

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

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NO. 1

SFPOA GENERAL ELECTION - 1975

Judge Orders City to Promote 70 Cops

by Gale W. Wright

Policemen Cal Nutting, William Weiger, Dave Christensen and Rich Cosmi have filed suit on behalf of all the officers in the same boat who claim they should have been promoted to the rank of Assistant Inspector. Labor Relations attorney Alan Davis filed the suit on January 7, 1975.

Superior Court Presiding Judge Robert J. Drewes acted immediately and ordered city officials to promote some 70 policemen and pay them retroactive wages, or explain in court on January 21 why they haven't done so.

Two years ago, February 5, 1973, the Civil Service Commission certified 104 officers for promotion to Assistant Inspector. "The Police Department has been using other patrolmen to do Assistant Inspector's work," says Attorney Davis, "so we know the work is there for the men on the list."

Only 36 of the 104 officers on the list have been promoted so far. Yet 31 patrolmen work at the Hall of Justice, mainly in the Narcotics Bureau, the Intelligence Unit and the Bureau of Special Services. These personnel are doing the work of Assistants. Add to this another 34 men working at the District Stations in the 35 and 36 investigative units. They too are doing the work of Assistants, but have neither the rank nor the pay.

The suit cannot extend the expiration date of the list. By charter law, it will expire on February 5, 1975. However, Attorney Davis believes there is still time to get these

promotional ranks awarded to the officers who deserve them. These men studied the books, passed a competitive written examination and passed an oral interview. And still the majority of them have not been promoted.

The money involved is certainly worth mentioning. Assistants are paid \$101.00 more per month than a patrolman's pay of \$1,387.00. If the city loses the case in court and has to pay retroactively to February 5, 1973, the city will have to come up with almost \$170,000.00.

Political patronage was supposed to have died with the passage of Proposition E in 1971 (and Reorganization was to have been born, among other good things, but alas, that is another subject). Political patronage is not dead, of course. If you can find a moment of silence when you walk the halls of the Hall of Justice, listen closely, you might hear the words, "Let them eat cake".

I WISH TO COMMEND THE MEMBERS OF THE PATROL FORCE WHO SO ENTHUSIASTICALLY PARTICIPATED IN THE ATHLETIC EXAMINATION ON DECEMBER 30, 1974. THEIR OUTSTANDING DISPLAY OF PHYSICAL FITNESS AND COMPETITIVE SPIRIT WAS A CREDIT TO THE DEPARTMENT AND SHOULD BE OF GREAT VALUE IN MAINTAINING THE HIGH PHYSICAL STANDARDS REQUIRED TO SUCCESSFULLY DISCHARGE THE DUTIES OF A POLICE OFFICER.

**CHIEF OF POLICE
DONALD M. SCOTT**

Very soon all members of the San Francisco Police Officers' Association will be asked to vote for Officers who are declared candidates for the twenty seats available on the Board of Directors.

The terms of office for the Presidency, Secretary and Treasurer are for two (2) years, and the terms for the rest of the Board of Directors from each Company, and for the retired members is for one (1) year.

Incumbent Jerry Crowley is opposed by Dan Lynch of the CPC, for President. In the Secretary's race, Dave Christensen is challenging incumbent William Hemby. Former Treasurer Joe Patterson opposes John Ballentine, both are very interested in the Treasurer's office.

The official SFPOA ballots will be arriving at your mailing address soon. You are urged to read all about each candidates' declaration of office, his platform, his accomplishments, and goals in this newspaper BEFORE you mark your choices. (Not all candidates have submitted statements.)

In addition to voting for at least four offices (President, Secretary, Treasurer and Company) you are also asked to vote on a course of action regarding the 15 minute Grievance. A fuller explanation is on pages 6 and 7 of this edition, along with photos, statements, etcetera.

In almost every General Election, the POA sends out over 2200 ballots. The Election Committee generally only gets back between 1100 and 1200 ballots. Of these, maybe 10 or so must be voided as the voter did not comply with the brief instructions. IF YOU DON'T GET A BALLOT by January 27, 1975, - contact your present representative for a duplicate ballot. Leave him a note, that will do. But get a ballot, read about the candidates and then vote. Postage is pre-paid, so just drop it in a Postal Service mailbox, don't hang onto it and miss being counted.

PRESS RELEASE

Evidently the human labor of a policeman is becoming the cheapest of commodities in society today. Due to the acute shortage of manpower, policemen have willingly worked a six day week, a twelve hour day, given up their days off and postponed vacations. The city of San Francisco owes policemen in back pay and overtime, approximately \$411,000.00, for over 50,000 overtime hours worked.

We call upon the mayor to invoke his emergency powers under the charter to release those funds already appropriated and available. If this is not done by the 21 January 1975, I will recommend to the Board of Directors of this association that a law suit be filed to immediately recover the entire amount, at a cost of 7% per annum to the city, \$28,770.00.

We will also request the Grand Jury to investigate and reorganize the workings of the controller's office.

**Jerry Crowley
President, S.F.P.O.A.**

Important Ret. Board Election

ASSOCIATION ENDORSES SIMPSON AND BRUSCHERA FOR RETIREMENT BOARD

by Mike Hebel



John Simpson



Leon Bruschera

At its December meeting, the Association's Board of Directors voted unanimously to endorse and support the candidacies of John Simpson and Leon Bruschera. Both individuals are seeking positions on the City's Retirement Board.

The election will be held from January 31 to February 18, 1975. Members are urged to vote for Simpson and Bruschera.

John Simpson

John Simpson is presently a member of the Retirement Board. His five year term of office expires on February 20, 1975. He is one of the three members of the Retirement Board who is elected by city employees.

John Simpson works for the Department of Public Works. He is a long time member of the Civil Service Association and has served, with distinction, on its Board of Directors. He is most noted for his leadership in successfully passing numerous ballot proposals affecting the city's miscellaneous employees' retirement system.

John Simpson has been a friend to police officers who have appeared before the Retirement Board. He has always treated them fairly and equitably. His past actions on the Board have demonstrated that he handles the responsibilities of this most important position with astuteness and as such, certainly has earned his re-election.

Leon Bruschera

In November, 1974 Phil Kearney resigned his position as a member of the Retirement Board. Police officers thereby lost a valuable ally and supporter, for Phil Kearney never denied the application of a policeman who had a meritorious case.

Emerging to fill the vacated position is Leon Bruschera. Leon is presently Secretary of the Firefighters Union and is also a member of the Executive Board of the San Francisco Labor Council. Leon, a well known firefighter, has been on the campaign committee of every successful police-fire ballot measure improving our retirement provisions.

He has publicly stated that his aim is to bring representation to the Retirement Board from and for police officers and firefighters. He has assured the Association that he will insist upon fair treatment for police officers who appear before the Board. Leon Bruschera has earned and thereby deserves a seat on the Retirement Board.

THE BRITANNICA 3, WHO NEEDS IT ?

by Jerry Lynch

As a sales representative for the finest home learning tool ever developed, I sometimes receive curious responses from prospective buyers, such as, "I don't have any young children, so I wouldn't have much use for it." Or in the case of family men, an apathetic reply often implies a narrow view of the realities of today's educational needs, e.g. "My kids can do just as well without using the Britannica 3."

The attitudes reflected by such statements as these, arise, I feel, from simple ignorance of just what the totally-new Britannica 3 is designed to do for any individual owner, young or old, in school, or out in the workaday world. The result of an enormous expenditure of time and money, the Britannica 3 is programmed to assist the reader in reaching intelligent decisions, forming reasonable opinions, or simply understanding subjects of interest in which he or she has little or no expertise. In brief, the all-new Britannica has been written and designed by highly-qualified scholars and authorities from all over the world, for use by an average-educated layman with a proficiency in reading English.

In fact, the ten-volume Micropaedia portion of this three-part set can be easily read by any junior high school student whose reading level

skills are consistent with his age group.

In this Brave New World where our lives often appear to be dominated by the passive pleasures of television viewing, spectator sports, and newspaper browsing, some critics might well challenge the importance, or even relevance, of Britannica's noble goals of enlightening, stimulating, and, yes, developing the human intellect. To such skeptics, I commend the following from the pen of Robert Maynard Hutchins, one of the chief architects of Britannica 3:

"The trials of the citizen now surpass anything that previous generations ever knew. Private and public propaganda beats upon him from morning 'till night all his life long. If independent judgment is the sine qua non of effective democracy, then it must be admitted that such judgment is harder to maintain than ever before. It

is too much to hope that a strong dose of education in childhood and youth can inoculate a man to withstand the onslaughts on his independent judgment that society conducts, or allows to be conducted, against him every day. For this, constant mental growth and mental alertness are required..."

"When Marshall Lyantey was in Africa, he asked his gardener to plant a certain tree, the foliage of which he liked very much. The gardener said that a tree of this kind took two hundred years to reach maturity. 'In that case,' said the Marshall, 'there is no time to lose. Plant it today.'"

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President's Corner

BY JERRY CROWLEY



I believe we all long for police labor peace through collective bargaining and fair compensation for the sacrifices that each Policeman makes daily on behalf of the community.

I believe only when these things are accomplished can we say proudly that we were part of a victorious police movement.

I do not believe that there is a single member whose courage will fail him.

I do not believe that there is one member who would rather retreat from the bold movement begun during the last four years and patiently endure the insult of second class citizenship.

I believe we all burn with the ambition to spread the doctrine of police dignity, respect and concern to the people of San Francisco, and the Policemen of the State of California.

I believe it is the desire of every Policeman to live proudly and to humble those detractors who have long chained us to a philosophy of servitude.

I do not underrate the severity of the ordeal which lies before us, but I believe that our Association members will show themselves capable of standing up to it and carrying the fight for the dignity, respect and rewards due his and her profession.

It will depend upon all of us. It will depend on every member standing united. It will depend on every member exhibiting those finest qualities which I know exist within every dedicated Policeman.

It is a satisfaction to me to know that Policemen are willing to pay this price for victory.

It is absolutely necessary at this time that your elected representative who tries every day to do his duty shall be respected by Police Administrators, City Officials and Community Leaders. It is also necessary that the membership know that their leaders are not threatened men who are here today and gone tomorrow.

There must be a fearless direction by your elected leaders and total support for their dedication. Without this unity of purpose, which symbolizes concentrated Association power, we cannot do what lies before us.

You as members are entitled to expect great things of your elected leaders. I promise to justify these expectations. Our greatest obstacles are already over, but we have many battles left to fight, many pieces of legislation to pass and many rivers of prejudices and pressure to cross over.

I promise you every ounce of energy to achieve the reality of a strong and respected Police Association. Let us make this journey together.



Gale Wright Editor

BOARD OF DIRECTORS

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ASSOCIATION OFFICE 861-5060

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

- Address letters to the Editor's Mail Box, 548 7th St. San Francisco, Calif. 94103.
- Letters must be accompanied by the writers true name and address. The name, but not the street address will be published with the letter.

- Unsigned letters and/or articles will not be used.

- Writers are assured freedom of expression within necessary limits of space and good taste.

- Please keep letters and/or articles brief and legible.

- The editors reserve the right to add editor's notes to any article submitted, if necessary.

- Articles should be limited to three pages, typed, double-spaced.

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SUPERIOR COURT OF THE STATE OF CALIFORNIA FOR THE CITY AND COUNTY OF SAN FRANCISCO

No. 684-329

PETITION FOR PEREMPTORY WRIT OF MANDAMUS

EDWARD J. HALL; WILLIAM E. ALLEN; TOM DEMPSEY; JOHN RUGGIERO, in behalf of themselves and all others similarly situated; SAN FRANCISCO POLICE OFFICERS ASSOCIATION; ROES ONE through TWO HUNDRED, inclusive,

Petitioners,

v.

CITY AND COUNTY OF SAN FRANCISCO; JOSEPH L. ALIOTO, as Mayor of the City and County of San Francisco; DONALD M. SCOTT, as Chief of Police of the City and County of San Francisco; WASHINGTON E. GARNER; MARVIN E. CARDOZA, ROBERT E. BUCKLEY, as members of the Police Commission of the City and County of San Francisco; NATHAN COOPER, as Controller of the City and County of San Francisco; and DOES ONE through TEN, inclusive,

Respondents.

TO THE HONORABLE, THE SUPERIOR COURT OF THE STATE OF CALIFORNIA, IN AND FOR THE CITY AND COUNTY OF SAN FRANCISCO:

On December 31, 1974 a petition was filed with the City's Superior Court asking that court to order compensation for all members of the Bureau of Inspectors who performed services in excess of the basic forty hour work week during the period from December 31, 1971 through February 27, 1974. In addition to asking for compensation, the petition asks for interest at seven per cent per annum. The suit seeks compensation for the lunch period when the Bureau members were subject to performing police services but were not compensated therefore.

Arbitration Denied

This suit is a direct result of a grievance filed by Inspector Ed Hall (now enjoying a retired status) in January of 1974. This grievance was processed through all the steps detailed in the Memorandum of Understanding. While the grievance was consistently denied by the department's administrators, a forty hour work week was instituted in the Bureau in February of 1974.

When the grievance was denied by the Police Commission, the Association presented the matter to Mayor Alioto. The Mayor felt that it was probably unconstitutional to require a man to perform services and not pay him, but the Mayor felt that the issue should be resolved by the judiciary.

The Association sought to arbitrate the issue of required

compensation. The City Attorney refused to arbitrate and a petition for an order directing that arbitration proceed was denied by Judge Ira Brown, who felt that the interpretation of the Charter was not an arbitrable issue.

In a matter such as this it is necessary to exhaust all reasonable administrative remedies prior to seeking a judicial resolution. This was done and now the petition has been filed.

Basic Issue

Charter section 8.451 establishes a basic week of service of forty hours for department members. This same section states that whenever a member serves in excess of this basic work week, he shall be compensated at straight time or shall receive compensatory time.

Members of the Bureau, until March 7, 1972 worked 5 days a week, 9 hours per day, and a work week consisting of 45 hours. From March 7, 1972 through February 27, 1974 the inspectors worked 5 days a week, 8.5 hours pr day, and a work week consisting of 42.5 hours. On February 28, 1974 said work day was reduced to 8 hours and the work week was reduced to 40 hours.

The filing of this petition has stopped the running of the statute of limitations. The court date for the hearing of this petition has yet to be established. It will be presented by Attorney Alan Davis.

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MANAGER: George A. Fregoso

A few short years ago a small group of SFPOA members dissatisfied with the progress of previous Association Leadership, set out to make major changes in working conditions and benefits. With the support of the majority of the membership, dramatic changes have taken place within the Association.

By the adoption of a philosophy of working for the good of all members of the Department rather than for themselves, or a chosen few, Eleven Ballot measures directly affecting the members of the Department have been passed in the last four years. When you compare this record with the three ballot measures passed in the previous sixteen years it is evident to me which way the membership should vote in the 1975 SFPOA Election.

Successful ballot measures are important to the membership but there have been many other important advances such as the highest salary of all policemen in California cities of 100,000 and over, prepaid health binding arbitration with no polygraph clause, and the successful completion of 11 of 13 campaign promises made in 1972 by the present leadership of the Association and the remaining two almost granted.

We have come a long way but there is always room for more improvements and to make sure we get a 20 year retirement and a maximum 80% under the State Retirement System, the prepaid health plan to include all dependents, a State Binding Arbitration Law that will eliminate any charter restrictions that may still be in effect, I recommend that the membership vote for the following slate of candidates.

SFPOA Election Recommendations

President Jerry Crowley
Secretary Bill Hemby
Treasurer Joe Patterson

Co. A Crosce Casciato
Co. B Tom Jones
Co. C Layne Amiot
Co. D Henry Fickers
Co. E Paul Chignell
Co. F Kelvin Brown
Co. G John Lynch
Co. H Tom Carey
Co. I Bill Banas
Co. K Gale Wright

(The other candidates are all qualified and can do an excellent job on the Board of Directors so vote for either Don Lucey, Dave Seyler, George Walsh or Carl Wommack.)

Headquarters Co.
Mike Hebel
Frank Kalafate

CP's No recommendation

Retired Tony Bell

Bureau of Inspectors
No recommendation

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ELECTION '75

by Joe Patterson

People often ask me why did I become a policeman, and when I tell them, "Because I wanted to be a social worker," they are shocked. However, that is true, I wanted to be a social worker, but I found out that I needed quite a few additional courses to go along with my B.S. degree in order to obtain the proper credentials to become one. Then a friend of mine told me that I should become a cop. He said they were social workers among other things and I didn't have to go back to school. In fact, my friend indicated that it would probably be to my advantage to act dumber than I really was and acquire more muscles. Well, anyway, I put on my badge and uniform and set out to help some poor soul. Help the outcast, the downhearted, the disenfranchised, etc. In addition to doing all of those things, I decided to become the first Black Captain in the S.F.P.D.

Needless to say, something happened after spending a couple of years in the Department. You see, I found out that the people who really needed this help, that I was ready to give, were the policemen themselves. They are the outcast, the disenfranchised, etc. Therefore, I decided to dedicate my energies to my fellow officers by working through our Association for the betterment of policemen. This, of course, blew every chance I may have had of ever becoming the first Black Captain in our Department. In fact, I stand a good chance of retiring as our oldest patrolman.

It is this type of dedication that has taken our Association out of the dark ages in the last five years and turned it into a working effective employee organization that is beneficial to its members. It is this type of dedication that is needed from the elected officers of your Association to insure the continual growth of the organization and maintain its effectiveness. It is this type of dedication that the present leadership of your Association

has shown over the last five years and is what you, the members, should look for when you select the leaders for the next couple of years. It is incumbent upon you, the members, to decide whether you want leaders who are nice, and leaders who say and do nice things and not make anyone angry (and are liked by everyone) or leaders who are effective and who fight your battles for you against all forces. Do you want leaders who fight for the things that are beneficial to your well being and against those that are detrimental to you, or leaders who do the popular thing and stay popular?

There is an old saying in police circles that all of you are familiar with and that is that if you never get a complaint filed against you, then you are not doing any work. Well, that also holds true with the leaders of your Association. To be sure, there have been complaints, there has been dissatisfaction with certain methods, but the end result is what counts. This is what should be in your mind when you mark your ballots. It is impossible to do things in the manner that every member would like to see them done and get satisfactory results, however, it is possible to do those same things in the most expedient manner with the end results being satisfactory to all.

Most of you do not come to the membership meetings therefore your only chance to be heard is at election time. The only way you can do this is to vote. When your ballot arrives, please mark them for your candidates and mail them in the postage free envelope immediately. If they are left lying around, you will forget them and miss your chance to be heard.

In conclusion, may I say that you owe it to yourself to have leaders that are dedicated to your cause and are willing to sacrifice themselves for the betterment of us all. Incidentally, I am running for Treasurer and I would appreciate your vote.

VOTE

Joe Patterson

TREASURER



1975 should prove to be a year of breakthrough for us. We are on the brink of attaining one very major goal. The most important will be a labor relations law for public safety officers.

Newly installed Governor Edmund G. Brown, Jr. has alluded to such a law throughout his campaign, and also in his inauguration address.

What would such a law mean to you?

Basically, we are governed by our city charter. The Charter of the City and County of San Francisco, written back in the thirties, is so restrictive it precludes any money benefits without a vote of the people. This, as you know, is an expensive and difficult proposition. As the cost of living raises and along with it taxes, the slimmer our chances get of convincing the voters to pay for benefits which are commonplace in private industry.

Employees in private industry, through unions, bargain collectively for their benefits and when that bargaining breaks down, either a third party is called in to arbitrate the dispute and make a decision binding on both parties, or a strike occurs.

Within the public sector, wherein we fall, up to a few years ago there was no machinery allowing us to sit down and bargain with our employers over benefits. Additionally, in San Francisco, the City Charter further restricts us from reaching an agreement with city government.

Interpreting the provisions of the City Charter is left to the City Attorney's Office and in the event of a dispute, is settled by the Courts. Interpretation of our charter by the City Attorney is one of the great games of politics.

In 1968 the legislature passed a law allowing us to sit with our employers and come to some form of understanding. But still cities resisted, through whatever means, to come to any bargaining table.

It took us three years and a new mayor to reach our first understanding. Now we are on the verge of a second Memorandum of Understanding. One that is stronger because it provides for limited third party arbitration. Limited in the sense that we are still bound by the City Charter and cannot bargain items specifically prohibited by that charter. A state law would supercede our restrictive city charter and open the way for full negotiations on all economic issues.

The economic items I am talking of are such things as time and a half for all overtime, night differential, longevity pay, city-paid medical-dental. These are just for starts.

A State Collective Bargaining Law with binding arbitration is within our reach.

In fact, we are in the drafting stage of such a law. If we, in the public safety field, that is, police and fire, can reach agreement with a good comprehensive bargaining law, I am convinced we can move it through the legislature and have it signed into law by year's end.

With such a law in hand, 1975 will see more than a celebration commemorating the hundred-year birthday of the American Revolution. There will be another celebration over the minor revolution we are going to cause in the police field.



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175-13X	43.51	1.98	215-14X	65.47	3.11	230-15X	85.60	3.36	GR70-14X	68.30	2.85
175-14X	45.81	2.10	195-15X	57.00	2.68	235-R15X	94.16	3.51	GR70-15X	70.54	3.08
185-14X	50.04	2.29	205-15X	64.69	2.97	BR78-13X	49.90	2.28	HR70-15X	76.12	3.06
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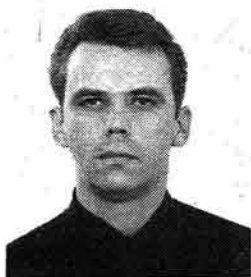


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Treasurer's Report

by Paul Husby



At the General Membership meeting last month, Jack Ballentine, Joe Patterson and I were nominated for the office of Treasurer of the POA. After a great deal of thought, I have decided not to run for that office this time. I have withdrawn in favor of Jack Ballentine.

There are several reasons for this decision. The most important one is that I know Jack very well and think he is the best man for the job. He's capable, honest and dedicated to doing a good job. He will do his utmost to safeguard our finances. If you, the membership, vote in a president and secretary who are responsive to all the members, Jack Ballentine will be a most valuable member of the management team. If logic and reason do not prevail, and the present group stays in power, Jack must still be your choice as treasurer since this is the only way you can be sure that someone will fight against the fiscal irresponsibility that keeps our

association on the brink of financial ruin.

INCOME TAX TIME

Tax time again. Just to remind you what your deductible contributions have been, I've listed the POA-related items.

CHARITABLE: All members who contribute to the Community Services Fund are entitled to deduct a charitable contribution of \$1 per month or \$12 for 1974.

DUES: POA members on payroll deduction can take off \$71.78 for 1974. If you are not on payroll deduction, it depends on how much you actually were paid for the year. Believe it or not, some people pay ahead of time and others are late.

ASSESSMENTS: Those of you who did not pay all of the \$50 assessment in 1973 can deduct whatever you paid in 1974. All members on payroll deduction can deduct the \$5 assessment for 1974 as well as those who have paid cash during 1974.

PAL PRESS RELEASE

The San Francisco Police Activities League (PAL) respectfully wishes to inform the business community and the residents of San Francisco that there is an organization operating in the San Francisco Bay Area that is soliciting ads for a publication named National PAL.

This organization's business name is the Organizational Services Corporation, operating out of Boston and Randolph, Massachusetts. This organization solicits ads and publishes a journal for the National Police Conference on P.A.L. and Youth Activities.

The San Francisco Police Activities League is not in any way affiliated with or a

member of this organization or the organization which purports to be the National PAL.

Stephen B. Spelman,
President,
Sergeant of Police
S.F. Police Activities League

ELECTION VOTE JAN. 27-31

Official voting is from January 27 to midnight of January 31, 1975. Votes will be counted on Monday February 3, 1975.

My Friend Dan O'Hara

This is for you Dan — my very good friend,
And I hope I am worthy of it
For you praised my writing to no end
and said that I had the wit.

But now — I want to write about you,
and I don't know where to start.
This is something that's kind of new,
As I want to write from my Heart!

I know what I want to say,
But it's hard to put into words.
To say, "I loved you", well, no way —
That would be for the birds.

But to say I loved you as a Brother
would be a different thing.
As one man to another,
I thought of you as King!

You acted mean — and sometimes cold,
But would never hurt a flea.
Deep down was a Heart of Gold,
That even the Blind could see.

We were very close — "ole Buddy" of mine
closer than most people knew.
Friends like you are hard to find,
For there're not too many, in fact, too damn few!

I miss you Dan — very much!
I can't believe your'e gone,
But through God I'll keep in touch
from the early dush until the dawn.

I can recall the many days
(oh-a-way back-when),
The two of us would be in a haze,
But we didn't give a damn — Then.

We worked together — and a friendship we found.
We fought together — and no rules did we abide.
But we both knew — that when the chips were down,
We would fight together! — Side by Side.

Goodbye Dan — for a little while,
as "Death" will always win.
But who knows what is in our "File",
Does the Real Life end — or does it just begin?
God Bless
Clay (Matt) MATTHEWS

AUTO & HOMEOWNERS INS. CHANGES

For the members who are covered by either the Traveler's Homeowners or Traveler's Auto Insurance plan, you no doubt know that these plans are being replaced by other carriers writing police groups in the state through the Healy Ins. Agency. The change was due to the Travelers intent to increase rates, and their inability to co-ordinate the payroll deduction system with the Controller's Office.

It is most important that you be advised there will be no lapse in your coverages. Your new policy should reach you prior to February 1st, which is the cut-off date used

by the Traveler's Insurance Co.

For those officers who wish to continue paying their Auto Insurance on a monthly basis, there will be instructions included with your new policy.

Between the two companies now providing Auto and Homeowner's coverages for police and fire groups through the Healy Insurance Agency, this change should result in an increase in benefits for S.F.P.O.A. members.

If you have any questions, please call Healy Ins. Agency at 731-9455.

Governor Brown Appoints Public Advocate to Key State Posts

Well, it didn't take very long for Jerry Brown to show San Francisco policemen what we can expect from him as Governor. In the past week three of the Public Advocate's attorneys were named to top posts in the Brown Administration. Robert Gnaizda is the new deputy secretary of the Health and Welfare Department. J. Anthony Kline is the Governor's legal advisor and Paul Halvanik, who was with the American Civil Liberties Union before joining Public Advocate, will become the new Governor's legislative liaison.

The Public Advocates are the attorneys who have successfully prevented the City from hiring any new policemen in San Francisco for the past two years and who are trying to bring about quota hiring in the Police Department. So far it has cost our Association \$90,000 in court costs and attorneys' fees to fight this reverse discrimination in court.

It is certainly Jerry Brown's prerogative to appoint who he wants to these positions, but as a San Francisco Policeman, it is difficult to support people who are against all the principles and standards policemen have fought to retain over the years.

Now maybe Jerry Crowley, President of the S.F.P.O.A. will understand why so many policemen were angry when they saw him on television endorsing Jerry Brown for Governor, representing 20,000 policemen in California. The membership of the S.F.P.O.A. voted overwhelmingly against making political endorsements and it certainly appears we were right in making that decision.

Why did Jerry Crowley endorse Brown for Governor?

He said it was because Brown supported legislation that would benefit all police officers.

While it may be true that legislators of the political left historically have been benevolent when it comes to fringe benefits, the price is too high; you have to sell out your pride and principles.

Over the next four years as governor, Jerry Brown will be making many appointments, not the least of which will be a number of Municipal and Superior Court judges. If his cabinet is any indication, the future is going to be very difficult for law enforcement.

SGT. JAMES CROWLEY, FEDERAL LITIGATION COMMITTEE

S.F.P.O.A.

BOARD OF DIRECTORS MEETINGS

3rd Tuesday of Every Month

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CROWLEY - HEMBY - PATTERSON

ACCOMPLISHED PLATFORM GOALS
1972-1974

1. Joint creation of Patrolman II by the Police Commission and the Association.
2. Passage of fluctuating pension — Prop. H. & M — Nov. 1974.
3. Protection of members who exercise their rights under the Memorandum of Understanding; creation of strong grievance machinery.
4. Prepaid Health Plan for each individual member — Prop. O — 1972.
5. Provide vigorous effective legal defense for members in Department at Internal Affairs investigations, arbitrary departmental disciplinary hearing and job related criminal proceedings.
6. Repealed the Residency Rule — Proposition 5.
7. Oppose those few members of the department who seek special privileges regarding Civil Service examination bibliographies and examination dates. The Civil Service Commission has made necessary correction in their system to insure this problem does not reoccur.
8. Straightened out overtime pay policies — long delays on overtime, holiday pay (up to four months) has been shortened.
9. We have successfully opposed civilians taking promotional exams in the Traffic Bureau.
10. Strengthened the Memorandum of Understanding by the addition of Binding Arbitration and the Anti-Polygraph clause.
11. Increased insurance benefits at lower cost.

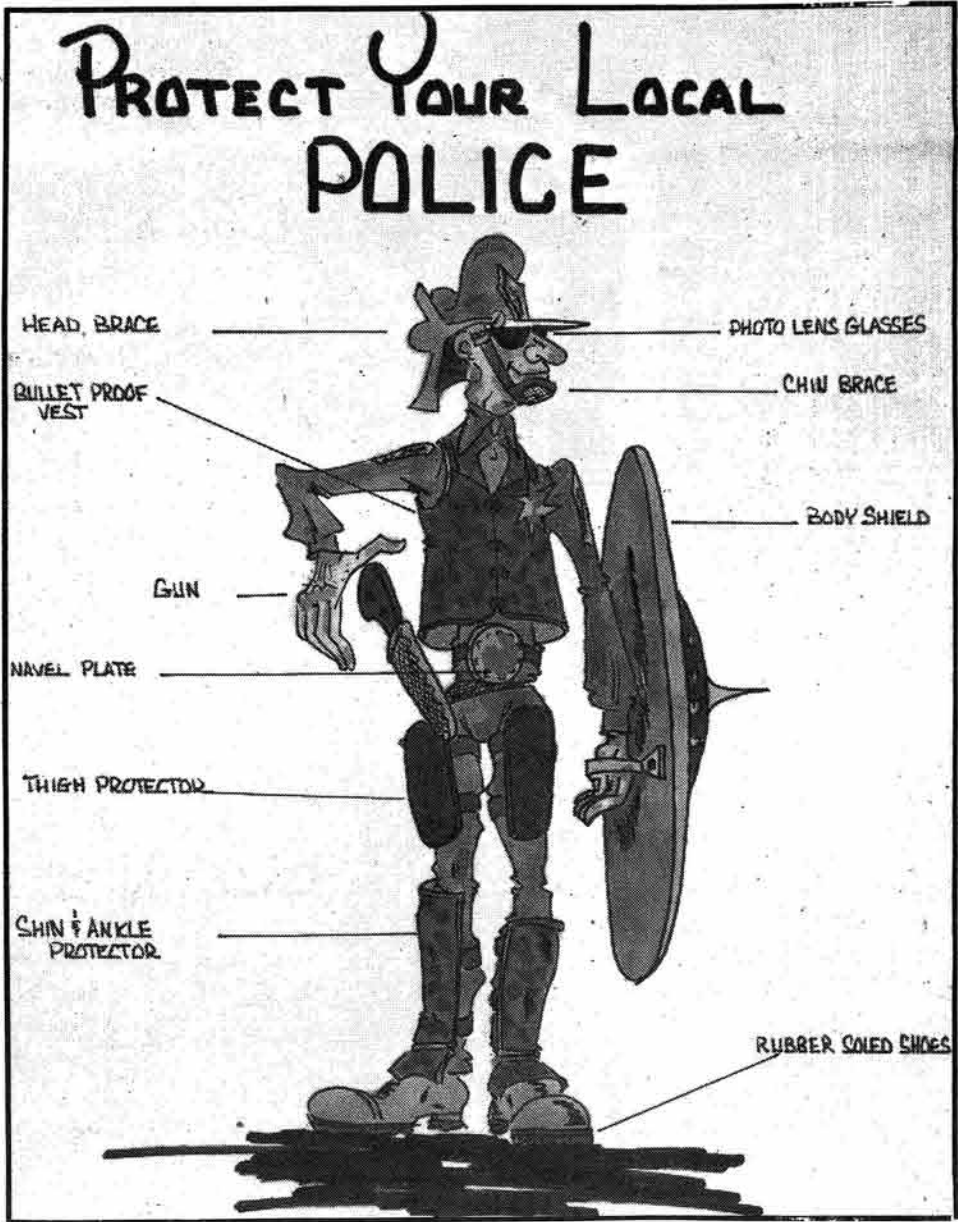
SUCCESSFUL
CHARTER AMENDMENTS
1971-1974

Proposition

1. Nov. 1971 E (examination for Bureau of Inspectors; reorganization and career incentive positions—i.e. Ptlm. II, bibliography for promotionals)
2. June 1972 O (declaration of policy opposing closing of police stations)
3. Nov. 1972 K (forced the reopening of Park and Southeast Stations)
4. Nov. 1972 O (paid health plan for members)
5. Nov. 1972 M (additional retirement benefits for members in military prior to appointment)
6. Nov. 1972 N (improvement of retirement benefits—earn additional percentage after 25 years)
7. Nov. 1972 I (Sgts. receive pay priority with Fire Lieutenants)
8. Nov. 1974 L (protected police wages and retained collective bargaining)
9. Nov. 1974 5 (defeated residency rule)
10. Nov. 1974 H (fluctuating pension for retired members)
11. Nov. 1974 M (fluctuating pension for active members; maximum retirement at 75%)

1975-76 PLATFORM

1. Proposed use of ballot opportunities:
 - a. fully paid medical plan for member's dependents
 - b. fully paid dental plan for members and their dependents
2. Career Incentive Positions:
 - a. acquire funding for Patrolman II position which has already been created by the Police Commission
 - b. seek creation of Sergeant II, Inspector II, Lieutenant II and Captain II positions.
3. Federal Legislation:
 - a. amend Fair Labor Standards Act so that Police Officers can receive time and one-half for overtime after 40 hours instead of the present 60 hours
4. 45 minute lunch period included within each members tour of duty to be guaranteed by contract.
5. State Legislation:
 - a. strong collective bargaining law which eliminate all charter restrictions on negotiating
 - b. State retirement proposal — 50% after 20 years; 80% after 30 years
6. Acquire the guarantee that an Assistant Inspector will automatically be appointed a Full Inspector after holding the rank of Assistant Inspector for 2 years.
7. Annual sick leave pay off for each day of sick leave not used after the maximum accumulation has been reached.
8. Vigorously oppose any attempt by Board of Supervisors to impose unreasonable residency restrictions.
9. Seek firm commitment from city government officials that all policing in San Francisco be performed by members of this department.
10. Establish mechanism whereby all overtime earned is paid in fifteen days.
11. Marksmanship pay — additional pay for sharpshooter, master and expert.
12. Hazard pay for Bomb Disposal Officer and Helicopter Officer.
13. Written policy for Internal Affairs Bureau to insure that members rights are protected during investigation and interrogation.
14. All stations to be equipped with physical training equipment.
15. Light Duty protections so that member is not forced to return to duty wearing casts or braces or without complete use of all extremities.



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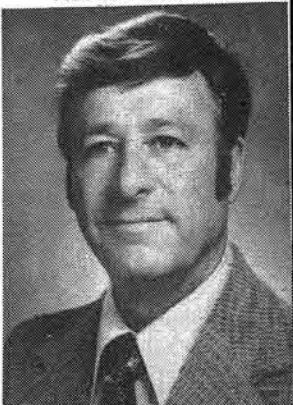
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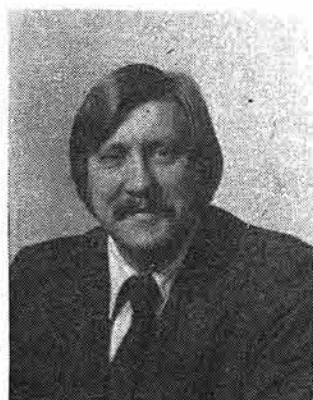
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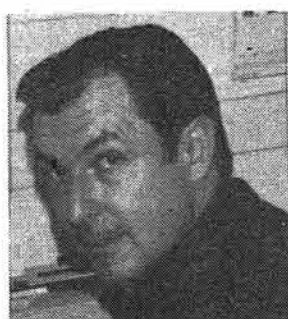
SFPOA GENERAL



Ray Carlsen Hdqtrs. Co.



Victor Wode Hdqtrs. Co.



Tom Carey Co. H

I AM A CANDIDATE FOR THE Board of Directors from Company H. I am running unopposed but still hope you men at Ingleside will vote not only for me but for your choice for the three top offices.

On the ballot is a very important question for the membership to decide. Do you want to sue for back pay for the 15 minute fall in time or not. It is up to you, the voter, to let the Board of Directors know which way you want them to proceed. So don't forget to vote.

Tom Carey

John Grecco Hdqtrs. Co.

JOHN WAYNE GRECO
S . F . P . O . A
PARLIAMENTARIAN — 1974

ELECTED ASSOCIATION REPRESENTATIVES MUST WORK IN OUR BEHALF TO IMPROVE OUR WORKING CONDITIONS. THEY SHOULD BE POLITICALLY INDEPENDENT AND DO EVERYTHING POSSIBLE TO MAINTAIN THE GOOD NAME AND EFFICIENCY OF OUR DEPARTMENT.

I ASK FOR YOUR VOTE AS HEADQUARTERS COMPANY REPRESENTATIVE. IF ELECTED, I WILL WORK IN THE INTERESTS OF HEADQUARTERS COMPANY ON THE BOARD OF DIRECTORS OF OUR ASSOCIATION.

Thank you!
John W. Greco

5. Mike Hebel has appeared before state and city legislative bodies representing the Association. He has served as a consultant to many police associations in California.

6. Mike Hebel is a staff writer for the S.F. Policeman specializing in retirement issues, labor relations matters, and legislative proposals.

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

II. Proposals for 1975

Promote the Police Officer II position before the Mayor, Civil Service Commission and Board of Supervisors. Seek a phasing in time table for the other career incentive positions (Insp. II, Sgt. II, etc.).

Successfully negotiate an agreement with the Police Commission whereby every assistant inspector automatically becomes an inspector after serving two years as an assistant.

Seek improvements in medical coverage (partial City contribution for dependent's coverage).

I feel entitled to request during this critical election period your aid and your vote for the Presidency of this Association.

I am confident that the record of my administration has been a most productive one, and one which I sincerely hope you will endorse.

On February 3rd I desire greatly to say to all members of our Association let us go forward with strength, skill and unity to complete those tasks begun during the last two years.

The Police Movement has been launched in this city and throughout the State. We shall be judged and our efforts crowned with success; not by words but by our deeds and accomplishments.

During the next two years I promise you all my energies, my dedication and my passion for the dignity of this Association, but you must by your vote indicate that all my



Jerry Crowley
For President

energies have been sufficient to return to me the trusteeship of our Police Movement for the next two years.

CHARTER AMENDMENTS 1971 - 1974

I cite to you those accomplishments on behalf of San Francisco Policemen over the last four years.

- 1) Nov. 1971 - Prop. E (examination for bureau of inspectors; reorganization and career incentive positions - i.e. Ptlm. II, bibliography for promotions)
- 2) June 1972 - Prop. O (declaration of policy opposing closing of Police Stations)
- 3) Nov. 1972 - Prop. K (forced the reopening of Park & Southeast Stations)
- 4) Nov. 1972 - Prop. O (paid health for members)
- 5) Nov. 1972 - Prop. M (additional retirement benefits for members in military prior to appointment)
- 6) Nov. 1972 - Prop. N (improvement of retirement benefits - earn additional percentage after 25 years)
- 7) Nov. 1972 - Prop. I (Sgts. receive pay parity with fire lieutenants)
- 8) Nov. 1974 - Prop. L (protected police wages and retained collective bargaining)
- 9) Nov. 1974 - Prop. 5 (defeated residency rule)
- 10) Nov. 1974 - Prop. H (fluctuating pension for retired members)
- 11) Nov. 1974 - Prop. M (fluctuating pension for active members; maximum retirement at 75%)

FRANK KALAFATE

Hdqtrs. Co.

FOR HEADQUARTERS REPRESENTATIVE
I'd Appreciate
Your Vote
FRANK KALAFATE



Dan Lynch
For President

Dan Lynch — I have been a member of the SFPOA for more than 10 years.

I am presently representing Crime Prevention as a member of the Board of Directors.

I promise to work actively here in San Francisco where we get all our benefits. I have no desire to be the head of a state-wide police organization. I feel the men deserve good representation right here in the City.

My duties in the Department have been: Southern Station, CWB, Park Station and Crime Prevention.



Dave Christensen
For Secretary

Dave Christensen — An active member of the SFPOA for more than 12 years.

I am now a member of the Board of Directors representing Park Station.

I will actively seek differential pay for all officers that work nights.

I pledge unity between all divisions of the Police Department.

My duties in the Department have been Central Station, CWB, Planning and Research and Park Station.

I am now a patrol Sergeant attached to Park Station.
Dave Christensen

EMERGENCY EMPLOYMENT ACT PEOPLE IN COMMUNICATIONS

There are EEA people now working in Communications, the nerve center of the Police Department. Already there have been numerous incidents which have placed members of the Department in grave jeopardy and which can be directly traced to this fact. What happens in Communications has a direct effect on all members of this Department. What has the present Board of Directors done to insure that this vital part of our Department has qualified staff? Nothing.

FINANCIAL MATTERS
The present Board of Directors has been negligent in matters of finance. One committee, budgeted at \$500.00 for one year has nickled and dimed the Board to the tune of \$2,000.00 which is just unbelievable. Antics like this have caused Treasurer Paul Husby and our Station Representative Ray Allen to throw in the towel.

Now is the time for a change! If you feel that the Association should represent ALL Policemen then vote for **RAYMOND CARLSON!!!!**

INSURANCE PROBLEMS
Any member who has experienced problems of any

Members of Headquarters Company:

I, Victor "Mike" Wode, want to become your representative on the Board of Directors of the SFPOA.

I DO NOT believe in making internal disagreements a matter of wide publicity.

I DO NOT believe in consistently berating the Administration purely for publicity's sake.

Whenever major decisions come before the Board, I PROMISE to solicit your views and vote as the majority of you desires. I WILL, furthermore, attempt to keep you informed of important developments affecting you. I DO promise you that I will represent you to the best of my ability.

Fraternally yours,
Victor "Mike" Wode

sort with "Old Republic" Sickness and Disability Policy, please read on.

— Interested to know how long they took paying your claim?

— Have you been shorted on the claim?

— Brother Curran of the AIB waited seven (7) months to get paid after major surgery.

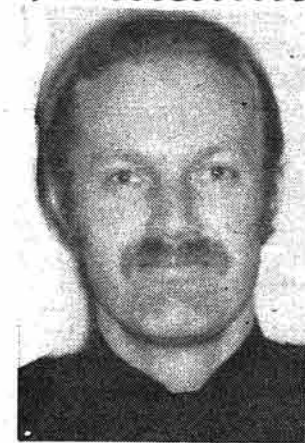
— Is this an isolated case?

— If not — contact Raymond Carlson, Room 422, 553-1231.

ELECTION

VOTE

JAN. 27-31



Mike Hebel Hdqtrs. Co.

ELECT — MIKE HEBEL
Headquarters Representative

I. Qualifications

1. Mike Hebel is presently a member of the Association's collective bargaining committee. He wrote and helped successfully negotiate the Memorandum of Understanding which contains a Police Bill of Rights, Grievance Procedure, and Binding Arbitration. He is presently in negotiations with the Police Commission working on a comprehensive agreement which would improve working conditions.

2. Mike Hebel is presently a member of the Association's grievance committee. He is now coordinating the "two million dollar grievance" on roll call and lunch hour periods. He has successfully resolved numerous grievances in the past year dealing with transfers, hours of work, and department reprimands.

3. Mike Hebel is presently the Association's Welfare Officer. In this capacity he represents members before the City's Retirement Board and Superior Court on workmen's compensation and retirement matters.

4. Mike Hebel was one of the principal authors of the

Association's career incentive program. Presently the Police Officer II position has been approved by the Police Commission and is awaiting action by the Mayor. The other positions (Inspector II, Sergeant II, etc.) are under consideration by the Police Commission.

No photo and/or statement was received from the following candidates:

- | | | | |
|----------------|-----------------|----------------|----------------|
| Co. A. | Lee Nelder | | |
| Co. B | Donald O'Conner | Tom Jones | Bruce McDonald |
| Co. C | Ted Schlink | Stan Scheld | Layne Amolt |
| Co. D | James Boles | Hank Fickers | |
| Co. E | Don Schneider | John Meek | |
| Co. F | Kelvin Brown | William Arnold | Theodore Bell |
| Co. G | Al Perry | John Lynch | |
| Co. I | William Banas | | |
| Co. K | Don Lucey | George Walsh | Dave Seyler |
| Crime Prev. | Don Merkeley | | |
| Bur. of Insps. | Tom Dempsey | John Ruggiero | |
| Retired | Frank Murphy | | |

Official voting is from January 27 to midnight of January 31, 1975. Votes will be counted on Monday February 3, 1975.

Editor's Comments:

Obviously some candidates submitted more material than

others. Since all candidates did not respond to the Policeman's invitation for a photo and an article, all material that came in has been printed.

ELECTION 1975

SAN FRANCISCO POLICEMAN - Page 7
January 1975



ELECTION
VOTE
JAN. 27-31

William Hemby
For Secretary

In a couple of weeks you will have an opportunity to decide the leadership of this Association for the next two years. In so doing you will also determine the direction of the SFPOA.

Like it or not we have been thrust into a different world. The old days of political handouts and favoritism are gone. We must now fend for ourselves, or else end up on the bottom of the "pay scale" barrel, content with less than adequate wages and working conditions.

Each year, as demands for better police service and lower crime rates conflict with higher living costs and taxes, more pressures are placed on our administration and political leaders. You and I will ultimately bear the brunt of that weight. As demands on them grow, too will the demands on us grow.

Without a strong, united organization behind us to cushion that pressure by protecting our rights and fighting for our benefits, this profession will become quite intolerable.

Our fight for recognition has been hard, and at times bitter, but we have, at last, achieved that recognition and with it respect, although grudgingly.

One thing you mustn't forget, what we have won can very easily be lost again. If through this election you choose weak, ineffective or uncaring leaders, all our gains can dissolve away.

The grievance procedure, which protects your rights, through laziness or fear, if not used will lapse into oblivion like so many laws which are on the books but never applied.

An Internal Affairs Bureau allowed to operate without scrutiny or evaluation can easily intimidate.

Collective Bargaining without considerable ground work, research, skill and knowledge can turn into "collective begging".

The next two years will see many beneficial changes in our working conditions, but this will only happen with the right Association leadership.

I, William Hemby, have unselfishly spent many hours of my off-duty time working for Association goals. Everything the Association has gained in just the last two years did not simply happen because a motion(s) was passed at a Board Meeting or at a General Membership Meeting. People still had to do the work which resulted in benefits to the membership. My involvement was a maximum effort in over twenty separate areas of negotiations, committee meetings, correspondence with State Legislators and ballot proposition electioneering.

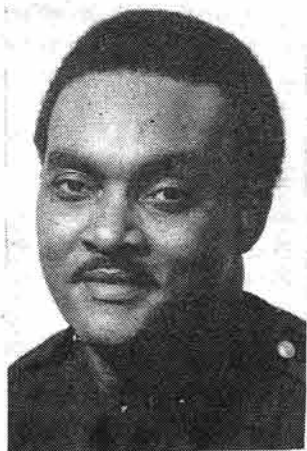
I have demonstrated time in and time out that I am willing to work fully for the association. My opponent cannot even generate enough interest to attend the Board Meetings. Vote for Bill Hemby for Secretary.

Last year our organization was almost torn apart through constant petty bickering, in-fighting and jealousy. A repeat in 1975 of this kind of Board of Directors may well complete that destruction.

No organization can go on existing without cooperation between its leaders. I am as tired as you of seeing others getting large salaries and benefits and the police ending up with leftovers. But we must have dedicated leadership.

This January, by all means vote, but please vote good leadership.

WILLIAM HEMBY FOR SECRETARY



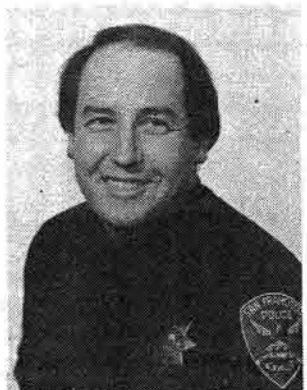
Joe Patterson
For Treasurer

In my regular monthly column, for this month, I mentioned the fact that our Association has come out of the dark ages into the sunshine of today and is now an effective Employee Organization. I can proudly and justifiably say that I had a hand in making this transformation. From the first time I ran and won for office in our association, to the present, I have given of my time and energies for the

betterment of you, my fellow Policemen. Even in defeat I have continued to work as hard as ever for our Association. This is especially significant because a number who run for office and lose, just quit and do not contribute anything to, the Association from a lesser position. A lack of dedication is the reason for this lack of participation.

I am again running for what I believe to be the most difficult and time consuming job in our Association: that is the office of Treasurer. Two previous terms as your Treasurer gives me the experience needed for the job, and during those two terms, I proved that I could handle it. The fact that I have been Chairman of our I.C.P.A. Committee and have been elected an area Vice-President of the I.C.P.A., at our annual conference for the last three years, shows that our President has confidence in my ability. I ask you one and all to cast your vote for Joe Patterson for Treasurer.

JOE PATTERSON



John Ballentine
For Treasurer

My candidacy for Treasurer has a two-fold purpose. First, I want to continue an outstanding job our current Treasurer has done in setting up and maintaining a simple and accurate recording system of the transactions of the SFPOA and with this goes my pledge that I will work hard to achieve that end.

Second, and perhaps more important is the duty as a member of your Board of Directors. Remember the Treasurer does not designate where the funds of the Association are spent. The Board does that, and I think a vote on the Board, cast by an independently elected candidate, reflecting the views of the members who elect him is a most important function of this office.

I want to stress independence, because I think that is the basis of a healthy governing body.

Our Association is still functionalized and needs to become one unit, firmly committed to represent all of its members in the most professional way. More and more Police and Sheriff Associations in California and in the United States are turning to professional arbitration to help them conduct negotiations with government bodies, and the use of this method seems to be getting results, as well as acting as a buffer between the representatives of the Association and the administration.

Let us hope that no matter who wins this election and represents us in the future, that each Board Member will attempt to work with the spirit of cooperation, openness and frankness. I want to be your Treasurer and your Representative, and I need your VOTE, but even more I want each member to exercise the voting franchise because that is the tool with which we will elect a professional and independent Board to carry out our business in the New Year.

JACK BALLENTINE

Croce Casciato Co. A.

I am offering myself as a candidate for station representative of Central Station for the following reasons:

1. I have the time available to serve on the various committees, attend the meetings, and to be available at all hours in case of an emergency requiring an association representative.
2. ISSUE: 20 year retirement plan: I will work and vote to support this measure at all times.
3. ISSUE: Uniform and Safety: I will make a point of passing CO.A's suggestions to this committee and also see that these suggestions are taken seriously.
4. ISSUE: POA Dues: I will

be very illiberal with our dues unless they are being spent to help us, the members.

5. If elected, I will continue the practice of posting a summary of what has occurred after every association meeting.
6. In closing, I wish to point out that I have been at CO.A. since January 1971 and I feel that I know the problems that the men face here and I will do my best to express these problems at the association level.

A VOTE for me will be greatly appreciated as I will be able, if elected, to give my 100% to the men of CO.A. as an independent station representative.

THANK YOU
CROCE "AL" CASCIATO



Tony Bell Retired

I, Tony Bell, a charter member of the SFPOA, and a member of the Retired Police Officer's Association, offer my services to you as your representative on the Board of Directors for the ensuing year. In 1973 I represented you until August, at which time I was hospitalized for three successive (and, I may add, successful) operations and thank God I am now in excellent health and am anxious to again serve you as I have in the past.

My attendance record in the SFPOA since its inception, as your representative (indicated above), as your director in the Retired Police Officer's Association, as a member of the SFPOA Insurance Committee, Director in two other organizations, Past President of another, its present trustee, on the standing committee of a 6,000 member organization on the weekly meetings of the Retirement Board, etc., etc. is 100 per cent and each of these meetings represents 60 miles of travel, come hell or high water.

My reputation as a fair and square person for any just and reasonable issue that will assist a fellow officer, regardless of race, color or creed, of whatever rank, I believe is unblemished.

So if you want a representative who is a "WORKER, NOT A SHIRKER", cast your vote at election time for Anthony J. (TONY) Bell.



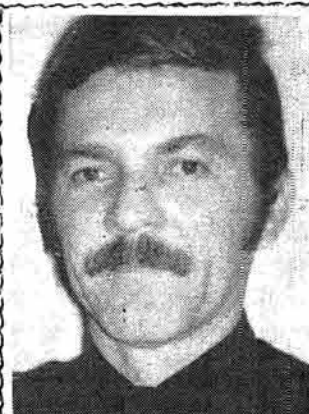
Paul Chignell Co. E

In just the past five years, I've seen the San Francisco Police Officers' Association become a powerful, influential organization: The transition from a social club to a "Find out what the problem is and then solve it," organization has resulted in ELEVEN BALLOT VICTORIES alone in the City Elections in this same five years.

Success can be measured, make no mistake about that. Success also includes a Memorandum of Understanding, Recognized Bargaining Agent for all Policemen in San Francisco, and a Bill of Rights for Policemen.

Many faces come and go on the Board of Directors over the years, but certain dedicated men continue to serve you. Retain Jerry Crowley as President, retain Bill Hemby as Secretary and elect Joe Patterson as Treasurer. And yes, please vote for me too, to continue to represent Co. E on the Board of Directors.

Fraternally, Paul C. Chignell, Director, Co. E



Gale Wright Co. K

RE-ELECT GALE WRIGHT CO. K REPRESENTATIVE

You have something I want — YOUR VOTE!

But I don't expect you to award it without at least an even exchange for something you need and should have.

You need to have a member representing you on the SFPOA Board of Directors who will:

A. Attend all the Board meetings, General Membership meetings, and Special meetings. (My attendance record is near perfect.)

B. Report back to Co. K on what took place at those meetings. (I do this through my unofficial posted minutes and or oral reports.)

C. Serve on several committees, which are vital to the accomplishments of Association goals. (Board of Supervisors, Legislative, Publications, and City Elections.)

D. Contribute meaningful and informational articles for the SFPOA newspaper, THE POLICEMAN. (I have been Editor since Feb. '74.)

E. Advise and counsel the members in: 1. Grievances (Sgt.'s Solo M-C list, Detail to Narco for 6 months, etc.). 2. Internal Affairs Interviews or interrogations (Several men in just the past year.)

F. Unselfishly spend many of his off-duty hours to fulfill the commitments attendant to representing the members of Co. K to the best of his ability.

If you would agree that you need these things, please vote for me, Gale Wright, for re-election to the Board of Directors. I will continue to serve you. To my knowledge, I have never failed to just plain listen to any gripe brought to my attention by any member of Co. K.

RE-ELECT GALE WRIGHT
CO. K REPRESENTATIVE

ELECTION

VOTE

JAN. 27-31

Do you want to initiate legal action to recover monies for the 15 minute roll call periods, or do you want to accept the Police Commission's offer to end the 15 minute roll call period, providing the Association agrees to stop any further proceedings?

Your choice is included on the ballot for President, Secretary, Treasurer and Station Directors. Don't overlook marking your choice in this matter.

NOTE: All ballots should be received by you by January 27. If you do not get your ballot by the PLEASE notify your present Station Director. He will get a duplicate ballot for you.

Postage is free, so mark your ballot, sign the ballot envelope and mail it back right away. Delays in mailing marked ballots usually result in their not being mailed at all, or by midnight of January 31, 1975.

Ballots will be counted on Monday, February 3, 1975.

MINUTES

BOARD OF DIRECTORS MEETING

DECEMBER 17, 1974

ROLL CALL
PRESENT - CO. A
CLONEY, CO. C. PAT-
TERSON, CO. E
CHIGNELL, CO. G PERRY,
CO. N. CAREY, CPHC
LYNCH, CO. K WRIGHT,
HQTRS. ALLEN, HQTRS.
NELDER, INSP. DEMP-
SEY, INSP. ALLEN, RET.
VOGELSANG, TREAS.,
HUSBY, SECT. HEMBY,
PRES. CROWLEY.

ABSENT - CO. D RYAN,
CO. F CHRISTENSEN, CO.
K MC VEIGH, CO. I
BANNAS.

EXCUSED - CO. B
O'CONNER

Brother Hebel asked that
we support Simpson and Leon
Bruschera for election on the
City Retirement Board. Vote-
#1 Passed.

TREASURERS REPORT -
HUSBY

The treasurer read a letter
from the S.F. Firefighters
asking for an additional
\$6,451.07 for the financing of
the Proposition H Campaign.
M/Wright S/Hemby, Ap-
prove the additional ap-
propriation from the
Legislative Fund to reimburse
the firefighters for monies
spent on the November
election campaign. Roll Call
Vote.

The treasurer then
presented additional bills
owed to the Labor Relations
Committee. M/Nelder
S/Cloney, additional bills
received by the Labor
Relations Committee be paid.
Vote #3 passed. Voice vote.
M/Cloney, S/Patterson,
accept the Treasurer's
Report. Voice vote passed #4.

ICPA - PATTERSON

The ICPA requested the
use of our mailing list for
distribution of their
magazine. m/Patterson
S/Wright, request that a copy
of the SFPOA mailing list be
sent to the ICPA so their
magazine may be sent to each
individuals home address. #5,
Roll Call Vote - Failed.

The ICPA is working on
legislation to reduce the Fair
Labor Standards Act
requirements for overtime
from sixty hours per week to
40 hours per week.

UNIFORM AND SAFETY
COMMITTEE - HUSBY

The speed loaders should
all have been issued by now.
The delay over issuing the
new holsters is because Hoyt
Holsters are hand-made and
take considerable production
time.

Meeting adjourned 8:00
P.M.

William J. Hemby
Secretary

**SUPPORT
OUR
ADVERTISERS**

MINUTES

GENERAL MEMBERSHIP MEETING

DECEMBER 17, 1974

GRIEVANCES — HEBEL

The back pay for the 45
minutes meal period
grievance for the Bureau of
Inspectors has, according to
Association Attorney Allen
Davis, a good chance of being
won in court. It is estimated
that between \$420,000 and
\$720,000 could be recovered
for the Bureau.

Attorney Davis will handle
this law suit under the
following conditions: if
successful his fee will be 33.3
per cent if the suit is settled at
the local court level and 40
per cent if the suit goes to the
State Supreme Court.

15 Minute roll call
grievance — The Police
Commission has sent a letter
to Attorney Allen Davis
asking if the Association
would drop plans for a law
suit over the 15 minute
reporting time, the Com-
mission would repeal the 15
minute roll call rule.

The issue of a law suit to
recover back pay for the 15
minute early reporting time
was discussed at length and
brought this motion. M-
Hebel S-Cloney, The issue of
the law suit for the 15 minute
reporting time be placed on
the ballot and decided by the
General Membership.
Alternatives should be given
to pursue this issue through
the courts or accept the Police
Commission offer. Voice
Vote, Passed 22 Yes — 10 No.

M-Cloney S-Carey,
Suspend the order of business
to read the letters of intent for
nomination.

The following nominations
were received: President-Jerry
Crowley, Dan Lynch;
Secretary-William Hemby,
Dave Christensen; Treasurer-
Paul Husby, Joe Patterson,
John Ballentine; Co. A-Lee
Nelder, Casciato; Co. B-
Donald O'Connor, Tom
Jones, Bruce McDonald; Co.
C-Ted Schlink, Stan Scheld,
Layne Amoit; Co. D-James
Boles, Hank Fikkers; Co. E-
Don Schneider, John Meek,
Paul Chignell; Co. F-Kelvin
Brown, William Arnold,
Theodore Bell; Co. G-Al
Perry, John Lynch; Co. H-
Tom Carey; Co. I-William
Banas, Tony Ribera; Co. K-
Gale Wright, Don Lucey,
George Walsh, Dave Seyler,
Carl Womack; Hqtrs. Co.-
John Grecco, Victor Wode,
Mike Hebel, Ray Carlsen,
Frank Kalafate; Crime Prev.-
Walter Garry, Don Merkeley;
Insp. Bur.-John Ruggiero,
Tom Dempsey; Retired-Tony
Bell, Frank Murphy.

There being no further
nominations, the nominations
were closed.

The following members
were appointed as the
Election Committee: Calabro,
Benner, Bunyon, Osuna,
Walsh, Costello, Schoenfeld,
Goad, Tovani, Foss, Kidd,
Lehane, Edmonds, McCoy,
Weiner, Schaumleffel.

M-Husby S-Cloney, Direct
the Election Committee that
no descriptive language be
used on the ballot to describe
any affiliation with any
groups for candidates run-
ning for election. Amended-
Bell S-Wright, the word
"incumbent" may be used
where applicable. Voice vote,
Passed.

PATROLMAN II

The police commission
wanted to up-grade two jobs
under reorganization; the
property clerk and officer in
charge of Community
Relations. The Association
maintained that Patrolman II
must be included with that
package. The Police Com-
mission later agreed and sent
this package to the Mayor as
a supplemental ap-
propriation.

Patrolman II qualifications
will be grandfathered with 8
years in rank or 5 years with
an Intermediate POST
certificate and 40 hours per
year training.

Internal Affairs.
If you are notified:

a. You are under in-
vestigation — You are en-
titled to representation.

b. You are a witness only —
You are not entitled to
representation. The POA is
working to alter this directive.

Other terms of Negotiation
(Labor Relations Committee)
include late overtime, late
E. W. W. overtime,
marksmanship pay, as well as
other items.

Twenty (20) Year Retirement
There will be an interim study
this month. Benefits are:

1. 50% at 20 years up to
80% max.
2. 60 years of age maximum
(but could be more than
30 years service).
3. Disability benefits same as
we have now.
4. Up to 8% annual cost of
living adjustment.
5. 5% Contribution rate.
6. Local jurisdictions' money
would stay locally. The
State would make up any
differences to the local
system and the retired
person could receive just
one check.
7. There would be no loss in
benefits by going to the
State system (by Law).
8. Over 50% of all police and
fire retirements are for
disability. If the local
jurisdictions can be made
to handle these locally
(local funds) then the
overall costs of a state
plan would be reduced by
one-half.

Meeting adjourned.

William J. Hemby
Secretary

SFPOA INCOME STATEMENT MONTH ENDING NOVEMBER 30, 1974			
INCOME			
Dues - Active	601	\$ 11,257.20	
Dues - Retired	603	18.00	
Insurance - Administration		330.00	
S.F. Policeman		1,500.00	
Assessment		50.00	
TOTAL			\$ 13,155.20
EXPENSES			
Administrative Expenses	705	\$ 70.00	
Awards & Donations	709	17.50	
Board of Directors	723	52.14	
Dues Collection	728	398.05	
Equipment Rental	730	168.38	
Expense Account (President)	744	65.00	
Insurance & Bonding	753	145.20	
Janitorial Service	761	84.26	
Maintenance (Equipment)	771	73.23	
Mailing	772	26.63	
Public Relations	773	300.00	
Rent	776	1,106.00	
Salary Office	777	300.00	
Salary Executive	781	428.67	
Supplies Office	782	189.65	
Supplies Administrative	783	154.89	
Tax Payroll	784	160.33	
Tax Personal Property	792	511.82	
Utilities			
Committee Expenses	830	285.00	
Health Service/Retirement	845	1,500.00	
Legislative	860	2,125.00	
Screening	863	566.50	
Publication	870	472.37	
C.O.P.S.			
TOTAL			\$ 4,551.75
			\$ 8,603.45

SFPOA BALANCE SHEET MONTH ENDING NOVEMBER 30, 1974			
MEMBERSHIP:	1748	ACTIVE,	399
			RETIRED
ASSETS			
Petty Cash	101	\$ 150.00	
General Fund	103	1,335.20	
Legislative Fund	105	6,034.04	
Emergency Fund	107	11.90	
Dues Receivable	161	1,603.61	
TOTAL ASSETS		\$9,134.75	
LIABILITIES & RESERVE			
Payroll Taxes Payable	399	\$ 833.20	
Unexpended Reserve	501	8,301.55	
TOTAL LIABILITIES & RESERVE		\$9,134.75	

THE S.F. POLICEMAN FINANCIAL STATEMENT November 30, 1974

BALANCE - October 31, 1974		
General	\$3,036.14	
Pre-Paid Ads Reserve	1,860.00	\$4,896.14
REVENUE		
Subscriptions	28.00	
Ads	4,387.50	
SFPOA Salary Subsidy	487.68	4,903.18
WORKING CAPITAL - November		\$9,799.32
LESS EXPENSES		
Salaries, Office	287.68	
Salaries, Executive	200.00	
Commissions on Ads	1,751.35	
Printing (Special & Nov. Issues)	2,362.34	
Printing (Misc.)	5.43	
Utilities	82.31	
Office Equip. Maintenance	18.50	
Office Supplies	41.73	
Misc.	6.71	
Advance to SFPOA	1,500.00	6,256.05
BALANCE - November 30, 1974		
General	2,477.27	
Pre-Paid Ads Reserve	1,066.00	\$3,543.27

THE S.F. POLICEMAN FINANCIAL STATEMENT December 31, 1974

BALANCE - November 30, 1974		
General	\$2,477.27	
Pre-Paid Ads Reserve	1,066.00	\$3,543.27
REVENUE		
Subscriptions	62.00	
Ads	1,750.00	
SFPOA Salary Subsidy	387.25	
Credit Union Loan	2,500.00	4,699.25
WORKING CAPITAL - December		\$8,242.52
LESS EXPENSES		
Commissions on Ads	625.85	
Insurance	108.00	
Misc.	77.30	
Printing (Dec. Paper)	702.27	
Printing (Misc.)	35.00	
Mailing	200.00	
Salaries, Office	187.25	
Salaries, Executive	200.00	
Office Supplies	30.44	
Utilities	33.25	
Equipment (Photo-copier and Stencil-utter)	2,282.35	
Credit Union Loan Payment	80.00	4,561.71
BALANCE - December 31, 1974		
General	3,304.81	
Pre-Paid Ads Reserve	376.00	\$3,680.81

RETIREMENT DINNER

Honoring

Chas. Frescura
Ed Hall and
Bill Valentine

WEDNESDAY - JAN. 22, 1975
Italian-American Hall
25 RUSSIA ST.

HOST
COCKTAILS
6:30 - 7:30 PM

\$12.50
PAID FOR
ALL

ROAST BEEF
DINNER
AT 7:30 PM

For tickets, Contact Phil Roebing, Tom Walsh or Lou Hutzler BqI

WIDOWS AND ORPHANS

Minutes of December
meeting of Widows and
Orphans. Meeting was called
to order at 2:10 p.m.,
Wednesday, December 18,
1974, by President William
Parenti.

MICHAEL A. LUJAN was
accepted into the Association
as a new member. The
Secretary reported the
following donations:

Cooper Bros.-courtesies
extended by Co. K — William
Lutton-In memory of Bob
Olson Mr. & Mrs. Graham-in
memory of Mr. & Mrs. Earl
Moore, Mr. & Mrs. Car-
michael-in memory of Earl
Geibenhaim — Mr. H.L.
Bevilcokway-numerous favors
by Police (\$1,000.00)

Treasurer Barney Becker
reported the following deaths:

BEN LASHKOFF-age 53
at his death-Entered the
Department in 1946-Served
faithfully and for a long
period of time in the In-
telligence Unit and then the
Bureau of Inspectors.

ROBERT MARTIN-age 82
at the time of his death-
Entered the Department in
1924 and retired on disability
in 1946.

DANIEL NILAN-Only age
50 at death-Entered the
Department at age 25 served
at various stations, Juvenile
Bureau. Was appointed a full
Inspector in 1973.

ROBERT SULLIVAN-age
77 at his death-Joined the
Department at age 34. Bob
was one of the last Patrol
Wagon Drivers and acted as
chauffeur for many Chiefs-
Retired in 1962 on disability.

ROBERT WEST-age 72 at
his death-Entered the
Department at age 25. Served
in various district stations.
Was appointed a Sergeant in
1943. Retired in 1959 on
disability after serving the last
8 years at the Taraval Station.
Under Unfinished Business
the President instructed the
Secretary to cast a unanimous
ballot for the following
unopposed Officers and
Trustees:

PRESIDENT — FRANK
JORDAN; VICE
PRESIDENT — JOHN
DEVINE; Both to serve for
one year.

TRUSTEES: MARK
HURLEY, GEORGE
JEFFREY, JAMES PIGOTT,
ANDREW QUAGLIA; They
will serve for two years.

Letter advising members of
the election to be sent by
Secretary.

Treasurer advised the
members that there had been
38 deaths the past year.
Meeting adjourned at 2:50
p.m. In memory of the above
departed Brothers.

Bob McKee
Secretary

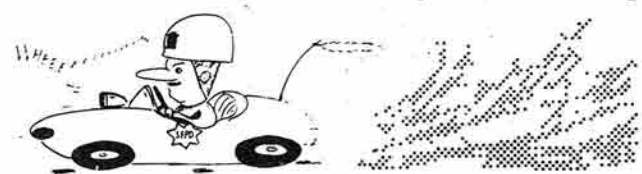
**WRITE THE
EDITORS!**

GIVE BLOOD!

RETIREMENT NOTICE

**Are you thinking about retiring?
Service or Disability? Which way is
better for you?**
**Contact the Association Retirement
Officer Mike Hebel,
Ext. 1451 to get the answers you
need to know.**
**Protect yourself BEFORE retire-
ment.**

ON ROUTINE PATROL by S.G. Yasinitsky



Another year is over. We lost some and won some. And being an incurable optimist I always look toward the future with hope. Things could be worse, so thank God for whatever blessings we have and hope for the best.

Just before last year ended we lost two more good guys. Ben Lashkoff died even before our last month's issue came off the presses mentioning his illness. And Dan Nilan left this world so suddenly, so unexpectedly. It seems that only the other day he was running for President of the Association, almost making it. *Memento mori*, brothers, and don't forget those with whom you walked the beats.

Old Hall habitués will be glad to hear that Dan Gilfeather paid me a visit last month. Old Danny now moves even slower than he shuttled his elevator at 750 Kearny. He is living at a rest home, but still gets around. And even though he was probably the slowest elevator operator, Dan was sure to get you up or down. It's more than can be said for the automated lifts at our present headquarters, which all start running up when you punch the "down" button, or fail to appear at all when you have an emergency call.

Ronald Reagan wasn't the only one with a full head of hair to retire on December 31st. The Dean of the Burglary Detail, Charlie Frescura, finally pulled the pin that day. And he claims that his hair is naturally dark, too. Charlie joined the police department 39 years ago, the same year that Ed Paasche was born. Charlie was transferred into Burglary when his last lieutenant, George Dyer, was graduating from high school. . . . Many happy barbeques, Charlie.

Dan Lynch of Crime Prevention walks with a trace of a limp, an unusual posture for one in that front-line unit. So I must snitch on him about it. Back in 1965 Dan was at a major hotel fire at 5th and Harrison where he intentionally broke the fall of a man who had jumped from the fourth floor of the burning building. Dan's left leg was broken, a bicep removed, and besides the two discs taken out of his back he got two pins in his right shoulder. And yet our Danny hasn't even thought of applying for a pension. "I like police work," explains our hero.

More dirt about the District Attorney's staff. John Rowland, for instance, has now definitely been identified as a former Irish football player. Yep, I have learned that he is well qualified for the next available judgeship, since he had so much experience on the bench at Notre Dame.

Last year many good coppers showed their colors in full splendor. But I've never mentioned the Park Robbery Crew: Ernie Maggio and Tony Arnold. They alone collared some 95 holdup men last year. And even when alone, they came out



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

The 10-29 (Persons and Vehicles 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 such 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 in the last three months.

In the early evening of 10-28-74 officers Copland No. 1911 and Bergmark No. 979 responded to the 2000 block of Union Street on a theft call. There they were able to apprehend and question a suspect. A warrant check was made. Although the suspect was not connected with the theft, he was wanted by the San Diego Sheriff's office on a warrant charging contempt of court.

On 11-2-74 officers Spencer NO. 243 AND Black No. 1149 in 3E1 were investigating an armed robbery which had occurred on Fell Street. During the course of investigation they were able to arrest two suspects. When the female suspect was checked through CABLE a want for

two counts of Failure to Appear on Burglary charges by the Concord Police Department were discovered.

On 11-5-74 officers Shaffer No. 964 and Lawson No. 939 in 3D8. were called to the Mission Emergency Hospital where they observed a very intoxicated female. During the booking procedure, CABLE information revealed she was wanted on narcotics and drunk charges by the Sacramento Police Department. Later that morning these same officers responded to the Royan Hotel on Valencia Street. They observed a very intoxicated male in front of the Hotel. During the booking procedure, CABLE information revealed he was wanted on a failure to

provide for a minor child warrant by the Sacramento P.D.

While on foot patrol in the 2300 block of Mission on 11-1-74, officers Rubino No. 448 and Murphy No. 1394 observed an auto parked in a bus zone; on approaching the auto, it was observed that the ignition had been punched out. The passenger was questioned and CABLE showed he had warrants. The driver was trying to pawn a camera.

The officers checked the camera and were informed by Cadet O'Connor No. 13 of Auto Stasis that the camera was stolen in Oakland. A Master Charge Card found in the vehicle was checked and it had been stolen. Further investigation linked the suspects to a burglary.

On the evening of 10-21-74 officers Del Torre No. 2043 and De Renzi No. 2038 were on patrol in the area of Mission and Cortland Streets. They observed an auto traveling on Mission at an extremely high rate of speed. They observed the driver commit numerous traffic violations while they attempted to apprehend him. They were finally able to

effect the arrest in the 1400 block of South Van Ness. Both the driver and his passenger were checked for warrants. The passenger was wanted by the Orange County Sheriff's office on a charge of Burglary (\$15,000 bail) and other traffic warrants.

On 11-7-74 officers Flannigan No. 207, Seybold No. 1869 and O'Connor No. 730 responded to a disturbance in an apartment on Army Street. During the course of their investigation they were able to arrest one female on narcotics charges and a warrant for bad checks. Her male companion was also arrested on narcotic charges. During processing, an alias was revealed for the male by fingerprints. When this identity was checked, CABLE disclosed he was wanted for forgery and bad checks.

On Sunday, 11-10-74, about noon time, officers O'Connell No. 128 and Wasley No. 1046 were in the 800 block of Bush Street. They had been assigned to that area for the Veteran's Day Parade. They observed a party strongly resembling a person portrayed on a Departmental Wanted flyer for bank robbery. They

othropedist. It's as simple as that. . .

Who is the evil crook who wasted millions on that travesty, the new Army Street "cloverleaf"? . . . Ever since it was opened last year, I got lost there at least every time, trying to get to my destination. And have you ever tried to get back on it and get going in the right direction the first time around. Maybe instead of thinking of tearing down the unbeautiful but functional Embarcadero Freeway, our politicians should try to get to the San Francisco General Hospital from the Army Street offramp in a hurry. Then they'd want to tear this thing down instead. In any case, it seems that tar and feathers are in order. . .

For the most offensive police movie of the year my Gallows Poll selected *Freebie and the Bean*. This stupid and not very entertaining film shows policemen just the way every cop hater would like to see us. A pair of "detectives" beat up, execute, and maul people in this movie; they endanger citizens by their unbelievably reckless and senseless driving, and carry on a very offensive and vulgar dialogue that caused even my seasoned ears to wilt. And although the story was shot in San Francisco, the uniforms and cars are nothing like anything we have. Thank God for that. Hopefully viewers will not associate this madness with our fair city.

Suburbia isn't everything it's cut out to be nowadays, either. In Burlingame I saw a bicycle chained to a rack which itself was chained and padlocked to a concrete bench. But things there aren't all bad yet — the bench wasn't attached to anything. There's hope, citizens. . .

At a porno book store a sign read "YOU MUST BE 18 TO BROWSE HERE," and a Japanese tourist inquired where was a man 45 permitted to browse.

And Fraud's Ray Canepa described a bus load of Japanese tourists observed on Presidio Avenue, disembarking and, completely oblivious of a two-alarm fire raging on that corner, filing directly into a porno movie there. I have learned that this stop is a regular and the most popular feature of their tours in San Francisco. And in the inimitable Japanese style, disciplined to the end, after the prescribed 20-minute stay at the flick, their guide clicks a loud mechanical clicker, whereupon the tourists get up, as if by command, and no matter how deep the subject on the screen, file out of the place to their bus.

My namesake, Sviatoslav Richter, the Russian pianist, was overheard practicing the piano by Officer Dumcop who found the Richter scale earth-shattering.

questioned him and ascertained his true identity. He was indeed the suspect wanted for bank robbery. Further checks revealed he was wanted for bank robberies and parole violations in Washington and Nevada as well as California.

Officers Pinosky No. 951 and Pawsey No. 1093 were on patrol in the area of 16th Street and Capp Street the evening of 11-21-74. They observed a suspect standing on the corner whom they recognized as being the subject of a wanted bulletin. A CABLE check quickly confirmed the subject was wanted by this department on a Grand Theft charge.

In the early morning of 11-23-74 officers Peck No. 1878 and Siegfried No. 1769 observed a vehicle being operated at a high rate of speed on Union Street. They were able to stop the vehicle and question the driver. Investigation showed that in addition to drunk driving the operator was wanted by Coos County, Oregon on a warrant for first degree theft and the theft of services in addition to local traffic warrants.

A record of all pawned

items in San Francisco is sent to the Police Department. The name and address of the person pawning the item must be furnished. This information is put through CABLE and persons with warrants are located. Here are some of the hits in November and December.

On 11-5-74 suspect was arrested on a narcotics warrant and numerous traffic warrants.

On 12-16-74 information from pawn slips led to the arrest of a suspect wanted for unlawful flight-auto theft. The F.B.I. made the arrest.

On 1-2-75 Inspector Weiner No. 1251 and Inspector Tachilin No. 1662 arrested a suspect wanted by South San Francisco on a firearms charge, possession of stolen property charge, and various narcotics charges. This person's address was discovered from pawn slips.

On 11-28-74 officers Nutting No. 1924 and Wiegner No. 119 of Richmond Station, acting on information developed from pawn slips, were able to arrest a suspect residing on Cabrillo Street on warrants for Grand Theft and thirteen traffic violations.

**CONSULATE GENERAL
OF ARGENTINA**

870 Market Street
San Francisco

**CONSULATE GENERAL
OF SWITZERLAND**

235 Montgomery Street
San Francisco

**CONSULATE GENERAL
OF GREECE**

2441 Gough Street
San Francisco



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

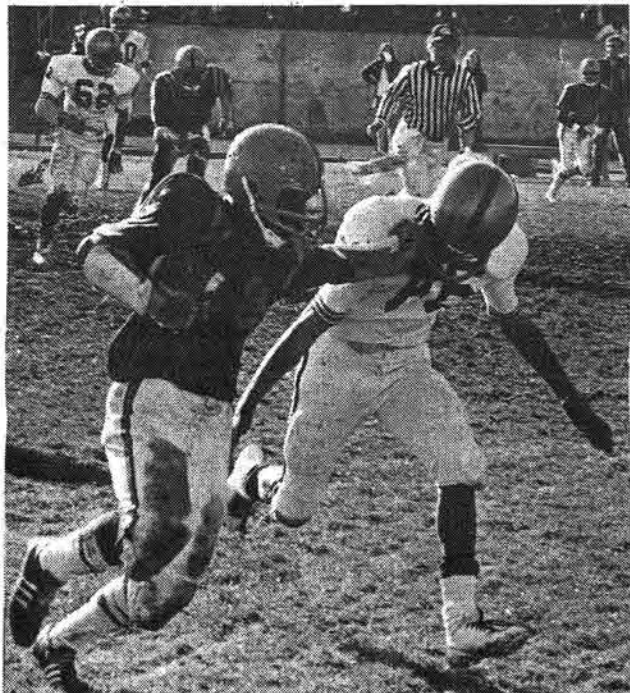


FOOTBALL

The Sgt. Joe Lacy Memorial Football Game highlighted the end of the 1974 Football Season for over five hundred boys. The youngsters have been playing ball on fourteen teams since early August. The coaches and players have exerted their best efforts towards the claiming of the 1974 PAL football championship. The winning teams names will be etched on the perpetual trophies, while the teams that didn't make it will ponder over this year of what went wrong and plan their comeback for 1975. This year's winners are the Jr. Bantam PAL Hawks, the Midget PAL Cobras and the Jr. Midget PAL Spartans.

Game. They could not quite get their team rolling and lost to Foster City Lions in the NORCALFED playoffs. The season was long and the PAL league title was sweetness to their ears.

The Jr. Midget Division title went to the PAL Spartans coached by Chuck Barbarini. The division has since expanded to include the PAL Condors, the PAL Dolphins and the PAL Falcons. The Spartans have maintained and nurtured their football machine from Crocker-Amazon Playground and their efforts claimed another league title. The Spartans defeated the San Jose Bucs in overtime 13-12. The Spartans came in second in the



Sgt. Joe Lacy Memorial Game at CCSF

For the second straight year the PAL Hawks coached by Inspector Kelly Waterfield, upset the three time Champs — the PAL Trojans for the league title. At the Sgt. Joe Lacy Memorial Game, the PAL Hawks reasserted their championship ways and defeated the San Jose Raiders in overtime 13-12. They later went on to the Northern California Federation finals and beat a strong Stockton team to boost a 10-0 season record.

The PAL Cobras have continually placed second in the Midget Division, but this year they upset the PAL Gladiators to win the league title. The PAL Cobras are coached by Glen Lee, who has been with the program for over five years. He and his brother Gary have waited a long time to guide their Cobra teams into the Sgt. Joe Lacy

NORCALFED finals.

The PAL congratulates the coaches and the players of the PAL Hawks, PAL Cobras and the PAL Spartans on their successful season. The PAL also extends its appreciation to the teams and coaches of the remaining 11 teams who competed in 1974.

BOYS BASKETBALL

The PAL Basketball season started December 7th. Boys in Grades 6 through 9 are playing every Saturday. It is too early in the season to pick the Championship bound teams, but you might want to see some of their youngsters in action. Games are played at the following Junior High Schools: Marina, Burbank, Everett, Potrero Hill and Portola.

TRACK AND FIELD



WCAL-AA meet at St. Ignatius

The PAL Track Committee is preparing for the 1975 season. The AAA-WCAL Track and Field relays meet will be held during March. Any person who would be interested in officiating at any

of the events should feel free to contact the PAL. Track and Field is gaining in popularity among the youngsters and coaches and officials are needed.

PAL GAL BASKETBALL LEAGUE

In 1974 the Police Activities League introduced sports to the girls of San Francisco in the form of the PAL GAL Basketball League. Ten teams from various areas of the City competed to determine which should be considered champion of their respective divisions.

After six weeks of league competition, the PAL Bulls took first place in the 6th Grade League, while the PAL Derringers of the 7th Grade League were battling the PAL Muskets for first place with one game decision as the final result. Congratulations, girls in the PAL GAL Derringers.

The PAL Bullets overpowered the teams in the 8th Grade League to become the owner of first place and the champion of their division.

The teams in the senior circuit were all very surprised by the highly skilled playmaking of the PAL Pistols in the 9th Grade League, who completed an undefeated season in their first season of League play.

With ever increasing interest among girls in sports, next season promises to bring bigger and better things for girls in the PAL GAL Basketball League.

SPRING ACTIVITIES



Beautiful Soccer Goalie Save

The PAL will begin its spring cycle with more activities. Organizational meetings will convene during late February and early March in the following sports: Baseball, Soccer, Girls Volleyball, and Track and Field for boys and girls. These

sports are in addition to the year-round programs in the Boxing and Judo Divisions. Interested boys and girls should contact the PAL Office Monday through Friday between 9 AM and 5 PM at 567-3215 and 553-1158.

PAL RIFLE TEAM

The PAL has formed a rifle team which will meet in competition with other organizations as well as matches with other PAL Clubs. In order to participate in the PAL Rifle Club, one must be a member of the PAL Law Enforcement Division and have successfully passed the Hunter-Safety Program. Officers Tom Morris and Bill Leet are heading up these programs.

In order that the team is entered on an official basis, the PAL has registered its team with the National Rifle Association. The team will enter into formal competitions during 1975.

The PAL Rifle team is presently using the Junior Rifle Club in the U.S. Presidio and will hold an inter-club competition match on Monday, December 23rd, at 6:00 PM

LAW ENFORCEMENT

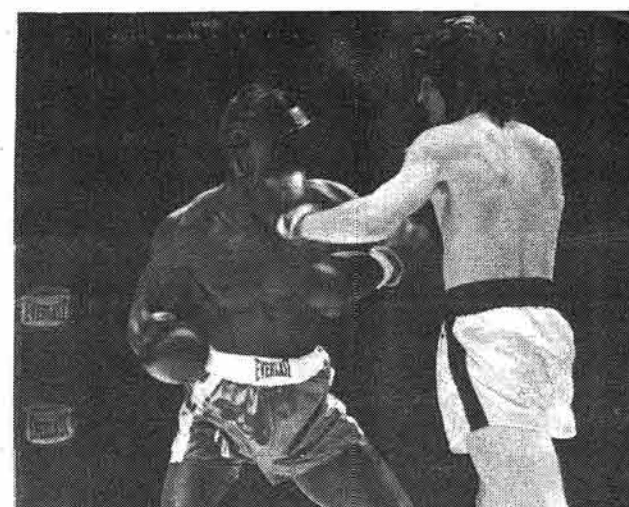


Law Enforcement Enforcement Honor Guard

The Law Enforcement Cadets had a very rewarding fall semester. Besides learning about various aspects of Law Enforcement, they were able to apply some of the theory. The Cadets proved that they could organize themselves and provide a significant contribution in providing security at the PAL Circus and the Sgt. Joe Lacy Memorial Football Game. The Cadets assisted with the Policeman-Fireman show at the Shriner's Hospital which was a rewarding experience. Crime

prevention is next on the agenda when Law Enforcement boys and girls will pass out Anti-Drunk Driving literature downtown for the Traffic Bureau. The Law Enforcement Rifle Team will be demonstrating their safety and marksmanship skills when they compete against other clubs in .22 rifle matches sanctioned by the National Rifle Association. 1974 was busy and 1975 will be busier. The Law Enforcement Division wishes you a Happy New Year!

BOXING



Paul Sherry in action at the Cow Palace

PAL Boxer Paul Sherry has worked his way to the ALL-American amateur team. National AAU Chairman, Roland Schwartz reported that this year's team is the best in history of amateur boxing. He expects that this

year's selections will ably represent the USA in the 1976 Olympics. The PAL is proud to present that the PAL's boxer, Paul Sherry has placed second in the light welter weight division.

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SPORTS

S.F. POLICE FOOTBALL TEAM

by Bob Del Torre

The San Francisco Police Department's football team was sponsored by The Bottom of The Hill Restaurant, located at 1233 - 17th Street. The team was entered into the tough Jackson Playground Flag Football League. Although the majority of the players had never played rougher flag-type football before, when the season ended — they surprised everyone. S.F.'s Police team went on to win the Jackson League Championship with a record of 5 wins against only 1 loss; not bad for a team just starting to play this type of football.

Throughout the season the explosive offensive team, averaging 38 points a game, was led by the superb passing and leadership of quarterback **Mark Porto** (Co-Captain). The ground game was strong with the hard running of **Earl "The Pearl" Rochlin**. The offensive linemen are to be complimented not only for their great blocking and solid pass protection, but for their deep desire to win. **Bob Barnes**, **Dave Maron**, **Ed "Iron Man" McDonough**, **Art Tapia**, and **Ray Shaffer** accomplished the linemen's tasks. The three talented pass receivers were the spirited **Craig Piro**, **Herman Clark**, and **Vern "The Flea" Crittendon**. They were fantastic in their pass receiving and their elusiveness scored the majority of touchdowns for the team. **Tony Rodriques** also stepped in at Q B and proved he was a top passer for the offensive unit.

The defense was not known as the "Purple Gang" from the Minnesota Vikings, nor were they known as the "Mean Machine" from the movie "The Longest Yard", but were known as "The Wrecking Crew". The defense certainly lived up to their name, constantly menacing opposing teams and stopping them on the big plays.

The defensive secondary was led by **Mike Lawson**, one of the best safetymen around, the talented **Jimmy (J.T.) Taylor** and **Mike Keyes**.

Always giving 100% of themselves, these three men stopped several long runs and knocked down numerous passes throughout the season. The linebacking chores were given to the hard-hitting **Dan Dougherty** and **Bob Del Torre**. It seemed wherever the ball carriers were, these two players were stuck to them like glue. Not enough could be said for the defensive linemen. Opposing quarterbacks were plagued by these men, who consistently dropped them for losses. The front wall they provided was rarely penetrated. **Bob (Roddy) Rodriquez** (Co-Captain) and **Herb Lockner**, two of the most respected and dedicated players on the team, and the quick and agile **Marion Jackson** headed these corps.

The specialty team or better known as "The Suicide Squad", who constantly intimidated opposing teams, was spearheaded by **Jimmy Taylor**, **Ray Shaffer**, **Mike Lawson**, **Bob Del Torre**, **Bob Barnes** and kicker **Mark Porto**.

Other players that will participate in future games will be **Bob Nighton**, **Jerry Donovan**, **George Firchow**, **Dan Lawson**, **Steve Lundberg**, **Jeff Barca** and **Dan Feretti**.

If there was one word to describe this year's team it would be "togetherness". Whether the team won or lost, the players stayed together as one family. Capturing a Flag-Football Championship is rewarding but the "Big Game" is yet to come. The Police team is ready and waiting to take on its fiercest rivalry, S.F.'s Fire Dept.

The members of this year's team would like to dedicate the Fire Dept. game as a tribute to the late **Inspector Dan Nilan**. Dan was not only a great friend to all, but also a tremendous supporter to the Police Athletic Department.

The game against the Sheriff's Department is scheduled for January 18, 1975, 11:00 A.M. at Jackson Playground (17th Street & Arkansas).

Golf Club News

On Friday, December 13, 1974 the final monthly tournament of 1974 was held at San Ramon National Golf Course. The results of this tournament sounded like an old song. Vic Macia was first 'again' with a gross 86, net 67. Second place was also repetitious with Dave Minner shooting a 78 and a net 69. Third went to Pete Alarcon, fourth was Director Ed Cummins of Co K, fifth was Darol Smith, sixth was Charles Beene and seventh was Vic Rykoff.

The hole-in-one had a new face at least in first place. For the first time in a year I put one on the green 6'4" for first place. Charles Beene was second with a measurement of 10'1 and Tom Ryan was third with a shot 11'8" from the hole.

Darol Smith had the low round of the day, a 76 and Dave Minner had a 78. There were three 83's an 82 and an 81.

For the first year of a new club I think we have done fairly well. We have averaged

32 members and five guests per tournament. Financially we are solvent and have plans to purchase a perpetual trophy right away.

Next years schedule has been decided upon right now we are waiting for confirmation on the proposed dates and places; as soon as they are confirmed all members will receive a notice. Hopefully by January's publication I will be able to publish this schedule.

The 1975 Dues are now payable. We finished 1974 with one-hundred members. In 1975 we have scheduled all our tournaments on week-days; I'm sure this will cause some members to quit, others may wish to join. If you are interested call me I will send you an application form.

I'm trying to make this club as interesting as possible but I need help. If anyone has any suggestions please let me know your ideas.

Jerry Cassidy
Co. K E&I Solo M/C
533-1235 or
210 Stilt Ct, Foster City, Ca

The first year of the San Francisco Police Golf Club has been completed. It appears to have been a success as we ended the year with 100 members, financial security, and most everyone apparently happy. The happy part will be confirmed upon payment of the 1975 dues which are payable now.

This golf club is open to all active and retired members of the San Francisco Police Department. We have members from all ranks and almost all stations, details and assignments.

For those not familiar with the club this is how it works: every member gets a handicap; we are using the Northern California Golf Association method. We have monthly tournaments on different Bay Area golf courses, rotating areas so as to minimize driving as much as possible. At these monthly tournaments we charge normal green fees plus an

amount from \$1.50 to \$2.50 for a prize fund. Prizes, which are usually merchandise orders and or golf balls, are awarded on a handicap basis.

Hopefully as the club matures we can arrange competition with clubs from other departments including the SFFD and the Oakland Police Golf Club. Also anticipated is a weekend tournament to a place like Reno, Lake Tahoe or the Monterey Peninsula.

If anyone is interested and wants to join, fill out the application form below and send to me with the 1975 dues. Make all checks payable to the S.F. Police Golf Club.

If anyone is interested but wants further information, call me or any other member and we will answer your questions. Jerry Cassidy, Co K E & I, Rm. 150, Hall of Justice, 553-1235; or 210 Stilt Ct., Foster City, 349-3426.

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WE LOST MORE THAN A BROTHER OFFICER



Sports Editor Dan Nilan

On Friday the 13th of December this department lost another fine police officer. Though this fine officer did not die a heroic death, it was still just as shocking to us all. This man was not only a fine police officer, but was one of the finest human beings it was my honor to know. He was always giving of himself and was always there when you needed him. He was the prime mover of the Police Athletic Club and also the social director of the whole department. Although I counted this man as my best friend I am sure that there were hundreds of others who made the same claim. Even though this man was always there when any fellow officer needed him, he was still the most devoted family man I have ever seen. The finest tribute I can give to this officer's memory is to say "God bless you Dan Nilan and all of us will miss you."

D. Lynch

Inspector Dan Nilan died December 13 following a brief illness. He was 50.

A member of the department since August, 1949, and an inspector since July, 1973, Nilan was a familiar sight around the Hall of Justice and the district stations.

An avid sportsman, he was Sports Editor of The Policeman and secretary of the San Francisco Police Athletic Club.

Although he had received three Captains Commendations for his police work — one in 1960 for the arrest of two burglary suspects, and two in 1962 for capturing an auto theft suspect and another burglary suspect — Dan cherished most the awards he received in athletic competition against his fellow officers.

His most recent accomplishments occurred at the 8th annual California Police Olympics in Sacramento in August when he won three Gold and one Silver medals.

An all-around athlete, Dan won his Gold medals in the "50' & Over" category in the Discus Throw, the 100-Yd. Dash, and the 440-Yd. Dash. He took second place in the Shot Put event.

In prior Olympics, he had accumulated an assortment of awards and was the Commissioner of the Track and Field events during the 1st International Police Olympics that were held here the last of August.

In addition to the above, he actively participated in numerous golf and tennis tournaments.

In September, Dan began working towards his "second" career and "moonlighted" as a salesman of disability insurance for the ITT Life Insurance Corporation.

As it was in anything that he did, his drive for success was so great that within two months, he was ranked as having the third highest sales of the 9,000 ITT salesmen throughout the nation.

Dan is survived by his wife, Martha, and a son, David.

The family has requested that contributions be made in Dan's memory to the San Francisco Police Athletic Club . . . an organization made up of policemen who participate in sports competition amongst themselves.

by Malcolm Glover

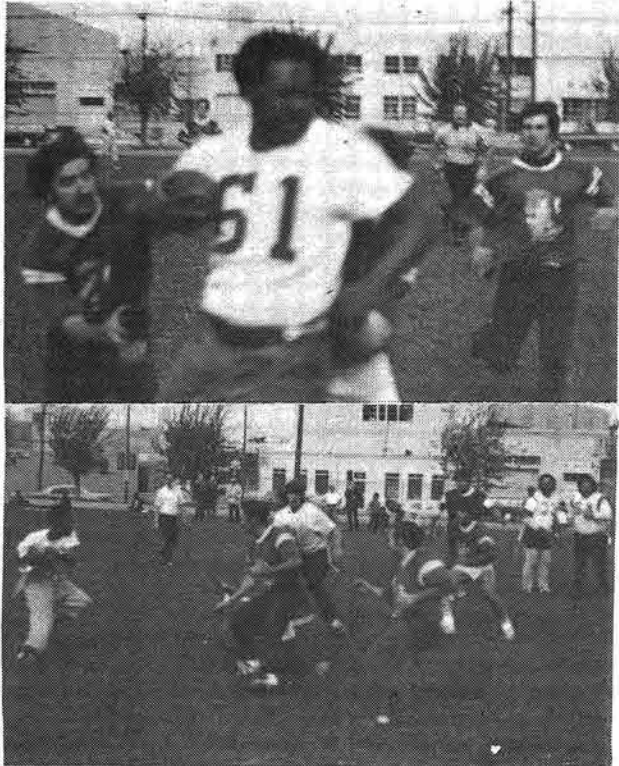
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SOA RESPONDS

Letters

to the
Editor

EDITOR:

05 January 1975

For the past few months our Association has enjoyed reading your publication, and more directly Jerry Crowley's and your editorials, concerning your department and Association.

It is our concern to not only develop a stronger police association here in Southern California, but hopefully achieve a better understanding of those Associations in other states as well as those in Northern California.

Which brings us to the point of this letter. The Association would like to have your permission to reprint any articles that appear in the POLICEMAN, which we feel has direct importance to our members. We will of course give full credit to your paper for any and all articles used by us.

We hope that you will agree to this, it would be a good feather in our hat, to have your column in our publication. Please consider this to be an open invitation to you and your staff! Keep up the good work.

Steve W. Deeble, Editor
Pomona POA
9999 East Imperial Hwy.
Downey, Ca. 90241
Suite 213

President
San Francisco Police Officers Assn.
San Francisco Police Dept

Dear Sir,

The San Antonio Police Officers Association is presently sponsoring an interdepartmental publication we call the Centurion, and would be grateful for any help in this endeavor. Primarily, we are soliciting samples of other police publications to use as a standard for our own paper. We would also welcome any police-oriented articles (i.e. equipment innovations, police techniques, short stories, pictures, jokes, etc.) and would send to the donor the published article.

We would appreciate a sample copy of your publication, or better yet to be placed on your publications mailing list. In return we would, of course, send you our monthly Centurion. But, in any case, your help or suggestions would be greatly appreciated.

Thank You,
Det. Tom Tannehill
Centurion editor

Send inquiries and information to:

The Centurion
PO Box 607
San Antonio TX 78293

Editor:

I read with interest Brother Chignell's comments regarding the Supervisory Officers Association. As a member of the SFPOA and the SOA, I feel that his inherently snide observations were totally unnecessary. The SOA was formed to promote civil service appointments and to present the supervisory officer point of view to the Chief and the public. It is an association with a positive attitude toward professional law enforcement. We have no argument with the POA and, in fact, most of us are also members of the POA. We pay dues, we attend meetings, and we support many of the objectives of the POA. It seems that Brother Chignell feels that if you do not follow certain rules in the manner of a robot, you are either a subversive or you are anti-POA. Our membership is not subversive, not anti-POA and not a bunch of robots. We are for professional law enforcement, we are for civil service promotions, and we do feel that Sergeants, Lieutenants and Captains are entitled to a voice that will present their points of view to the Chief of Police and the public.

With the hope that these divisive comments will be minimized in future editions, I remain

Fraternally,
MARIO Amoroso

WIFE'S CORNER

by Carol Gerrans

Many thanks to the Police Youth Program Officers and the Pal Cadets for setting up the picnic in October for our children again last year. This was the fourth year the picnic has been held and I still think it's fantastic! If you've missed it, try to make it this year. The picnic is a spin-off from the picnics held for the San Francisco school children. This is one day our children can see what daddy does at work. I should explain that along with the picnic there are demonstrations of just about all the department's equipment that is available... scuba, helicopter, horses, dog unit, finger printing, patrol cars, parks and beach bikes, etc. And to complete a really neat day you can have your mug shot taken courtesy of the Photo Lab. Our sincerest thanks to the Police Officers' Association for their financial support this year and the years past we were unaware of. Can't tell you how we appreciate their generous help.

We had three delegates attend the semi-annual Peace Officers Wives Clubs Affiliated convention at the Oakland Hilton Inn. As luck would have it the convention was the same days as the World Series. Talk about excitement... what a mad house!

The convention's Scholarship Workshop produced the following information: The theme for the 1975 POWCA scholarship award is "The Weight of the badge On My Life". This is a \$500.00 scholarship award for the college of the student's choice. Applicants must be the son, daughter or dependent of a Law Enforcement Officer. It is restricted to 1975 February or June high school graduates.

Applications are now available from the San Francisco Police Officers' Wives Auxiliary. For more information and applications call Maureen Falcone — 355-7962. The applications and essays must be returned by

February 1, 1975. Chief Donald Scott of San Francisco, Chief Roy Habler of San Diego and Dr. Sanford Green of Newport Beach are the judges of the essays this year.

Ellin Carlin and I attended the 22nd Anniversary Thanksgiving Dinner at the Recreation Center for the Handicapped. Made us feel very proud to hear the nice things said about Chief Scott and our men's Association for all the help they have given. Come to think of it, wish we had a "Good Guy" award. The first recipients would be the men's Association. They probably never hear anything but criticism. But we know the good they do.

Have a safe and joyous 1975.



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by Al Casciato

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