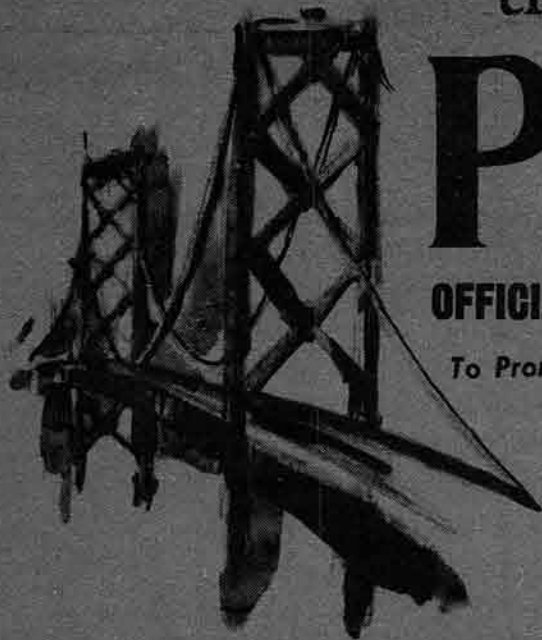


the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



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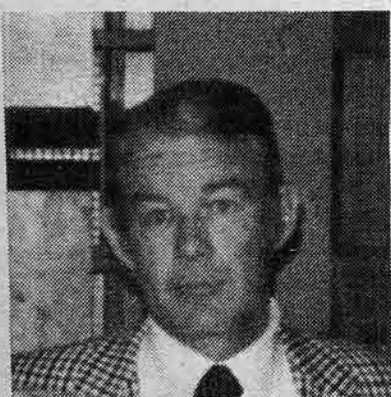
VOL. 6

SAN FRANCISCO, DECEMBER 1975

204

NO. 12

POLICE ASSN. HAS POSITIVE GOALS



**PRESIDENT
JERRY
CROWLEY**

San Francisco, Dec. 8 — The San Francisco Police Officers' Association today called a press conference to give the public a better understanding of what its role and objectives are.

POA President Gerald A. Crowley stressed that police pay is just one of the Association's concerns. He pointed out that over the years it has sponsored studies of policemen's attitudes, has contributed to departmental reorganization plans, and has surveyed policemen on their ideas for better law enforcement and correction of city problems.

"The Police Officers' Association has two main objectives," Crowley declared. "To improve the lot of the rank-and-file policeman and to work toward a more efficient and more effective Police Department."

He said that last August's strike came about because the men felt they were being made scapegoats for city financial problems and saw this as a last straw among many frustrations.

"Whether or not they did the right thing can be debated from both sides," Crowley said. "But it should not be allowed to obscure what the role of the POA has been in the past or what it will continue to be in the future."

In a reference to the fact that police departments in other cities are being unionized by Teamsters and other labor organizations, Crowley expressed the POA's determination that policemen should speak for themselves.

"The officers of our Association are not union professionals," he pointed out. "But if there is to be an organization, there has to be somebody to perform its administrative chores and serve as its spokesman."

Crowley said that despite the Police Commission's recent decision to revoke his fulltime assignment with the Association, he will continue as President, devoting his off-duty hours to POA affairs.

"There will be no change in the direction and goals of the Police Officers' Association," he emphasized. "We will continue to work for the betterment of the lot of policemen and improvement of the Department. And we will offer our utmost cooperation to the new city administration and the new Chief of Police, regardless of the outcome of this week's election."

President Ford Hails Bargaining

Collective bargaining is essential to building a better America and to resolving the nation's vital concerns. President Ford declared as a new U.S. postage stamp commemorating collective bargaining was issued.

Ford related collective bargaining to the strength of democracy, stressing that "history has shown that only where there is free collective bargaining is there a free society."

The fact that we have developed a strong, flexible collective bargaining system stands as a tribute to the millions

of both labor and management who have devoted themselves to building a better and better America," he said.

The new 10-cent stamp was issued by the Postal Service. Two overlapping circles depict the co-operation derived from negotiations. Superimposed over the circles are the words, "Collective Bargaining — Out of conflict accord."

"In the search for social and economic progress in America," Ford said, "the nation's people cannot live on islands of self-interest."

"We must build bridges

and communicate our agreements as well as our disagreements. Only then can we honestly solve the nation's problems," he observed, adding that "one of the longest and sturdiest bridges in this land is collective bargaining."

Ford also suggested that the interests of three parties are involved in negotiations — labor, management and the nation's welfare — urging that the two principle parties use responsibility and restraint in their deliberations with a special consideration for the national interest.

William W. Winpinger, a vice president of the Machinists and president of the Institute on Collective Bargaining & Group Relations, noted in an address at the ceremonies that American workers have made more progress since they were given collective bargaining rights 40 years ago than in any other period of the nation's history.

Yet despite great advances in human dignity, Winpinger said, much remains to be done for those who are outside the collective bargaining progress.

THE P.O.A. - A VIABLE FORCE

by Don Merkley
Field Patrol Company

Since the strike last August many rumors have been rampant both in the Department and in the media regarding the dissatisfaction of the members of the Department with the P.O.A. and its leadership. Many rumors reporting "hundred of members have resigned from the P.O.A.," are afloat. Let's set the record straight — Yes! we have lost members, not hundreds, but even one is more than I like to see.

We still represent approximately 85% of the personnel in the Department. Some of the members we have lost have joined the Supervisory Officers and Investigators Association; however, most remain non-aligned. I suggest, ladies and gentlemen, that no one gains and everyone loses by this fragmentation. All of the various groups within the Department are working for at least one common cause: that of establishing a working relationship with the administration; a relationship with mutual respect and co-operation on both sides.

If we allow ourselves to fragment, no one segment of the department can truly say it is representative of the

personnel within the department, but rather represents only a small and selective group. IT IS CLEAR THE Supervisors, the Investigators, the Officers for Justice and the P.O.A. each have problems peculiar to their own group; however, the primary goals of each of these groups is virtually uniform in scope.

Foremost, to establish, attain and maintain a high degree of professionalism of all personnel and secondly, to upgrade the working conditions of the police officer. Fragmentation will allow those persons within and without the Department, who may not have the most altruistic motives, to play one group against the other to their own benefit.

If you are not satisfied with the leadership of any organization — working for the changes YOU feel will make the organization more responsive to your needs is clearly the only answer. Do not leave a group, any group, formed and existing for your benefit.

If you, individually, do not feel you want or can hold office in an organization, elect the person from

(Cont'd Back Page)



HAPPY HOLIDAYS





MERRY CHRISTMAS

from Jerry, Jack, Gale and the Board of Directors, plus the office staff of Ethel, Laverne, Louise and Marian.

POLICE MINORITY RECRUITING SUCCESS

by Clarence N. Williams

In January 1972, Chief Donald M. Scott implemented a Minority Recruiting and Training Unit within the SFPD to increase the number of minority police officers.

We were able to interest and recruit over 4,000 minorities in the Bay Area. However, because the applications were restricted to San Francisco residents only, that number was reduced to approximately 2,500.

There was the Bay View Hunters Point Training Program, City Wide Recruiting, Bay Area Minority Hiring and Night Training* courses to let the minorities know that the SFPD was very serious about the entire efforts being expended.

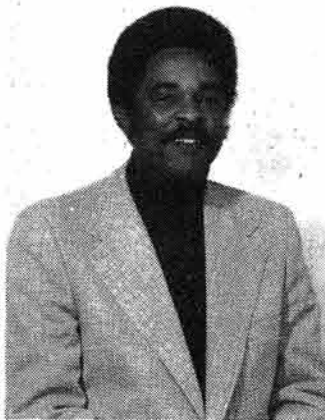
Oral interviews, medical

examinations and background investigations were completed prior to the academies in order to relieve any pressures from the candidates, so they could concentrate on the written examination to qualify for the Police Department.

In particular, this author was responsible for training 445 men and women candidates of all races for careers with the SFPD. Their training included all phases of the examination, i.e., written, agility, oral and how to properly fill out the police application.

Of the 455 students, 53% passed the written examination. 10% were over the maximum age when the test was given. 10% did not meet the residency requirements.

Another 10% took jobs offered by other agencies and 17% did in fact, fail the written exam.



CLARENCE WILLIAMS — Appointed to PD in 1966. Assigned to Central Station, won two meritorious awards and received numerous Captain's and Chief's commendations. Transferred to Personnel in January 1971. Worked as training officer for Police Recruits. 1972 assigned to Minority Recruiting & Training. 1974 assigned to Background Investigations & Recruiting.

Of the remaining 53%, 36% of those are on the eligible list to become Q-2 patrol officers. 12 of these students were in the 126th Recruit class, and 9 more students were just sworn in

for the 127th Recruit class.

Overall, this author believes the program was one of the most successful recruiting efforts by any Bay Area Police Department.

* Night Training Classes

a. Students were accepted from the qualified applicants

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C. Classes are held four times a week, 2 hours per night. These students attend on voluntary basis.

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

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The Plight before Christmas

by Jack Ballentine

*'Twas the night before Christmas
And all through the ranks
A cry "Where's the pay raise?"
Was heard— not a thanks.*

*The lawsuits were hung
In the courtrooms with care
In hopes that the judge
Would soon clear the air.*

*But up in the hall
There arose such a clatter
We all hurried over
To see what was the matter.*

*And what to our wondering eyes
Should appear
But a group on the 5th floor
Campaigning with fear.*

*And the moon shown clear
With a truthful bright light
Don't we all know that
it's no time to fight.*

*But the supers all snug
In their old leather chairs
Keep chopping our budget
In hopes we will despair.*

*Now, I in my car
Or you on your bike
Wonder how in the hell
Can we deal with this plight?*

*On Dorothy, on Alfred, on Dianne and Ron
On Quentin, on Robert, on Peter, Terry and John
Dash away, dash away, dash away all
But the dashing you're doing
Is no good for us all.*

*So the City will suffer
But that's not the key
It's just "Christmas is coming
And hey look at me."*

*The election is over
And they drift from our sight
I heard them exclaim
"We'll all just hang tight..."*

*Well OUR answer's the same
So let's not lose sight,
Merry Christmas to all
And to all let's unite...*

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Treasurer's Report by Jack Ballentine

The 13.05% Pay Raise, WHERE IS IT?

The 13.05% due on October 15, 1975, you may note, is not appearing in your pay checks.

The POA attorneys along with those of the firefighters and the City Attorney's office obtained a judgement from the San Francisco Superior Court in favor of the raise.

However: The attorney for the Board of Supervisors and Nick Various have filed an appeal notice and the city attorney along with controller will not begin to pay until the appeal is settled.

The Association is taking all legal steps in order to speed the process. We have no doubt regarding the outcome — just when it will occur.

I have no answer to when — 2 months, 10 months — I just don't know.

We are now making a request of the court to have the other side post a bond, a per California Law, to insure the settlement of the amount. We think that the posting of the bond (\$14,000,000) may deter the law suit because of the high cost of the bond.

The attorney has advised us that the settlement money is gaining interest at a rate of 7%, which we will be entitled to when this issue is settled.

Your frustration in the area is, I'm sure, similar to mine. The law appears to be clear.

- 1) The settlement was reasonable
- 2) The action of the Mayor was lawful
- 3) The emergency did occur.

This is what we have said, and this is what the trial court settled. So we wait and wonder what useful purpose is served with their law suits.

NOB HILL HONORS ITS POLICEMAN OF YEAR



Patrolman Michael Orlando, 38, a nine-year San Francisco police veteran, was honored last night by the Nob Hill Association as "policeman

of the year."

In addition to commending Orlando, association president C. Edward Head said the award also suggests "putting the past behind us."

Head, who admitted feelings of pro and con within the 2000-member association over the fire-police strike in August and recent revelations of voting irregularities, said it was time to close the rift.

"The strike and the election are behind us. We can't continue to punish," he said.

Orlando, father of four and a resident of the

Ingleside District, was presented with a plaque and an evening on the town.

He was honored not for "specific heroics," but for being a "good all around policeman, liked by the community and the department," Head said.

Based in the Central Station, Orlando is currently walking a beat at Fisherman's Wharf.

He has previously been the recipient of a police commission Medal of Valor and 14 captain's commendations. He thanked the association for "something all policemen work for."

S.F. PROGRESS ERRS The San Francisco Progress

To the Editor:

It was deeply regretting to read in your editorial of November 12, 1975, where you state "the leaders of the Police Officers' Association . . . have talked of retaliation." Rather than being a misstatement of the facts, or a misquote, it is a simple lie. Having been present at the office of the Police Officers' Association before, during, and after the election, I know full well that no such statements, either promising or implying retaliation by the P.O.A. were made. I was even present during telephone conversations between your staff and Jerry Crowley and Jack Ballentine of the P.O.A. Both discussions were notably devoid of any of the threats you attribute to us.

While response to police ticket-writing might be appropriate in your editorial column, the Police Association has neither condoned nor encouraged such activities, and in fact has publicly disparaged such activities.

The SFPOA has experienced great difficulty in being able to "send out the message" regarding the realities of their situation to the citizens of San Francisco, thanks to the efforts of the San Francisco media, and the boundless moneyed interests of the downtown corporations. We hope to eventually be able to bring this message to the rightful recipients of San Francisco police service: the San Francisco resident, homeowner and renter alike, who does not enjoy the ability to escape the

unpleasantries of City life at the day's end.

But to print such blatant untruths denotes either a clear lack of desire to publish the facts, or the explicit willingness to bend the truth to suit one's preconceived editorial opinions. Facing such irresponsibility in the media, it is no wonder that San Francisco voters have been led to believe that they have achieved "justice" at the polls. The worth of such justice shall come to light as a heretofore dedicated police department deteriorates under the withering attacks of an ill-informed press and self-serving politicians.

Sincerely,

William F. Kidd
Patrolman
San Francisco Police
Department

President's Corner

BY JERRY CROWLEY



Because of all the publicity surrounding the strike last August, followed by the election campaign, many San Franciscans have the impression that the only purpose of the POA is the attainment of higher wages for policemen.

Certainly, equitable pay is one of our concerns. But to think that this is the only one is a serious error which ignores the history of the association and fails to do justice to the men who have worked hard toward achievement of the Association's other important goals.

Before the pay issue came up this year, the POA did not actively involve itself in wage negotiations. The Board of Supervisors had a formula which they followed regularly in setting annual pay levels. When the Supervisors chose this year to disregard the formula, our men felt that they were being made the unfair scapegoats for all the financial problems of the city, and they saw this as the last straw among many frustrations they had suffered over the years.

So they decided to strike, and for the first time take an active voice in what their compensation should be. Whether or not this was the right thing to do can be debated from both sides. But it should not be allowed to obscure what the role of the POA has been in the past or what it shall continue to be in the future.

The San Francisco Police Officers' Association, especially in recent years, has had two main objectives: to improve the lot of the rank-and-file policeman, and to work toward a more efficient and more effective Police Department.

With regard to the first objective, one of the major achievements was the 1971 Memorandum of Understanding, which dealt primarily not with pay issues but with such concerns as transfer policy, individual grievance procedures, educational opportunities, standards and specifications for uniforms and equipment, seniority questions, watch assignments, and so forth.

The memorandum is a contract that guarantees Policemen his dignity, his civil rights and his full citizenship. This contributes to an attitude and morale that lends itself toward Policemen understanding why it is essential that he protect the rights of all San Franciscans. The efficiency of the Police Department is directly affected by the morale of its men. Hence high or low morale has a definite effect upon establishing communication and also upon the efficiency and effectiveness of that Policeman in the community.

It is also responsible for whether or not there is open or closed communication between the police and the community. Police work is based on information. You can not gather information unless you are able to communicate. *Communication cannot exist between the police and the community unless there is trust between the policeman and the community that provides that information.* Trust can only be established if we open honest dialogue between the police and the community.

The role of the Police Officers' Association in working to improve the Department is virtually unknown to the general public. This is unfortunate, because all the efforts have been directed toward making the Department more effective in reducing crime in the city.

We know that progress has been made in this regard. Although violent crime has been on the increase nationwide, and despite social breakdowns and use of terrorism as a means of protest, San Francisco actually ranks high among cities where crime is being controlled. This can best be documented not by monthly statistics, which are often played up in the press, but by the general trend, which shows a lower rate of crime increase for San Francisco than for cities of comparable size across the nation.

The POA feels it has a great deal to contribute, both in how to motivate policemen to do their utmost on the job and how to improve communication and procedures within the Department so that it operates more efficiently and more effectively. We feel the daily experience of the rank-and-file policeman, who is on the front line of city violence and tensions, can be taken better advantage of. And we feel it is important to find out what his needs and frustrations are, so that they do not stand in the way of his doing the best of his ability.

This is why, at the Association's own expense, we have sponsored professional studies of policemen's attitudes and their ideas about how things can be improved. We were 100% behind the major departmental reorganization plan that was drawn up a few years ago, and we expended a considerable amount of our own funds to educate the citizens of San Francisco about it, leading to its acceptance in the 1971 election.

We have done our own demographic studies of the changing face of the city, so that our men will better understand their relationship with the community. And we are currently preparing an update of our extensive 1971 survey, so that we can get the latest input from our men in the field about how to deal with the problems of the city today. Most recently, we have directed our efforts toward improving communication and inspiring a new unity of purpose within the Department through a structure called the Police FORUM, which has the full support of Police Chief Scott. The FORUM steering committee is made up one representative each from all district stations, all civilian units, and all headquarters bureaus. Meetings are being held each month to hear suggestions, identify problem areas, and plan constructive action for a more smoothly running Department.

The one principle we have tried to insist on is that policemen should speak for policemen in matters dealing with their own welfare. This is no longer the case in many American cities, where policemen are now represented by professional labor organizations such as the Teamsters and the United Auto Workers. So far our own organization has proved strong enough to maintain its own integrity.

Membership in the SFPOA is a **BEST BUY Value**

Collective Bargaining for Police and Fire Fighters is still very much a reality. in the near future. **Over 71,000 San Franciscans voted for Prop R in the past election.**

My opinion of that large vote indicates that while the voters were led down the path by the Supervisors, over 71,000 wage-earners voted for Collective Bargaining.

As more and more people become educated as to what collective bargaining is, and why it is reasonable for public safety officers, who don't want to have to strike in the first place, - then more and finally enough people will vote it into being.

The whole picture of police and/or fire disloyalty to the people is finally being turned around into its proper perspective. Guy Wright of the S F Examiner has written a number of columns in just the past two weeks on the strike subject and how the politicians were more interested in their respective elections or re-elections than dealing factually with the pay raise issue.

Russ Coglin, General Manager of KGO-TV, delivered a two-part editorial on the same subject. You see, - things are turning around for us.

Now, what can you do? Be yourself. Give the same

good service you have always given to the citizens. Be courteous, responsible, and civil. Let's hope all of that unnecessary ticket-writing has gotten out of everybody's system, and tag when you normally would and not excessively.

Collective Bargaining will cover most every working condition and/or benefit which can effect public safety officers. Yes, wages too will be on the table to discuss and negotiate.

You, all of you, will need an organization to negotiate for you. The SFPOA has proven itself over the many years as being the logical

association to look after the benefits and protection of the working officer.

The SFPOA has sent members to the Labor Relations school at the University of San Francisco to learn how to negotiate for you. That's how and why The Memorandum of Understanding was consummated. That's why you had a Policeman's Bill of Rights, a viable Grievance Procedure, Seniority Lists, Transfer Policy and a Uniform & Safety Committee.

Nobody gave these things to policemen. **THEY WERE NEGOTIATED BY THE SFPOA.**

That's WHY you need to belong to the SFPOA. Collectively, through your dues monies, we have the resources to pursue Collective Bargaining, and benefits, and rights for ALL POLICE OFFICERS all of the time... and not wait for some magical, mysterious process to hand rights and benefits to us because the celestial bodies were in the right position.

The Police Commission has rescinded the Memorandum, and we expect the Board of Supervisors will do the same thing. **HOWEVER,** our attorneys believe the Courts will find otherwise.

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GIFTS

Guy Wright

ADMITTING THE ELECTION WAS A MESS

San Franciscans usually do the sensible thing — on the second or third bounce. That's why I'm confident they will straighten out the mess they made of the election.

Yep, a mess is what it was, all right. Even the supervisors who led voters down the garden path now admit they made a mess of it.

Quentin Kopp and Al Nelder express surprise and dismay that Proposition P, which the supervisors concocted in spite, will cut the pay of police and firemen.

"It was never anybody's

intention. I'm sure," said Nelder. "that those salaries would be cut. It's abhorrent to believe we'd sit here and let this happen."

Kopp called for a committee to find some way to undo what the supervisors egged the voters into doing.

To anyone unfamiliar with their past performance, it might be difficult to believe that the supervisors didn't know that Proposition P meant a pay cut for cops and firefighters. That was patent on the face of it. Pegging pay to the average

in five other cities, rather than to the highest of the five as it had been in the past, makes a pay cut inevitable.

And if the supervisors couldn't figure that out for themselves, certainly the police and firemen tried to tell anyone who would listen. So how, you are entitled to ask, could the supervisors not understand the consequences of the proposition that they themselves put on the ballot?

But you know something? I believe them. The kindest way to explain why I believe them is to say that a helluva lot of the

time the supervisors don't know what they are doing.

Their record is replete with instances where one week's vote had to be rescinded the next week, because in the meantime some kind soul had taken them aside and explained that what they had done was a boo-boo.

Those are the cases where the public got off lucky. There were other times when they couldn't wiggle out of their mistakes.

For example, these are the characters who let themselves be suckered into a \$17,000 pay scale for

street sweepers. These are the city slickers who let little Mountain View stick them with a 550 per cent increase in a garbage dump contract. These are the yo-yos who allowed Pat Magee to set up a bureaucracy of 40 people to handle half a million dollars worth of aid to the elderly.

So if they say they didn't know what they were doing when they wrote Proposition P, I find it quite easy to believe them.

It was this same blundering ineptitude that provoked the police-fire strike, which in turn

caused angry voters to adopt Proposition P.

In my files I have a budget-session paper on Dianne Feinstein's official stationery setting forth alternatives for trimming the budget to make the supervisors look good at election time. Two of those alternatives involved pay-cuts for police and firemen.

That was the attitude which provoked the strike and fathered punitive Proposition P. Now a way must be found to straighten out the mess made by supervisors, who admit they didn't know what they were doing.

Guy Wright

Reprinted S.F. Examiner

LET'S TRY FISH-BOWL BARGAINING

Ineptitude on the part of the Board of Supervisors provoked San Francisco's police and firemen to strike. The strike in turn provoked the voters to approve a package of spite legislation put on the ballot by the supervisors.

That legislation will cut the pay of police and firemen at a time when the price of everything is going up.

Now even the supervisors, at least those who aren't hopelessly benighted or vindictive, admit they made a mistake. A way must be found to set things right.

When tempers cool

enough that all hands can discuss the problem rationally, here are some thoughts that may prove helpful.

First, the old dictum about public service workers never striking is dead. Teachers, transit drivers, nurses, doctors, garbagemen and now police and firemen—they all have struck. And not just here but in cities across the country. Strikes by public employees have increased 800 percent in 10 years.

The precedent is established and all the no-strike laws in the world won't bring back the good

old days.

From now on the pay of public workers will be set not by fiat but by negotiation, either formal or de facto. We may not like it, but that's how it is.

In San Francisco the trouble is to get the supervisors to face up to that part of their job. Hagglng over pay is a sticky business beset with political pitfalls. Our supervisors, who once required six months to get up enough courage just to set a dog license fee, historically have ducked their responsibility to set wages for police and firemen.

They simply turned it

over to five other California cities. For years they agreed to match the highest pay in any of the five. Now, in retaliation for the strike, they and voters cut back to the average of the five. Thus the pay cut.

But this is a silly system. San Francisco isn't Long Beach, and there is no reason why Long Beach city councilmen should set pay scales here. If politicians in the other five cities adopted the same spineless policy as our supervisors, who would set salaries then?

Compulsory arbitration, a much-mentioned alternative, was proposed by the mayor but turned

down by the voters in the election—and rightly so, it seems to me, because it contains the same flaw as abdicating to Long Beach.

In compulsory arbitration the setting of pay, and therefore of taxes, is left to a third party answerable to no one.

There is another approach that a few cities have adopted and I would like to see San Francisco try. It's called fish-bowl bargaining.

Let's open negotiations to full and constant public scrutiny, with police and firemen on one side of the table, the supervisors and

the mayor on the other, all cards face up, and an alert press double-checking the claims and contentions of both sides.

If this method had been used this year, I believe the strike could have been averted.

Neither the politicians nor the police and firemen can afford to alienate the public; that was brought home by the voters' reaction to the strike. And, the public, if adequately informed, will turn off on either side if it behaves unreasonably.

That's the beauty of fish-bowl bargaining. Next time let's give it a try.

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MEDAL OF VALOR AWARDS

Periodically, the Police Commissioners, the Chief of Police and the Captains of Police meet as the Awards Committee to review the reports submitted for Medal of Valor awards. The votes cast are for Gold Medals, Silver Medals, Bronze Medals, Meritorious Awards or Police Commission Commendations, depending on the risk involved by the officers.

SILVER MEDAL OF VALOR

POLICE OFFICER GILE A. PURSLEY

For services rendered on Friday, July 25, 1975, at 1117 hours, while working as a police teller at the Bank of America at 28th and Diamond apprehended two armed ski-masked bandits who after holding up the bank attempted to escape in a vehicle parked in Kern Alley. Officer Pursley in hot pursuit was fired upon by these suspects five times from the fleeing suspect's vehicle. The Officer returned the fire disabling the vehicle and the suspects fled on foot. They were quickly apprehended in Glenn Park Canyon a short distance from the scene of the crime.

POLICE OFFICER WILLIAM M. BRAY

For services rendered on Sunday, August 3, 1975, at 0249 hours, when he responded to a Communications report that an auto with its engine racing and with a person slumped at its wheel, was parked on Cabrillo Street west of 15th Avenue. Upon arrival, Officer Bray found the auto completely engulfed in flames and the driver slumped over the wheel. The Officer cognizant of the fact that the auto could explode at any time, unhesitatingly broke open the window on the passenger side, crawled into the flaming vehicle and pulled the unconscious male to safety.

POLICE OFFICER ROBERT J. HULSEY

For services rendered on Thursday, August 8, 1975, at 0715 hours, when he responded to Mission Police Station and dismantled an explosive device in which gasoline bags had been attached to a radio car with the obvious intention of destroying all radio cars parked in the rear of the Station.

INSPECTORS RUSSELL J. AHLGRIM, DONNIE L. HANSEN AND JAMES J. MOLINARI

For services rendered on Tuesday, August 19, 1975, at 2350 hours, when they were notified by Communications of an armed robbery in progress at 340 Stockton Street. The Inspectors responded to where they believed the suspects would go in an attempt to make good their escape and observed them entering Beckett Alley. The suspects turned, observed the Inspectors and immediately fled in their vehicle with the Inspectors in hot pursuit. The fleeing suspect vehicle after careening off of two other vehicles came to a crashing halt with another vehicle in an intersection and attempted to flee on foot while simultaneously firing at the pursuing Inspectors. The Inspectors returned the fire hitting the suspect in the hip. The other three were subsequently apprehended after a brief chase.

BRONZE MEDAL OF VALOR

POLICE OFFICER WILLIAM J. BANAS AND JOHN V. BISORDI

For services rendered on Thursday, August 8, 1975, at 2226 hours, when they responded to a prowler call at 207 Brookdale. They observed a 16 year old suspect who ran to a flower bed and picked up a .38 caliber revolver and pointed it directly toward the officers. The officers recognizing that the suspect was a juvenile restrained from pulling their revolvers and engaged the suspect in a life and death struggle for the

weapon. Although the suspect was only 16 years old, he was six feet tall and very strong and put up a violent struggle before finally being disarmed and arrested.

POLICE OFFICER ISAAC J. HENRY

For services rendered on Tuesday, September 9, 1975, at 1530 hours, when he apprehended a female suspect who was wielding a large butcher knife which she used to attack her female victim. The officer intervened sustaining several cuts himself and saved the victim from possible death or great bodily harm.

ASSISTANT INSPECTOR EDWIN M. KENNEY, POLICE OFFICER LAWRENCE V. MINASIAN

For services rendered on Wednesday, August 6, 1975, at 0600 hours, when they were assigned to cover the rear of 409 Cole Street, residence of members of the White Panther Party organization. These officers were met by three suspects all of whom were armed. One pointed a .30 caliber rifle in their direction, the second suspect was armed with a .38 caliber revolver and a third possessed a 9mm pistol. All suspects were, after tense confrontations, disarmed and placed under arrest.

POLICE OFFICERS JAMES A. BOLES AND JAMES S. LOMAX

For services rendered on Saturday, August 30, 1975, at 2245 hours, when they apprehended an armed suspect who walked out of Linda Alley onto 19th Street holding a .38 caliber revolver in his hand. The suspect pointed his weapon at the officers but the officers separated and walked in different directions confusing the suspect. At the most advantageous time, they jumped the suspect, disarming him of the revolver only to have him pull a large hunting knife which was concealed on a string around his neck. The struggle continued until one officer struck the suspects hand causing the knife to fly free of his grasp. The suspect was then taken into custody. The officers subsequently learned that the suspect had minutes earlier committed an armed robbery which would possibly account for his violent resistance.

POLICE OFFICERS RAYMOND A. SHAFFER, MICHAEL P. LAWSON AND RICHARD H. VAN WINKLE

For services rendered on Thursday, September 4, 1975, at 0415 hours, when they traced a smoke odor to a fast working fire on the third floor of 2697 Mission Street, a multi-unit apartment building. The officers entered and as they raced up the stairway, they ran into a wall of heat and thick, black smoke. Although coughing and gagging, they continued their efforts on their hands and knees to evacuate the occupants of this floor. In one of the rooms they found they had to beat back the flames, drag and then physically carry an unconscious victim to the streets three flights below.

MERITORIOUS CONDUCT AWARD

INSPECTORS ROTEJA J. GILFORD AND PRENTICE EARL SANDERS

For services rendered on Tuesday, May 13, 1975, at approximately (6) hours, when they conducted an immediate investigation into the shooting death of a young woman and within a period of five hours identified and traced the suspect to an address in Oakland where they staked out his vehicle. The suspect armed with the murder weapon, a 9 millimeter automatic, attempted to flee and while doing so, pulled the weapon from his waist band but dropped it in the street. He was then taken into custody.

INSPECTORS FRANK C. MCCOY AND EDWARD J. ERDELATZ

For services rendered from August 1971, to the present time, when they conducted one of the most extensive in-

vestigations ever conducted by the San Francisco Police Department reaching nearly all U.S. major cities and resulting in the arrest of many members of the New World Liberation Army who were responsible for the murders of five police officers and two civilians, four attempted murders on police officers, various injuries to 18 people and four bank robberies.

POLICE COMMISSION COMMENDATION

POLICE OFFICER BRUCE W. BUSHNER

For services rendered on January 1, 1975, when he conducted an outstanding investigation resulting in the arrest of five (5) persons charged for violating the State Narcotic Laws and conspiracy to sell cocaine. Other suspects from San Francisco and Oakland were taken into custody after subsequent follow-up investigations.

POLICE OFFICERS GREGORY W. WINTERS AND JAMES W. BLOESCH

For services rendered on Friday, July 18, 1975, when they observed three suspects, one of whom was carrying a rifle case, and commenced an investigation which determined that the case contained a stolen rifle. After placing the suspects under arrest, further interrogation led to the recovery of additional stolen goods previously taken by the suspects.

LIEUTENANT THOMAS L. O'DONNELL SERGEANT ANTHONY D. RIBERA POLICE OFFICERS DAVID J. ELL, DONALD W. BREWER, LAMONT M. SUSLOW AND MICHAEL D. NOWLIN

For services rendered on Monday, July 28, 1975, at approximately 2330 hours, when they apprehended an armed suspect who had threatened his father with a rifle and by firing a round inside the family home.

POLICE OFFICERS ROBERT W. DONSBACH AND JAMES R. LONG

For services rendered on Thursday, June 26, 1975, at 2045 hours, when they responded to gunshots in the area of Page and Buchanan Streets and observed two male suspects one of whom had a large handgun. The suspects fled but the one with the handgun was found hiding in nearby shrubbery. The weapon was located adjacent to him. Subsequent interrogation led to the identity of the second suspect. Prompt and decisive action by these officers probably prevented a double homicide for it was learned that these suspects had just fired four shots at their intended victims when the officers intervened.

POLICE OFFICER PAUL J. MANISCALCO

For services rendered on Thursday, August 14, 1975, at 0020 hours, having just completed his 4/12 watch and driving home, apprehended two burglary suspects who were burglarizing homes in the Forest Hill residential area.

POLICE OFFICER LAWRENCE M. RYAN

For services rendered on Tuesday, September 9, 1975, while on patrol in civilian dress in an unmarked police vehicle, observed four young males preparing to rob a grocery store on Geary Boulevard. When the suspects spotted the officer, they abruptly began to leave but were quickly apprehended by Officer Ryan.

POLICE OFFICER MARTIN J. TRESTER

For services rendered on Thursday, September 11, 1975, at 1210 hours, when they conducted an investigation which led to the arrest of two suspects who had during an armed robbery, viciously beat the victim and then kidnapped and robbed a second victim who attempted to come to the first victims aide.

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STEPHEN BRUCE BLEY, Attorney for SFPOA

Stephen Bruce Bley graduated from the University of California in 1963, AB. and in 1966, LLB. He was an Assistant District Attorney from 1967 to 1969.

Steve then became a partner with his father, Bertrand A. Bley who has been practicing law for more than 50 years, being a 1924 graduate of Stanford. The Law firm name is Bley and Bley.

While Steve has been representing the SFPOA for the last two years before the Police Commission, Internal Affairs and in the Superior Court, he has also been the attorney for the San Francisco Sheriff's Association for the past six years.

Steve is married and has two children.

He is considered a very good general practitioner, and through his office he handles probate, dissolution, estate planning, general trial work, criminal, labor, business, and real estate law.

"I am looking forward to being the general council for the Association and assisting the organization achieve the goals it is striving to attain," he stated. "I feel that my extensive background in law enforcement problems and administrative work, i.e., Police Commission, Civil Service and other Commissions and Boards, will assist me in providing the type of quality representation the SFPOA deserves."

Bar Activities:

Chairman, Criminal Law Committee San Francisco Bar Assoc. 1972-1973

Alternate delegate, State Bar Convention, 1972

Lecturer, City College of San Francisco, Criminal Law

Adviser, CEB, Criminal Discovery

Speaker, representative for San Francisco Bar Association

Member, Criminal Law Committee, S.F. Bar Assoc.

Lecturer, California Organization of Police and Sheriffs

SEVEN CITIZENS WHO PRODUCED GOOD VIBES

Seven San Franciscans whose company manners impressed the guests were saluted by the San Francisco Convention and Visitors Bureau Tuesday (Nov. 18) at a reception at the Sheraton at Fisherman's Wharf.

The receiving end of the CVB's "We Like Visitors" awards were a police officer, an Ellis Brooks auto lessor, a Fairmont Hotel foreman, a Macy's sales person, a Luxor Cabs driver, a Rolf's since 1960 waiter and a Tours/San Francisco founder.

They were chosen on the basis of ballots and letters submitted by visitors.



Patrolman Theodore K. Barker of the S.F.P.D.'s Richmond Station was recently tapped for "We Like Visitors" honors by the San Francisco Convention and Visitors Bureau. On hand for the ceremonies were Lloyd A. Pfueger (left), chairman of the Bureau's "We Like Visitors" committee, and Lt. Morris Hazen of the Richmond Station.

When the exhibit of Chinese antiquities began its two-month run at the Asian Art Museum in June, the Police Department set up a substation behind the Golden Gate Park bandstand. A good many of the 835,891 show-goers were served by Officer Theodore K. Barker. Quite a few of them called his superiors at Richmond Station to commend him. Barker, a five-year member of the force, helped visitors with a multitude of problems, reunited strays with their tour groups and, in the case of a bewildered Japanese family, detailed a patrol car to convey them to the Cliff House in time to catch up with their Gray Line bus.

In addition to an engraved plaque, the awardees get the red carpet visitor treatment. Each wins a deluxe San Francisco weekend for two, including cocktails, dinner in a leading restaurant, an overnight stay in a major hotel . . . and an opportunity to test the cordiality of his peers.

WHEN DO WE GET OUR PAY RAISE?

by Stephen Warren Solomon
Special Council S.F.P.O.A.

On August 18, 1975 the members of the San Francisco Police Officers' Association were involved in a labor dispute with the City and County of San Francisco. This dispute culminated in a settlement on August 21, 1975 in the form of an emergency proclamation signed by Mayor Joseph Alioto providing for a pay raise effective October 15, 1975 in the approximate sum of 13.05% increase. This amounted to a total cost to the city and county of approximately \$9,634,206.

For payment, law suits were filed by the Board of Supervisors of the city and county of San Francisco, the Chamber of Commerce, and a representative of the taxpayers of the county. In substance the Plaintiffs claimed that the emergency proclamation setting forth the pay raise and the charter section allowing for the settlement of public emergencies were unconstitutional, and as such an improper use of the Mayor's executive powers.

The Police Officers' Association as a defendant in the law suit vigorously defended these allegations resulting in an extensive and time consuming trial before Superior Court Judge John Benson. After hearing lengthy arguments on the subject, Judge Benson found for the Police Officers' Association and against all the plaintiffs in the law suit. In substance finding the charter amendment and emergency proclamation setting forth the pay raise, were both constitutional and legal. Prior to the date of payment all plaintiffs in the law suit appealed Superior Court Judge Benson's ruling to the Court of Appeals.

The defendant, Police Officers' Association, along with the other defendants are working vigorously to expedite the appeal before the Court of Appeals.

As soon as the record before the Superior Court is available, council for the Police Officers' Association, along with other defendants, will expedite the filing of briefs before the Court of Appeals and oral argument.

Thereafter decision will be rendered by the Court of Appeals hopefully ending the dispute in favor of the Police Officers' Association.

Although the exact time period of any appeal is difficult to ascertain, it is hoped that if the appeal is expedited by the Court, that payment when the judgment is affirmed could be made sometime in the late spring.

As there are any other developments in the legal proceedings I will keep you all informed.

Next month I would hope in the newspaper, to bring the membership up to the latest developments in regard to the legal position over the amnesty agreement and the injunctions entered into by virtue of the strike.

Strike Backlash, Part I

Strike Backlash, II

Delivered by KGO-TV Vice President & General Manager, Russ C. Coughlan

Now that the voters of San Francisco, reacting to an illegal strike and to the subtle maneuverings of the Board of Supervisors, have vented their collective spleen on the Police and Fire Departments, it is time for all concerned people to put everything into some perspective.

First of all, the strike by the protectors of life and property was wrong, as were the contempt of a court order and the vandalism. All this happened because many police officers followed the orders of the leadership of the Police Officers Association. They learned that it doesn't pay to follow the leader when that leadership is neither clever or sensitive. But it is also important to understand that the strike was really provoked by many previous decision of the Board of Supervisors, eight of whom just happened to running again for office in the soon-to-follow election.

The emotional, yet uncriticized reaction of the Board of Supervisors to the unilateral settlement of the strike by Mayor Alioto was predictable because it was political and punitive. The successful propositions which they placed on the ballot punished the police and firemen for striking and they were also the political surfboards which the six Supervisors running for reelection rode to victory on the waves of public anger and disgust over the strike.

But now, when emotions have subsided somewhat, it is important to find out if any law or ordinance based on retaliation can be a just law, and justice, not political revenge, is what the Board of Supervisors must keep in mind. In our next editorial, we shall discuss some of the problems we foresee in the working out of the new wage formula amendment.

The new law affecting the wages of public safety personnel in San Francisco is the result of citizen backlash to a very unpopular strike, a reaction fanned by the political shrewdness of the Board of Supervisors. A law based on retaliation and over reaction is seldom a good one and this one could create serious injustices and unfortunate bitterness.

The backlash vote was directed at all public safety officers, with the majority of voters forgetting that many policemen did not strike, but put in extra hours of duty in the face of extreme pressure by the striking deserters. The retribution by the Supervisors painted all police with the same brush, smearing the number of men who stayed on the job, live in San Francisco, do no moonlighting, and have put in long years of service to the people of San Francisco. The Supervisors punished the innocent as well as the guilty.

The new wage setting formula is also wrong because it frees the Supervisors from the hard task of sitting down and figuring out what, in justice, we should pay our cops and firefighters. Now they can sit back and pay our police and firemen the average of what five other cities pay theirs, as if that average automatically created a just wage.

We don't think public safety personnel should be paid anymore than they are worth, but we do think that they are more important, and hence worth more, than many other public employees who make more in wages than the police or firemen. The strike, the wage formula, and the juvenile ticket blitz by a few of the police malcontents have created serious problems of confidence and respect. The Board of Supervisors, which, incidentally, never enjoyed the respect that the police and firemen had before the strike, should do everything in its power to bring justice and peace to this situation.

VARIOUS TIMES:

November 19 — November 20, 1975

VARIOUS TIMES:

November 21 — November 23, 1975

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BOARD OF DIRECTORS MEETING — Thursday, November 20, 1975

Present: Casciato, Jones, Fikkers, Chignell, Lynch, Svirsky, Hebel, Wode, Wright, Lucey, Ballentine and Crowley, and Merkley.

On December 1st, we will have a Press conference to explain 1) the attitudes of policemen 2) the crime problems 3) safety equipment and possibility how the budget cuts hurt the community.

The conference will be firm, informative but not antagonistic. Antagonism will only hurt us.

There will be a Board meeting on Dec. 1st prior to the Press conference.

COPS is the answer for Police officers in this state. We must get Collective Bargaining through the state legislature.

We have some new Insurance programs for the membership, which the Committee has been working on for some months now.

Bill Hemby: Report on COPS

As of January 1976, COPS will have office in Sacramento. The Executive Board has adopted a plan for formalized structure or organization of COPS, now that certain, definite goals have been accepted.

Legislation: We are

involved in political action. There are two important Senatorial elections coming up soon, and COPS will be backing candidates for those seats.

While Governor Brown is in favor of Collective Bargaining, he wanted just one bill for all public employees. The bill became so watered down, that we had ourselves taken out of it. We will push for a bill to cover just Public Safety Officers.

A.B. 62 (Moscone) becomes S.B. 1294, which prohibits strikes and gives binding arbitration for PSOs.

A.B. 301 is the Police Officer's Bill of Rights. We need these safeguards.

PSO Retirement Bill: 20 years at 50% up to 30 years and 85% maximum is still very much alive. COPS believes this bill will pass because it will reduce local taxes to support local retirement costs.

Public Relations Expert: We will hire a PR man to write WHY POs need Collective Bargaining and use this material in Sacramento.

Computerized Data Center: Every year, every member organization of COPS will get a comparison print-out of benefits of all member organizations. Material

will include Collective Bargaining contracts, Memorandums of Understanding.

Insurance: COPS will have a full range of plans.

New Law: The Foran Bill. — provides (as of Jan. 1, 1976) that if you are off 30 days or longer on DP, you will have the choice of which physician you want to go to. (If could be locally so you wouldn't have to travel so far. To this end, COPS will set up a panel of doctors to provide service through local associations in the State.

Dues: Dues are now set at \$1 per month per member, up to a maximum of \$1000 for organizations with membership over 1000. In the voting structure, San Francisco would have a maximum of five (5) votes. Incidentally, three of the five cities in the Proposition "P" survey are members of COPS.

M/Chignell S/Merkley that we the SFPOA agree to the dues structure of COPS for one year, from Jan. to Dec. of 1976, in the amount of \$12,000. PASSED.

Gale Wright: Report on Insurance

1. Life Insurance. — Over the past several

months the Ins. Comt has learned that some police associations provide their members with a paid for life insurance policy, some of which are as much as \$2000. We agreed to get rates, costs, explore the whole problem. We have found we can give each member of the SFPOA a PAID LIFE Insurance Policy in the amount of \$2500 for just 61 ¢ per member, per month. This benefit will only effect the ACTIVE members at this time.

M/Merkley S/Jones that the SFPOA pay the amount of 61c premium per month per active member for the life insurance policy. PASSED.

II. PREVENTIVE Dental Care Plan. — same as above. Research, reports, quotes, meetings, correspondence, etc. Through the COPS Conference in San Diego in October, we found the very best plan, anywhere. The key word to remember here is PREVENTIVE. If we enroll each active member of the POA in the Preventive Dental Health Foundation Plan, we can be assured of providing one of the most sought after benefits in any industry or profession. Currently, there are approximately 300 members

voluntarily enrolled in the first dental plan ever sponsored by this association. Because of the much better and different benefits structure of the PDHF plan, we anticipate these members will switch plans. Additionally, more of our members will enroll in it when the word gets around. It is requested that this Association agree to pay \$1 per month per member to enroll them in the PDHF plan. With that type of premium guaranteed every month, the Insurance Committee can negotiate the best possible individual premium for whatever plan or options the individual members desire.

M/Merkley S/Casciato that we pay \$1 per month per member towards the premium of the Preventive Dental Health Foundation Plan for one year. PASSED.

Don Merkley: Legal

M/Merkley S/Casciato that we instruct our attorneys to:

- 1) Bring the Pay Suit issue into court by asking for a Performance Bond.
 - 2) Ask the Court to order payment of the 13% pay raise.
 - 3) Take whatever other steps are necessary to get immediate payment.
- PASSED.

Resignation: President Crowley directed Jack Ballentine to send a Registered letter to Dave Christensen asking him to submit a formal resignation within 10 days. (To date there has been one newspaper article and one phone call about or from Dave on this matter.)

M/Wode S/Fikkers. Any member of the Board of Directors be paid at rate of pay attached to his rank in the Department if that member has to use his vacation time, extra duty time, or leave without pay, if it is necessary for that member to do Association work. Prior approval of the President, Treasurer or a majority of the Board of Directors is required.

After discussion, M/Bell S/Fikkers to Table. PASSED.

M/Casciato S/Wright that a committee of three be appointed to write a formal statement regarding how or why members should be paid, and then present this statement to the members at the December General meeting. PASSED.

Meeting adjourned at 9:30 p.m.

Respectfully submitted, Gale W. Wright Acting Secretary

ARE YOUR REPS HUMAN?

by Al Casciato, Co. A

During the past few months I have heard many derogatory remarks made regarding the Association Representatives. The remarks tend to imply that the representatives only act on measures for their own benefit and not for the membership.

A few reminders are in order:

1. ASSOCIATION REPS ARE NOT PAID FOR THE TIME USED TO ATTEND MEETINGS AND

PERFORM ASSOCIATION WORK.

2. ALL ASSOCIATION REPS ARE WORKING FULL TIME IN DEPARTMENTAL JOBS.

3. ALMOST ALL THE REPRESENTATIVES ARE EITHER HOLDING DOWN SECONDARY EMPLOYMENT OR ATTENDING SCHOOL.

4 THE MAJORITY OF THE REPS ARE BUSY RAISING A FAMILY.

S.F.P.O.A. BALANCE SHEET
Month Ending October 31, 1975

MEMBERSHIP: ACTIVE 1613		RETIRED 385	
ASSETS		LIABILITIES & RESERVE	
Petty Cash	101	\$ 150.00	Payroll Taxes Payable 399 \$ 890.94
General Fund	103	29,950.11	
Legislative Fund	105	11,846.73	Unexpended Reserve 501 41,134.46
Emergency Fund	107	78.56	
		\$42,025.40	\$42,025.40
S.F.P.O.A. INCOME STATEMENT			
Month Ending October 31, 1975			
INCOME:			
Dues - Active	601	\$51,977.04	
Dues - Retired	603	189.00	
		\$52,166.04	
EXPENSES:			
Administrative Expenses	723	97.74	
Dues Collection	728	185.06	
Equipment Rental	753	86.70	
Janitorial Service	761	32.13	
Maintenance (Equip)	771	270.31	
Mailing	772	2,500.00	
Public Relations	773	325.00	
Rent	774	2,279.25	
Salary - Office	777	200.00	
Salary - Executive	781	650.13	
Supplies - Office	782	27.31	
Supplies - Admin.	783	482.84	
Tax - Payroll	784	161.67	
Tax - Personnel Prop.	792	444.33	
Utilities		\$ 7,742.47	
Committee Expenses			
Grievance	825	75.00	
Health Ser/Retirement	830	250.00	
Insurance	835	(974.00)	
I.C.P.A.	840	930.10	
Legislative	845	(153.17)	
Labor Relations	850	10,357.78	
Screening	860	2,203.80	
Publications	863	1,025.00	
C.O.P.S.	870	1,381.26	
		15,095.77	
		22,838.24	
		\$29,327.80	

DAMNED IF YOU DO,
and Damned If You Don't

"Proposition 'P' was a loser," some policemen said. "I thought we had a chance of beating it,"

other policemen have said. And still other police officers said "I hope 'P' wins. It will sure wake alot of cops up."

Regardless of which school you may fit into, the POA Board of Directors believed we had to give it a good try. Along with the Fire Fighters, we entered into contracts for advertising which totaled several thousands of dollars.

To have done nothing about fighting the Propositions or in the case

of Propositions R and S, would have broken faith with the membership.

To date, \$35,000 has been voluntarily donated to the Police Campaign '75. We still owe \$15,000 — which can only be raised through the voluntary process. There is no other way to do it.

If you have not written your check for \$35 to the Police Campaign '76 as yet, please do it now (tax deductible) and send it in today to the POA. Use the Department mails, or send it to 548 - 7th St., San Francisco, CA 94103. Let's get this dept off of the books. Thanx.

S.F.P.O.A. BALANCE SHEET
Month Ending November 30, 1975

MEMBERSHIP: ACTIVE 1613		RETIRED 415	
ASSETS		LIABILITIES & RESERVE	
Petty Cash	101	\$ 150.00	Payroll Taxes Payable 399 \$ 645.23
General Fund	103	2,125.16	
Legislative Fund	105	11,846.73	Unexpended Reserve 501 13,555.22
Emergency Fund	107	78.56	
		\$ 14,200.45	\$14,200.45
S.F.P.O.A. INCOME STATEMENT			
Month Ending November 30, 1975			
EXPENSES:			
Administrative Expenses	701	\$ 285.00	
Awards & Donations	705	30.00	
Equipment Rental	728	176.25	
Insurance & Bonding	744	70.00	
Janitorial Service	753	78.44	
Mailing	771	314.71	
Public Relations	772	4,152.20	
Rent	773	325.00	
Salary - Office	776	1,667.75	
Salary - Executive	777	500.00	
Supplies - Office	781	205.08	
Supplies - Admin.	782	238.96	
Tax - Payroll	783	285.18	
Tax - Personnel Prop.	784	5.00	
Utilities	792	76.84	
		\$ 8,510.41	
Committee Expenses			
Health Ser/Retirement	830	250.00	
Insurance	835	354.75	
Legislative	845	520.06	
Labor Relations	850	3,101.62	
Screening	860	14,104.00	
Publications	863	765.00	
C.O.P.S.	870	73.40	
		19,168.83	
		\$27,579.24	

A FEW THOUGHTS

Once upon a time there was a sparrow who hated to fly south for the winter. He dreaded the thought of leaving so much that he delayed his journey until the last possible moment. After bidding a fond farewell to all his departing friends, he went back to his cozy nest for an additional two weeks. But soon the weather became so bitterly cold he could no longer stay.

As the sparrow flew south it began to rain. Ice formed on his wings, but he flew bravely on as the ice grew thicker and thicker. Finally, almost dying from the cold and exhaustion, he glided to earth in a barnyard.

As he sat, weak and trembling, breathing what he thought to be his last breath, a cow wandered leisurely near

him, turned, and covered him with fresh manure. At first the sparrow thought the end was surely at hand, but the warmth from the manure sunk into his body, melted the ice, and life returned.

With his hope renewed, he was so happy he began to sing. A prowling tomcat, upon hearing this strange singing manure pile came to investigate, dug away the manure, and ate the sparrow!!

Now this story contains three morals: first, everyone who sh--s on you is not necessarily your enemy; second, everyone who takes sh-- off you is not necessarily your friend; and third, even though you are up to your ears in sh--, sometimes it is better to keep your mouth shut!!!

S.F. POLICEMAN
FINANCIAL STATEMENT
October 1, 1975 to November 30, 1975

BALANCE - September 30, 1975		
General	\$2,730.44	
Pre-Paid Ads Reserve	1,089.00	\$3,819.44
REVENUE - October & November		
Subscriptions	99.00	
Ads	3,607.45	
SFPOA Salary Subsidy	1,460.00	
Misc.	40.00	\$5,206.45
WORKING CAPITAL - October & November		\$9,025.89
LESS EXPENSES - October & November		
Commissions on Ads	1,593.20	
Misc.	25.67	
Printing (Paper, Oct. & Nov.)	1,535.49	
Printing (Misc., Oct. & Nov.)	28.45	
Salaries (Office, Oct. & Nov.)	1,066.00	
Salaries (Exec., Oct. & Nov.)	400.00	
Office Supplies	60.60	
Office Equipment	331.64	
Utilities (Telephone)	192.53	
Equipment Maintenance	20.50	
Returned Check	75.00	
Credit Union Loan	160.00	\$5,483.08
BALANCE - November 30, 1975		
General	2,671.81	
Pre-Paid Ads Reserve	871.00	\$3,542.81

THE MORATORIUM

July 1, 1975 through December 31, 1975

If you have never been a member of the SFPOA, or if you are a former member, or an ex-member of the SFPOA, - you are invited to join now, before the Moratorium expires.

Here's what you get when you join the SFPOA:

1. Membership card and decal.
2. Subscription to The Policeman newspaper.
3. Paid for Life Insurance Policy in the amount of \$2500.
4. Group membership in the SFPOA Dental Plan (Preventive Dental Health Foundation Plan).
5. Participation in other SFPOA authorized insurance programs. (DP Income protection, coverage from the 1st day. We have the only 1st day coverage plan in the state. Low cost life insurance policies to supplement above Paid for policy)
6. Forgiveness of past dues and assessments.
7. Membership Dues start on January 1, 1976.

Time's A'wastin'. Come to the SFPOA office at 548 - 7th Street any business day, 0900 to 1600 hours to sign up. Don't miss this fine opportunity to join the SFPOA and enjoy the benefits of membership.

DUES GOING DOWN by Jack Ballentine

Many inquiries have been received during the last few weeks relative to Association dues. The Association dues are 1% of 1st year Patrolman's salary, or \$13.37 per month. The Association is unable to collect the proper amount, starting promptly on July 1, 1975, due to the arrangements made with the City Controller's office; therefore, the amount of dues deducted is higher than that level during the months of August, September, October, November, December and through the first part of January.

Inasmuch as our pay raise (which was anticipated) has not yet materialized we will be lowering the dues structure of which will be reflected in the January checks.

Association dues deducted over a one year period (July 1 through June 30) will always be 1% OF A STARTING Patrolman's salary, however it is necessary to make payroll deduction adjustments from time to time during the year. The reduction at this point will be \$3.32.

For those of you preparing your tax returns you may deduct your Association dues of \$127.24 and Community Services dues of \$12.00.

ACHIEVEMENTS

"...MONEY IN YOUR POCKET..."

* SALARIES 1968: (PTLM) 10,536 (SGT/MP) 11,952 (LT) 13,980 (CAPT) 16,428
1975: 16,044¹ 19,344 22,104 25,944

* FREE UNIFORMS AND REPLACEMENTS - FREE SAFETY EQUIPMENT - \$250/YR

* HEALTH SERVICE PREMIUMS: 1968 - \$5/MO. 1975 - \$23/MO.

* LIKE WORK LIKE PAY FROM 1st DAY - \$65-100 (DEPENDENT ON RANK)

* RETIREMENT: 55% IN 1968 - 70% IN 1972 - 75% IN 1975

* SICK TIME: 13 DAYS PER YEAR * CASH PAYOFF UPON RETIREMENT UP TO \$8,300-\$12,930 (DEPENDENT ON RANK)

* STRAIGHT EIGHT HOUR WORK DAY

"...COMMITTEES..."

* BLOOD BANK: FOR YOU AND YOUR FAMILY

* INSURANCE: DENTAL DP AND LIFE

* GRIEVANCES: REDRESS FOR PROBLEMS

* LEGISLATIVE: SUCCESSFUL CITY AND STATE BALLOT MEASURES

* LABOR RELATIONS: MEMORANDUMS OF UNDERSTANDING²

POLICEMAN'S BILL OF RIGHTS

ANTI-POLYGRAPH

GRIEVANCE PROCEDURES

CONTRACT

* PUBLICATIONS: MONTHLY INFORMATIVE NEWSPAPER

* I.C.P.A.: GETTING 1½ OVERTIME FOR POLICE

* C.O.P.S.: STATE LEVEL POLITICAL ORGANIZATION:

20YR RETIREMENT - COLLECTIVE BARGAINING

* UNIFORM AND SAFETY: UNIFORM ITEMS AND VEHICLES

* COMMUNITY SERVICES

* RETIREMENT: DISABILITY RETIREMENTS - DISABILITY STATUS

MEDICAL BILL PROBLEMS

INDUSTRIAL INJURY DETERMINATIONS

POLITICS & THE MEDIA

by Paul Chignell

Now that the first police strike in San Francisco is behind us, the aftermath appears to leave a much worse taste in our mouths.

For we now see a curious alliance of foul media and incompetent politicians.

The media, led by carpetbagger John Reg Murphy of Atlanta and the defender of the Chamber of Commerce, Abe Melinkoff, appear to be intent on destroying any semblance of morale within the nation's finest police department.

Mr. Murphy was transplanted from Atlanta to head up one of the worst journalistic ventures in modern times, the San Francisco Examiner.

Under his direction, editorial blasts at the Association are as prolific as raindrops during a cloudburst.

Murphy has the audacity to think that media opinion is gospel and when he infringes upon the rights of police officers and citizens his outbursts become even more frantic.

Recently, Associate Justice Blackman of the Supreme Court remanded a kidnapping case back for another trial because the victim Murphy utilized his newspaper, the Atlanta Constitution, in one of the most massive pre-trial publicity attacks in modern times.

Murphy's outcry at that decision by one of

the most conservative justices to ever serve on the Supreme Court was so typical. Justice Blackman had no other choice in light of the editorial comments and huge headlines that Murphy directed at potential jurors.

Now under Murphy's direction, the Examiner has launched an indiscriminate campaign against the evil of the century, collective bargaining for public employees. Examiner editorialists also refer to the "illegal" police strike and the need to put San Francisco's finest on the rack like pieces of meat.

The Examiner continually characterizes subjects with untruths not realizing that there are NO prohibitive statutes dealing with police strikes except Proposition O which they seem to be applying retroactively.

However, the Examiner only shares half of the blame when it comes to arbitrary attack upon our police force.

The other garbage can liner, "The Voice of the West" is also intent upon destroying the effectiveness and morale of working police officers.

The Chronicle's triades against the P.O.A., Jerry Crowley

and the entire department are favorite

pastimes of Abe Mellinkoff.

Mr. Mellinkoff appears each morning on the editorial page. His swipes at us were of a daily nature just prior to the election. When Mr. Mellinkoff wasn't attacking the police, he was promoting "Dianne".

How interesting that male politicians are referred to as Senator Moscone, Supervisor Barbagelata, Judge Ertola. But when it comes to that wishy-washy President of the Board of Supervisors, it's magically "Dianne". Prior to the election, the Chronicle had lots of stories about wonderful "Dianne". Dianne would do this, Dianne would do that and Snooky would follow right behind.

Well, much to the apparent chagrin of Abe and Snooky, Dianne and her anti-P.O.A. Sentiments finished third. Despite the Chronicle and the Examiner, Dianne could not fool enough of the public.

The point of all this of course is that people like Murphy and Mellinkoff do much to malign our position. The facts on the strike never get out because certain people in the media distort the facts.

Next issue I will give my opinion on Politics & Internal Affairs.



17 DEC '75



Annual Christmas Blood Drive

Sponsored By

The San Francisco Police Officers' Association

IRWIN MEMORIAL BLOOD BANK - MASONIC AND TURK STREETS

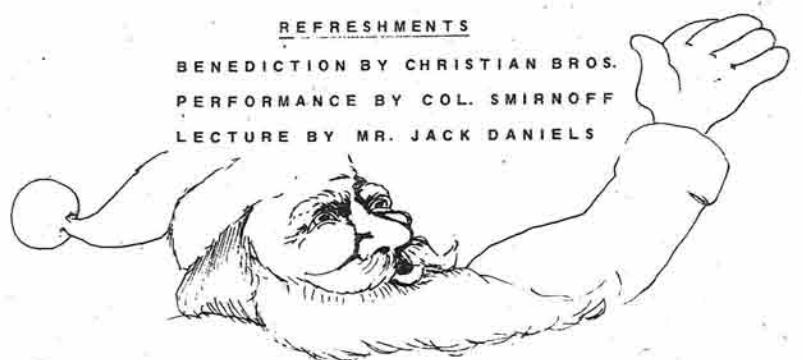
17 December 1975 FROM 0900 TO 1900 hours

REFRESHMENTS

BENEDICTION BY CHRISTIAN BROS.

PERFORMANCE BY COL. SMIRNOFF

LECTURE BY MR. JACK DANIELS



17 DEC '75



SFPOA NEW THANKS TO YOU, IT'S WORKING

The response to the Dental Survey in this newspaper last month, and to the survey sent out by the Healy Insurance Agency has been tremendous.

Add to that the scores of phone calls about the Dental Plan to the Healy Agency, we can truly say "We struck a nerve on the Dental needs by our members."

The Board of Directors of the SFPOA were also responding to the Insurance Committee's appeal to give our members a basic Preventive Dental Plan through the Preventive Dental Health Foundation. The Board voted to pay \$1 per month per active member for the basic plan. (Plan I)

The Preventive Dental Health Foundation (PDHF) Plan is already successful in eleven states and in Southern California. Joining the several associations and other organizations in the Los Angeles area is the Los Angeles Sheriffs Association, 5,000 strong. Their beginning date is January 1, 1976.

In Northern California, the SFPOA will be the first group to use the PDHA Plan. That 'first', plus the \$1 per month per member for Plan I, worked very well for the SFPOA in establishing a very fair premium, to be paid additionally by any member for himself and/or his or her dependents, for other normal dental services (Plan II).

Our attorney, Stephen B. Bley, has read the contract and as soon as we have clarification on the points he raised, we will sign the contract. This should all be done within this month of December.

500 Members (minimum) are needed to enroll during December 1975 for Plan II in order to put the entire Plan into effect by January 1, 1976. Application forms are being mailed out to every member. The Dental Plan brochure is very easy to read, and you are encouraged to make any comparisons you so desire.

Also included with the Application is a Mini-contract. The reason for the Mini-contract is so no one can get into Plan II, get all the big work done, and then bail out, leaving the rest of the members to support the Plan.

The Insurance Committee believes the contract is fair for everybody. We would hope you agree. Read the brochure, read the application and the mini-contract. Then fill them out and return them as soon as possible, so we can get both Plans into operation by January 1, 1976.

Enrollment is not automatic. You must at least complete the enrollment card for yourself (member).

The premium rates (per pay period) are listed on this page for each member and/or his or her dependents for Plan II. Read your brochure closely to know what the surcharges are and how and when they are applied.

Surcharges are a direct billing to the patient. No table of allowances, no deductibles, no pre-authorization, no claim forms, and no percentages. Surcharges are a low, low co-payment for services rendered in addition to the low bi-weekly (pay period) premium. The brochure explains this subject in detail.

January 1, 1976 is our target date. If you want proper dental service at low costs, get your application back to us right away.

PREVENTIVE DENTAL

Association members may now apply for bigger benefits offered through the SFPOA Preventive Dental Health Foundation Plan.

A few years ago, the membership demanded a Dental Plan. The POA got the best one available at that time, which was written by the Old Republic Insurance Company.

It was a voluntary plan which more than 300 members and/or their dependents subscribed to. Last year, no more applications were accepted for this OLDR plan as they believed the City was going to get into that business. However, this has not been the case.

How to satisfy those members who decided they too wanted a dental plan? That was the question and the problem.

NEW PLAN FOUND FOR ALL MEMBERS

After a great deal of work, the Insurance Committee of the POA now has the answer, which is the Preventive Dental Health Foundation.

BENEFITS OF USING THE FOUNDATION PLAN VERSUS

A STANDARD INSURANCE PLAN

When insurance companies base their rates upon a table of allowance, some areas such as crown and bridge, root canals, gum surgery (periodontics), receive a disproportionate (low) allowance when compared to extractions and fillings.

Since the Foundation's Plan is aimed at prevention, The Foundation Plan has an even distribution of coverage in all areas.

BOARD OF DIRECTORS VOTES FOR PDHF

The Board of Directors voted to pay \$1 per month for every Active member of the POA for a Preventive Dental Health Foundation Plan. They recognized this is a benefit needed by every member.

TWO PLANS: ONE FOR MEMBERS ONLY and ONE FOR MEMBERS AND DEPENDENTS

Plan I: Term: 12 months. Eligible: Active member only.

On the average, most people go to the dentist only once a year. The Preventive Dental Health Foundation Plan I provides for twice a year visits for Examination, X-Rays, Cleaning, Fluoride Treatment, Home Care Prevention Instructions, and Preventive Home Kits.

The premium for all of this service will be paid for by the SFPOA for its Active members. However, this is not done automatically. You must complete an application card for this service to commence.

Plan II: Term: 12 months Eligible: Member and Dependents

For a modest bi-weekly (per pay period) premium all members and/or their dependents receive all of the same services provided for in Plan I, plus all silver fillings and composite restorations at no additional cost beyond the premiums listed below.

Cost:

Member only	\$3.26 per pay period (\$84.76 yr)
Member & 1 dependent	5.20 per pay period (\$135.20. yr)
Member & 2 or more dependents	7.98 per pay period (\$207.48 yr)

Other dental services are listed on a schedule of surcharges of which every every member receives. These surcharges are well below the average fee charged in California. Whatever the surcharge may be, that is all you pay. No percentages of Tables of Allowances, or deductibles to figure out. Nor is any pre-authorization required. And, you can get an appointment within two weeks.

WHO IS ELIGIBLE

Every Active member of the SFPOA in good standing and who is on active duty with the San Francisco Police Department.

EVERY MEMBER TO RECEIVE AN APPLICATION

A most informative brochure about the Preventive Dental Health Foundation Plan is being mailed to very member during this week. The schedule of surcharges is fully detailed so you will be able to study these costs more closely.

The Application must be completed for enrollment. On the reverse side is a Mini-contract, which must be acknowledged by your signature. The contract is for 12 months only, but binds the applicants to the Plan so that no member and/or dependents can get the big work done early and then drop out of the Plan, leaving the rest of the subscribers susceptible to higher costs to make up the difference.

AL HEALTH FOUNDATION PLAN

SEND NO MONEY. ENROLLMENT COMES FIRST

Once you determine you and your family can have dental care more often at reasonable costs, through the PDHF Plan, complete the Application, sign the Mini-Contract and mail that card to the SFPOA in the return envelope as soon as possible.

If 500 or more enroll before December 31, 1975, the Plan can be effective on January 1, 1976.

BILLING

When a minimum number of members and/or their dependents have been recorded, the rates as stated above will be applied. Then a Billing will be mailed out to cover the first pay periods not covered by payroll deduction. A payroll deduction card will be included with the billing.

The reason for the billing is that with the Controller's schedule, payroll deduction doesn't usually commence until 45 to 60 days after the card has been submitted to him. The Insurance Committee wants to keep this plan on a calendar year basis both for service and payment.

THE SFPOA MORATORIUM

The six months Moratorium for non-members to join or rejoin the SFPCA ends on December 31, 1975

If you are not a member of the SFPOA and you determine the Preventive Dental Health Foundation Plan will benefit you and your family, notify the SFPOA office right away. Telephone 861-5060 and state that you wish to be re-instated so you will be eligible for this Dental Service.

The Moratorium provides for the "forgiveness" of past dues and/or assessments which would otherwise be due. Again, December 31, 1975 is the last day of the Moratorium.

The PDHF Plan is a common denominator benefit for all police officers and their families. We all have dental needs, so why pay more than is necessary.

WHAT ABOUT MEMBERS ALREADY IN THE EXISTING DENTAL PLAN

After you have read the brochure and do some simple comparisons as to what you have paid (whether you are in the 1st, 2nd, or 3rd year of that plan) you should be able to conclude that the PDHF Plan is superior.

The costs are less, no pre-authorization is required, no insurance claim forms to be completed, no table of allowances, and no deductibles are involved with the PDHF Plan.

Members of the existing OLDR plan should also complete the application and Mini-contract and return these to the SFPOA before December 31, 1975.

\$2500 PAID FOR LIFE INSURANCE

The Board of Directors also voted to provide a \$2500 Life Insurance Policy for every active member of the SFPOA. But again, this is not automatic. No one will receive this additional benefit without completing an application card for the policy.

The application card for this life insurance is being included in the mailout to you, along with the information on the PDHF Plan. Return the completed application along with the application for the PDHF Plan at the same time in the return envelope.

PDHF offers you and your family Preventive dental care by dentists who must be licensed, practicing and who are members in good standing in the California Dental Association. All services are provided in their established offices, and they must provide at least 10 hours per week to provide service to members of the PDHF. All appointments take no longer than two

The FOUNDATION PLAN

No. 1 (Basic Member Plan Paid for by the SFPOA)

COVERAGE:

A. Diagnostic - 100%	
Examination (anytime, no limit)	No charge
X-Rays (any amount)	No charge
Emergency during normal working hours (the visit, not the service)	No charge
Study models (impressions)	No charge
B. Preventive Care	
Phrophy (cleaning twice a year)	No charge
Flouride Treatment (whenever necessary)	No charge
Home Care preventive instructions	No charge
Sealants (i.e., crown fractures)	No charge
Preventive Home Kits (brush, paste, disclosing tablets)	No charge
C. Orthodontic	
Examination & consultation (adult)	No charge

This plan is limited to San Francisco POA members only.

No. 2 (Additional coverage paid for by the member)

COST: Member only	\$3.26 per pay period
Member + 1 dependent	\$5.20 per pay period
Member + 2 or more dependents	\$7.98 per pay period

Orthodontics: coverage optional at \$1.50 per family per month (70c per pay period). Persons under current orthodontic treatment are excluded. If previous orthodontic service existed, eighteen (18) months must lapse from last treatment before Foundation coverage can begin.

COVERAGE PATIENT FEE

A. Diagnostic - 100%	
Examination, X-Rays, Emergency, Study Models (As shown in Basic Plan)	Covered by premium
B. Preventive Care	
Phrophy, Flouride Treatment, Home Care preventive instructions, Sealants, Preventive Home Kits (As shown in Basic Plan)	Covered by premium
C. Restorative	
Silver fillings - one or more surfaces	
Composite Restoration - one or more	Covered by premium
D. Special treatment services are available upon effective date of coverage. The co-payment (Patient Fee) schedule for these services are listed in your brochure.	

weeks.

PDHF is not a clinic. If you would like your own dentist to consider becoming a Foundation Provider (dentist) call 800-252-0230 and ask that a Provider booklet be sent to your dentist. There is no charge for this service.



From L to R are Pat Kalasardo of the Hartford Ins. Co., Ray Petersen of Healy's, Elane (girl Friday of the PDHF), Dennis Gerber of PDHF, Bill Healy and Dr. John Kassner, DDS of the PDHF.

Healy Insurance Agency

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

We want to serve you
Telephone 731-9455

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

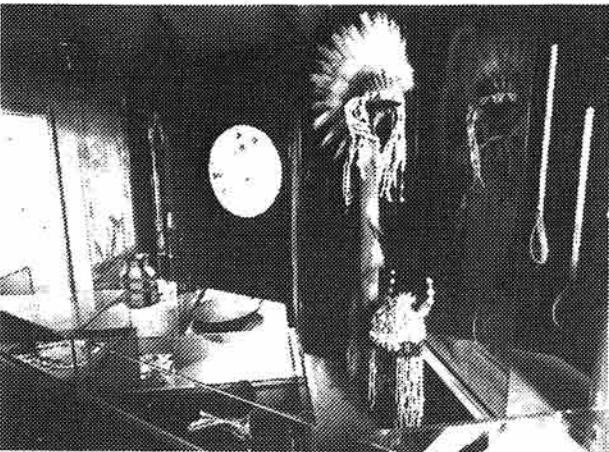
The Healy Insurance Agency is the Marketing force for the Public Safety Officers Services, Inc., and now for the Preventive Dental Health Foundation.



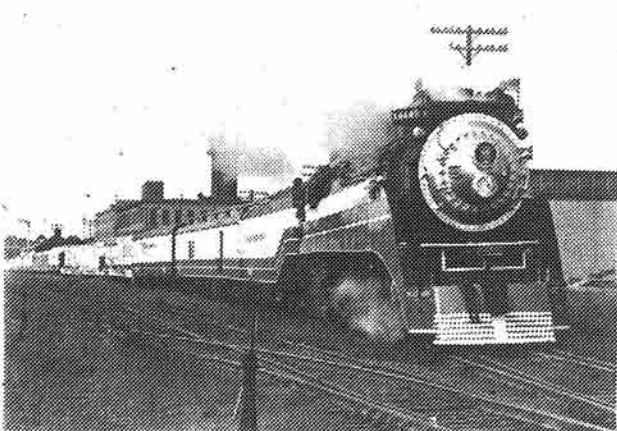
Attending the luncheon for the SFPOA and the Insurance Committee of the SFPOA were L to R, Gale Wright, Tony Bell, Jerry Crowley, Al Casciato and Paul Husby.

BICENTENNIAL CELEBRATION

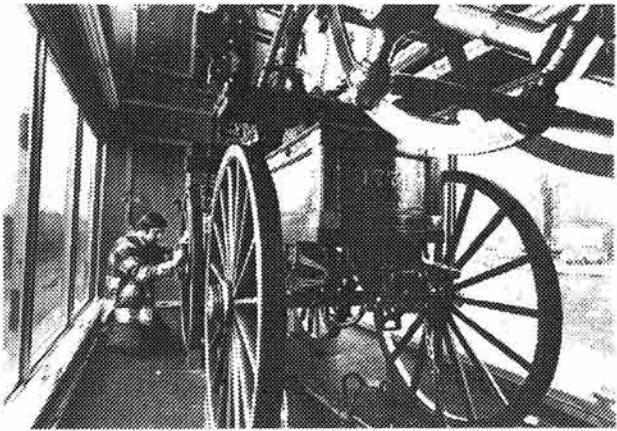
THE AMERICAN FREEDOM TRAIN



A Sioux shield, Navajo baskets, an Arapaho headress, a Blackfoot horned bonnet, and Seminole lacrosse sticks are part of the extensive collection of Indian artifacts aboard the American Freedom Train.



Flags flying, the American Freedom Train is on the move to the American people. The Bicentennial exhibit is powered by a GS-4 steam locomotive loaned to the non-profit American Freedom Train Foundation, Inc. by the City of Portland, Oregon. (Photo by Jerrold F. Hilton, courtesy National Railway Historical Society.)



Last minute check of the 1849 Handpump Fire Engine, part of the transportation display located in the Freedom Train's two showcase cars. The display also includes the backup lunar rover and the first auto to win a transcontinental race in the U.S.

ALL ABOARD for the American Freedom Train

The event of a lifetime is here! The American Freedom Train has arrived in the Bay Area (dates and times listed below).

A memorable mixing of dazzling displays, striking scenes and exciting sounds of America, patriotically packaged in Red, White and Blue is the American Freedom Train. The train itself is a steam puffing, whistle tooting, bicentennial salute to America.

Twenty five railroad cars carry a fascinating collection of historical documents, priceless objects and memorabilia that has never before been displayed together in one place.

Unique and imaginative, the American Freedom Train exhibit consists of ten daringly designed exhibit cars and two spectacular show case cars.

Over 550 priceless artifacts, original documents loaned from over 200 museums, associations and private collections, make your walk through the Freedom Train exhibits a magical experience of reliving 200 years of American History.

A moving walkway takes the visitors through the display cars, and adding to the special effects is a continuous montage of authentic voices and sounds as the exhibition begins with the American Revolution.

Certainly this is one train you don't want to miss!

TICKET OUTLETS: All BASS ticket offices, for info call TELETIX.

San Francisco—

December 10 through December 13, Crissy Field, at the Presidio. 8:00 AM to 10:00 PM daily.

San Jose -

December 14 through December 17 at Ryland Park at North First Street. The hours are 6: PM - 10: PM on Sunday only. Otherwise, 8: AM to 10: PM Dec 15 - 17.

PRICE: \$2 for adults (13 - 64) \$1 for children 3 - 12 years. \$1 for senior citizens 65 and older.

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HEAD OFFICE IN ROME

A NOTE OF THANKS
TO OUR SUPPORTERS

The elections are over and despite our defeat, a word of thanks is due those voters who stood by our side. The barrage of anti-police propaganda by both the Supervisors and the press was tremendous, yet 64,000 of our friends refused to be swayed and remained on our side. To these steadfast friends a heartfelt THANK YOU, and please remain on our side. To those of our friends who were duped by the media and the Board, I ask that they re-examine the issues now that the inflated rhetoric has subsided and once again become our supporters.

One message has been made clear to me, namely, Policemen cannot adequately function without the support of the people, and the people cannot live in peace without their Police Department.

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Di Grande Restaurant
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Arne's Geary Street Saloon
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Raffers
Casa de Cristal
San Remo
Mama Inga's Little Sweden
Goveia's "A Bit of Italy"
Taj Mahal West
Chiyo
Peta's
Mabuhay Gardens
Stone Soup
Anjuli
Ruby Palace
Herringtons
Manny's Storyboard
Toraji
Mandarin Opera Restaurant
Arirang Inn
Casa Chiquita Cafe
Ye Olde Bull & Bush
Valman Restaurant
Shanghai West
El Toreador
111 Restaurant
Livery Stables
The Widow & Pancho Villa

and later ... the niteries

Dance Your Ass Off
El Matador
Earthquake McGoon's
The Mother Lode
Keystone Korner
Country Road
Ivan Alexanders
The Reunion
Ginsberg's Dublin Pub
John Barleycorn
Russo's
Woodstock
Old Waldorf Bar & Grill
The Purple Onion
Red Garter
Taj of India
The Shadow Box
Rolanda's
Sir Lancelot Club
Peppermint Tree
Minnie's Can Do
McGowan's Wharf Tavern
China Doll
Cat's Cradle
Yellow Brick Road
Livery Stables
Hornblowers
Generosity Invites Its Friends
Cromwell's

dine informally in San Francisco

Pizza Hut
Jack in the Box
Mannings Cafeteria
The Noble Frankfurter
What This Country Needs
Stone Soup
Raskin N Flakers
Franks A Lot
Pantri
Out To Lunch
Haig's Delicacies
Vikings Giant Submarine
Supersubs
Larry's Perry's Sicilian Pizza
Kowloon Cafeteria
Louis' Sandwich Hut
Caesars Steak House
Moulin Rouge
Agatha Pub's

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Marrakech Express
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Prime Rib Inn
Tung Yuen Restaurant
North China
Tortilla Flats
Spaghetti Emporium
Pepe's Mexican Restaurant
Wing Kong
S R Pisco
El Papagallo
Ruckleberry's
Sayat Nova
Suvlaki Steve the Greek
Cinnamon Mill
La China Poblana
La Boheme
China Kitchen
Kafaneo
Luis Place
Vin et Fromage

East Bay niteries

Lucky Lion Edgewater West
Groucho's
Winery
Petite Montmartre
El Papagallo
Prime Rib Inn
Spaghetti Emporium
Terrace
Fatts
Viking Show Lounge
Lions Backyard Discoteque
Lucky 13
Clayton Saloon
Sayat Nova
Long Branch
Jerry's Stop Sign
West Dakota

East Bay informal & carry out

Jack in the Box
Pizza Hut
Farrells
Shakey's Pizza Parlor
Taco Bell
Cheese Wheel
Pizza Machine
Trafalgar Square Fish & Chips
Earl of Sandwich
Moishe's Delicatessen
Straw Hat Pizza Palace
H. Salt Fish & Chips
Gourmet Cellar
Brothers Bagel Factory
Pizza Factory
Giant Bongo Burger
Fireside Restaurant & Lounge
Gourmet Deli International
The Round Table
Carl's Gourmet Delicatessen
Suvlaki Stevenson
The Donut Factory
The Candy Factory
Tummy Treats
Robins Sandwiches
Taco Tango

and on the peninsula ...

Six Ocean Prosperous Restaurant
Yolanda's
Casa Caliente
Pacific Steamer
Abbey Road
Shalimar
Gold Mine Wine & Mercantile Co.
Down Home Deli
Primrose Lanes
Lafayette Coney Island
Spartan House

attend Theatre

Explorama
Surf
Lumiere
Clay
San Francisco Experience
Balboa Theatre
Cento Cedar Cinema

Gateway Cinema
Powell
Rialto 4
Telegraph Repertory Cinema
Northside Theatre
Intersection Theatre and
Coffee Gallery
Canyon Cinema

and Special Events

Concord Pavilion
The Boarding House
Berkeley Repertory Theatre
Bullshot Crummond Co.
Theatre Flamenco
Donald Pippin Sunday Night
Concerts
College of Marin
Lectures, Concerts & Special
Events
Film Series
Undersea World of Jacques
Cousteau
San Francisco Chamber
Orchestra
New England Consort of Viols
Feminism & Fertility
(Germaine Greer)
Oakland Symphony Orchestra
Royal Lipizzan Stallion Show
San Francisco Dance Spectrum
San Francisco Sport & Boat Show
Improvisation, Inc.
American Folk Arts Festival
Guitar Lute & Recital Series
Center for World Music
Morrison Planetarium
Pub Theatre
1750 Arch St. Concerts
Magic Theatre
Berkeley Stage Co.
Performance Workshop for
Jean Shelton Acting School
Eureka Theatre
Ripley's Believe It or Not Museum
Museum of Witchcraft & Magic
Chinatown Wax Museum
Wharf Wax Museum
The Golden Hinde
The New Varsity

enjoy Sports

Golden State Warriors
California Golden Seals
Golden Gaters
Tanglewood Tennis Club
Marina Bowl
Swanson's Westlake Bowl
Broadway Bowl
Downtown Bowl
Hi Score Lanes
Pro Lanes
Golden Gate Lanes
Manor Bowl
Dimond Bowl
Grand Lanes
Rheem Valley Bowl
Midway Bowl
Piedmont Ave. Lanes
Uptown Bowl
Park Bowl
Sports Center Bowl
Primrose Lanes
Las Positas Golf Club
Pine Meadows Golf Course
Eastridge
Southland
Sun Valley
Belmont
Berkeley
Dublin
Skate Arena
Rollarena Skate Center
San Francisco Bridge Club
Stonestown Bridge-Center
The Bow Rack
Bonnie Bowman
Rollarena Swim Center
Able Captain Greer's Sailing
School
Fischer Bicycle Shop
and Travel U.S.A.
Lake Tahoe Resort Hotel
Royal Inn of Monterey
Cannery Row Dinner Theatre
Laguna Seca Golf Ranch
Beverly Garland's Resort — L.A.
Hyatt Regency Chicago
Sheraton Chicago
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A CRASH COURSE IN TRAFFIC TICKETS

Reprinted from Phoenix, S. F. State University

by Niels Erch

Every Tuesday night, Dave Sheehan gets up to perform before a captive, and generally hostile audience in the bungalows of Lincoln High School.

Sergeant Sheehan is one of eight officers on the traffic detail of the police department assigned to conduct the city traffic court's school for wayward drivers.

My first encounter with the man was, how would you say, of a professional nature.

"You are charged with a violation of section 21801B, making an illegal left turn. How do you plead?" The bailiff had the kind of monotone that led me to believe he'd done this before.

Might as well plead guilty, I figured. F. Lee Bailey had other commitments anyway. It took me a couple of tries before I got it out.

"Well, since you don't have any previous violations on your record, I'd like to assign you to traffic school and keep this one off. Is that okay with you?"

At night, in the fog, the bungalows at Lincoln have all the charm of Stalag 17. I was waiting for William Holden to walk up to me in uniform and ask for a light. Those of us in the class didn't really speak to each other at all the first night. None of us wanted to be there, and it was also a little bit embarrassing because none of us would be there in the first place without having gotten



Photo - Martin Jeong, Phoenix

Sergeant Dave Sheehan

caught red-handed at some questionable act behind the wheel.

Sheehan stormed into the room, smiling. At 42, he is tall and stocky, with black, slightly curly hair slicked back a la Brylcreem, and a drooping walrus mustache. With a booming voice and a wide grin, he started passing around a roster for everyone to sign, showing their attendance. If you miss a class, you have to reschedule it for another time. If you miss two, you have to start all over with the four week program, and if you stop going, you get your own personal arrest warrant written up. As soon as the roster was handed out, the lecture began.

"First of all," Sheehan said, "you should realize

that you are all here because you have been found guilty of violating some section of the traffic code. Now I'm sure that each of you has some perfectly legitimate excuse for doing whatever you did. I'm sure I'm talking to a room full of innocent people, right? Well, that doesn't matter; the court has found you guilty. Whether you are or not doesn't make any difference; you have to be here, so you may as well make the best of it."

Sheehan is a hard man to argue with on the subject of traffic accidents. He has spent 13 of his 18 years on the force in the traffic department and the last 9 of those in accident investigation. He participated in a one-year course at the Traffic In-

stitute of Northwestern University dealing with traffic management and administration, as well as accident investigation and reconstruction. When he finished the course, Northwestern asked him to be a part-time instructor and lecturer.

In addition to his one night a week teaching traffic school, which he has done for about a year, Sheehan also speaks before insurance companies, breakfast clubs, employees in private industry and anyone else who will listen. On his own time, he hires out as an accident reconstruction consultant for attorneys and insurance companies, determining from photographs and depositions who was at fault in cases of litigation and testifying as an expert witness in civil court.

"Most people, when you ask them how their driving is, will tell you they are average, or a little better than average drivers. No one's going to admit to being a lousy driver and very few will claim to be great drivers. Usually it's a little better than average. And yet, all the 'better than average' drivers are killing each other off at a rate of fifty-five thousand a year. If we were trying to kill each other off we couldn't do much better."

The traffic school program has been going now for about ten years. There are eight instructors, and all except Sheehan, because of his

heavy schedule, work two nights a week. All do not have Sheehan's background, but each has been involved in traffic enforcement for several years and in accident investigation on occasion.

The idea behind the school is to provide a means for first-timers and minor offenders to work off a citation without paying a fine and without having the citation go on record. It also provides the police department with an opportunity to educate a captive group of violators in matter of traffic safety. Whether the idea works is questionable.

"People usually begin hostile," Sheehan said. "Some never respond, and the thing never gets off the ground, but if one or two people raise their hands it breaks the ice and allows others to start talking."

"Nobody likes to get stopped. The first thing they do is start rationalizing and asking, 'Why am I here?'"

This class is no exception. The cast of characters is complete, from the cab driver who hates pedestrians and raises his hand every session wanting to talk about right of way, to the young lady that broadsided a debris box ("It wasn't my fault, the debris box was two feet from the sidewalk. I'm suing them, you know."), to the woman on a motorcycle who turned onto a one-way street the wrong way ("The sign was on the wall of a

building—how was I supposed to see it?").

Although Sheehan won't discuss personal cases because they are usually presented in a slightly, uh, subjective way, for every question you can think of he has an answer and a joke or a story to go with it.

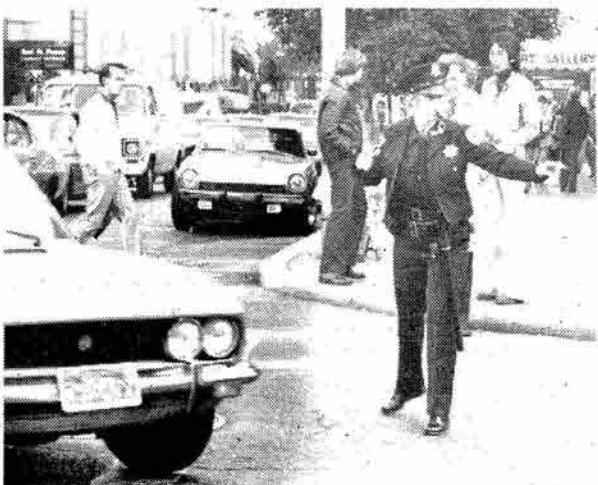
He challenged the class by saying that 30 percent of all accidents in the city, and 80 to 90 per cent on the freeway are rear-end collisions, but that he has never, and can say with absolute certainty that he will never rear-end another car. He illustrated his claim with certain basic rules about maintaining a safe distance from the car in front and not trying to take immediate and bloody revenge if someone tries to cut in front.

The cab driver has spent enough time in the court to use the Hall of Justice as a separate mailing address. He's sure there's a conspiracy between the Department of Motor Vehicles and the insurance companies to rob him blind.

But then, too, there was the old man who walked quietly up to Sheehan's desk at the end of the last session.

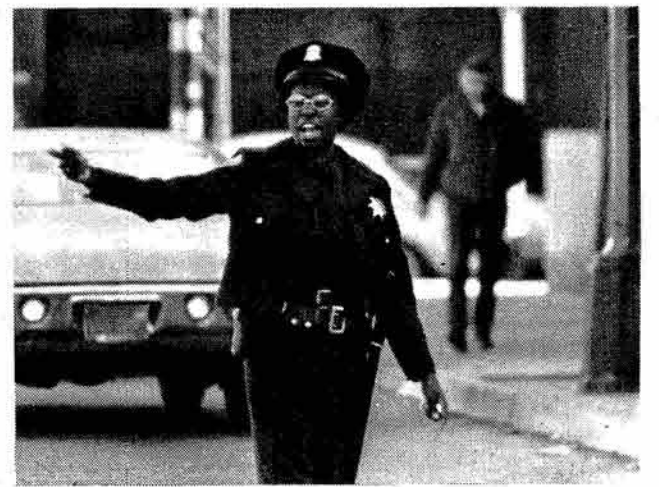
"I want to thank you," he said timidly. "You said something tonight that might save my life sometime."

Sheehan smiled and said he was glad. He didn't seem to know quite how to respond. Probably that kind of thing doesn't happen too often.



Twenty-seven (27) Women Police Officers are on hand this Christmas season to help with the usual vehicular and pedestrian traffic downtown.

All of these officers are interested in being helpful and doing a good job. While the crowds have been light so far, the rush is expected and they are prepared to do a good job.

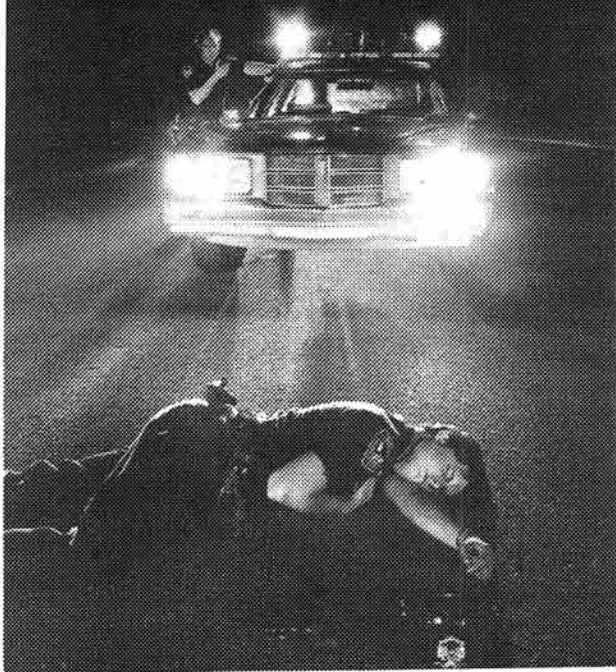


"... Officer Down, code three."



"... officer down, code three."

Pierce R. Brooks



"... Officer Down, Code 3" is the work of Pierce R. Brooks, whose credentials include 27 years in law enforcement, from a beat cop in Los Angeles to Captain over 21 years. He is presently the Chief of Police in Lakewood, Colorado.

Mr. Brooks gained fame as the detective in Joseph Wambaugh's book, "The Onion Field," a true story of a brutal police killing.

Each day a police officer could face a situation where the outcome could be death. In 1974, 132 police officers lost their lives - often needlessly. "... Officer Down, Code 3" is a book that tells police officers how to survive.

While with the Homicide Division of the L.A.P.D. Brooks began compiling case histories of police killings. He found that in nearly every case the slain officer himself made one or more tragic mistakes.

The officers failed to observe the precautionary procedures dictated by his training, departmental policies or common sense. Brooks calls these potentially fatal mistakes "the 10 deadly errors."

As the Editor of this newspaper I received a copy of Mr. Brooks' book unsolicited. I've read only the first chapter at this writing, but I'm convinced the whole book will be as well done as are the first ten pages. To be extra sharp on patrol, I recommend you read this book. Hard cover price is \$7.95, a small enough investment. Although the letter sent with the book did not so state, I might be able to order copies for you. Just drop a note to the Editor, 548 - 7th St., San Francisco, 94103.

GET IN ON THE BENEFITS

Prior to the temporary setback of Proposition "P", all members of the SFPD enjoyed the benefits achieved through the hardwork of the San Francisco Police Officers' Association, whether they were members of the SFPOA or not.

I would imagine there will always be members of the Department who will continue to enjoy the labors of the POA without contributing a thing to these efforts except to knock them. And when the benefits do materialize, they will take them just like real members of the POA.

But alas, I digress (even if it is true).

Achievements, or benefits, in just the past few years are considerable. Like Work Like Pay from the 1st day; Free uniforms and replacements; Free safety equipment; Health Service premiums for members; Sick time increased to 13 days a year; Straight eight (8) hour work day.

There's more: Increased pension benefits to 75% with a cost of living feature; Patrolmen's salary increased \$5500 in the past seven year (which is the base upon which all other salaries are figured).

COMMITTEES: Blood Bank, Publications, ICPA, Uniform & Safety, Legislative, Community Services, COPS, Grievance and Insurance.

The Insurance Picture is quite diverse. We have life

insurance available with both New York Life and Old Republic, as well as Accident & Sickness coverage with the same two companies. The premiums for one or both of these types of policies are group rated by the numbers of members within the POA. Thus, reduced costs for proper coverage.

When the members said they wanted Dental insurance, Old Republic wrote a plan for our members. Over 300 members and dependents subscribed to this voluntary dental plan. Basically the members joined the plan because they knew the dental work had to be done, and this was a way to pay less than normal.

With this plan, one had to keep abreast of the table of allowances and the deductables, claim forms, authorization and so forth.

The **NEWEST BENEFIT** is the Dental Plan written by the Preventive Dental Health Foundation for members of the SFPOA. The survey printed in last month's **POLICEMAN** drew a great response. The members are interested in **PREVENTIVE** Dental Care.

Please read more about the Preventive Dental Health Foundation Plan in the centerfold of this newspaper.

But before you do, also know about another new benefit; \$2500 Paid for **LIFE INSURANCE** policy for every active member of the SFPOA. Read more about this too on the center pages.

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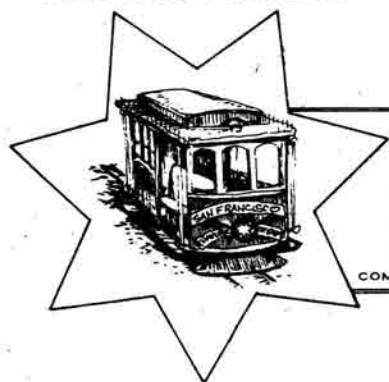
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SAN FRANCISCO POLICE DEPARTMENT
BUREAU OF CRIMINAL INFORMATION / TECHNICAL SERVICES

C.A.B.L.E. - GRAM:

COMPUTER ASSISTED BAY AREA LAW ENFORCEMENT INFORMATION / COMMUNICATIONS SYSTEM

By Louis H. Feder, Director, Criminal Information
Assisted by Lt. Henry Eidler and Sgt. Richard A. Seelig

The 10-29 (Persons and Vehicle check) is a valuable procedure to be used regularly in the Patrol Officer's performance of duties. Identifiable property can also be checked through CABLE and you will be able to determine if this property is lost or stolen and make arrests and recoveries using this information.

Here are a few of the results, through the use of CABLE, through this year.

On 05/13/75 a female was murdered in the unit block of Bennington Street in the early morning hours. Homicide Inspectors Gilford #592 and Sanders #901 were sent to investigate. Three important bits of information were developed. First, a description of a vehicle seen fleeing the scene; second, the first name of a party the victim was to meet earlier in the evening; and third, the name of another female with whom the victim was acquainted.

The Inspectors, by use of CABLE, learned that the female has possession of four vehicles, one of which fit the description of the vehicle seen fleeing the murder scene. They searched the surrounding area and located the vehicle. After a short stake-out a male suspect approached the vehicle and started to enter. They called to him, using the name of the party the victim was to have met. The suspect attempted to escape. He was taken into custody by the Inspectors.

Approximately five hours after the homicide had been committed the Inspectors had arrested the prime suspect.

On 09/10/75 Officers Hansen #109 and Pera #1925 in 3C36 were on patrol in the vicinity of 3rd and Palou Streets. They observed a suspect who they knew had been previously wanted by this Department. They questioned the suspect and ran a CABLE check. The suspect was wanted on a warrant from the San Bruno Police Department for Contempt of Court, Failure to Appear on a Grand Theft charge. Further investigation showed he was also wanted by this Department, being named as a suspect in an aggravated assault case.

On 09/13/75 Officers Coreris #2006 and Hoch #1991 were on patrol in 3H1 in the vicinity of Ogden and Ellsworth Streets. They made a traffic stop on a vehicle. The driver and his passenger were made subjects of a CABLE query. The passenger was wanted for Auto Theft by this Department.

On 09/12/75 Officers Shaffer #986 and Lawson #939 observed a vehicle traveling at an excessive rate of speed on South Van Ness Avenue near 21st Street. They stopped the vehicle and questioned the driver. His passenger commenced to interfere in the investigation. The passenger was identified by the investigating Officers and made the subject of a CABLE check. He was wanted by this Department on a warrant for petty theft, shoplifting.

On 09/15/75 Officer Arietta #304 was on foot patrol in the 200 block of Steiner Street. He observed a suspicious person and questioned him. During the questioning the Officer made a CABLE query. The suspect was wanted by the Department on charges of burglary, attempted extortion, possession of stolen property and two narcotics wants.

On 09/17/75 Officers Hettrich #1696 and Bill #1259 were at Eddy and Jones Streets. They observed what appeared to be a narcotics transaction. They questioned the suspects involved and made CABLE checks on both of them. They were both wanted by this Department. When one suspect was searched he was carrying a concealed weapon.

On 09/21/75 Solo Motorcycle Officer Maracci #774 stopped a motorist at Merrie Way and Point Lobos for a traffic violation. He made a CABLE check on the driver. He was wanted by this Department for burglary and in San Rafael, Pacifica and Richmond on traffic warrants.

On 09/19/75 Officer Bell #220 in 3-302S was on patrol in the unit block of Reservoir Street. He observed a vehicle double parked in front of the Safeway store blocking traffic. Since the vehicle was unattended he ran a CABLE check on the license and learned that the owner was wanted for numerous traffic violations and also contempt of court. He waited until the driver arrived and by questioning discovered that he was the owner. It also was learned that the driver was operating his vehicle while his license had been suspended.

On the afternoon of 09/21/75 Officers Baker #1683 and Wolf #305 in 3G2 were sent to a restaurant in the 300 block of Clement Street to investigate an altercation. The proprietor stated that the suspect had consumed eight beers and now refused to pay for them and the food he had ordered. The suspect was identified and checked through CABLE. He was wanted by the San Leandro Police Department for theft and defrauding an innkeeper.

On 10/03/75 Accident Investigations Boniface #1419 and Carlin #156 in 4C16 responded to Mission and Army Streets to investigate a traffic accident. A routine CABLE check was made on the parties involved. One was wanted by the Oakland Police Department on a no bail warrant for drunk driving.

On 10/01/75 Solo Motorcycle Officers Huddelson #1735 and Decker #542 stopped a motorist at Sunnysdale and Hahn Streets for a traffic violation. A CABLE query revealed the driver was wanted on warrants for drunk driving, five counts of driving without a license and having an open liquor container in his vehicle. Bail was \$2,000.00.

On 10/04/74 Officers Schlink #2041 and Hunter #2031 in 3C2 were sent to West Point and Middlepoint Roads to investigate a hit and run accident. They were able to locate a suspect and question him. In addition to the hit and run a CABLE query showed he was wanted by the Oakland Police Department, the Solano Sheriff, the Madera County Sheriff and also by the San Francisco Police on numerous traffic warrants.

On 10/04/75 Officers Dempsey #877 and Dobbs #1228 were in 3B2 in the vicinity of 6th and Minna Streets. They observed four suspects arguing loudly. They restored the peace and made CABLE queries on the parties involved. One of the suspects was wanted by this Department for failure to appear on a burglary charge.

In the early morning of 10/15/75 Officers Thelen #491 and Porto #1859 in 3F5 made a traffic stop at Divisadero and Grove Streets. A CABLE query was made on the driver. He was wanted by this department for possession of a concealed weapon.

On Tuesday 11/11/75 in the early morning Officers Shine #523 and Moody #316 in 3E4 were on patrol in the area of Polk and Jackson Streets. They checked a parked vehicle through CABLE. They discovered there were eighty-three parking warrants on the vehicle with a total bail of \$1,468. They staked out the vehicle and in a short time the owner appeared. He was stopped and arrested. These officers are commended for their alertness.

LEAA ASKS

Is Your Patrol Car Safe?

The Law Enforcement Assistance Administration issued a bulletin today warning all police departments that poor maintenance of patrol car engines or carelessness on the part of the car operator could expose a patrol officer to serious illness or even death from carbon monoxide poisoning.

It recommends that police departments check all patrol cars carefully to make sure the deadly gas cannot seep into a car's interior.

LEAA Administrator Richard W. Velde said a Baltimore, Maryland, policeman died and another nearly died when carbon monoxide reached deadly levels of concentration inside their cars.

"There are many instruments that can detect

if a car's exhaust system is working properly," said Mr. Velde. "If police departments do not have access to such instruments, we strongly recommend that they purchase them."

In addition, Mr. Velde said police departments should take measures to assure that a vehicle is tuned to the manufacturer's recommendations; that preventive maintenance includes inspection of the exhaust system and testing of carbon monoxide emission; that engine idling not exceed three minutes with the windows closed unless the battery needs recharging; and that all officers be trained to recognize the symptoms of carbon monoxide poisoning and proper first aid.

GLENDALE FEDERAL SAVINGS

Glendale Federal Savings and Loan Association, a leader in the savings and loan industry in California since 1934, expanded into Northern California early in 1974 when it acquired Industrial Savings and Loan Association of South San Francisco and San Jose Savings and Loan Association of San Jose.

Since that time, Glendale Federal has acquired a broad financial base in the Northern California financial community, expanding to 18 branches located throughout the area. Three are in San Francisco proper: the 25th & Geary office at 6100 Geary Blvd., Joe Tchang, manager; the Lakeside office at 301 Junipero Serra Blvd., Roger DeKatona, manager, and our San Francisco Regional Headquarters at Van Ness and Clay, 1801 Van Ness, Nate DeGiobbi, regional vice president. All are full service savings and loan offices offering a wide range of savings plans, including the tax deferred Keogh and IRA programs. The association also takes an active part in the growth and progress of the communities in which it operates by providing home loans to area families.

Currently, Glendale Federal serves more than 50 communities from Northern California to San Diego and is the nation's second largest federal savings and loan association with assets of over \$2 billion.



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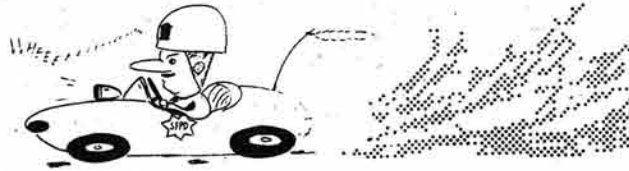
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ON ROUTINE PATROL by S.G. Yasinitsky



Pete Otten of the Juvenile joins many of us who worked the Precita Park area in feeling misunderstood by that community. He ran into a holdup of a grocery store there one evening. Two baddies wearing paper sacks over their heads and carrying guns were interrupted by Pete's appearance. One robber started shooting at Pete, who returned the fire. The second one then started shooting from inside the store, yelling, "Get him. Come on, get him!" Pete fired another shot in return, when the folks from the community center near there began shouting at him, "Stop shooting, Pig!" and otherwise rooting against him. The robbers took the grocer as a hostage, keeping our man from taking a shot at them, and fled before help arrived. (This is the cozy area where Bill and Emily Harris were caught, remember?)

And Tim Casey of Robbery, who arrested Patty Hearst, says that the way her lawyers are twisting the case around, the infamous kidnap victim-robbery suspect may be released from all charges. Tim's worry: she'll file false arrest suit against him, and maybe he will wind up being the only one prosecuted in this case...

All sorts of things happen in the Mission District. Several weeks ago Jerry Morgan and Ed Dullea went to a Noe Street address where a distraught mother wanted her mentally disturbed son returned to the hospital. The son bolted, running through the back yard, and vaulted a ledge, landing 15 feet below in the next yard, right in the arms of Dave Minner and Dan Dragos who were already there waiting. Jerry Morgan followed the sick man but didn't know about the long drop, and tumbled over the ledge, landing on his head and knocking himself unconscious. Bill Petrie and the others rushed Jerry to the hospital where he was discovered to have a concussion and a number of bumps and bruises. But he is coming along fine. I am told, although still out on disability.

Our labor leaders had better look into the black lung condition in the Police Garage. The two Zebra Murder suspect cars, one black, one white, impounded there 18 months ago, have been collecting exhaust emissions so that both of them are now solid dull-black, windows included. Normal, every-day fumes in our garage got them completely covered with black soot. What is this doing to our men's breathing apparatus?

This bad guy should have reformed the day before he ran up behind a young woman returning home on Waller Street and grabbed her around the throat. Her two dogs, one a great dane, came to their mistress' aid and tore into the guy. He pulled a knife and fled upstairs to the third floor, a bunch of neighbors on his heels by this time. The neighbors were relentless, so the baddy fled down a drain pipe which broke, and down he went, splash! He fell neatly, however, and was ready to keep running when the woman's boy-friend grabbed him in a hammer lock that might have killed him had it not been for our Dan Foley and Joaquin Santos of the Northern who were greeted by the crook, "Thank God you came, Officers. I was never so glad to see cops." Maybe this guy's long criminal record will slow down after this escapade.

Gary Manini and Jim Stokes of the Mission think it funny that their new wagon's license number ends in "914" when they go around picking up 914s all day long. (Nine-Fourteen is a code for Man Lying in Street, you uninformed readers.) A droll story indeed, ten-four, ten-four.

Tom Donohue and Nick Eterovich Central beatmen, saw a baddy being chased by a citizen at Grant and Fresno Alley, and caught the crook who dumped a

wallet and a bank book belonging to the pursuing victim. It turned out to be one of those victimless crime type incidents, though. The crook approached the citizen asking him if he wanted a prostitute. The citizen nodded and followed the crook into a dark alley where the baddy disappeared, soon to reappear without the promised female, but with the determination to strip our citizen of his wealth. The crook shoved and choked the nonvictim till he fell to the ground, then grabbed his wallet and ran. That's when Nick and Tom intervened and concluded this noncrime in favor of the nonvictim.

Gary Jimenez and George Padilla knew there was no parade, war, or fencing match on Portola Street at 3 a.m. recently when a man with a sword was reported there. Patrol Special Ray Adkins located the stranger and called for back-up. The strange swordsman got inside a car and declared that he had bombs everywhere and would set them off to kill our men. Then he grabbed a set of nunchako sticks and hit Gary and Ray with them. Steve Hansen and Vlad Kovaleff responded to help, and took the combattant to the hospital, where he fought with our men again, almost getting away with Steve's gun. Later, while being booked at City Prison, the stranger again went into battle, smashing Steve's nose and whacking Vlad around until overwhelmed by all the cops at the booking counter. Among his property there were two books on martial arts. This man was taking his reading too seriously.

Jim Boles, the nemesis of all crooks in the Mission, has the unique distinction of having his likeness painted on one of the wall murals at the Valencia Gardens. So far, the huge portrait has not been tampered with, indicating perhaps the awe and respect in which Jim is held by the citizenry thereabouts.

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thank you to the VETERAN POA & WIDOWS

by Tony Bell

With grateful heart, I thank you for your magnificent response to my appeal for funds, which was sent to you in the Fire Fighter's letter to all retirees. Many thanks to each and every one of you who contributed his just share to fight for the defeat of Proposition "P", and to win Propositions "R & S".

Collectively you contributed over \$5,000 to the Police Campaign '75. Although we lost, a little extra effort by the active police officers plus contributions from those who would garnish the benefits, just might have made the difference. That difference being only 36,294 votes. Insurmountable? We will never know, but if too many officers had not already conceded the election, we might have won.

Although the election is history, the Police Campaign '75 still has a \$20,000 deficit. If you haven't already contributed, please do so now for \$35, as we must clear the books. We did try, didn't we? And the \$35 is tax deductible.

Jerry Crowley and I also wish to thank those Retired members who distributed literature at churches, supermarkets, and placed signs in the stores and who wrote thousands of "Dear Friend" cards as well as used their telephones to influence voters.

Special thanks to Joe Carew, John Dolan, Syd Hinson, Vincent Simpson and many, many others.

The Widows. — God Bless Them. These women contributed more than their fair share. Some of the letters I have received with their checks would wring your heart at the sacrifices they made in order to "belong and participate".

But what about you, my brother officers who did not contribute one ten cent piece to protect what you have gained over the years? Where were you when the call came out for volunteers to help hand signs and distribute literature? You rode the backs of those officers who did do the work, but obviously, they could not do it all.

I was laughed at and scorned by some of you after reading my article in The POLICEMAN which said a YES victory for Prop "P" might just mean a substantial pay cut. Now in an article by Guy Wright of the Examiner, titled "Election Was A Mess" says the same thing. It also says the Supervisors didn't know it would mean a pay cut.

Too many members don't read The POLICEMAN newspaper, even though it is printed monthly just for you. Maybe because it's free, you don't appreciate it. But if you really read it, you certainly would be informed.

Another Warning! Our 471 members comprise 30% of the membership of the POA. That gives us pretty good clout within the POA. Especially if the active members are going to be apathetic and can't even produce a quorum at the regular meetings. Can you see our future with these circumstances? And all for the price of a cheap highball each month.

Only three weeks to go before the Moratorium ends. Join now and get in on the savings in all insurance areas, including Dental. But this will only be available to members of the POA.

Widows & Orphans

The November meeting was called to order by Vice President John Devine. President Jordan being excused the early part.

The following donations were reported by the Secretary:

Harvey Matusow and Emily Babbitt - Visitors from Massachusetts who enjoyed their stay in San Francisco.

David Nash - One of the steadiest and generous contributors.

Presidential Luncheon Committee - For services performed by the members of the Bureau of Inspectors and Co. K motorcycles during President Ford's stay.

Mr. W.M. McClintock - For the return of his wallet by Parking Controlman Perry Morris.

Joseph I. Wilson - Another very consistent contributor.

Treasurer Barney Becker reported the death of - **Frank Sturken**. Frank joined the Department in May of 1938 at the age of 32. He worked at Headquarters for many years, was appointed a Sergeant in 1948 and served at Co. C, Co. G and for the last 5 years at Co. I. Frank retired in 1969 with service retirement. He passed away in November of this year at age 69.

Under new business the following were nominated for office: **PRESIDENT - JOHN DEVINE, V. PRESIDENT - MARK HURLEY, TREASURER - BERNARD BECKER, SECRETARY - ROBERT MC KEE, TRUSTEES - ROBERT KURPINSKY, JAMES STURKEN.**

NOTICE TO ALL MEMBERS WHO HAVE RETIRED RECENTLY OR CONTEMPLATE RETIREMENT:

All Widows & Orphans dues are paid in advance so if you were all payroll and work two pay periods in the month before you retire, you will be paid thru the following month. **DON'T WORRY.** You will receive ample notice of any delinquency before being suspended and then dropped from the rolls — **PROVIDED** we have your correct address and can so notify you.

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LETTERS

Two sides to story

To the Editor:
S.F. Examiner

Your continuing vilification of the policeman and firefighter is short-sighted and lacking in journalistic professionalism. Aren't there two sides to every story?

Our Board of Supervisors, led by John Barbagelata, hastily put together three ballot propositions without weighing their impact. Statements by Kopp and Barbagelata — "We weren't aware . . . We didn't mean to cut police and fire salaries by \$200 a month. . ."—prove their lack of responsibility. Imagine the gall of a supervisor claiming ignorance of a bill that he helped write! Are they signing city ordinances without studying them? What other effects of Propositions O, P, and Q were they unaware of?

Police and firefighters need public support. We need to clear the air, stop the vicious circle of retaliation, and begin to address each other rationally.

Jim and Ruth Gravanis

Editor:

Enclosed is my check in the amount of \$50.00 to help defray costs of the recent campaign efforts.

I hope every member of

Next meeting will be Wednesday, December 17 at the Traffic Bureau Assembly Room, Hall of Justice — 2:00 P.M.

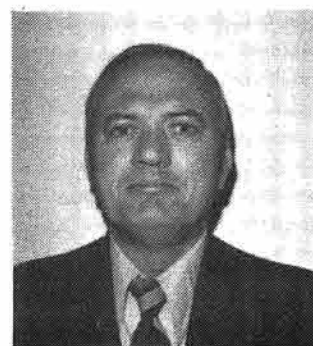
Respectfully submitted,
Bob McKee, Secretary

GEM REALTY

Sgt. John Bulen has retired from the S.F.P.D. after nearly 27 years of service. Bulen is a native San Franciscan and plans to continue living near his office at 22nd & Dolores. Gem Realty & Insurance Brokers Multiple, in operation for over 10 years, will consume most of his time.

He'd like to invite all the members of the S.F.P.D. to drop into his office, say hello, and maybe talk real estate. He gives his thanks to all the members whom he has worked with over the years for their good fellowship, patience and guidance.

NEW SAFETY DIRECTOR



Mike Barling, retired from our SFPD, twenty-five years on the Solo Motorcycles and with the Traffic Enforcement and Investigation Bureau, also formerly with the Insurance Crime Prevention Institute, has been named new Safety Director for the Sunset Scavenger Company.

Mike is a past Commander of Police Post #456, Past President Widows and Orphans Aid Association and was a member of the Board of Directors SFPOA and active with the Veteran Police Officers Association.

On July 1, 1976, a substantial sum of money will be withdrawn from our paycheck. If you police tellers have any pride in yourselves, I can think of only two alternatives: first, mass resignation as police tellers; or second, band together and demand a generous raise as tellers to offset the loss in income effective July 1. It is my understanding that the salaries of police tellers have remained basically the same since they were initiated five years ago.

Sincerely,
Frank Williams
Richmond Station

the Board of Supervisors will have cause to regret the shameful and vindictive attitude they assumed prior to, during, and following the strike.

At least the police and firemen now know they can not rely on deserters and cowards during emergency situations.

I hope 1976 will be an enlightening period for all voters who followed blindly the dictates of the news media and special interest groups.

Mrs. C. E. Kennedy
(A policeman's widow)

Brother Officers:

It appears that as of July, 1976, many of us will have to seek secondary employment. This is due, naturally, to the thorough thrashing we received in the November Election. Two of the many contributors who assisted in our defeat stand out above all others - Bank of America and Wells Fargo Bank.

It has been suggested that we practice economic boycott towards all businesses involved. However, I do not feel this would make much difference in the profit income of said businesses. Mass resignation of all police tellers (hired guns) from the aforementioned banks would shake these two particular businesses into reality. Obviously, these banks wish to keep policemen in economic bondage, possibly contemplating that a respectable salary as policemen would amke secondary employment unnecessary. It is apparent what Bank of America and Wells Fargo really thin, of us.

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SPORTS

YOUTH BASKETBALL SPONSORS NEEDED NOW

Sponsors for both individuals and teams who will play in the new YBA Basketball Program at the San Francisco YMCAs are needed now.

YBA basketball is a new national program developed by the national basketball players association and the YMCA. Play is open to boys and girls age 9 to 17.

Sponsors pay for one child, an entire team or whole league of six or eight teams according to Greg O'Brien, league coordinator.

There is a team fee of \$72.00 which provides high quality uniforms for each player, the player/

parents/coaches manual, player league membership cards, player recognition certificates and staff resource materials.

Registration for both individuals and teams is scheduled to begin in December and continue into January. Practice will begin immediately following registration, with league play to start in January and continue through March at the YMCA.

"We need to know as soon as possible just how much sponsor money is available so that we may provide for every child who wants to play YBA

basketball," O'Brien said.

YBA basketball will be more than just a sports league, according to Paul Silas of the Boston Celtics and President of the Players' Association. The concept is that of a "values development program for players, coaches and parents."

"By having sponsors get behind the program and provide the resources for boys and girls we think we can make a positive impact upon the youth of San Francisco," said Silas.

Businessmen, merchants, corporations or individuals interested in being a YBA basketball sponsor may contact the YMCA at 885-0460.

CREW

by Al Casciato

The Police Olympics are approximately 9 months away but already the logistics are in the works.

We are looking forward to having singles, doubles, fours and possibly eights at the '76 Olympics in San Jose.

Steve Wolf of the Richmond Station and Coach Tom Troneum are working out Monday thru Friday at Lake Merced from 11:30 until 1 PM.

Anyone interested in rowing crew should drop by and see them. Already two of the new policewomen have come out for some exercise.

In the near future there will be some bay rows to Sausalito or Tiburon for lunch and cocktails. Also upcoming will be the visits of the Bay Area college crews. We gave the kids from Santa Clara a run for the money a few weeks ago.

Hope to see some of you out at the lake soon.

GOLF CLUB NEWS

On Monday, November 10, 1975 the San Francisco Police Golf Club held its monthly tournament at Sunnyvale Municipal Golf Course. Thirty-three players showed up under threatening skies and were rewarded by finishing with only a brief shower marring the day.

The scores were relatively high for such an easy course. Roger Foge had the low score of the day a 73 followed by Tom Gordon with a 77 and George Ferris with a 79.

Henry Kind was the low net winner with a 84-19, 65. Second was Al Sonoda with a 87-21, 66. Roger Foge was third, Virgil Vandevort, fourth. George Gamble fifth and Ken Davis was sixth. Next in order were George Ferris, seventh, John Dolan, eighth, Tom Gordon, ninth and Dick Klapp was tenth.

The Hole-In-One was won by Jim Kerr with a shot 15'3" from the hole. He was followed by Axel Lunn 16'1" and Tom Gordon 16'5".

* * *

For the second month in a row the Golf Club played under threatening skies. This month (December) we played at Franklin Canyon, and had a very good turnout of fifty-six players.

The scores were very

good with six members shooting in the seventies. Roger Foge was low again with a 74, followed by Grant Fahs with 75, Con Nichols 77, Even Lammers and Tom Gordon with 78's and yours truly had a 79.

Low net winners were Johnny Phillips 67, Cliff Walker 67, Con Nichols 68 and Bill Tull with a net 69. Roger Foge, Grant Fahs, Axel Lunn and Jerry Cassidy finished in that order with net 70's.

The Hole-In-One was won by Roger Foge with a shot 8'8" from the hole. Al Alves was second 10'2 1/2" and George Gamble was third with a shot 11'9".

This was the last monthly tournament for 1975. Plans are under way for next year's schedule and hopefully will be completed by the end of the month or sooner.

Dues are now payable for 1976. Anyone interested in joining the club call either me or Lt. Vic Macia at the PYP office and we will send you an application. Next year looks like it will be a pretty good one especially if we get the courses we are trying to get.

Jerry Cassidy
Co K E&I Solo's
Room 150, Hall of Justice
or
237 San Marin Dr,
Novato 94947

"AMERICANISM" ALERT!

by George W. Sailor
S.F.P.D. Numismatic Society

WHEREAS, We the people of the United States, born of the love of freedom and to escape persecution, did and do dedicate ourselves to the basic freedoms of life, liberty and the pursuit of happiness.

WHEREAS, Under God we became a great unified country, have one law and proved ourselves as courageous people.

WHEREAS, Through blood and tears, we are tempered to nobility in purpose, strength in unity and dedication to each other.

WHEREAS, Disregarding whether we live or die, we champion freedom from tyrants, aspire to greatness in spirit and have compassion in action.

THEREFORE, We the people of this land, having paid and are still paying the price for human freedom and international peace, do entreat the courageous to be watchful, preserve, cherish and protect the fruits of our efforts and sacrifices, now and forever. SO HELP US GOD.

THE COP

The author of the following poem is unknown, but it was submitted by Mrs. E. Berardy, 363 San Diego Avenue, Daly City, California 94014.

THE COP

Some may knock him
Some may knife him,
Take away his rights and pay.
But he's just the same old hero
On the sidewalk nite and day.
And the loudest to deride him,
When a little danger threatens
They're the first to cry "Police!"
He is not considered human,
Not in the eyes of some.
And they never give him credit
For the brave deeds he has done.
But from many a flame-scorched hallway
Where the panic-stricken stood
As he risked his life to save them.
The cop looked pretty good.
There's a brave kind heart that's beating
'Neath that uniform of blue.
There's a heart that's ever ready
To be sacrificed for you.
So when you see him passing by,
Remember he's a man,
And remember he would die for you
As only coppers can.
Author Unknown

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POA VIABLE FORCE continued

your command who you feel best represents your thinking.

IF you do not like the job being done, suggest ways you feel can be of help so he can better perform his function. It is a gutless, if perhaps comfortable, way out to tell your wife, girl friend or buddy, but serves no purpose — tell your representative, he is at least in a position to try and work for your benefit.

If he continues to work in a manner you do not feel is in your best interests, run against him, or support someone else. Do not remain silent and complain later that you were not REPRESENTED PROPERLY OR ACCURATELY.

For those of you who resigned following the strike, please re-examine your decision and consider one basic fact — while you may not have liked the voice, at least someone was attempting to speak for you. In a non-aligned status you are in a posture of not being able to draw on the considerable resources of a large organization for help in any of the varied adverse situations which do arise more and more frequently. Again, if you felt we did, or do not, speak for you — direct and help us, but don't desert us.

Please consider also that all of the various associations within the department accept duality of membership. Anyone can belong to as many associations as he or she desires; but doesn't it make sense by mere weight of numbers to also have as many members as possible in one association; one which can provide legal defense, insurance programs and in addition a united front in dealing with management?

Retain your membership in the S.O.A.I. and/or the O.F.J., but also, stand together with the P.O.A. for the common good of all. work with us, tell us and show us what you feel needs changing.

DECEMBER
MEMBERSHIP MEETING

Forest Hill Lodge

Laguna Honda & Clarendon

7:30 pm Dec. 16, 1975

Tom & Jerries Refreshments

- Receive Nominations for Board of Directors
- Discussion of plans for 1976
- General Business

NEW DENTAL PLAN

Pay Status - Atty. Steve Solomon
Legal Defense - Atty. Stephen Bley

MORE
THAN
DUTY

by Eugene Van Tricht

Strangers in their own land, denied the promise made to them, libeled by the Scribes, cursed by the Learned men, condemned by the Judges and reviled by their orthodox neighbors.

While belonging to the tribe they were locked outside, beyond the "Law"; beings to be used when needed but never valued, never praised, always Judged and found wanting, always tested and always failing. But these outcasts from the "Promise" are remembered to this day because of one compassionate act.

Even as the righteous Scribes, Learned men, and Judges raised their unstained robes, looked fearfully over their shoulders, stepped over the bleeding body of a would-be assassin's prey and hurried piously on, to do their duty, one of the despised lifted the victim from the road and carried him to the town and nursed him back to health knowing that he would probably feel defiled forevermore, by the healing touch of such unclean hands.

Well time itself judges men and their acts and so it is in this case. Who remembers the Scribes who reviled, the Learned men who cursed? The

Judges who condemned? None! Who remembers the despised one who helped the bruised and battered man in the road? Everyone!

For to be a "Good Samaritan" is the greatest compliment one man can pay to another.

As Cops our duty is to protect the victims of man's acts against man, but let's not, like the righteous men of that time do only our duty and no more. Let's instead continue, as we have in the past, to help those who can lay claim only to our hearts not to our duty. In fact

let's do more than we have in the past and double our appropriation to our Community Services Committee so that despite the libel of the Scribes, the curses of the Learned men and the condemnation of the Judges we can deserve the title of "Good Samaritans".

Real Brass Buckles



for Christmas



This solid brass buckle commemorates the San Francisco Police Department's long history of service to the public, and is dedicated to the regular, retired and reserve officers, men and women who have proven that they are exemplary in the field of law enforcement.

Over 300 of these fine buckles have been sold to date to both active and retired members of the SFPD. Because sales have been good, we ordered, and now have 70 buckles available to fill your order right away.

Please complete the order form below and send it to Gale Wright through the Department mails, or address it to Mike Barling at 228 Craut Street, San Francisco, CA. 94112. Each buckle sells for \$13. Be sure to include your check or money order. If you want it mailed to you, add 75c for each buckle to be mailed.

Officer Mike Barling (Retired) 228 Craut Street S F , Ca. 94112

Please send me buckles(s), at \$13 each. (Add 75c if to be mailed)

Enclosed is \$..... ☐ check ☐ money order in full payment.

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PROTECT YOUR SICK LEAVE PAYOFF

by Mike Hebel

The decision of the Board of Supervisors to establish an \$11.50 tax rate for fiscal year 75-76 has produced a situation wherein the normal sick leave payoff procedures have come to a quick halt.

Magic Money

Following the Mayor's recommendation, the Board of Supervisors decided that because the City has had a surplus budget for several years, they would count on a surplus in this fiscal year in order to balance the budget.

While this procedure had been used in the past, this year's use may prove to be reckless. In 1973-74 the Board charged 4.5 million in surplus dollars against expenses; in 1974-75 the Board charged 4.1 million in surplus dollars against expenses; in 1974-75 the Board charged 4.1 million in surplus dollars against expenses; for this fiscal year the Board budgeted a woping 20.9 million to come from surplus.

Surplus funds result from the City's failure to fill budgeted jobs. The City will have to leave vacant approximately 1,000 positions in order to achieve the 20.9 million mark.

City Controller John Farrell has intimated that until the 20.9 million is acquired and placed in the Compensation Reserve Fund, no monies will flow from this fund.

No Money

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

All officers who retired on or after July 2, 1975 have not received the sick leave pay off. (Currently over 60 retired officers await the payoff.)

Prior to July 2, 1975 the accumulated sick leave payoff was made from monies in the police salary appropriation. After this date, money for the payoff must come from the City's Compensation Reserve Fund. This new system, established by Controller Farrell, results in no immediate payoff because there is little money in this Reserve Fund. When more funds pour into this account, Farrell intends to impound them in order that the 20.9 million may be acquired so as to balance the City's budget.

Supervisor's Cool, Farrell Warms

The Board of Supervisors appear to be turning away from their initial intention of halting the accumulated sick leave payoff. However, since this matter may yet come before the Legislative and Personnel Committee, it must be closely watched.

Controller Farrell has stated that the payoff will definitely occur since the retired officers are legally entitled to payment. Both the Civil Service Commission and the Police Commission have approved such pay off. The problem develops in that the rules of both Commissions do not set forth a date for the payoff.

In order to put the Controller on notice that payment of accumulated sick leave must be forthcoming within a reasonable period of time following retirement, all members awaiting payoff should send the following letter to Controller Farrell. (This letter should also be sent by those anticipating retirement in the current fiscal year on the effective date of such retirement.)

The sending of this letter will assist the Association in any law suit filed to acquire the payoff.

Mr. John Farrell
Controller
109 City Hall
San Francisco, CA 94102

RE: Accumulated Sick Leave Payoff

Dear Mr. Farrell:

I retired from the San Francisco Police Department on (state effective date of retirement) after _____ years of service to the City and County of San Francisco.

By virtue of rules adopted by the Civil Service and Police Commissions and approved by the Board of Supervisors, I am entitled to a monetary payoff for all sick leave which I have accumulated during my tenure with the department.

I hereby request that said payoff be paid to me on (date stated should be at least five weeks after effective date of retirement). Your failure to pay said monies as requested will result in my using all necessary legal remedies to obtain these funds. If you fail to pay as requested, I will also seek seven percent (7%) interest for monies unreasonably withheld.

COPY: Chief of Police
Appointing Officer
San Francisco Police Department
Hall of Justice

Welfare Officer
San Francisco Police
Officers' Assoc.
548 Seventh Street

MAKE SURE THAT YOU DATE YOUR LETTER AND SEND THE TWO COPIES AS INDICATED ABOVE.