

# POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS—California Organization of Police & Sheriffs

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## POLICE STRESS - PERSONAL PROBLEMS

by William Hemby  
Executive Secretary

California Organization of Police & Sheriffs

### Divorce

To all of us, divorce is a fairly commonplace event these days. I have, at one time or other, read the growing statistics of dissolutions in the United States. Like most of us I felt dismayed by the vast numbers of broken marriages and again like most of us, unable to do much about it, filed the information away with multitude of other unsolvable dilemmas facing society.

It wasn't until I actually went through the long drawn out personal anxieties of my own dissolution, did I realize just how drastically one's life is altered or the effects such an experience has on your job performance. Is divorce any different to a police officer than someone in another job? I think so!

Seldom does a day go by that a police officer isn't called upon to settle some marital dispute or child custody battle.

When these same problems invade the police officer's personal life, it makes it extremely difficult. This man, who is expected to solve the personal problems of others, is now faced with an unsolvable situation within his own home.

A police officer would be hard put to care about the plight of others when his own world is crumbling about him.

Dissolution is a severe stress causing dilemma. The problem does exist. In fact, surveys show the divorce rate amongst police officers is extremely high.

One of the reasons for the high rate is the lack of knowledge on the part of a new police officer and his spouse about the demands of law enforcement.

Night work, shift rotations, court time, working weekends and holidays, lousy vacation selection are all causes for strains in a relationship.

Another difficulty is most police officers' wives know practically nothing about their husband's profession, except for what they see on television or are able to glean out of him from time to time.

She sympathizes with him about losing a court case or working for an overly demanding supervisor, but she usually doesn't understand why her husband has to put up with these problems.

But there are ways to ease the high divorce rate in the police profession.

In most sizable departments you will find a police officers' wives association. These organizations are usually charitable in nature and give a good deal of their time helping others.

Police wives' associations could contribute a great service to new recruits and their spouses. By working with the department or through the local police association, the police wives could set up spouse orientation classes.

When a new recruit class is installed the recruit's spouse would be asked to attend these special orientation classes.

The classes, conducted by the wives' association and academy instructors, would explain the role of a police officer, what is expected of him and what kind of life the spouse can expect.

This class would also explain to the spouse the academy course of instruction, general information on department rules and procedures, benefits, working conditions, laws, etc., along

(Cont'd Pg. 12)

## PROPOSITION "P"

### Wage Cuts & Early Retirements?

by Mike Hebel

On November 4 the voters of San Francisco passed a Charter amendment which will befuddle the City Attorney as to its meaning, invariably result in a wage and pension decrease for police officers and firefighters effective July 1, 1976, and most certainly cause the early retirement of police and fire members seeking to establish the highest base salary for pension purposes.

#### Charter Confusion

Proposition P requires the Civil Service Commission, not later than August 1, to survey and certify to the Board of Supervisors the rates of compensation paid to police officers in police departments in ALL cities of 350,000 population or over in the State of California.

From here the guess work begins. The arguments for Proposition "P" in the S. F. Voter Information Handbook state: "Salaries will be set automatically based on the average pay in the five largest California cities" (pg. 161); "It automatically sets salaries at the average paid in cities of 350,000 or more - Long Beach, Los Angeles, Oakland, San Diego, and San Jose" (pg. 162); "The officer's, in return, will be guaranteed a salary comparable to those in the five largest cities in the state" (pg. 163). But California has SIX cities with over 350,000 population - Long Beach, Los Angeles, Oakland, San Diego, San Jose and San Francisco. The proponents of "P" want all cities over 350,000 surveyed; they count 5, I count 6. Are the wages paid to San Francisco police officers to be included in the survey? Mr. O'Connor!

This hastily drafted amendment states that the rates contained in the survey shall be the average paid to police officers performing the same duties as San Francisco police officers. The City of Los Angeles has the following police officer categories:

classification	number of positions	monthly salary steps
Police Officer I	665	\$1131 to \$1407
Police Officer II	2922	\$1260 to 1484
Police Officer III	1965	\$1333 to 1568

What figure shall the civil service commission use as the rate of compensation paid to Los Angeles police officers? The lowest figure, the highest figure? To find the actual average one would have to determine the actual monthly salary paid to each LA officer (all 5552 of them) on August 1, 1976; add this figure; and then divide by 5,552. Remember that in Los Angeles there are several steps within each classification. The lower

the figure used for the survey and certification, the lower the average upon which salaries are automatically set. Mr. O'Connor, help!

The salary for the fourth year patrolman shall be fixed at a rate which is the average paid to police officers in the cities included in the certified report. This means that the sum of the averages in the survey is divided by the number of cities in the survey. Of course this returns us to the problem of which cities are in the survey and what is the average wage.

#### Salary Cut

Realizing that I am venturing into the world of educated speculation, I shall nevertheless demonstrate why I believe that police officers and fire fighters will receive a pay cut amounting to between 4% and 12% effective July 1, 1976. Retired officers and police widows continue reading!

Follow my journey and make your own calculations. The August 1, 1975 civil service salary survey revealed the following:

CITY	number of positions	monthly salary range
San Diego	896	\$1054-\$1274
Oakland	532	\$1345-\$1487
Los Angeles	5,552	\$1131-\$1568
(see above for further classifications)		
San Jose	487	\$1154-\$1401
Long Beach	475	\$1153-\$1426
San Francisco	1,291	\$1337-\$1387

With this basic data, a mathematician would go "bananas" in attempting to convert the language of Proposition P and said data into that one figure upon which police officers and fire fighters will feed and house their families, determine retirement plans, and decide if secondary and tertiary employment is necessary to sustain life.

#### Assumptions

Prior to calculating, a few assumptions are necessary:

1. Any court action attempting to nullify the recently granted 13.05% PAY RAISE FOR THIS FISCAL YEAR WILL BE UNSUCCESSFUL: (Obviously, if court action is successful in negating the raise, then almost any calculation under Proposition P will result in a raise on July 1, 1976. (Cont'd Back Page)

## LATE NEWS

Supervisor Quentin Kopp says Proposition P will be reviewed.

On the Sunday night news (Channel 4 at 11 pm Nov. 9, 1975) Supervisor Kopp was interviewed (taped) in front of City

Hall and responded to the question, "Will the police and firefighters take a pay-cut next July as the result of Proposition P?"

The station newscaster had said it is rumored that police and firefighters may have to take a pay-cut, since the passage of Proposition P, in that the average salary of the other

major cities may be lower than San Francisco police and fighters already make.

Supervisor Kopp responded, "He didn't want to see anybody take a pay-cut and therefore he is asking the City Attorney to look into the Proposition P and to present his opinion."

When the interviewer

asked him who was responsible, the Supervisor generously omitted the name of the man who is taking credit for writing Proposition P, but instead answered, "All of us who voted for it to be on the ballot (the eleven Supervisors)."

That ought to put a smile on your face.

## Widows & Orphans

The October meeting was held Wednesday the 22 in the Traffic Bureau Assembly Room, Hall of Justice at 2:00 P.M.

David B. Mayer was accepted as a new member. The following donations were reported by the Secretary:  
West Coast Salesmen's Association for fine work done by many members of the Dept.

David Nash — one who contributes often because he likes policemen,

Joseph Wilson — another faithful contributor  
Samuel Pearl — a contribution made thru Charlie Sandoval Co A.

Ms. Anita Samuel — a contribution made thru the Northern Station.

Treasurer Barney Becker reported the following deaths:

**Elston Carroll** — "Ducky" Carroll entered the Department in 1925 at the age of 31. He was sent to the Ingleside station where he performed the various duties of a patrolman. He was made Captain's clerk and served many years in that capacity — doing favors for any and all policemen. Ducky retired

in 1959 on a disability retirement. He was age 81 at the time of his death which occurred in September 1975.

**ALONZO GRAY** — Alonzo entered the Department in 1928 at the age of 28. He served at the Northern and Central Stations, the latter for a number of years. He was transferred to the country club station (Park) in 1948 and served there until he retired in 1960. Alonzo passed away on September 8, 1975 at age 75.

**Under New Business** the Secretary reminded the membership that November meeting, which will be held Wednesday, November 19, 1975 at the Traffic Bureau Assembly Room, will be for the purpose of nominating for the following offices: president, vice president, secretary, TREASURER and 4 positions for TRUSTEE. ANOTHER REMINDER \*\*\* PLEASE KEEP YOUR ASSOCIATION ADVISED OF ANY CHANGE OF ADDRESS.

Respectfully submitted,  
Bob McKee, Secretary

## MAN IN THE MIDDLE

by William F. Kidd

As in so many of the day-to-day situations which the peace officer must handle, when it comes to the matter of seeking improved wages or benefits, he still finds himself to be a man in the middle. While the San Francisco police officer has demonstrated his ability as a professional with increasing frequency, the San Francisco community has paid little heed.

In spite of an eviable record in meeting the several unusual problems which have arisen in the City, the public continues to demand the best, while refusing to pay the price.

The City has weathered countless situations, like the seige of (the then) San Francisco State College, the invasion of the City by the drug culture, and so many protest marches and demonstrations that they came to be business as usual. The SFPD has responded to these and other crises in admirable fashion, exercising mature judgment and a high degree of professional skill.

The public panics when politicians and the media collaborate to play the statistics game, creating the illusion of another New York ("Fear") City. Ask people who have recently lived in other metropolitan American cities, why they prefer to live in San Francisco; San Francisco is NOT "fear city." Or, better yet, talk to any of the many responsible members of the gay community; were it not for the exceptional tolerance of this City's police, as well as that displayed by the community in general, the gay community would not have grown to the dimensions it has.

The SFPD has reached its highest overall educational level ever, and San Francisco policemen have been returning to school in ever expanding numbers. The competent and successful investigator has to learn the criminal law at least as well as the attorney, while the effective uniformed officer must develop a nearly commensurate working knowledge of it.

Nevertheless, these are traits San Franciscans choose to ignore, and the typical citizen would be quite reluctant to place the police officer in the same category as the doctor, lawyer, or other "professional". They somehow forget, or are unable to see that the police officer has as great, if not a greater role to play in determining the citizen's quality of life than do these other professionals.

As in so many other areas, you must pay for quality, and sooner or later San Francisco, as will other cities, will learn this to be true, and will have to set their priorities accordingly.

The subject of doctors brings us, interestingly enough, to the other extreme, namely the expansion by the peace officer of his role as a professional to include the approach of organized labor, and now the approach of physicians, as well: the withholding of services.

San Francisco Police resorted to this other approach as a last attempt to bring attention to this blatant disregard for the needs of any city's most vital public servants. The public obviously considers the police officer more vital to the quality of life than the doctor, for the protestations over the withholding of police services were many times greater than those over the strike by doctors.

Yet, why does San Francisco refuse to pay just compensation for the services she considers so vital? Whatever the reasons might be, she forces the police officer to be stuck in the middle.

He is deprived of the status and benefits of a professional, despite the performance of duties, acceptance of the inherent hazards, and attempts to continue and expand his professional knowledge, yet vigorously denied the right to withhold his services as every other human being has the sacred right to do, in order to obtain just and reasonable compensation for the vital services which he provides.

As long as the police officer in San Francisco is deprived of either of these two reasonable alternatives, he will continue to be a Man in the Middle, and as such, the sorrowful victim of the ambitions of unethical politicians and a monolithic press controlled by those who pay the least yet demand the most of police services.

## When In Doubt, Blame CROWLEY

If you were the President of the POA, and worked full time at that job, you too would find yourself being painted every color except human. That's what happens when you stickup for your members, instead of always giving in.

"Oh, I wouldn't change," you might be saying. Well perhaps in your case that might be true, especially if you didn't get involved with the thousands of responsibilities of thay office.

But if you did get involved, as Jerry as been over the past several years, you would find yourself aging with the frustrations he faces for you almost everyday. A Crisis A Day At The POA is not a joke. Funny perhaps, but not a joke.

Either the City Attorney is doing it to you, or the Police Commission, or Internal Affairs, or the newspapers, or some rumor-monger or what have you. Jerry doesn't hide from his duties. He is out front, fighting for you, the members. Sure he makes some enemies along the way, that is natural.

But enemies from within? Why? Too many members are now parroting the cry "Get rid of Crowley." This is supposed to mean that if Crowley is sacrificed, all the pieces will go back

together again, status quo pre-August 18, 1975.

Jerry is on record with the Board of Directors as stating "If the members don't want it (13%) there's no way in hell I'm going to be out front fighting for that pay raise." The survey was completed by over 1400 members, all of whom indicated they wanted the 13%. Crowley didn't fill out all those surveys. There were not 1000 Crowleys on the lines, that was you.

Now that the strike is over, the pay raise may be appealed, and we lost all of the ballot propositions, the cry is to sacrifice Jerry Crowley. That is not the answer. The answer is "How much are YOU going to get involved in the preparations for the June 1976 Ballot?" That's right, there is a June election before the July 1976 payraise via Prop. P.

Getting rid of Crowley makes about as much sense as all those traffic citations written the day after the election. "A three-fold increase," said Supervising Captain Jeremiah Taylor. Writing all those unnecessary citations is just striking out in anger. Canning Crowley is just striking out in anger. Both actions are supposed to mean that if Crowley is sacrificed, all the problems they just create more problems.

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

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# LETTERS

## A DOZEN WAYS TO KILL AN ORGANIZATION

Police response

Editor

Supervisor Feinstein states that there is an average response time of approximately 18 1/2 minutes by San Francisco police here. She doesn't tell what this average represents. On high priority calls where a description of the suspect is given, we usually search the immediate area prior to responding to the scene.

It may take 18 1/2 minutes to respond to a low priority call (disturbing the peace, parking violation or a crime that has happened earlier but is just being reported). It sure as hell doesn't take 18 1/2 minutes to respond to the call of a citizen who needs immediate police assistance.

There are so many marked and unmarked police vehicles in the small area known as the Tenderloin that any response time of more than four minutes to a high priority crime is ridiculous in this area.

When complaints are received by communications from citizens, they aren't dispatched on a first-come-first-served basis. They are dispatched by priority of immediate need.

Officer Joseph Allegro  
Officer Leslie Adams  
3 Adam

1. Don't go to any of the meetings.
2. But if you do, go late.
3. If the weather doesn't suit you, don't think of going.
4. If you do attend, find fault with the work of the officers and members.
5. Never accept an office. It is much easier to criticize than to do things.
6. Get sore if you are not appointed on a committee. Should you be appointed, don't attend any of the meetings.
7. If asked to give your opinion on some matter, tell the chairman you have nothing to say. After the meeting is over, tell everyone how it should be done.
8. Do nothing more than is absolutely necessary. When others roll up their sleeves and unselfishly use their ability to help matters along, howl that the organization is run by a clique.
9. Hold back dues as long as possible, or don't pay them at all.
10. Make no effort to get new members to the club.

Gentlemen:

Enclosed is my check to cover the \$35.00 assessment to help defray costs of the just concluded campaign efforts.

Thanks for trying.

Harold C. Wilson  
COMMUNICATIONS

Editor:

My son tells me that he donated \$35 to help defeat Proposition P and that he delivered about 1000 copies of that special Police Report to some of the neighborhoods.

Now that the election is over, he tells me that many police officers did not contribute either the money nor their time to the pay issue.

I hope now that they realize how important the efforts were and why they must stick together if any good is to come out of the whole situation.

Please accept my check for \$35 to help pay the cost of the campaign, even though you lost, I know you will continue to try to help my son along with all the other police officers.

A Policeman's mother.

## President's Corner

BY JERRY CROWLEY



One thing that police and firemen in San Francisco have never lost sight of is their duty to serve and protect the public. We never would have walked off the job if we felt for one minute that a human life would be endangered as a result — and although we were on strike, there is not a man among us who would not have responded in the case of a true emergency.

The tragedy is that we didn't do enough to make the public aware of our concern for them. All that came through, apparently, was our concern for ourselves, which, however justified, was not enough.

We learned a lot from the strike and from the election campaign that followed. After all, this was the first time San Francisco police and firemen had made an effort to help themselves. So we learned through trial and error, and we are still learning.

But we feel we are doing the right thing in speaking for ourselves and representing ourselves. In some cities, the police are hiring professional labor organizations to help them. We don't go along with that in San Francisco because we know it would further undermine the people's confidence in us.

The most important thing is to get our message across to the public in the right way — to get them to understand our position, our frustrations, and our needs.

Above all, it means developing unity and understanding within our own ranks, eliminating, if we can, the petty jealousies and political rivalries that can destroy our best efforts.

The coalition was formed in the wake of the strike and the election campaign, but its purposes and goals are by no means limited to those issues. It is definitely a major stride toward better understanding within the department, which is bound to improve both our effectiveness and the image we present to others.

In short, we have found many things that we ourselves can do to improve ourselves and our department. This is the most valuable dividend of what has been happening in recent months.

## COALITION GAINING MOMENTUM

The Coalition, aimed at improving communication and mutual understanding within the Department, has continued to meet on a weekly basis. Meetings on November 6 and November 13 were aimed at forming a loose

structure including representatives of every segment and every level of the Department, badgeholder and civilian alike, and every station, detail and watch.

November 20, when all are invited to attend a general meeting to set goals procedures. The time and place are 10:00 a.m. in the Police Auditorium, 6th floor of the Hall of Justice.

A key date is Thursday, Please try to attend.

## POA Changes Counsel

The firm of O'Byrne and Beirne has represented the SFPOA since March 1971. In the past four and one half years, they have handled a multitude of legal matters for us, including the Federal

Litigation case.

During the past two years, the POA has employed other attorneys such as Stephen Bley, Alan Davis, Stephen Solomon and others. In a mutual agreement, the firm of

O'Byrne and Beirne and the POA have agreed to part company.

The attorney who will be handling most of the Association legal matters in the future is Stephen Bley, of the firm of Bley and Bley.

## Interested in Selling or Exchanging Property?

Inspector John Burke (Retired) has announced that he has established his own Real Estate Brokers Office in Santa Rosa, at 1064 McConnell Avenue. The Zip number is 95404 and the phone number is (707) 546-4250.

President, and then was the POA Treasurer for eight years after that.

Some of his accomplishments during his tenure was to found the Payroll Deduction System (The Policemen's Fund), as well as the Police-Fire

I'm sure many of you remember John for he went through the chairs of the POA, from Sgt-at-Arms to First Vice

Athletic program at the YMCA and later at the International Center at the YMI building at 50 Oak St.

Now that he has founded his new offices in Santa Rosa, he wants you to know that he can save you money when buying, selling or exchanging your property in San Francisco, Marin or Sonoma Counties.

He has served you well over the years, and will continue to serve you well now in his field of real estate. Give him a call at 546-4250

## A MOVING MESSAGE TO OUR SERVICE AND PARTS CUSTOMERS

We will shortly be moving to new headquarters at **1525 HOWARD ST.** between 11th and 12th Streets. Our new hours will be 7:30 am to 5:30 pm, with the same telephone number we now use, **626-2171**. We hope to have a more definite moving date for you in the very near future.

The morning and evening delay in leaving and picking up your car should be eliminated, and you will be surprised at the convenient location which is just adjacent to the downtown business area.

Royal Motor Sales management, as well as employees, know that you will like this new facility, and we would like to take this opportunity to thank you for your patience with the parking and congestion problem we have had for some time.

This move will enable us to expand our New and Used Car Sales Department which will remain at the familiar corner of 14th and South Van Ness Avenue.

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Police officers are suckers. Despite many years of experience and of being exposed to every type of cheat, fraud or subterfuge, the police officer is like a gullible child when it comes to taking promotional examinations: he'll buy any book or pamphlets, seek out any notes or old exams that he can lay his hands on. And for what? Generally, he'll be buying himself a liability instead of an asset, a hindrance instead of a help.

Now, along come Princeton Educational Research Institute (PERI) with four slick and super wellplanned volumes, designed to make that promotion a likelihood rather than a gamble. No one can guarantee the officer a successful result on the promotional exam, because in the final analysis, the officer's ability to perceive, conceive and relate determine his score; however, it is safe to say that with these four volumes, the officer has before him the most complete, up-to-date source material available.

The books are "Police Sergeant," Vol. 1, 134 pages 60 page addendum; "Police Sergeant," Vol. 2, 131 pages, 18-page addendum; "Police Captain and Lieutenant," Vol. 1, 140 pages, 19-page addendum and "Police and Lieutenant," Vol. 2, 155 pages, 44-page addendum.

Each book contains 500 questions. The value of these volumes lies in the comprehensive material being presented in an easily read format. The questions cover court decisions, principles of supervision and administration, and investigative techniques. But the critically important areas (those most important to the candidate for supervisor officer who have to decide where others wonder, and lead when others follow) are the questions that present issues that confront daily the police administrator: psychology, sociology, race relations. These can't be answered by a random guess; they require thought, and the officer who is taught to think before reacting is the officer who can be counted upon when the crises arise — and usually he will be the officer who scores near the top of any competitive exam.

There is one criticism, and it lies in the format and not the content. The answer to each question or issue follows immediately. It is rather difficult to read the question and not have one's eyes wander down to the answer. Of course, the reader can keep moving a card or sheet of paper down as he reads to conceal the answer until he has had time to formulate his thoughts and his answer, but this reminds me of grammar school. Future editions should contain all of the answers at the rear of each volume.

Nevertheless, that rather minor shortcoming is compensated for in the excellent, informative material presented following the questions in each volume: An extensive (and current) drug term glossar portions of the reports from the National Advisory Commission on Civil Disorders, the President's Commission on Law Enforcement and the Administration of Justice, the National Commission on Causes and Prevention of Violence, and the National Advisory Commission on Criminal Justice Standards and Goals.

These books are a worthwhile investment in your professional career, and deserve to be reviewed or re-read every so often, after the promotion. And you might find how good it feels not to get ripped off.

### OK, So We Lost

## But how MANY people voted FOR you?

Proposition P Yes 129,122 - No 64,093  
 Proposition Q Yes 120,153 - No 71,730  
 Proposition R Yes 71,394 - No 120,621  
 Proposition S Yes 55,501 - No 134,802

While too many officers have been getting writer's cramps from all those ticket-writing chores, I've been going over the above figures to show these same officers that even though we lost in this election, we still have a whole lot of friends in San Francisco.

Sure, if there's a violation, then the citation is justified. But is it really? How many late night citations are really going to change parking habits, traffic patterns, and win friends and influence people?

Take another look at the voters results above.

There are at least 64,093 citizens of San Francisco who believe you should not get just the average salary.

There are many citizens, 71,730 of them, who thinks the firemen's 24 hour shifts are fine. The service is as good as it can get.

Proposition R shows that in just eight weeks, we were able to educate at least 71,394 voters on the merits of Collective Bargaining. What a great base to build on for the June election.

55,501 of the electorate said they thought police and firemen should get the equal highest pay in the State. God bless them.

#### Who Endorsed the Propositions

	Propositions					
	N	O	P	Q	R	S
The Guardian	Y	N	N	N	N	N
Chronicle	Y	Y	Y	Y	N	N
Examiner	Y	Y	Y	Y	N	N
City	N	N	N	N	Y	Y
Progress	Y	Y	Y	Y	N	N
SEIU #9, 14, 66A 250, 265, 400, 505, 535	N	N	N	N	Y	Y
Firefighters #798	N	N	N	N	Y	Y
Transport Workers 250A (MUNI Drivers)	N	N	N	N	Y	Y
Union Labor Party (Teamsters)	N	N	N	N	Y	Y
SF Labor Council AFL-CIO	N	N	N	N	Y	Y
Downtown Assn.	Y	Y	Y	Y	N	N
Chamber of Commerce	Y	Y	Y	Y	N	N
Black Leadership Forum	Y	Y	Y	Y	N	N
Gay Voters League	Y	Y	Y	Y	N	N
Republican Co. Central Comt.	—	Y	Y	Y	N	N
SF Coimcil of Democratic Clubs	N	N	N	N	Y	Y
Bayview Baptist Ministers	N	N	N	Y	Y	Y

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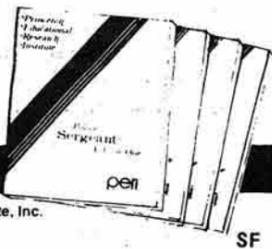
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## Got \$20,000 laying around?

Even though it was a losing battle, we still owe \$20,000 in campaign spending costs. There is no way we can pay this debt except for all members of the Police Department to send in their checks for \$35 to the Police Campaign '75.

Now that the dirty deed has been done, you should know that 64,093 San Franciscans voted against the pay-cut (Proposition P). Supervisor Quentin Kopp has asked the City Attorney to examine Prop P, and if it will result in a pay-cut, Mr. Kopp will put some amendment on the June ballot to correct the problem.

If you haven't made your political donation of \$35 as yet, please get it in so we can close the account, and start fresh for June 1976.

There's never a way to guarantee results, but at least we tried to protect your salary formula.

Please send in your check today for \$35 to the Police Campaign '75.

Thank you.

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# THE MORITORIUM Is Almost Over

One of the 18 amendments to the POA Constitution and By-Laws passed by the membership back in June of this year, was a six months Moritorium, to join the POA.

Since that time, we have been out on strike, the Secretary resigned, and we lost our behind at the polls. Outside of that, everything is fine.

Twenty-eight members of the 126th Recruit Class have joined the POA, and twenty-three former members have re-joined under the Moritorium.

If you are among those members who have dropped out since the strike, you should seriously consider re-joining under the terms of the Moritorium, which reads:

"During the first six (6) months this Constitution and By-Laws are in effect (July 1, 1975) Sections 5 and 6 shall be inapplicable to members of the San Francisco Police Department who for whatever reason are not presently members of this Association. Past dues and assessments levied shall be forgiven during this six (6) months period. However, any member joining this Association during this

period and under these conditions shall not be entitled to full rights and privileges of the Association membership until that person(s) has been a member in good standing for one (1) year after joining this Association under this section."

Being a non-member disenfranchises you. You have no vote or say in what happens to the future of the POA. If you believe the goals of the POA need changing, then get on board and do something constructively about it WITHIN the system.

Who else is going to work on ballot propositions for you? Who else is going to represent you in administrative matters, or criminal matters? Where else can you get rates on insurance policies that reflect a 1700 member organization?

There are messages here, but you read between the lines and come to your own conclusions. The only constant thing in life is change. You can make the POA change if you want to, but only from within its ranks, not without.

The Moritorium ends on December 31, 1975. Please think about it.

# Voters cut props from under cops

The headline writer for the SF Examiner must have been dancing with glee over that one, "Voters cut props from under cops." Bonus time? Who knows.

A review of the election results for our readers seems to be in order insofar as several other police associations subscribe to The POLICEMAN and they may not see our local dailies.

*Reprinted from the Examiner:* Voters were burdened with the highest tax bills in city history and reports of widespread abuse of the city's election systems by city employees. They took out some of their irritation on street artists, voting solidly for tight control on peddlers who clog downtown streets.

Voting on the 19 local ballot propositions indicated keen voter interest in economy, lingering resentment over the police and firemen's strike and a desire to keep a bright spotlight on City Hall decisions.

On city pay issues, voters were emphatic. The vote was two to one on Prop B, removing city craft workers, including street sweepers from mandatory pay scales fixed in private industry.

By a similar majority voters took police and firemen off a generation old formula that assured them pay equal to the highest in any major California city.

Henceforth they will be paid the average of pay scales in Los Angeles, San Diego, San Jose, Oakland and Long Beach. If the

cost of living is higher than in those cities, that factor would be added to their pay.

Passage of Props B and P are almost certain to bring about a cut in the present pay level for these employes starting July 1.

Gerald Crowley, president of the Police Officers' Association, said, "I believe the public hasn't been privy to the issues. I don't feel downhearted.

**"We're going to turnout during the next month. We've got to get the message across (in the mayoral run-off) and seek a person (candidate) who has a grasp of the situation."**

Daniel Mattracce, manager of the city retirement system, said his board of directors fears the election result will drive about 400 police and firemen into early retirement.

Many top police brass, who serve at the pleasure of the mayor and his Police Commission, will probably depart before a new mayor takes office. Others will probably go before possibly lower pay rates go into effect next July.

Resentment of the August strike also showed in the repeal of Prop Q, the firemen's 24-hour shifts; Prop O, which mandates dismissal of any police officer or fireman who strikes; and Prop. N, to curb the Mayor's emergency powers.

Propositions R & S, placed on the ballot by Mayor Joseph Alioto to protect police and firemen's right to the highest pay, were defeated by almost the same two-thirds majority as the other propositions.

# Policemen Are Missing Tax Deductions

How to cope with inflation, higher taxes and the decline in the purchasing power of the dollar is of interest to you. Most Policemen are interested in the same things; how to put away enough money to build for future retirement needs, a goal that becomes increasingly difficult.

According to the Bureau of Labor Statistics the purchasing power of the dollar over the past ten years has declined 37%, which means the cost of living over the same period has increased 59%. The average Policeman is missing substantial tax deductions that are allowable by the Internal Revenue Service.

The IRS allows you to save with "before tax dollars" for your retirement. This can be accomplished by establishing a Deferred Compensation Plan for Public Employees. What is Deferred Compensation for Public Employees? It is that portion of an employee's salary which he elects not to receive as current income. Federal Income Tax is not paid on the account of compensation deferred until the year in which benefits are actually paid or made available to the employee.

Upon receiving benefits in the future, the employee is usually in a lower tax bracket than during the year the money was earned. After 65 the retiree is also allowed two personal tax exemptions, which usually further reduce the amount of taxes payable to the government.

A typical example of tax savings would be a Patrolman taking \$1,000 annual deduction in the Deferred Compensation Plan would save \$18,602 in income tax payments in 30 years of service. The total proceeds at the end of 30 years would be estimated at \$66,437 which the officer would have in addition to his pension.

**THIS IS AN INITIAL SURVEY.** If you want to avail yourselves of the Deferred Compensation for Public Employees, please notify us by returning the survey slip to the address shown on the below cutout. This is **ABSOLUTELY NECESSARY**, as we are talking about **PRE-TAX MONEY**. These survey forms are necessary because the City has to have this material available to initiate the proper functions within the Controller's Office. The Controller's job would be a lot easier if we can show there will be many individuals involved in this Plan.

We would appreciate an indication of your interest in ANY of the areas mentioned below as No. 1 through No. 4, so we will be able to forward further information to you.

In addition to the deferred compensation plan for Public Employees, other possible tax shelter programs for you include: 1. HR - 10 (For Policemen who are self employed or own their own business.) 2. IRA (Tax shelter program for working spouse who is not covered under a qualified retirement program). 3. TSA (Tax Shelter Annuity program for spouse who is either a teacher or a nurse).

Name \_\_\_\_\_  
Address \_\_\_\_\_  
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# \$2500 LIFE INSURANCE

## To POA Members ONLY NEWS FROM THE POA INSURANCE COMMITTEE

TWO new benefits will soon be available to ACTIVE POA members. One is a free life insurance policy for \$2500, and the other is a Preventive Dental Care Plan which is the absolute tops in this field.

The Insurance Committee has spent the better part of this year looking into both of these new benefits. Many hours of inquiries, research, meetings and negotiations have taken place to get this far, to even make these announcements.

All ACTIVE members of the POA will automatically be enrolled in both benefits. By

enrolling 1700 members, we were able to get the best rates possible.

We have a rate for the life insurance policy, but the Dental plan is a little more complicated. In order to get the correct quote on the rate for the Dental plan, it is necessary that you complete the Dental Plan Survey in this newspaper, and get it back post haste to the Insurance Committee.

Whether you think you will ever need or use the plan, you are still asked to complete the survey questionnaire anyway. You might decide to use it later if your dental circumstances change. If everyone will complete the

questionnaire right away, that information can be compiled to reflect the best rate possible.

Dental Plans are different from other types of insurance. When you buy auto, home, boat, flood insurance and so on, usually it is with the intent of never using it. However, Dental Plans are bought to be used. In the past, dental plans were drawn along the lines of other types of insurance. With those plans, the only guarantee you had was how much the insurance company would pay. With this new plan, you are guaranteed just what you will pay.

### Preventive Dental Health Foundation SURVEY

*SURVEY: measure for size. Size: extent, amount, magnitude.*

You, the active police officer of the San Francisco Police Department, are requested to complete this survey so the Insurance Committee of the SFPOA can learn exactly how many members and their immediate families may use a Dental Plan.

The American Dental Association reports about half of the population does not see a dentist regularly. Money to pay for the work is one of the three main reasons from receiving proper care. If you will complete this survey and return it promptly to the Healy Insurance Agency 1430 Taraval St., San Francisco, CA 94116, the SFPOA can save you money.

This Dental Plan is in wide use in eleven states, and in extensive use in Southern California. The POA will be the first to get

this plan working in Northern California IF you complete the survey and get it back to us. Without the answers to the survey questions, we cannot progress on this important benefit to you and your family. Many thanks for your cooperation.

## How Does Your Disability Insurance Plan Compare?

The Public Safety Officers (PSO) plan through the SFPOA is good for as long as the insured remains a member of the POA. This plan is group rated. Some of the other plans are Portable, that is one can drop out of the group and still maintain the plan at the same cost.

In other words, the other plans are Individual rated.

*In the following comparison, the officer doing the shopping is 32 years old.*

Accident (Disability) Insurance:	SFPOA INS. PLAN	Another Ins. Plan
1. Monthly Benefits Amount	\$1,000	\$1,000
2. Premium Benefit Amount	\$24.80*	\$13.80
3. Waiting Period (DP)	None	14 days (Loss of benefits could be \$500)
4. Benefit Period	1st day to lifetime	14 days to lifetime
5. Back To Work Period	No extra premium 50% of amount paid for total disability for additional period of time equal to one half of time totally disabled for up one month	Extra premium provides 50% of accident benefit up to 6 months for partial disability
Sickness (Disability) Insurance (Disabled as a result of sickness)	Included with above premium, or no extra Charge.	May be included with policy above upon payment of additional premium
6. Monthly Benefit Amount	\$1,000	\$1000
7. Cost of Premium	None*	\$28.40 Additional
8. Waiting Period	14 days	14 days or more
9. Benefit Period	6 years	Various periods, Depending upon policy
10. TOTAL COSTS	\$28.40 per month for both Accident & Sickness	\$42.20 per month for both Accident & Sickness

These are comparisons of only the similarities between these two policies, which are found in nearly all Disability Plans. All companies have a variety of "extras" which can be packaged in their policies. And, there may be some "extras" you may want to buy. But just like extras on a car, they have to cost you more money.

*We are sure that the SFPOA sponsored Insurance Plan is so good, that we have listed below the cost breakdown which POA members pay for their Disability Plan.*

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

Just multiply the monthly cost within your age group, by the monthly benefit you desire, from \$100 up to 66-2/3 % of your earned income.

## When have you ever really looked at

### The BENEFITS of the SFPOA Insurance Programs?

I. The only 1st Day coverage Disability Plan in the State. Other DP plans sold to SF Police have anywhere from 14 days to 30 days elimination (waiting periods. You could be missing at least two weeks (or more) benefits while you are waiting for your time to begin. The SFPOA holds the Master Policy on this 1st Day Coverage, thus it is only available to POA members.

II. Computer Data Service for all Insurance plans authorized by the SFPOA. While some computer data services were available in the past, the Insurance Committee demanded that all services be computerized and we were successful.

III. A PAID Life insurance Policy in the amount of \$250 for each active member of the SFPOA will soon be ready to present to every member.  
IV. A Deferred Compensation plan to save each member at least \$1000 of pre-tax money each year is now available. Read about it in this issue of The POLICEMAN.

V. When the members said they wanted a Dental plan, the SFPOA got one for them. You learned and we learned about such plans. Now we are pleased to announce we have found a new Dental Plan which after the Surveys (located on Page 6 & 7) are returned we can get the premium quote. This new plan far exceeds the benefits of any other known dental plan. If you are a member of the SFPOA, you too can benefit with the new Dental Plan.

Your SFPOA Insurance Committee has not been asleep. We have used the past seven months in office to review all plans, service, complaints, records as well as making inquiries of new plans, costs, service and computer data service for the whole operation. The above information is not fiction.

CARRIER is Old Republic Life Insurance Company

ADMINISTRATOR is the Healy Insurance Agency, Inc.  
1430 Taraval St. Phone 731-9455

Remember, you must be an active dues paying member of the SFPOA to avail yourself of this plan, as well as other benefits provided by the SFPOA. No other plan that we know of gives first day coverage for accident, and provides for sickness coverage too, for the one low price inclusive. If you would like to learn more about this POA plan, just call Healy's at 731-9455 or the POA office 861-5060.

# PREVENTIVE DENTAL HEALTH FOUNDATION

## WHY Preventive Dental Health Foundation?

- . . . No insurance forms.
- . . . No pre-authorization.
- . . . Pre-existing conditions covered.
- . . . Foundation Dentists available throughout Northern California.
- . . . Full Choice of Foundation Dentists left to the individual.
- . . . No clinic atmosphere; Private dentist's offices are utilized.
- . . . Periodic Utilization reports by employee.
- . . . Table of surcharges reduces misunderstanding as to employee cost.
- . . . Full time administrative staff experienced in all phases of employee benefits to assist you and your broker in coordination and planning.
- . . . All dentists must be licensed, practicing, and be a member in good standing of the California

Dental Association. Have sufficient dental office staff and facilities to adequately serve the subscribers to the PDH plan, as well as make sufficient time during normal working hours to provide dental services to the subscribers of the PDH plan.

## HOW does the Foundation Plan Work?

Very simply! You fill out no insurance forms and you don't have to wait for prior authorization. You visit a Foundation dentist by calling the Administrative Office and telling them where you would like to have a dentist available. You will receive all the names of the dentists in the area you requested. Choose your dentist and call for an appointment. You are allowed to change dentists without questions being asked.

## The FOUNDATION PLAN versus a Standard Insurance Plan

Insurance companies base their rates on a table of allowances which in many cases receive a disproportionate allowance. Since the Foundation's Plan is aimed at prevention, we have an even distribution of coverage in all areas.

### DENTAL SURVEY

Return the completed Survey to the Ins. Comt. 548 - 7th St.

1. This survey is designed to help you structure the type of Dental benefits you desire.
2. The intent is to help us understand your feelings and concern in an important benefit area. By helping us, you help yourself.
3. Please check or answer as many of the questions as possible. Thanks.

**SURVEY** Check appropriate blanks \_\_\_\_\_

7. If you have children, please state how many? \_\_\_\_\_

8. What are their ages?

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_  
4. \_\_\_\_\_ 5. \_\_\_\_\_ 6. \_\_\_\_\_

9. How many of your children have been to the dentist?  
\_\_\_\_\_

10. If you already have dental insurance would you like us to arrange a program with a group of dentists to give you 100% coverage?  
\_\_\_\_\_yes \_\_\_\_\_no

11. Would you accept a supplemental coverage plan if it could be added to your present benefit, for your whole family if you already have a dental plan?  
\_\_\_\_\_yes \_\_\_\_\_no

12. What other comments would you like to make about dental benefits?  
\_\_\_\_\_  
\_\_\_\_\_

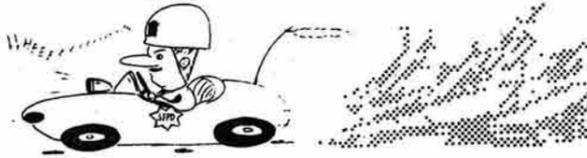
We sincerely appreciate your help in completing this survey.

Your answers will guide us in completing the best possible selections for the types of dental care you are interested in. Dental benefits are much more complicated than appear on the surface. Your cooperation however, makes them a lot easier to select.

Thanks again,  
The Insurance Committee

1. How often do you visit a dentist?  
\_\_\_\_\_once a year  
\_\_\_\_\_twice a year  
\_\_\_\_\_only when I feel I need to
2. Do you have a dentist of record (one who treats you periodically)?  
\_\_\_\_\_yes \_\_\_\_\_no
3. When was the last time you visited a dentist?  
\_\_\_\_\_
4. Would you change, or use a dentist for your benefits if he agreed to special rates and tight quality control for your group?  
\_\_\_\_\_yes \_\_\_\_\_no
5. How old are you?  
\_\_\_\_\_18-25 \_\_\_\_\_37-45  
\_\_\_\_\_26-30 \_\_\_\_\_46-55  
\_\_\_\_\_31-36 \_\_\_\_\_56 and over
6. Are you married? If so what is the age of your spouse? \_\_\_\_\_

**ON ROUTINE PATROL** by S.G. Yasinitsky



Ah, the wild West!...A garbage truck was blocking Bright Street while the garbage men were loading it, preventing a man from driving past. The man appealed to the garbage men and they said it would be a few minutes. The guy was in a hurry and some hot words were exchanged when he insisted that the way be cleared for him to pass. A garbage man then told the citizen that if he didn't shut up and get out, he would stuff him inside the garbage truck. The man left, but returned carrying a 12 gauge shotgun. The garbage truck was still blocking the road, so he ejected a live shell for effect and told the scavengers to move at once. They did, some hiding inside the metal walls of their truck. A neighbor talked the irate citizen out of further action and the shotgunner drove away. Our **Joe Arsanis** and **Bill Vince** of Ingleside responded to the commotion and arrested the man with the shotgun. He was booked for assault and for some outstanding traffic warrants. Somehow this story fails to satisfy me. It seems that the garbage men should have been the ones to be locked up.

And isn't it funny that every time you have to make a U-turn in a hurry in the middle of some seldom-travelled narrow one-block street, that's when a 40-foot trailer drives in, a Greyhound bus delivers a convention, and fire engines come screeching into that very block.

**Jack Rodgers** of Auto Boosting was taking a report from a victim whose car was burglarized on Polk Street, when he received notification from Sgt. Humes and Officer Jump of the Santa Rosa office of the California Highway Patrol that they had nailed the suspect while he was trying to use the victim's credit cards up their way. Crooks move fast!...

A hapless victim on Franklin Street came home around midnight recently, to encounter a former roommate who was breaking up the apartment, throwing things around, and heaving a TV and other furniture out of the window. Then the madman threw a six-week old puppy out the window also. **Dennis Moody** and **Dan Lynch** of the Northern arrived on the scene to find two lanes of traffic on Franklin blocked by the cast out debris. They had to struggle with the crazed man. The dog was taken to a vet. At the station the madman kicked Dennis from the rear and then on the leg. Then he kicked Dan on the knee and struck him in the groin. A columnist recently angrily compared the pensions of city hall clerks and cops. I wonder how often a clerk

gets hit in the groin during his 30 years of service.

**Ray Schaffer** of Mission Station, and **Greg Corrales** of Narcotics, were detailed to the Purse Snatch Squad. They stopped a suspect at Haight and Fillmore with 16 lids of marihuana on him. (Maybe the idiom is 16 "lids," period, assuming that it is pot being talked about, like 16 knots when talking of the nautical measure of both speed and distance indicating so many miles per hour.) Anyway, the peddler was in the police car when he saw a Continental driving by, and exclaimed, "Say, Man. That's my cousin. Let me tell him I'm busted." When our men caught up with the Continental its driver objected, "Why, you lying (expletive deleted), I ain't your cousin. I never saw you before." He was arrested on a minor charge also, and the two were being brought to the station, when the Continental type turned to Greg and said, "You know, I've been looking at this dude...He IS my cousin." It proves that everything is relative.

**Stu Flynn** and **Al Mould** of Park District received a stolen auto call from Eddy and Pierce. Lo, what was directly in front of them but the very car just broadcast. They followed it, radioing for cover. A set of roadblocks was established, and the car was stopped without a chase at Broderick and Golden Gate. The victim's property was no longer in the car. The punks explained that they had thrown it all out, because "We don't like to ride in a dirty car." They had run out of gas in another car stolen in the Central, and had taken this one as a sort of relay. An hour later, while taking the car thieves to JUVENILE Bureau, Stu and Al spotted another stolen car on Oak Street, but had to call another unit to handle it.

A German tourist from Hamburg met a girl at a downtown bar and asked her to his motel room on Seventh Street, where they did some more drinking. The German dozed off and awakened a couple of hours later to find all his things gone, even the wristwatch he was wearing. **Roger Liljedahl** and **Eddy Castiglione** of the Southern were called. They investigated and found a witness who said that four men and a woman were selling a ticket to Hamburg, Germany. Our men located the woman, who admitted going to the motel with the German, but denied stealing anything herself. She insisted that two other people got the loot. Our men knew one of the baddies described by the woman, and grabbed him on Leavenworth Street with the two

suitcases and half the German marks stolen from the tourist. During questioning the crook gave up the two other thieves, who were then found at the Tenderloin hotel. There a baddy surrendered the stolen wristwatch and the rest of the foreign cash, also telling our men the whereabouts of the \$500.00 and shirts taken from the tourist. By this time of the morning Roger and Ed had created so much heat that a woman approached them on the street and handed over the stolen airline ticket, saying that she was asked by someone to return it. Only the passport and \$400.00 were still missing. The word got to our cops that a suspect wanted to give himself up. They located the guy who told where he had stashed the passport. **Pat Hanifin** and **Jim Horton** of the Central entered the case and located the passport, arresting another suspect. The tourist was very lucky that there was a hot trail — followed by our men from 4 a.m. till noon the next day, arresting five men and a woman, and gathering most of the loot. It seems a shame that so much effort has to be made to rectify one man's indiscretion.

And then there was this man from Texas who invited a female he'd just met on Sutter Street, to dinner in his hotel room. This guy also fell asleep, only to awaken to a cleaned out room. **Phil Dito** and **Tom Grass** of the Central got on this case. Luckily the hotel manager recalled the victim's lady friend exiting with all the bags. (Why didn't he call the police then?...) The woman had made a phone call from the victim's room, so our men traced the number to another hotel and called on a second crooked female there. In her room they found the stolen suitcase, its side slashed open. There also were papers belonging to the Texan, all cut up and discarded. This girl turned in a third baddie who had the rest of the property. The first woman had nothing. But the hotel man there recalled that she and her male friend had taken a large amount of clothing out with them earlier. The man was located and also arrested. But the Texan didn't come out so lucky. His passport, \$1,200 worth of traveler's checks, \$100 in cash, airline ticket, and a few other things were never located. And to those readers who wonder why the cops didn't get it out of the crooks, we cannot torture them to give up information, you know. This isn't the Middle Ages. The moral is that, when in a strange town, don't trust strangers since a pick-up may turn out to pick up all you own.

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The August issue of Sunset Magazine has an excellent article on Modoc County if you are interested in knowing more about the area where Country Properties are sold.

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In September 1975, a branch of the French Bank of California was opened in Palo Alto to serve the San Francisco Peninsula Area. Two more links will be added to the BNP chain: in Downtown Los Angeles (scheduled to open in January 1975), and in Newport Beach (early spring 1975 opening).

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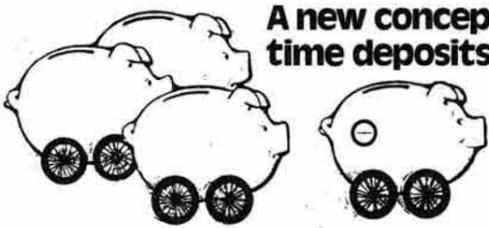
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## SFPD Medalists & Ribbon Winners

		SWIMMING
1st Place Gold Medal		100 Medley Relay - Golden Masters
2nd Place - Silver Medal		1st Place
3rd Place - Bronze Medal		Jim Curran Co. A
4th Place - Ribbon		John Keating Ret
5th Place - Ribbon		Reno Rapagnani Prop. Clk
		Bill Wilson Co. A
		BASKETBALL
2nd Place		100 Free Relay - Seniors
Robert Puts Co. B		2nd Place
Marion Jackson Field Pat.		Joe Arone Co. A
Ed Rodriquez Field Pat.		Ken Foss Field Pat.
Gerald Calgano Co. A		Frank Petuya Co. A
Anthony Rodriguez Co. A		Paul Schnieder Robbery
Steven Venters Co. H		100 Free Relay - Golden Masters
Jeff Barker Co. G		1st Place
Mark Porto Co. F		Jim Curran Co. A
Leon Sorhondo Co. G		John Keating ret.
Jim Dinegan Co. A		Reno Rapagnani Prop. Clk
		Bill Wilson Co. A
		CREW
500 Meter -		50 Yard Butterfly Golden Masters
SFPD #2 - 2nd Place		1st PLACE
Mark Hurley Court Lia.		Reno Rapagnani Prop. Clk.
David Maron Co. H		50 Yard Butterfly - Seniors
William Miller Co. I		2nd Place
Tom O'Connell Co. F		Ken Foss Field Pat.
		50 Yard Free - Golden Masters
SFPD #1 - 3rd Place		2nd Place
Croce Casciato Co. A		Bill Wilson Co. A
Michael Griffin Co. G		Jim Curran Co. A
Steven Wolf Co. G		50 Free - Seniors
Vincent Neeson Co. A		3rd Place
		Joe Arone Co. A
2000 Meter		50 Yard Breast - Seniors
SFPD #1 - 2nd Place		2nd Place
SFPD #2 - 3rd Place		Ken Foss Field Pat.
		GOLF
Open Individual - 1st Place		50 yard Breast - Golden Masters
Grant Fahs Co. C		1st Place
Open Team - 5th Place		Reno Rapagnani Prop. Clk
SFPD #1		2nd Place
		Bill Wilson Co. A
		3rd Place
		John Keating ret.
		HANDBALL
Masters Doubles - 1st Place		50 Yard Backstroke - Golden Masters
Ray Crosat Co. K		1st Place
Bill Koenig Robbery		Bill Wilson Co. A
		2nd Place
		John Keating ret.
		3rd Place
		Jim Curran Co. A
		JUDO
206 and Above 1st Place		TRACK & FIELD
Paul Schnieder Robbery		3 - Mile Open
		3rd Place
		Ken Scalmanini Comm.
		HORSEMANSHIP
Polebending - 3rd Place		6 Mile Open
Patrick Wolfe Sex-M/P		1st Place
		Ken Scalmanini Comm.
Rescue Race - 3rd Place		6 Mile Senior
Wolfe/Limneos		2nd Place
		Bill Shoaf
		PISTOL
Grand Master - 1st Place		Discus - Senior
Jay Christman Co. K		2nd Place
		Denis Devlin Narco.
		POWERLIFTING
181 - 5th Place		Grand Master
Bob McAllister Co. D		2nd Place
		Jim Curran Co. A
		SWIMMING
100 Medley Relay - Seniors		Shotput - Seniors
2nd Place		1st Place
SFPD #2		Denis Devlin Narco
Joseph Arone Co. A		Grand Master
Ken Foss Field Pat.		1st Place
Frank Petuya Co. A		Jim Curran Co. A
Paul Schneider Robbery		
		WRESTLING
		165# - 2nd Pl.
		Jack Rogers Auto.
		206# 1st Place
		Paul Schneider Rob.

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# SPORTS

## S.F.P.D. Football Team

by Bob Del Torre

On Oct. 11, the S.F. Police Football Team played Shy Fox and won by a score of 19-7. Going into the last quarter trailing 7-6, SFPD got it together and scored two T.D.'s to clinch the win. This win enabled them into the playoffs.

On Oct. 18, it was SFPD vs. Alex's in the first playoff game. This contest was by far one of the most thrilling and wildest games in the Jackson League's existence.

Tight end Herman Clark played his best game of the season catching the football like a pro from QB Mark Porto. Dan Ferretti and Mike Keyes, two of the top running backs in the league, kept the ground game very much alive with their exciting plays. At the end of the 4th quarter, the score was 20-20. An overtime period was played and it was then that "The Wrecking Crew Defense" lived up to its name. Any threatening drive by Alex's was stopped immediately by the fierce defense. Lineman John Blessing, Marion Jackson, Bob Rodriguez, and Herb Lockner looked like LA's Fearsome Foursome charging through the line. Dan Dougherty, Al McCann, Mike Shubin, Jimmy Taylor, Mike and Dan Lawson, all played tremendously when the going got tough.

When no one scored in the overtime period, a sudden death period was played (first team to score wins).

With about 10 minutes into this period, Mark Porto spotted Mike Keyes downfield on a halfback flare up the sidelines. Porto fired a perfect 35 yd. strike to Keyes who made a great catch and scampered into the end zone for the score. Final score 26-20, in favor of SFPD, after 3 1/2 hours of rough football.

On Oct. 25, it was SFPD vs. Delancey St. for the championship.

On the opening kickoff, Delancey St. ran it back all the way for a TD after the Police Team's "Suicide Squad" made a costly

error. Jeff Barker, played his 1st game at QB for Mark Porto who was injured the week before. Barker hit receivers Ray Shaffer, Jerry Donovan & John Payne for good yardage throughout the game. Offensive lineman Bob Barnes, Dave Maron, Art Tapia, and Ed McDonough made the running game work with their hard-hitting blocking.

The Police Team scored twice in the 3rd quarter to make it 12-7. Delancey St. came back and scored on a 2 yd. run to put them ahead 13-12.

Jerry Donovan's punting throughout the season has been great and in this game was no different. He booted a deep one in the 4th quarter which gave Delancey St. poor field position. With about 4 minutes remaining in the game, the Delancey QB spotted a receiver downfield for a 40 yd. gain. SFPD's defense held but a broken running play turned into a TD for Delancey St. making it 20-12.

The Police Team offense came in with about 1 minute left in the game but simply ran out of time. Final score Delancey St. 20, SFPD 12.

After the game, Delancey St. were awarded first place trophies and SFPD were given second place trophies.

SFPD performed to the utmost of their ability and never gave up. Their pride kept their heads up after the championship game for they knew there will always be next year.

The annual game between SF Police Dept. and the SF Fire Dept. will be played early in December. The date and location will be listed in your local newspaper.

The Annual Dan Nilan Memorial Trophy will be at stake again this year and the Police Team will be working hard to win it back. The Fire Dept. has the Trophy in their possession for winning last year's contest with the P.D.

## GOLF CLUB NEWS

The October tournament for the San Francisco Police Golf Club was held at Alameda Municipal 'North' Course on Monday, October 13, 1975. The attendance was the lowest of the year and the third lowest since the club started. It couldn't have been the golf course this month because Alameda is a really nice course. And the weather was perfect about 70 degrees and very little wind.

For those of us who did play a good time was had by all. George Ferris shot the low gross score, a 76 followed by Pete Alarcon with a 78.

Low net winner was also Pete Alarcon. With his 12 handicap he had a net 66. Virgil Vandervort was second also with a net 66. George Ferris' 9 handicap gave him a 67 followed by Harvey Harrison, Jim Kerr, Al Sonoda, Harry Beare and Lou Sevenau.

The hole in one was won by George Gamble with a

shot 2'7 1/2" from the hole. I was second with a shot 5'10" from the hole, followed by Joe Buckley at 22'6".

We are about to start planning for next year's schedule. If anyone is interested in the club and has any ideas to make next year better please don't hesitate to voice them. For those who do not know the club is open to any sworn member (active or retired) who is interested in playing golf at monthly tournaments at different bay area golf courses at handicap. This club is not just for those who are good players; everyone is welcome regardless of ability. If you are interested call me.

Jerry Cassidy, Secretary  
S F. Police Golf Club  
Rm. 150, Hall of Justice  
(553-1235)  
or  
237 San Marin Drive  
Novato, Calif. 94947  
897-0226

## Police Olympic Results

The results from the 9th Annual Police Olympics held in Ventura last August were finally received this week. We would like to congratulate all the winners, and thank all those who participated.

Top medalists winners were:

	Gold	Silver	Bronze	Total
Jim Curran	3	1	2	6
Bill Wilson	3	2		5
Ken Foss		4		4
John Keating	2	1	1	4
Reno Rapagnani	4			4
Paul Schneider	2	2		4

20 Gold Medals - 35 Silver Medals and 16 Bronze Medals were brought home for a grand total of 71 medals.

It should be noted that of the 71 medals won, 23 of those were won by men from Company A. They were led by their fearless leader, Captain Jim Curran who won the most individual medals, followed very closely by the 2nd individual medal winner, Bill Wilson, also from Company A. The rumor in Ventura had it that if any one beat Captain Curran, they would be transferred to the #1 boat to the Farrolones. But we don't believe one word of it!!!!

Our 15 bowlers, unfortunately couldn't put it together on the lanes for a medal — BUT — they have one distinction no other department can declare. ALL three teams have their pictures on the first page of the Official Results Souvenir Program from Ventura. Oh that photographer from the south sure does have good taste!!!

For complete results, see page 10.



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**POLICE STRESS — Continued**

with suggested reading material that would better explain what lies ahead.

Additionally, police wives' groups could help the recruit by explaining the life they must live and how a family can work together to maintain harmony.

I feel that, given a better understanding of their husband's job and a preview of what problems they would be faced with, would assist police families in better understanding and coping with the stresses of police work.

**Family Counseling**

Because we deal with other peoples' family problems, we some times have a tendency to be over-bearing or less than understanding with our own families. Every day we face the sad results of broken homes, poverty and unwanted children. We see children who are hardened criminals before they are out of junior high school. Girls who are mothers before they are teenagers. Junkies, prostitutes and felons whose lives are ruined before they ever had a chance to get started.

These tragedies often make police officers overly protective of their own families. Sometimes our attitudes have the opposite affect and cause problems in our own homes.

Police association and departments can assist their members who find themselves in this dilemma by offering family counseling.

The main criteria of such a program would have to be complete secrecy. No police officer wants his personal problems a source of department records. With a guarantee of discretion and privacy, I believe officers who otherwise would shy away from such outside counseling would take advantage of such a program.

Understandably, when an officer is troubled about family problems, his police work will suffer. By alleviating these personal problems, he benefits and the city benefits by full productivity.

**PROP. "P" Continued** — But caution, I have found several ways, improbable perhaps, of working the figures wherein a California appellate court strikes down the raise for this year and yet we still suffer a pay reduction on July 1, 1976.) Can you reach the same result?

2. An adjustment due to the difference in the cost of living in San Francisco and that in the surveyed cities will either be: insignificant, not granted by the Board of Supervisors, or rejected by the voters if submitted to them at the next election.

3. The 1976 increase in the average wage paid to the cities included in the survey will amount to 3% to 6%. (Here conjecture can be licentious and untamed.) Refer to Charter section 8.405f for the cost of living adjustment language.

4. The City's budget woes for fiscal year 1976-77 will be no brighter than they were this year. The tax payers will still remember the 1975 real property reassessment plundering. The Board of Supervisors, as a body, will adopt a fiscally conservative position respecting city spending. The Mayor will have a long name. All are real. All add up to a narrow and unfavorable interpretation of Propsoition P.

**Calculations Show Pay Cut**

Now try this calculation:

- a. pay raise now in litigation is granted
- b. no raises for other jurisdictions
- c. highest salaries for 5 cities of over 350,000 are used
- d. the average of these cities is \$1,431
- e. pay cut for policeman and fireman of \$137/month (8.7% reduction)

But if the 13.05% raise is not granted, the same calculation would show a 3.6% pay increase for July 1, 1976.

Now try a harder calculation:

- a. pay raise in litigation is granted (BUT WHEN WILL IT APPEAR IN OUR PAY WARRANTS?)
- B. 4% raises for other jurisdictions in 1976; San Francisco included in survey
- c. average salary on survey and certification is calculated as that figure between the monthly maximum and monthly minimum in the surveyed cities
- d. survey, including the 4% raise, would show an average salary of \$1384
- e. pay cut for police and fire members of \$184/month (11.7% reduction)

I have made scores of other calculations using variations of the basic data. As long as the San Francisco figure reflects the additional 13.05% increment and the other cities in the survey receive less than an 8.5% pay in 1976, all my calculations show a pay reduction (aka pay cut) on July 1, 1976.

Figure this one out yourself!

**Forced Retirements**

While the Charter forces a man out upon the attainment of 65 years longevity, Proposition P could and

will produce early and unanticipated retirements prior to July 1, 1976.

Presently, there are approximately 275 police officers who could retire immediately. By June of 1976 approximately another 45 will be eligible to retire.

320 police officers by July 1, 1976 must make the same scores of calculations that I have made. Nothing less than their "final compensation" for retirement purposes is at stake.

Listening to the retirement talk in and about the Hall of Justice this week has indicated that scores of policemen are preparing to sign out.

**Misguided Punishment**

**Retired officers and police widows note that the passage of Propsoition P cannot reduce your retirement and death allowance below the amount being paid to you as of June 30, 1975.**

However, it would appear that any adjustment resulting from the passage of Proposition H (November, 1974) can and will decrease if a pay cut comes about in July 1976.

Under Charter section 8.558, a new "final compensation" for those members retiring prior to July 1, 1975 will be established for time commencing on July 1, 1975. If the August 1976 salary survey and certification shows a pay decrease, the retirement and death allowances will decrease by 1/2 of the percentage pay cut, multiplied by the allowance paid on June 1976. If, for example, the survey shows a 10% pay cut, those retired prior to July 1, 1975 can figure their retirement or death allowance decrease by multiplying 5% times their allowance on June 1976 and deducting that figure from said allowance.

**Query: Did the Board of Supervisors and San Francisco tax payers desire to "punish" police widows and police pensioners for the August police strike?**

**Sick Leave Pay Off Halted**

Any police officer who retired on or after July 2, 1975 has not received his sick leave pay off. Nor has a date been set for the payment of accumulated sick leave.

(Currently 55 retired officers anxiously await the pay off).

Any police officer who retired prior to July 2, 1975 received his sick leave pay off within four to six weeks after his effective date of retirement.

Civil Service rule 23.14.1 and Police Commission rule 5.41.1 (both approved by the Board of Supervisors) authorize the sick leave pay off. Neither establish the date for such pay off.

Prior to July 2, 1975 the accumulated sick leave pay off was made from money in the police salary appropriation. After this date, money for the pay off must come from the City's Compensation Reserve Fund. This new system, established by Controller John Farrell, results in no immediate pay off because there is no money in the Compensation Reserve Fund.

Controller Farrell has stated that the pay off will definitely occur since the retired officer is legally entitled to payment. Presently, the date of pay off is anticipated to be between 6 to 12 months from the date retirement becomes effective.

Presently, the Board of Supervisors are investigating the pay off of accumulated sick time. The Legislative and Personnel Committee has solicited the comments of the Civil Service Commission relative to a termination of the payoff. For the time being, do not panic. This emerging situation will be closely monitored. The termination of this benefit will require action by both the Police Commission and the Civil Service Commission.

**Crimes' Tidal Wave**

All major candidates who sought public office in the recent San Francisco election chronicled a profound concern about the rising crime rate in this City. Their suggested remedies always and invariably focused upon the manipulation of San Francisco police officers.

It must be asked: If the relentless punishment of police officers persists, how can they be motivated to work toward and fulfill the promise of safer streets? It is time to heal the wounds and get on with the job at hand.

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