermind was known only as a crash-padding illegal immigrant from South America, identified by a nickname and nothing else. Jim wore out shoe leather on this one for a couple of weeks, until he finally got full particulars on this criminal, even his photograph. This burglar was holding on to two guns he'd stolen, and he'd even fired them at some fellow-crooks

who'd gotten out of line. Jim generated so much heat that this nogoodnik left for Sonoma County where at the time of this writing he was imminently expected to be taken into custody.

Another Burglary sleuth, NELSON THOMAS, tracked down a 13-year-old burglar and recovered most of the loot from him. The boy kept explaining, however, that he no longer had the "bonopolies." Nels began thinking that there was a Monopoly set from some other theft, when the kid resumed talking about how his friend was standing there, looking through the bonopolies, when he saw them last. Nelson checked the stolen property list and solved the mystery. Still missing was a pair of binoculars.

Stoolies tell me that an Oriental informant's tip that "kamling" was a big, profitable business in the Japanese Cultural Center sent our Special Servicers there on the run, to place bets or smash doors, only to find Kam-Ling Chinese Restaurant flourishing. And a Chinese restaurant in the Japanese Center? How cultural!

Retired Brother JACK WEBB reminded me at a recent luncheon about an episode at Compton's at Turk and Taylor one day when we overheard a loudly talking girl

in the booth next to ours, bragging that she was Jack Webb's girl and had absolute protection from the cops on that count. I raised my eyebrows at Jack, who was my partner then. Jack shrugged his shoulders, "I never even saw her before." A few braggodisios later the girl's company recognized Jack sitting so close, and began snickering. Jack and I then moved in on their booth and greeted the Tenderloiners we knew. Jack asked the outspoken girl if Jack Webb she mentioned was the movie actor. "No," she replied, "he is a real cop right here in Frisco." Then Jack introduced himself. The girl gasped and tried to crawl under the table, then swiftly retreated to the girls' room, never to be seen again.

And another tale out of the past is about a stakeout that RENZO PANELLI and I had to pull in the old undercover wagon. Before darkness set in, a skidrow type eased up to the rear of the truck, studying it carefully. Then, as night fell, he rushed up to the truck's back door and furiously began to work on the lock. Lost for a second, I worried that this booster would blow our assignment. An idea came to me. I started barking like a dog and clawing at the inside of the truck door where the burglar was at his wicked deed. He was startled, then ran like hell away from our machine.

ROBINSON CRUSOE (hungrily): "I feel like a filet mignon and a baked potato."
CANNIBAL: "I feel like a motherless child."

JUST A LITTLE THING

by Gene Van Tricht

Sammy knows he's different. His name proves that to him. No other 35-year old man is called "Sammy," they're referred to as Sam, or even Mister. Sammy has never been called Mister.

Sammy knows he's different. There's always someone close by when he starts a job, and when it's time to finish he needs someone to help him.

You see, Sammy is retarded and he knows he's different, and that makes him shy. In the ten years I've known him he has never looked up when spoken to. He answers politely, but he always talks to the floor. He never looked up, that is, until last week.

Something important happened to Sammy last week, and you, through your Community Services Committee, helped to make it happen. Last week Sammy started and finished a job all by himself. He entered the swimming events at the Retarded Olympics, and he won.

Sammy stood at the water's edge with three other men his own age. People gathered round, but for once no one tried to help, no one could, Sam was on his own.

They stood, the four of them, crouched and expectant, waiting. The gun exploded and Sam hit the water in a perfect racing dive. Where he learned that dive, no one knows.

As he surfaced, Sam was half a lap ahead of the others. His arms and legs churning the water created a white foam that enmeshed his body and trailed off behind him like a jet stream high in the sky. Straight for the far end of the pool, a quick touch, and the racing turn, and Sam was on his way back to the finish in what appeared to be one continuous slashing movement. Sam reached up and heaved himself out of the water all alone. Hands stretched out, not to help, but to slap his back and shake his hand. Sam looked up into the faces of those who surrounded him and smiled, then he turned and stretched his helping hand to the next man.

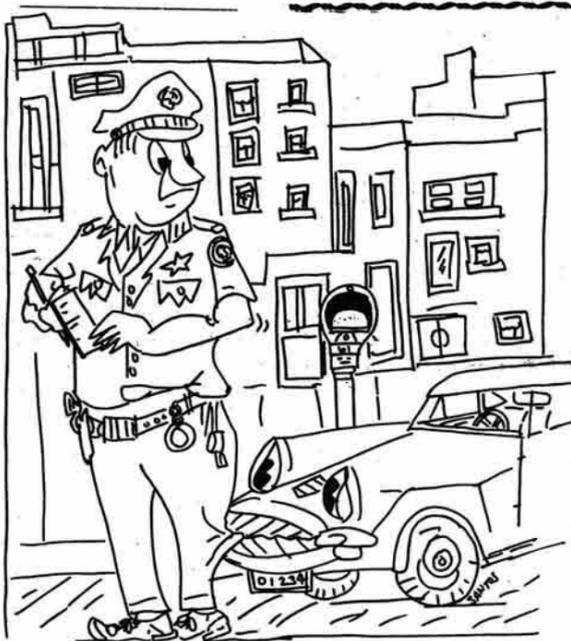
You helped Sam to lift his head, in pride, if only for a few minutes.

It was "just a little thing," just a man looking other men in the eye, that's all it was, but the cost to you was minuscule, one-twentieth the cost of the cigarette butt you just threw away. That's what Sam's moment of triumph cost you.

We could help to keep Sam's head high if we could sponsor his trip to the L.A. Regional Finals later this year, but of course that's impossible, all our funds are allocated already. To sponsor Sam means to drop some other "little thing" from your Committee's program.

Maybe we can delete our contribution to the Laguna Honda Home. Those old

ladies don't need perfume anyway; maybe we can drop the fishing program, the kids can dig for their own worms; or maybe, just maybe, each of us can donate one more dollar per year to help make lots of "little things" happen.



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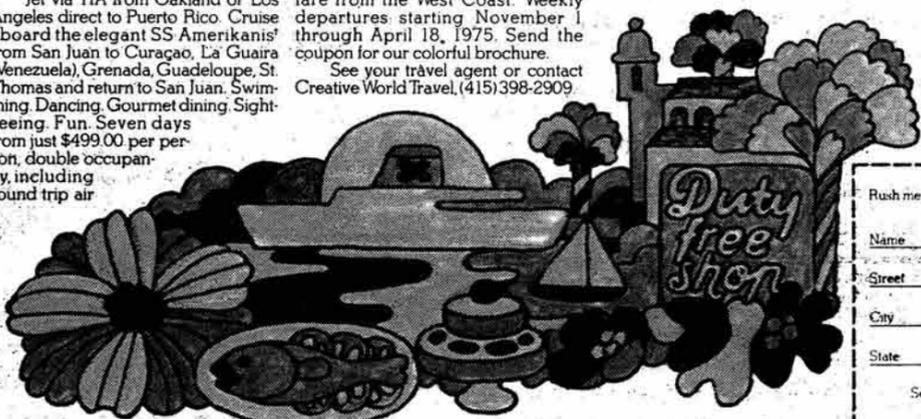
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AN OPEN LETTER TO S.F. POLICEMEN, ACTIVE & RETIRED

HELP! Now is the time to help yourself gain a Retirement plan that will keep you above the poverty level and off of welfare.

There are 3 important Retirement issues which need your support.

— Two will be on the S.F. Ballot in November for both the active and retired police officers.

— The other one, A.B. 1483, must be approved by the State Legislature.

A fourth issue, Prop. 5, the State Residency right, also

needs your support.

WE NEED your verbal support, your financial support, and your physical support.

Make checks to "Joint Policeman / Firefighters Election Committee." (Election laws dictate that you include your full name, address and phone number on the check.)

Please read the coupon and mark all the boxes where you can help the Association to help you.

Jerry Crowley, President, SFPOA
William Hemby, Secretary SFPOA

I want to help the SFPOA win the Retirement and Residency Issues.

I will:

- Work at Headquarters
- Work at Home
- Place a sign on my home / business
- Make a financial contribution of \$ — — —
- Urge my friends to vote YES
- Arrange for an appearance before a group
- To be a speaker

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to
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S.F.P.O.A. FINANCIAL STANDING

SAN FRANCISCO POLICE OFFICERS ASSOCIATION
FINANCIAL STANDING JUNE 30, 1974

MEMBERSHIP: ACTIVE 1762 RETIRED 391

CASH 06-01-74			
Petty Cash	101	\$ 150.00	
General Fund	103	951.60	
Legislative Fund	105	23,671.71	
Emergency Fund	107	271.35	\$25,044.66

ADD: REVENUE			
Dues	601	\$10,548.00	
Interest Income	610	270.59	\$10,818.59

TOTAL AVAILABLE DURING MONTH \$35,863.25

LESS: EXPENDITURES			
Administrative Expense	799	\$ 3,681.33	
Committee Expense		5,819.72	
Total Expense		9,501.05	
Accrued P/R Tax		55.44	\$ 9,445.61

CASH 6-30-74			
Petty Cash	101	\$ 150.00	
General Fund	103	1,044.58	
Legislative Fund	105	24,955.00	
Emergency Fund	107	268.06	\$26,417.64

EXPENDITURES

SAN FRANCISCO POLICE OFFICERS ASSOCIATION
EXPENDITURES MONTH OF JUNE 1974

ADMINISTRATIVE EXPENSES			
Office Equipment	215	\$ 500.00	
Bank Charges	707	11.69	
Dues Collection	723	52.74	
Equipment Rental	728	209.80	
Expense Account (Pres)	730	300.00	
Gen. Membership Meet.	740	39.00	
Mailing	771	258.87	
Pub. Relations	772	30.00	
Rent	773	300.00	
Salary-Office	776	1,020.25	
Salary-Executive	777	300.00	
Supplies-Office	781	276.71	
Supplies-Admin.	782	59.59	
Tax-Payroll	783	131.44	
Utilities	792	191.24	\$ 3,681.33

COMMITTEE EXPENSE			
Health Ser./Retirement	830	250.00	
Insurance	835	300.00	
ICPA	840	543.00	
Screening (Legal)	860	1,588.22	
Publication	863	488.50	
Ballot	880	2,620.00	\$ 5,819.72
TOTAL EXPENSE			\$ 9,501.05

SAN FRANCISCO POLICE OFFICERS ASSOCIATION
FINANCIAL STANDING MAY 31, 1974

MEMBERSHIP: ACTIVE 1762 RETIRED 391

CASH 05-01-74			
Petty Cash	101	\$ 150.00	
General Fund	103	421.38	
Legislative Fund	105	20,000.46	
Emergency Fund	107	271.35	\$21,447.81

ADD: Revenue			
Dues	601	\$10,571.20	\$10,571.20

TOTAL AVAILABLE DURING MONTH \$32,019.01

LESS: Expenditures			
Administrative Expense	799	\$ 3,505.55	
Committee Expense	899	3,483.26	
TOTAL EXPENSE		6,988.81	
Accrued P/R Tax		15.16	\$ 6,974.35

CASH 05-31-74			
Petty Cash	101	\$ 150.00	
General Fund	103	951.60	
Legislative Fund	105	23,671.71	
Emergency Fund	107	271.35	\$25,044.66

SAN FRANCISCO POLICE OFFICERS ASSOCIATION
EXPENDITURES MONTH OF MAY 1974

ADMINISTRATIVE EXPENSES			
Board of Directors	709	\$ 89.06	
Dues Collection	723	52.71	
Equipment Rental	728	178.38	
Janitorial Service	753	66.00	
Mailing	771	237.32	
Public Relations	772	292.64	
Rent	773	300.00	
Salary-Office	776	1,282.00	
Salary-Exec.	777	300.00	
Supplies-Office	781	230.53	
Supplies-Admin.	782	101.68	
Tax-Payroll	783	119.17	
Utilities	792	256.06	\$ 3,505.55

COMMITTEE EXPENSE			
Community Services	820	\$ (22.78)	
Health Service/Retirement	830	250.00	
Insurance	835	(300.00)	
Labor Relations	850	37.30	
CAPA	855	84.93	
Screening (Legal)	860	2,178.01	
Publication	863	1,164.00	
COPS (Political Action)	870	(37.50)	
ICPA Seminar	876	60.00	
Committee exp. adjustment	899	70.00	\$ 3,483.26
TOTAL			\$ 6,989.51

THE S.F. POLICEMAN FINANCIAL STATEMENT

THE S.F. POLICEMAN
FINANCIAL STATEMENT - June 30, 1974

BALANCE - May 31, 1974			
General	\$ 795.53		
Pre-Paid Ads Reserve	2,034.03		\$2,829.56

REVENUE			
Subscriptions	\$ 74.00		
Ads	2,575.00		
SFPOA Subsidy			
Salaries	390.50		
Misc.	216.00		\$3,255.50

WORKING CAPITAL - June \$6,085.06

LESS EXPENSES			
Salaries, Office	\$ 290.50		
Salaries, Executive	100.00		
Commissions on Ads	959.92		
Printing (June Paper)	1,186.66		
Misc.	156.81		
Office Supplies	10.01		
Utilities	33.16		\$2,737.06

BALANCE - June 30, 1974			
General	\$2,067.01		
Pre-Paid Ads Reserve	1,280.99		\$3,348.00

ATTENTION

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For additional information -
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE



The San Francisco Police Activities League (PAL) will conduct its 2nd Hunter/Safety Training Program on August 19, 1974 at 7:00 P.M. at the PAL Headquarters, 2475 Greenwich Street, San Francisco.

Boys and girls who are 10 years of age through 17 years, and unlicensed adults are invited to join.

The California Fish and Game law requires everyone who does not have a hunting license or who has not attended a Hunter/Safety Class, to attend such a class in order to obtain a hunting license.

For additional information on the program and enrollment, please call the PAL at 567-3215.

Stephen B. Spelman,
President
Sergeant of Police
Executive Director, PAL

LAW ENFORCEMENT

The PAL Law Enforcement Program will commence classes this Fall. This program is designed to introduce high school sophomores, juniors and seniors to various phases of police work. Students attend one night a week during the school year. Registration will take place at the 6th floor Auditorium of the Hall of Justice, 850 Bryant Street.

Sophomores should report on Monday, September 23, Juniors on Tuesday, September 24 and Seniors on Wednesday, September 25th.

Presently, graduating Seniors are applying their classroom learning to the Summer in Service Training in the following details: Photo Lab, Police Youth Program, Auto Detail, I.D. Bureau, Warrant Bureau, Crime Prevention, Traffic Bureau, Police Gym, Intelligence, Narcotics, Burglary, Southern Station, Crime Lab, Fraud Detail and T.V. Video.

PAL SOFTBALL GAME

The Annual PAL Softball Game was played on Saturday, June 29 at the Cow Palace. This was the 14th Annual Softball Game played for the benefit of the San Francisco Police Activities League.

Pre-game festivities started off with a grand entrance by Reno's VIP's in fire trucks led by a motorcycle escort, and followed by KGO-TV's Lucky 7's riding bicycles with balloons. An animal show followed, courtesy of Marine World, with elephants, tigers, clowns and various other animals. After the introduction of the players from both teams, they got down to serious business and played "bad, very bad soft-

ball" with Reno's VIP's winning by one run. Cazzie Russell was voted the Most Valuable Player, John O'Reilly and Barbara Hunter received the "Good Guy" award, and last and not least, Syd Goldie received the "Worst Play" award.

All who participated in the Softball game deserve the highest award for giving of their time and energy. Special thanks to KGO-TV for coming to the rescue. It was a great show!

SOCCER

The PAL Soccer Program formerly ended July 7th. Sixty-four teams in six age divisions started the campaign in early April. In the 8 & Under Division, the Shamrocks defeated the Roadrunners for the championship. The 10 & Under Division title went to the Harps, who outlasted the Darts and boasted a perfect 8-0 record. The Celtics won the 12 & Under Division crown by downing the Panthers. The 14 & Under Division was won by a very strong Rover team that produced a 4-0 win over Mezcala. Two fine teams, the PAL, SSF and Mexico A.C. were paired off for 16 & Under Division title. Mexico 7-0 squeaked by 2-1 over PAL, SSF to win the championship. The 18 & Under Division top four team playoffs was a spectacular

event. The Crusaders won the round robin, but lost twice in the playoffs to the Hibernians. Mexico placed 3rd and Mezcala 4th. The Hibernians outclassed the Crusaders to take the 1974 18 & Under Division Championship. The PAL offers its thanks to the coaches who volunteered so much of their time to teach youngsters the game of Soccer.

BASEBALL

The Lions Club sponsored a PAL CAL-PAL (13-15 years) Division of seven teams. The teams are so well matched that the top five teams have 7-9 wins each. The Sunset Lions are 9-4, Marina Lions 8-4, West O'Twin Peaks 8-4, Geneva Lions 8-5, Mission Lions 7-6, Park Presidio Lions 2-11, and North Beach Lions 1-12. In the Beach Division, Potrero Hill plays Mission Dolores for the right to play the winner of the Lions Division to settle the matter of who will represent San Francisco PAL at the CAL-PAL Finals at PAL Stadium in San Jose. Good luck to the teams!

JO DIMAGGIO LEAGUE

The Joe DiMaggio League is winding down with eight

ST. ANTHONY FREE SERVICE NEEDS JOBS

teams and with only 3 league games left. Teams are vying for the playoff positions that will send the winners of the Beach Division and Bay Division to the finals at Vallejo. In the Bay Division, Meyers Safety Switch is in its 1st with 8-3 and Swinerton & Walberg in 2nd with 6-5. The Beach Division is a tighter race with Phoenix Builders 9-2 and Golden Gate Kiwanis 7-3. Phoenix Builders is making a remarkable recovery this year after being in last place during the 1973 campaign.

St. Anthony Free Employment Service, 55 Jones St., is in acute need of job offers, according to Rev. Floyd A. Lotito, O.F.M., deputy executive director of the service and of St. Anthony Dining Room.

"The job market is tightening up, and we are looking for all kinds of job opportunities," said Father Lotito. "I would like to break the vicious cycle of poverty and help these people help themselves."

"Full-time, part-time, temporary or spot labor is welcome."

"Some of our applicants are trained and talented. All are screened," he said.

To place a job offer with the totally free employment service, call 431-7351, from 8 a.m. to 3 p.m., Monday, Wednesday or Friday.

David Bell is the service's employment counselor.

FOOTBALL

Football season officially begins with signups on Saturday, July 27, 1974. Boys may still sign up for football during August by calling the PAL office at 567-3215.

DOLPHIN ROOM
1507 Polk St.
San Francisco

885-0641

1974 INTERNATIONAL POLICE OLYMPIC GAMES SCHEDULE OF EVENTS

We need men to help make the "1st Inter-National Police Olympics" a huge success. Interested Parties Contact Joe Mollo or Dan Nilan at Ext. #1530. If You Can't Help - Plan To Attend The Events - Bring Your Family & Friends.

ARCHERY

August 29, August 30, 1100 hours. Sharps Park Range. Barebow and Freestyle.

ARM WRESTLING

Time and place to be announced. 175 and under/176-201/201 and over. Petaluma Rules.

BADMINTON

Time and place to be announced. Singles/Doubles. ABA Rules.

BASKETBALL

August 28, 29, 30, 0900 hours. San Francisco State Mens Gym 10 players and coach. NCAA Rules.

BOWLING

August 28, 0900 hours (4 man team)/August 29, 0900 hours (2 man team)/ August 30 0900 hours (singles)/ Castle Lanes 1750 Geneva Avenue ABC Rules.

CREW

August 30, 0900 hours. Lake Merced 4 man team and coxswain. AAU Rules

CYCLING

August 30, 0900 hours (800 meters and 10 miles)

August 31 0800 hours (25 miles). Lake Merced.

Open and Seniors ABL of A Rules

DECATHALON

August 29, 1000 hours (100 yd Dash/Shot Put/120 High Hurdles* High Jump/880 yd Run) San Francisco Sta Track

August 30 0900 hours (440 yd Run/Discus / Long Jump Javelin/ Mile Run) San Francisco State Track.

AAU Rules-DIVING

August 30, 0900 hours - San Francisco State Pool Open/Seniors-40 and over/Seniors - 50 and over/ AAU Rules

GOLF

August 28, 0900 hours Peacock Gap Country Club San Rafael

August 29, 0900 hours Lake Merced Golf course Daly City

August 30, 0900 hours Harding Golf Course San Francisco Singles/Two man team USGA Rules

HANDBALL

August 28, 29, 30 0800 hours Olympic Club 524 Post St. Single/Doubles Open/Seniors - 40 and over/Seniors-50 and over AAU and USHA Rules (Doubles only)

JUDO

August 30, 1800 hours War Memorial Auditorium Daly City 154 and under/176/205/205 and over. AAU 1/2 rules. Weight-in 1500-1800 hours

MARATHON

August 31, 0700 hours Golden Gate Park Open/Seniors - 40 and over

PENTATHALON

August 30, 0800 hours (3 mile cross country) Lake Merced (120 yd Low Hurdles/Rope Climb/Broad Jump) SF State Track Camp Perry Shoot SFPD Range

Open/Seniors - 40 and over AAU and NRA Rules

PISTOL

August 29, 0900 hours San Rafael Police Range San Rafael Camp Perry and Combat Open/Team NRA Rules

POWERLIFTING

August 29, 30, 1100 hours location to be announced 148/165/181/198/220/242/ heavyweight AAU Rules

Weight-in 0900 to 1100 hours

RIFLE-SMALL BORE

August 29, 0900 hours Presidio Rod and Gun Club NRA Rules

RIFLE-LARGE BORE

August 30, 0900 hours Ft. Berry Rifle Range NRA Rules

SAILING

August 31, 1000 hours St. Francis Yacht Club Catalina 27 3 man crew

Skipper meeting 8/31 0900 hours St. Francis Yacht Club

SKĒET

August 29, 0830 hours Pacific Rod and Gun Club NSA Rules

SWIMMING

August 30, 0900 hours San Francisco State pool Open/Seniors - 40 and over/Seniors - 50 and over Women AAU Rules

August 29, 30 0900 hours Lawton Playground (24th & Lawton) Singles/Doubles USTTA Rules

August 29, 30 0900 hours Lawton Playground (24th & Lawton) Singles/Doubles USTTA Rules

August 29, 30 0900 hours Lawton Playground (24th & Lawton) Singles/Doubles USTTA Rules

August 29, 30 0900 hours Lawton Playground (24th & Lawton) Singles/Doubles USTTA Rules

TENNIS

August 28, 29, 30, 0800 hours Golden Gate Park Tennis Courts Singles/Doubles USLTA Rules

TRACK AND FIELD

August 30, 0900 hours San Francisco State track Open/Seniors - 40 and over/Women AAU Rules

TRAP

August 30, 0830 hours Pacific Rod and Gun Club 16 yd no handicap ATA Rules

VOLLEYBALL

August 29, 30, 0900 hours San Francisco State Women's Gym Women's Doubles/Six Man Teams AAU Rules

WRESTLING

August 28, 1000 hours San Francisco State Women's Gym 145/154/165/171/181.5/191.5/206/216/ heavyweight

AAU Rules Weight-in 8/28 0800 to 1000 hours

1974 INTERNATIONAL POLICE OLYMPIC GAMES

The San Francisco Police Athletic Club will host the first, and I mean first of its kind in the world, 1st International Police Olympics in San Francisco the last week of August. This will bring about 800 policeman and their families from all over the United States, Hawaiian Islands, South Africa, New Zealand, Australia, Italy, Japan, and possibly England. Sounds like a big undertaking, well it is. However we need help, and I am taking this opportunity to ask you to contact either me or Joe

Mollo at Ext. 1530 when you offer your services.

May I extend an invitation to you all to attend a dinner dance, preceded by a no host cocktail party which will take place on Friday evening August 30, 1974. St. Mary's Cathedral Hall at Geary and Gough Sts. is the location, however we are limited in the amount of people we can have for dinner, so the tickets will be on a first come first serve basis. For further information contact Joe Mollo or I at Ext. 1530.

Dan

SPORTS

by Dan Nilan

1974 Softball Champions Richmond Station 14 to 7 Final Score

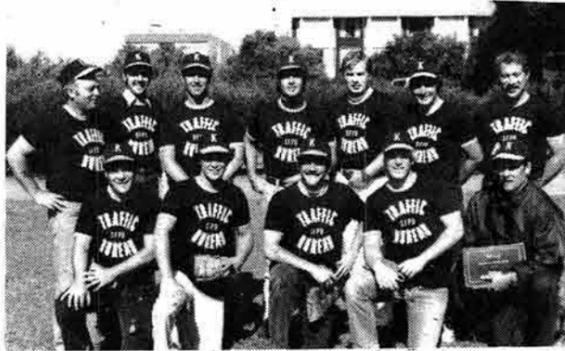


Top L-R — Paul Largent - Joe Engler - Dan Lawson - Pat Loughran - Brad Nicholson - Bill Moses
Front L-R — Roy Sullivan - Jeff Barker - Gene Traversero - Bill Decarsky

1974 Softball Championship Game Rossi Playground

Traffic

Richmond



SATURDAY LEAGUE
CHAMPS



TUESDAY LEAGUE
CHAMPS

They say that a picture is worth a thousand words, so this issue I hope that the editor can fit in the pictures that I supplied him. They will pretty well tell what has been taking place in sports since the last issue. What with the end of softball season, and a lot of the men on vacation, this issue will have less words and more action shots.

I would like to take this opportunity to express my congratulations to the Richmond Station Softball Team, who are the 1974 champions. They are the over-all champions for both leagues, and obtained this title by defeating the champions of the Saturday League "The Traffic Bureau". They, "The Champions of the Tuesday League" Richmond Station came from behind to defeat Traffic by a score of 14 to 7.

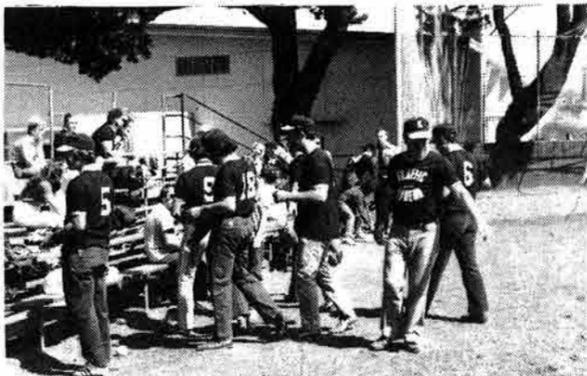
I won't go into much detail about this game, as either Frank Falzon or Phil Dito are going to write an article about the game. However the whole softball season was again a huge success, made possible by the fine group of athletes that we have in our department.

To Frank Falzon who was the commissioner of this years softball league again, congratulations on a job well done. Good luck to all our men who are going to Lake Tahoe to compete this year. Bring back the trophy to San Francisco again.

Something new was added this year by the S.F. Police Athletic Club, in an attempt to open up opportunities in all sports, under their sponsorship, to all men and women in the department. Under the guidance of tournament director JIM WHITE, the 1st Annual Tennis Tournament took place at Golden Gate Park Tennis Courts. Under rather balmy skies, a lot of wind was created, both by the amount of misses while attempting to hit the ball, and all that running around. Some men found after their first attempt at playing tennis, and this is the point of it all to get involved in sports, that there is more to tennis than meets the eye.

When all the grunts and groans had subsided, and everyone was attempting to pull on their sweat suits over sore and tired muscles, a victor emerged. Rich Leon won the beginners division with a \$5.00 racquet. But all kidding aside we did have fun, congratulations to all the winners, and may we have more participants in our upcoming doubles tournament which will be announced, date and location.

Congratulations on a job well done to "State Archery Champion" DAN LYNCH of the C/P's.



KEN SANDOVAL
GIVES HIS TEAM A PEP
TALK



PAT LOUGHRAN HITS
A
HOME RUN

S.F.P.D. Bowling Team #2

Wins League Again



Presentation of Mayor's Trophy by S.F.P.D. Bowling Team #2 to Chief Scott after winning Championship again at Serra Bowl. Pictured (left to right) F. Watson; C. Wettstein, Team Captain, presenting the trophy to Chief D. Scott; J. Vanderford; E. Castiglioni; J. Peralde and R. Peterson.

This is the team that will represent the S.F.P.D. in bowling at Sacramento in this years Police Olympics. Co. "A" was well represented and I guess their coach Bill Wilson must have really sat on them. Out of the first 15 men, 6 were from Co. "A". Here Is Our Team and Alternates:
FRANK PETUYA "A" *
BILL WILSON "A" * VIC BERTUCELLI "CM" * KEN

WAITE "A" * LEN BECKUM "PR" * BILL THIFFAULT "A" * GARY BERTUCCI "A" * PETE LIBERT "K" * SAM MOORE "C" * JOE ALLEGRO JR "A" * WALLY JACKSON "K" * AL LAMBERT "E" * LOU LIGOURI "PYP" * RICH MITTEMILLER "K" * DENJIS COSTANZO "A" * VERNON WARE "C" * LES ADAMS "A" * GARY DIXON "B"

The July Tournament of the S.F.P.D. Golf Club was held on Saturday, July 13, 1974 at Sonoma National Golf Course. We had a total of thirty-three players on a beautiful day typical of the Sonoma course. This was the first tournament that the results counted towards the awarding of the annual trophy. The results were as follows: first, Vic Macia of the Juv. Bur PYP with a net 97-28, second, George Ferris of Auto Stats with a net 79-8, third, Tom O'Hara of Co K, three wheelers, with a net 92-20 72.

The remaining finishers were fourth, Jim Skinner with a net 72, fifth, Charlie Beene with a net 72, sixth, Pete Alarcon with a net 72, seventh, Al Esperance also with a net 72. Eight place

GOLF CLUB NEWS

went to Vic Rykoff with a net 74, Ninth and tenth places with net 75's went to Bill Tull and Even Lammers respectively.

The hole-in-one went to Even Lammers with a measurement of 8'11 1/2" followed by Charlie Beene and Bill Grosward.

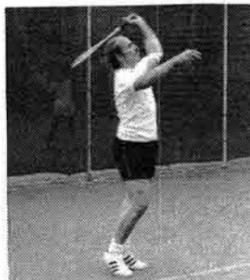
The S.F.P.D. Golf Club continues to grow by the month. We are now up to 98 members and still have plenty of room for anyone who is interested. For anyone who is interested and wants further information contact me or anyone else who belongs. Remember you don't have to be an expert, anyone who likes to play is welcome. The dues are only \$5.00 per year. The club is open to all active and retired members of the S.F. Police Department.

A recent poll of the membership showed a definite preference for weekday play. Not only is it easier to get reservations but it is also faster and less expensive, so hopefully by next year we will be playing most of our tournaments on weekdays.

Our next monthly tournament will be at Sunnyvale Golf Course on Tuesday, August 22, 1974. The September Tournament will be at Skywest Golf Course on Sunday, Sept. 22, 1974, if you are interested in either I have to know at least ten days in advance.

Jerry Cassidy
Co K D & I Solo M/C
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1974 POLICE ATHLETIC CLUB TENNIS TOURNAMENT HELD AT GOLDEN GATE PARK



Frank Rackley Serving
"Notice That Form"



Vic Iassa "Getting Set For
A Backhand Smash"

1974 Tennis Tournament
Director Jim White.



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PSO Golf Tournament . .

For you golfers, it has just been learned that the City of Hope has lent its name to the PSO tourney. This Tournament has grown so fast that instead of playing it in September of this year, as it was planned, that now it will be played on May 15, 1975 instead.

In closing, please know that the members of the Insurance Committee are appointed by the POA Board of Directors. Any problems, complaints, by any member or their families on any of the programs offered, please just let us know. Send your mail to us at the Association office.



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And Still Another Survey

by Jim Pera—Co. C

On July 4th, 1974, a survey was issued to the men of the San Francisco Police Department.

The survey, which was prepared by the FEDERAL EQUAL EMPLOYMENT OPPORTUNITY COMMISSION asked for the following personal data. (1) Name, (2) Race, Ethnic Origin, Social Security Number, Salary, and whether or not the member is a permanent of temporary employee.

This is the fourth time that I have been asked to submit to a questionnaire or interview regarding my race, ethnic background and other data which I feel is no ones business other than mine.

I am fed up with these race oriented personal data checks which are being conducted by the EEO and other organizations of their kind, and as a FREE AMERICAN CITIZEN I will refuse to answer anymore of their inquisitive garbage in the future.

I would like to make several things perfectly clear at this time for anyone who may be reading this newspaper and who may be employed by EEO.

First, I am a native born citizen of the United States of America who is entitled to all the protection afforded to me by the Constitution, and I am saddened to see that lately the Constitution has been distorted and twisted by some judges to meet with their individual fancies.

Secondly, I am a veteran, a taxpayer, and a law abiding citizen and have been economically self sufficient since the age of 17.

Thirdly, I am WHITE with an American Heritage dating back to the French and Indian War, and damn proud of it.

It is my opinion, and the opinion of many others that the aforementioned questionnaire is an invasion of privacy, a violation of our Constitution Rights of free Americans, and a blatant display by the EEO to compare the racial balance in the S.F.P.D. so that it can be applied to some type of Federal Quota.

I am not ashamed of my whiteness, and I resent the constant hounding of the courts and the Federal Government regarding whites.

I have heard people say that perhaps the Constitution of the United States should be revised. Perhaps it should be revised in such a manner that WHITES be given equal protection under it as well as all BLACKS and other MINORITIES.

SALARY SURVEY RELEASED

by Mike Hebel

In accordance with Charter section 8.405, the Civil Service Commission released the following survey of monthly rates paid to policemen and firemen in California Cities of at least 100,000 population. The highest additional compensation paid for police two-wheel motorcycle traffic duty is \$145 per month paid to Patrolman II by the City of Los Angeles.

City	Police Day	Fire Pay
Los Angeles		
Patrolman II	1314	1314
Patrolman III	1387	
Torrance	1330	1237
Oakland	1328	1328
Berkeley	1324	1202
Long Beach	1318	1318
San Bernardino	1290	1252
Glendale	1288	1190
Pasadena	1286	1230
Santa Ana	1251	1203
Garden Grove	1243	1104
Fresno	1230	1230
Huntington Beach	1220	1142
San Jose	1217	1177
San Diego	1215	1186
Anaheim	1205	1121
Sacramento	1200	1185
Riverside	1144	1069
Stockton	1063	1063

The Los Angeles Police Protective League recently signed a Memorandum of Understanding with the Los Angeles City Council. That Memorandum contained the following significant provisions:

1. City contribution to medical plan \$47.50 per month (San Francisco presently pays \$23.00 per month)
2. Longevity pay

10 to 15 years of service	\$37 per month
15 to 20 years of service	\$73 per month
20 years and over	\$111 per month

 (San-Francisco provides no longevity pay.)

REORGANIZATION Con'd

Reorganization

The reorganization portion of the package would have created the titles of Commander and Deputy Commander for various members of the department's administrative hierarchy. The reorganization would have reduced the number of people who now report directly to the Chief.

In addition to the acquisition of a more prestigious title, the top 15 members of the brass would have received pay raises ranging from \$58/month for the Chief of Inspectors to \$955/month for the Director of Community Relations.

The reorganization proposal had created the new position of flight officer and bomb technician. Individuals holding these positions would have received an additional \$135/month. Also, an assistant inspector would have automatically been classified as a full inspector after serving two years as an assistant.

What Now

It is quite apparent that this entire proposal, representing hundreds of hours of research, meetings and negotiations, will simply fade away unless it is once again re-introduced. The career incentive proposal is quite vulnerable and can easily be swallowed up by reorganization. With the large lieutenant and captain's promotional list in existence, it is certain that there will be considerable pressure from within to reorganize in such a way so as to create additional supervisory positions.

In order to protect the career incentive positions and to insure that they are incorporated into the department's 1975-76 budget request which must be submitted to the Mayor by December 1, 1974, this item is currently on the bargaining table.

It is hoped that a reorganization / career incentive package similar to the 1973 version will become part of the Police Commission's 1975-76 budget request.

DO YOU REMEMBER ..



"Henry Ford once said that you can have any color you want as long as it's black."

<p>For Sale '72 Ford Courier Pickup 16,000 mi. \$2,100 Richard Aufort City Prison or 873-2108</p>	<p>CHESS, Anyone? Bob McAllister of Co. D would like to year from you regarding the feasibility of starting a Chess Club. There are several people in the Department who enjoy the game, and if there is a good response, we'll get it off the ground. Thanks, Bob McAllister, Co. D</p>
<p>PISTOLA WANTED Am interested in purchasing a .357 Magnum 4", S&W or Colt at reasonable price. Ret. Off. Ronald C. Kennedy 1273 Alicante Drive 359-5004 Pacifica, Calif. 94044</p>	

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Guy Wright Con'd

the nagging certainty that others, those with great amounts of time in which to analyze and think, stood ready to judge and condemn me for whatever action I might take or fail to take."

At the university he taught a course in "emotion control" for policemen.

"I had told my students, 'Any man who is not able to maintain absolute control of his emotions at all times has no business being a police officer,' he said.

One night toward the end of his six months as a cop, he and his partner caught a

couple of teenagers vandalizing a church. One boy sneered and started to walk away.

Kirkham grabbed him, spun him around, shouted, "I'm talking to you, punk!"

His fellow officer put an admonitory hand on his shoulder.

"Take it easy, Doc," the old cop said.

The professor went back to his classroom a wiser man.

(Reprinted from the S.F. Examiner)

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*C78-13	7.00-13	\$22.10	\$2.00	H78-14	8.55-14	\$30.20	\$2.92
B78-14	6.45-14	\$21.64	\$2.05	G78-14	8.25-15	\$27.88	\$2.74
C78-14	6.95-14	\$22.80	\$2.17	H78-15	8.55-15	\$30.50	\$2.97
E78-14	7.35-14	\$24.75	\$2.33	J78-15	8.65-15	\$33.25	\$3.18
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