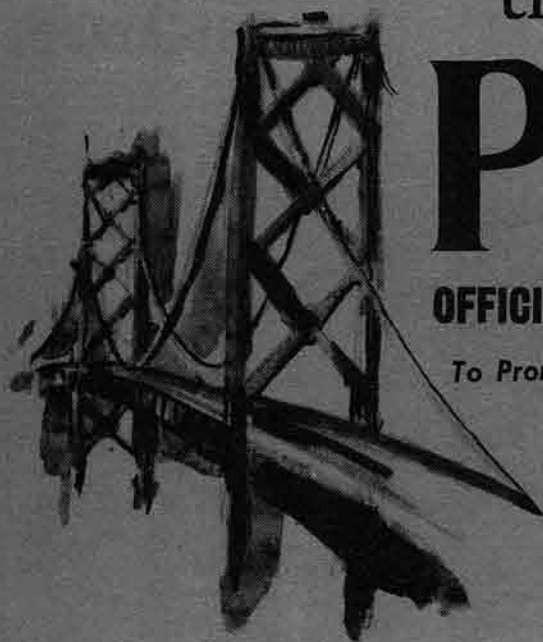


the San Francisco POLICEMAN

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

VOL. 6

SAN FRANCISCO, MAY 1975

204

NO 5

NO QUOTA HIRING

The Federal Suit

Federal Court Judge Robert Peckum finally announced his decision on May 2, 1972 after a lengthy court case and a lengthy period of submission, totaling the better part of two years.

In brief, the decision was 1) No minority quota hiring. 2) No height limit and 3) Do hire 60 women applicants within the next 32 weeks.

The entire decision is contained in eighteen legal sized papers, with footnotes. It is not known at this time whether or not the San Francisco Police Officers' Association will appeal the decision, but it is known that the Civil Service Commission will not appeal.

Civil Service is delighted to learn that the entrance and promotional tests they give were upheld by the court.

The Police Department is short over 160 personnel, and additionally, one may expect around 200 personnel to retire from the Department after July 1 of this year.

Director George Eimil of the Police Academy predicts that the first recruits to be hired now, will be ready for street work around November of this year. The Academy is planning to run two classes of 40 recruits each during 16 week cycles. So much for the warm body situation(s).

If one can put his own personal prejudices aside for awhile, and read the decision with a reasonable attitude, the findings of the court seem to be logical. The court found that much of the validation offered by the defense, could not be found in fact, either valid or conclusive.

Physical Agility Tests

For instance: The court ordered that 100 officers, chosen at random, take the physical agility tests presently given. Sixty-five officers completed the test with scores comparable to those of male applicants. However, no attempt was made to correlate their scores on the physical agility test with their rating as patrol officers in order to determine the extent to which performance on the test predicted job performance. Furthermore, no explanation was ever presented to the court indicating why only 65 officers completed the test or how those officers differed.

Dr. Verducci's Questionnaire

For instance: Dr. Verducci's Test: He sent out 350 questionnaires to police officers but in a manner that did not purport to be random or based on any established sampling technique. Only 150 questionnaires were returned. The subject here is not clear as to how many questions were asked, but the decision does say that questions 3 and 4 were not clear, so the answers to them were disregarded by the doctor. This left only the answers then to questions 1 and 2. The court then says that apparently no consideration was given to the possibility that since so many officers failed to comprehend questions 3 and 4, they may also have misunderstood questions 1 and 2.

Women in Patrol

For instance: Women have been used in police patrol work in substantial numbers nationwide, most notably in Washington, D.C. and New York City, and locally in the California Highway Patrol and other California police and sheriff's offices.

The Defendants have proposed an experimental program placing women on patrol in San Francisco. Their performance would be studied over the period during which this list is in effect, to prove the validity or invalidity of the physical agility tests at issue. (The Defendants proposed 20 women) The court believes an initial group of 60 women would be appropriate. (Continued Back Page)

LEGAL DEFENSE OF POLICE OFFICERS

by Mike Hebel

Can a member of the Police Association reasonably expect that his \$72 (annual dues) will and should entitle him to a \$4,000 to \$12,000 expenditure on his behalf in order to supply an adequate legal defense to a criminal charge? Many would say YES. They feel that their Association dues are similar to premiums for an insurance policy. Others respond with a vigorous NO.

Matter of Right

There exists no absolute right for an Association member to receive a legal defense to criminal charges pending against him. Equally true, there exists no absolute right for an Association member to receive a legal defense to a civil proceeding pending against him. This is true even if the criminal or civil matter arose out of the scope of his employment as a police officer.

The Constitution and By-Laws clearly states that a member is entitled to a legal defense when: 1. the matter arises out of the scope of his employment as a San Francisco Police Officer and 2. the Screening Committee, in their sole discretion, decides to represent the member.

An Association member has no right to a legal defense. The Association, through its Screening Committee, decides on a case by case basis who is to receive a legal defense. This Committee has the awesome power to determine if a member will be granted a defense, which can often amount to an expenditure of thousands of dollars, by the Association or whether the member will have to expend his own monies.

Need for Guidelines

The need for precise guidelines in this area become a paramount issue with the current Board of Directors. The Board has recognized that: 1. legal defense is a very costly matter, 2. defense of all police officers will quickly bankrupt the Association's treasuries, and 3. members are entitled to know when a legal defense can be expected and how extensive that defense will be.

Guidelines are presently being developed which will delineate those specific situations under which a member can turn to his Association and ask for monies. These guidelines will be drawn so that the member must be acting in the course and scope of his employment as a San Francisco police officer. It is anticipated that some members who have been defended in the past would not be defended under the soon to be revised standards.

It is anticipated that there will be certain limitations on the expenditures of funds. 1. the member must accept the Association's attorney if the Association is to pay, 2. if the member initially is assisted by an Association attorney and later hires private counsel, he will be required to reimburse the Association for any monies it spent on his behalf, 3. the defense will not usually extend to the appellate level; only the trial level will be covered; 4. the defense will not exceed a fixed monetary limit (\$5,000).

Commission Hearings

Guidelines will also be developed to set forth those circumstances when a member may be entitled to receive a defense before the Police Commission. Certainly the member must have been acting within the course and scope of his employment. This would preclude spending Association monies for members on department charges for purely private matters not relating to their employment.

It must be recognized that: 1. a member very infrequently wins before the Police Commission and 2. a legal defense of a member brought up on charges can eventually cost the Association up to \$8,000.

The Association does however have a duty to its members to make sure that all procedural protections enumerated in the Memorandum of Understanding are safeguarded. Regardless of whether a legal defense is provided or not, the member must retain the right to assistance by his elected representative at any and all prehearing interrogations.

Dues Raises

At the June general membership meeting a proposal will be presented to raise the dues paid to the Association. The success or failure of that proposal will determine how tightly the guidelines for legal defense will be drawn.

It has simply become too expensive to provide as many defenses as were provided in the past. Frankly, it may shortly become too expensive to provide any at all. Without a dues raise, this vital Association function and service will need very strict and stringent boundaries.

Annually, the By-Laws require that approximately \$20,000 be set aside for legal defenses. Legal fees being what they are, this money buys 2 to 5 legal defenses depending on how extensive each one is. If more money than this is used, then some other Association service must suffer.

The decision is yours.

CONSTITUTION ELECTION IN JUNE

The Constitution Revision Committee which was appointed in February, finished its work in April. Then at a Special meeting of the Board, the recommendations of that Committee were scrutinized by each member of the Board.

The recommendation to

have Associate Memberships did not get very much support, and was deleted. Confusing language was either cleaned up, or omitted. A few sections that had only one or two word changes were deleted.

The final package, to be

voted upon in June by the Membership, contains seventeen (17) Yes or No proposed changes. Of the 17, 14 are more or less, simple updating or repositioning of duties, without any elimination of duties.

That leaves three biggies:

1) May endorse, or may oppose ballot measures harmful to the POA 2) Increase in dues (we are the lowest and 3) Realignment of the dues funds.

Complete wording is on Page 12 for the Members.

In This 20 page Edition also read -

National Police Week pages 10 & 11

SFPOA Annual Dinner Dance pages 8 & 9

The Chevy Nova Police Vehicle page 15

Insurance Committee Report page 2

President's Corner page 3

Collective Bargaining page 4

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Life Support System page 6

Mandatory Health Plans page 4

Real Brass Buckles



A solid brass buckle commemorating the San Francisco Police Department's long history of service to the public and dedicated to the regular, retired and reserve officers, men and women, who have proven that they are exemplary in the field of law enforcement, is available through Mike Barling, a retired officer of the San Francisco Police Department.

This fine buckle, represented in the reproduction above, is a private enterprise endorsed by the Department with the understanding that it will be available only to those persons who are present members or past members who left in good standing. It is also to be understood that this buckle is intended for personal use only and no reproduction of the buckle in any form is permitted for any purpose without the permission of the seller.

If you are interested, please complete the form below and return it via the Department, including a check or money order made out to "Mike Barling" for \$13.00 for each buckle wanted. Harold Winkler and Gale Wright of Co. K will forward the orders or help you with your order.

The buckles will be available as soon as possible, but may take up to two weeks. Only the finest quality buckles will be delivered. If you wish to have the buckle mailed to you, please include an additional 75c to cover packaging and postage.

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

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VICTIMS

by Al Casciato, Co. A

On Monday, April 8, 1975, at approximately 2:45 a.m., Patrol Special officer Walter Costa, 61 years old, was patrolling his beat in the area of Sutter and Montgomery. In this area, Officer Costa observed a suspicious male. After observing the male enter an alley (Trinity Alley) near the intersection of Bush and Montgomery, Officer Costa radioed to Officers Marovich and Eterovich, of the Central Station, as to the suspicious circumstances which were taking place.

While attempting to observe the male who was in the alley, Officer Costa lost sight of him, believing that the suspect had either entered a building or fled out the other side, he entered the alley. Upon inspecting the buildings in the alley, Officer Costa found that the door to one of the buildings had been forced. As he turned to exit the alley, he was struck on the back of the head with a blunt instrument. Officer Costa fell to the ground and was viciously beaten by the suspect male he had been observing. Officer Costa had to use all his strength to prevent the suspect from taking his pistol. In a few moments, Officers Eterovich and Marovich arrived on the scene and apprehended the suspect after a short chase.

The suspect was charged with felonious assault on a peace officer, two counts, resisting arrest and attempted burglary.

On April 11th, Officer Marovich checked with the City Prison as to whether or not the suspect was still in custody. He was informed that the suspect had been released on his own recognizance without having to post a bond. The suspect remained at large until he was remanded into custody by Judge Pajalich at the preliminary hearing held on 4/18/75, after a protest from the District Attorney's office.

The injuries to Special Officer Costa were a fractured skull and permanent damage to the right eye. He spent approximately 21 days in the hospital and he will continue to return for medical treatment for an undetermined amount of time.

Will the courts and jury take into account the headaches he was suffered and will suffer, possibly for the rest of his life? What about his eye? Will he need stronger glasses? Or, will he lose his sight? I pray not.

I doubt that a system which releases one of its most violent criminals without any form of control is capable of properly administering a fair and just punishment that would deter future crimes.

INSURANCE REPORT

The Zone system is working! The City has been divided into four (4) zones in order to properly receive any complaints on insurance service.

We of the Committee are not attempting to take over the proper functions of an insurance agent. If you want to change beneficiaries, call your agent's office for the forms; if you want claim forms, call your agent; if you want to increase your coverage, or change your policy in any way, call your agent, not us.

If, however, you have submitted a claim and a problem develops, do call your zone representative. We will try to find out what the problem is and have it adjudicated to your satisfaction.

Since the zone system was announced on March 24, 1975, we have received over 42 calls. Fortunately, over half of the calls had to do with getting certain forms. The burden here should be on the insured to know which company he is insured with, and for him to call the company, not us.

Of the other half, about 30% were calls from Retired men who had not been billed for their policies. The correct advice in each case was "Your coverage is in force. The delay in billing you was a delay in getting your proper address to the Agency. Over thirty (30) bills were recently sent out to Retired members or members not on payroll deduction, by PSO. Another 335 letters were sent out by New York Life (NYL). The delay in sending out these letters was the result of the respective insured members not having their current address on file with NYL.

We found that 13 non-members were also NYL policy holders. We have advised NYL accordingly that we will no longer process any non-members premiums.

In the Dental Plan area, an agreement made by the Insurance Committee and the Healy Agency and Old Republic back in September (or earlier) of 1973, apparently was not publicized widely enough. In order to get the Dental Plan into being, it was agreed that the first year of the contract would be a fifteen (15) month year. That is, from October 1973 through December 31, 1974.

Normally the plan is for only a calendar year, but an exception was agreed to. While one may find the agreement to be reasonable, it has fouled-up the personal computations of benefits and deductibles for some members enrolled in the plan.

Additionally, PSO will not pay any orthodontics in advance. Yes, they will pay up to \$460 for the work, but not in advance. While we have not found any better Dental Plan, we are not complacent with what we have.

The Zones are:
1 - Bureau of Inspectors & Headquarters Company, contact Gale Wright at Co. K - days, Ext. 1631.
2 - Co. A, B, K and FP, contact Paul Husby or Gale Wright Co. K - days, Ext. 1235 or 1631.
3 - Co. C, D, E, F, G, H and I, contact Dan Lynch at Field Patrol Co., - days, Ext. 1278.
4 - Retired members, contact Tony Bell at 592-0611 after 6 P.M.

Chairman Walt Garry (F.P.Co., Ext. 1278) will review all complaints.

Please try to save everybody's time. If you will take a few minutes to document your complaint first - company, coverage, dates and amounts - we can help you to solve any problems faster. We will not be able to keep everything straight without your cooperation.

Insurance News Report continued

The greatest service the Insurance Committee renders to the members who have policies with either New York Life or the Public Safety Officers insurance plans is this: We continue to pay the premiums due for those members who are on leave, sick without pay, military leave, suspended or what have you.

One of the last things an insured thinks about when that money stops coming in regularly is, "Oh my gosh. My insurance will lapse." When those checks do come in again, the insured is then billed for the time periods that we did not receive any monies from the Controller via payroll deduction.

Another item we will be happy to handle for you is the Stop-card. If you decide to cancel a policy for whatever reason, let us know. We have a supply of these cards and this service to you costs you nothing.

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

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President's Corner

BY JERRY CROWLEY



There is only one person who does not speak for Police, that is the Policeman himself. Businessmen, labor men, politicians, educators, Federal, State and local commissions have all decided that they know better than rank and file Policemen what the job of a Policeman is, what his duties should be, what stress he is under and what should be important to him and his family.

Our professional standards are set by Judges, negotiated by Attorneys and accepted by politicians with little reaction from the public, and no input by Police is tolerated.

Our working conditions are not bargainable because we are City Employees and must beg for our benefits. It we choose to exercise the political process instead of the begging process we are labeled political, and Policemen cannot be political because we are professional, and for a Police professional to engage in politics is immoral.

All other professionals engage in the political process and use the political process to keep Police and Police Organizations divided, weak and voiceless.

The only political activity that I acknowledge as immoral is the political activity of Policemen who perpetuate the philosophy that a Policeman is a "PROFESSIONAL."

Political activity must be used to gain recognition for the Organization and make known to the Legislators our concern regarding law enforcement. Political activity must be used to gain bargaining status that will allow us the right to negotiate and legislate those standards and qualifications necessary to truly become professionals.

During this year Our Association and the Police movement in San Francisco will be strong only if we do not avoid the trials and political involvement that we will have to undergo in order to achieve dignity for our profession, and a better life for all Policemen. We can only achieve these goals if we support those candidates that support these priorities and reject those candidates who do not. We can only do this if we publicly acknowledge these candidates through the endorsement process. The power to endorse must come through a constitutional change that will go before the membership in June. I shall personally go to every station, bureau and unit to combat the political resistance that will surely come from those Policemen who already have made political alliances.

There will be other issues of great importance in our Association election to change our constitution but the endorsement issue is one that Policemen must view as of major importance, and one decision we cannot avoid if we believe in a strong Association.

During the past several years I have attempted to motivate Policemen to stand up for themselves, to gain recognition for our Association and respect for the police movement in this city. I call on all members to ratify the endorsement process.

By your approval of the right to endorse you will have indicated to everyone who formerly believed Policemen were divided and fearful, that you now will not accept political intimidation and second class citizenship.

By your approval you will have decided to take the risks and sacrifices of political involvement because your dignity, your self respect, your interests and future demanded it.

Message from the Secretary

by Dave Christensen

THE SAN FRANCISCO AIRPORT POLICE

The San Francisco International Airport, although located in San Mateo County, is owned and operated by the City and County of San Francisco.

The Airport and its tenants pay approximately \$15,000,000 annually in property taxes to San Mateo County.

Despite this fact, the airport maintains its own fire department.

The airport has its own water department.

The airport installs and maintains its own street lighting system and power system.

The airport paves and maintains its own road system.

The airport builds and maintains its own parking facilities.

The airport has its own police agency.

All of these service groups are staffed by regular civil service employees of the City and County of San Francisco.

You might ask what services San Mateo County gives the airport in return for its healthy annual tax bite.

The San Mateo Sheriff's Office has approximately forty-five deputies assigned to the airport to handle criminal investigations. It should be recognized, however, that a major share of the cost of this detachment is covered by parking citation revenue. Although the tags are issued by the airport police, one-half the fines goes to San Mateo County; until just recently, they received the entire amount.

By federal law the airport police are responsible for gate and passenger security. State law allows the San Francisco Airport Police full peace officer status at the airport provided the Sheriff of San Mateo County so designates them. Sheriff McDonald thus far has refused to do so. This has created an untenable situation for these officers.

During the past two months, President Crowley and I have met with our locally elected state legislators, city officials, airport administrators, police administrators and employee representatives in a concerted effort to relieve this situation.

Legislation has been introduced in Sacramento giving the airport police full peace officer status within the boundaries of the airport. Should this bill pass, as we expect it will, we feel very strongly that the airport police be equally qualified and trained as are San Francisco Police officers.

We therefore intend to submit a charter amendment for the November election upgrading and absorbing the airport police into the San Francisco Police Department. Final negotiations with the Airport Police Association are presently underway to insure that not only are their members treated fairly and equitably but also that the high standards necessary for employment in the San Francisco Police Department are maintained.

Treasurer's Report

by John Ballentine

What do other Police Associations pay in dues?

Anaheim Police Officers Association: \$16.50 per month.
 San Diego Sheriffs' Association: \$9.30 (.01%) per month.
 Sacramento Police Officers' Association: \$12. per month.
 Torrance Police Officers' Association: \$13.30 per month.
 Los Angeles Police Protective League: was \$40 now \$60. (just raised from .03% to .045%)
 Oakland Police Officers Association: \$9.25 per month.
 San Diego Police Officers' Association: \$17 per month.
 San Francisco Sheriff's Association: \$14.50 per month.
 (San Francisco Police Officers' Association: \$6.65 per month)

The Budget for the SFPOA for the fiscal year 1975/1976 was finally resolved (balanced) after three meetings on that subject. Too many areas had to be cut back in order to stay within our projected income. The Board of Directors approved the Budget, but they too realize that many of the services demanded and/or expected from the POA had to be cut back.

The budget request justifications submitted by each committee were quiet factual. Unfortunately, the Board must also deal with the monies involved, or rather, the lack of monies.

But just being able to fund a committee or project is not one of the answers. More members need to become involved.

The Association is not the only organization with money problems. Look at the City, the Federal government, private industry or yourself.

We read a lot and hear a lot about the possibility of Los Angeles getting a 13% pay raise this year. Many of the members believe we will get that raise. Possibly so, but no raise is automatic!

We will have to approach this possible 13% raise in an organized manner to make the Charter of the City & County work for us. Time, Money, Organization are the keys to getting any raise.

If you have read what the other Associations are paying in dues listed above (which is a continuing survey so you can get an idea of what others are paying) you can see that the .005% we are paying is the lowest dues of all Associations.

Another very important item I have learned from these surveys is that most all of these other Associations have nearly 100% membership. We must also do something about that too.

COPS Increases in Large Numbers

GROWING SUPPORT

The California Organization of Police and Sheriffs, the State Law Enforcement Political machine, continues to grow in large numbers, backed by pledges of thousands of dollars to get legislation passed.

Of \$32,000 pledged, over \$24,000 has already been deposited to the COPS account.

The member association of COPS are:

Torrance Police Officers Assn.	\$5,000
Hawthorne Police Assn.	\$1,000
Inglewood Police Assn.	2,000
Long Beach Police Assn.	5,000
Glendale Police Assn.	1,000
Anaheim Police Assn.	2,500
Ventura Sheriffs Assn.	2,500
Santa Ana Police Assn.	1,000
Redondo Beach Police Assn.	1,500
Los Angeles Police Protective League	2,500
San Francisco Police Officers Assn.	3,000
San Francisco Sheriffs Assn.	500
Beverly Hills Police Assn.	1,000
Signal Hill Police Assn.	300
Novato Police Assn.	300
Compton Police Assn.	300

There are still member Associations which are about to pledge an amount of money to COPS; they are Montabello, Santa Monica, Napa, Hermosa Beach and West Covina Associations.

COPS in their first year of endorsing State candidates had over a 90% success rate last year. Also, COPS picked 5 of the 6 top State offices.

COPS now have their own monthly newspaper which is mailed to every member. Read it and learn how we are working for you on the State level.

S.F. POLICE

Will Board Ships

That error in a 1960 promotional text book is finally being corrected. Beginning in July of this year the S.F. Police will in fact be doing the police work on the bay side of the Embarcadero and 3rd St., etc.

Mayor Alioto excluded money for the Harbor Police from the budget of the Port Authority for the coming year. He believes the Police Department can handle the duties there.

The Civil Service Commission unanimously agreed to allow all of the members, of which there are 13, to transfer to the Airport Police Department instead of letting them go at the end of June.

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COLLECTIVE BARGAINING FOR PUBLIC SAFETY EMPLOYEES

(Other Voices/Reprinted from S.F. Examiner) by Paul Chignell

Collective Bargaining is clearly on the horizon for public safety employees. This important mechanism is not only desirable for police and firemen but for the general public as well.

As a collective bargaining law moves through the 1975 session of the California State Legislature, propaganda and scare tactics will be brought to bear on individual legislators as well as the public.

Foremost amongst the opposition's tactics will be the statement, "STRIKES BY PUBLIC EMPLOYEES, ESPECIALLY POLICE AND FIREMEN ARE NOT IN THE PUBLIC INTEREST." But collective bargaining does not connote public employee strikes.

One of the major reasons for support of collective bargaining amongst police and fire unions is that collective bargaining will supplant strikes. Judicial pronouncements to the contrary, and whether the city officials sit down at the bargaining table with public employee representatives and commit unresolved matters to compulsory arbitration, debilitating and costly strikes will continue.

It's reasonable to assume that a mature, equal bargaining position is wholly more acceptable to the public than seeing raw sewage pouring into San Francisco Bay or a shutdown of police and fire services leaving a city in a state of chaos.

Of course, there are other formidable reasons for the passage of a collective bargaining law which are quite persuasive.

An impartial arbitrator usually makes the final decisions after the initial bargaining process between the city and the public employee unions.

Arbitrators are selected by the city and the union with each striking a name until an acceptable person is chosen. Arbitrators are professionals who are highly trained in labor relations. They are certainly more versed in the intricacies of the issues involved than are politicians.

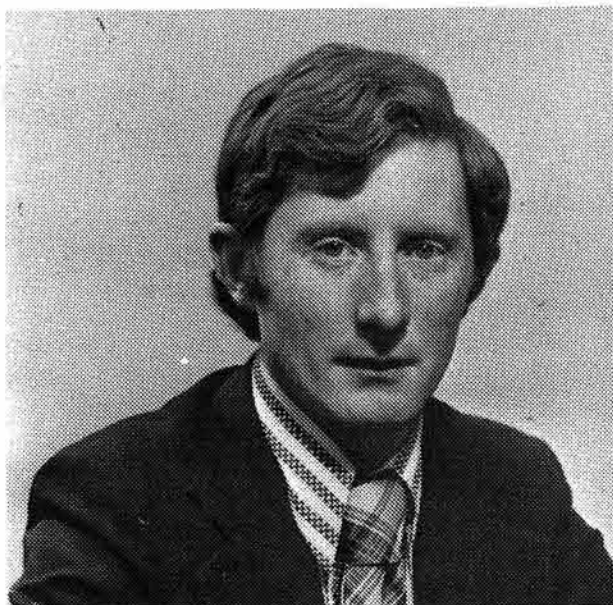
We are told that allowing an impartial individual to make awards erodes the authority of elected officials. On the contrary, arbitrators often live in the community which is effected by their decisions. Their experience and ability are beyond approach. They have the authority to call in economists to study the financial impact a specific award would have on a jurisdiction. The position that arbitrators would dry up the city coffers is untenable due to the fact that financial impact is a prime consideration in their decisions.

Arbitrators study wages, working conditions and fringe benefits exhaustively in comparable jurisdictions and present their findings in a logical, sequential manner. Without collective bargaining, beleaguered politicians highly influenced by lobbyists for the unions and taxpayer groups have made horrendous decisions in favor of both employer and employee in the past. In the event an arbitration award is too extreme, a final determination can be made in the courts.

Furthermore, an arbitrator who has a clear bias for the employee group will find himself out of a job as he is selected by the employer and the employee.

A clear distinction is drawn by opponents of collective bargaining with respect to public and private employees. We are told that policemen and firemen are civil servants who are protected by tenure and do not deserve the protections afforded private sector employees. This position is easily refutable.

First, the 14th amendment provides for equal protection under the laws. Why should a cop or a firefighter, one who lives in danger every day be placed in the second-class citizen



Paul Chignell, Director from Co. E

slot. I'm sure the majority of the public would find this unconscionable. Closer examination of tenure and seniority will show that in private employment union aggressiveness has left private employees with considerable tenure based on seniority quite akin to public servants. Unless a private firm is ruined financially, layoffs are rare except in the direst economic circumstances.

Civil service security is a shady tenet upon which taxpayer groups and Chambers of Commerce have their hats on to thwart collective bargaining for public safety employees.

Does the public know that despite an adequate base salary, policemen and firemen are denied the fringe benefits private employees take for granted? Your public safety employees in San Francisco work all hours of the night without night differential, overtime is paid on a straight time basis whereas most private employees get time and one half.

The voters of San Francisco mandated a reorganization of the police department in 1971 which would have authorized an upgrading of patrolmen who attained college degrees with just compensation, but to this day the Board of Supervisors have failed to act. Most private employees have outstanding medical and dental plans but your policemen and firemen have no dental and a minimal medical plan.

Collective bargaining is clearly the answer to costly strikes by public safety employees. The concept of collective bargaining has been recognized in California for over four-teen years - it is not a monster manufactured by police and fire unions to rob the taxpayers but rather an effective mechanism whereby legitimate employee requests for proper working conditions can be scrutinized at the bargaining table by experts in the field.

The public deserves and expects quality in their police officers and from their fire fighters. In the present economic situation of rapid inflation coupled with continuing recession public safety employees insist upon working conditions that parallel those received by employees in the private sector.

Collective bargaining with compulsory arbitration will insure quality protection for the public, and end disastrous public strikes, work stoppages and slowdowns thereby insuring a better urban condition for us all.

ARE THE CITY MANDATORY HEALTH PLANS SUFFICIENT?

by Gale Wright

The Health Service System of the City and County of San Francisco has just distributed their annual poopsheet, which compares the only three plans available to city employees. I suggest you pick one up, take it home and study it CAREFULLY. I mean REALLY READ IT.

Unless you qualify for exemption from participating in these mandatory plans, you are really doing yourself and your family a disservice if you don't take the time to read the Health Plans comparison sheet and know what they DON'T provide, as well as what the limits are (or deductions for that matter) on what they do cover.

Ask yourself these questions, and if you know the answers, PLEASE, - let me know, right away.

1. Why only three plans to choose from? We used to have four, or was it five? I know for a fact that OLD REPUBLIC (Founders and Underwriters of the very successful Public Officers Services, Inc.) tried to get their plan approved by the Board, to no avail.)

2. Preventive Medicine: Only Kaiser provides this at no charge. Plan I (City) and Plan III (Blue Cross) do not. It seems to me that if one could go to the doctor (without deductibles) routinely, the Plans would be saving money by not having to pay so much later for delayed diagnosis and care.

3. Retired Members: "NO dependent may be added after retirement." Why not? If a member of the Police and Fire Depts., can remarry after retirement, and the spouse can be the beneficiary, why can't the spouse be added as a dependent in a City Health Plan?

4. Under "Medicare" notes, Parts "A" and "B": are referred to for those members who attain age 65. The language notes certain substitutions in the schedules outlined with those of Medicare provisions. Why doesn't the Health Board let the reader know what the substitutions are, or do they? Where?

5. Take a good look at the "Family" Contribution Rates. City is \$22.08; Kaiser is \$23.39 and Blue Cross is \$35.63. All are Bi-Weekly rates. I know health costs are up, and you know health costs are up, but do we know if the Health Services Board is doing the best job for us?

In my opinion, there should be four or five plans to choose from, including Old Republic's Plan. Second, each separate Plan should be bidding on the potential of 24,000 city employees' business, not just their share of the market when each family has chosen a Plan. What has happened to competition?

Monopoly. Price Fixing. Maybe these words are unfair in this text, but still, don't you have to wonder too, "How come, always the same? And going up?"

I believe every City Union, Association and Organization should be putting the pressure on the Health Services Board to make public how the Plans are selected, and what they are doing about inviting other Plans, and what facts are presented to them in order for them to endorse the annual rates.

If you agree with any part of the above, please don't just passively agree. Do something about it. Write to your representatives and make them answer you. Let's make some changes and soon.

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PURSE SNATCHES DRAMATICALLY REDUCED

Reported purse snatches were reduced by 39% during the month of April 1975. This means the reported cases were down from 178 cases in January, and 152 cases in February to only 102 cases in April.

Eighteen officers working out of the Juvenile Delinquency Control Program were responsible for the reduction. They would take on the juveniles who were found in the downtown areas and neighborhood areas who by all rights should have been in school.

Instead of just making Field Interrogation cards or warning the kids, these officers learned their complete identity and then personally, and directly, returned the kids to the schools they should have been attending in the first place.

During just one month of this program, the 18 officers made 1422 contacts. The results are real eye-openers. Actions with Juveniles show 42 Felony arrests, 21 Misdemeanor arrests, 26 citations, 9 traffic citations, 5 recovered auto arrests, and 22 confiscated weapons, including hand guns.

The 39% who were not victimized and/or beaten (broken arms, legs, hips, black eyes) should be and no doubt are very pleased with the Delinquency Control Program.

If you would like the Chief of Police to continue this program, please write to him and let him know NOW.

S. F. EXAMINER ASKS, "WHO GOVERNS?"

by Gale Wright

Policemen and Firefighters. ATTENTION. Stand up and applaud your elected Association and Union Officers. They must be doing something right, because the S.F. Examiner is spending a lot of the editorial space of late talking about us.

In their editorial of April 11, 1975, they assail the fact that your spokesmen argued before the L & P Committee of the Board of Supervisors, that an ordinance proposing a 30 mile residence limit for them should be the subject of collective bargaining.

"Under full collective bargaining all public employees, not just police and firemen, would insist that bargaining encompass all sorts of issues other than wages, salaries, and working conditions. Unlike the situation in the private sector, these issues would involve matters of public policy that don't belong at the bargaining table."

That's pretty heavy, plus it reads well too. That is, if the reader lets the Examiner do his thinking for him. Question, if you will, who makes those public policies. Are not policies made by human beings? Why then does the Examiner draw a line between public policy and

those policies made in the Private sector? The obvious answer is that they wish to have public sector policy remain status quo.

Yes, through their editorials, they attempt to influence public policy. They say in effect, "Don't listen to them. Keep your policy the same. Don't consider any new facts." "Who do they think they are?"

Webster's Seventh New Collegiate Dictionary defines Policy as 1. a: prudence or wisdom in the management or procedure based primarily on material interest. 2. a definite course or method of action selected from among alternative and in light of given conditions to guide and determine present and future decisions.

I agree, S.F. Examiner, that material interests are present here. And any policy should be the subject of examination at any time it is challenged. Everything is subject to change, including policies.

Through our state political organization, C.O.P.S., we will get Collective Bargaining. Public policies, such as this one defended by the S.F. Examiner, will have to be modified, to reflect today's given conditions.

DRIVERS & STEWARDS GET RESULTS

by Adrian C. Moorman
Pres. of the Stewards
& Drivers Assn.

Reprinted from
Municipal Review

A committee of Ambulance Drivers and Medical Stewards met with Supervisor Al Nelder and Francis J. Curry, M.D., Director of Public Health with the following results:

1.) PIC RADIOS: The feeling was unanimous that the PIC Radios on the SF Police band would be an important addition to our service to the public and to our safety. With Dr. Curry's support, this issue now will go back to the Finance Committee.

2.) UNIFORMS: Dr. Curry stated he will back our efforts to obtain uniforms, paid for by the city, by submitting a budget for our present type of uniforms to the Board of Supervisors.

3.) CLASS I POLICE STATUS: This issue will be referred to research by Supervisor Nelder with the help of the S.F.P.D.

4.) WAGE PARITY WITH POLICEMEN AND FIREMEN: Executive Secretary Gerry Hipps and Dr. Curry will make all attempts possible to obtain this parity with the help of Supervisor Nelder and the Board of Supervisors.

5.) STAFF MEETINGS: A request was made to Dr. Curry for a monthly or bi-monthly meeting with the staff of the EMS, with the idea of keeping the personnel up to date on current issues and to aid in the betterment of our service to the public.

6.) SAFETY FACTORS OF GURNEY: This issue was referred to Mr. Joseph Mignola, Jr., Asst. Director of Public Health, who was very receptive. He assured us that he would check on the mounting problems of the gurney in the ambulance along with the purchase of a safer gurney with folding front wheels such as the one-man gurney suggested by the committee. This type of gurney would eliminate the poor body mechanics that are needed to load and unload the present type gurney.

Also attending the meeting was Gerry Hipps, Local 400 Executive Secretary.

The main spokesman for the Drivers & Stewards Committee was Bud Moorman.

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THE BASIC LIFE SUPPORT SYSTEM

WHAT DO YOU KNOW ABOUT IT?

Fortunately, because of a law added to the Health & Safety Code, every police officer will be efficient in cardio pulmonary techniques. the law also stipulates that every officer will have to be certified once every year. Right away the certification is a step up on much of the other training officers receive, but lost through atrophy.

The Basic Life Support (BLS) System is the heart and the lungs. Officer Frank Rackley of the Police Academy is presently teaching classes of ten sergeants at a time in the techniques involved with the BLS.

The first requirement is to be able to recognize if an arrest (stoppage) has taken place. If a respiratory arrest, one should check for a response. If no response, the officer must provide for an airway. The airway is usually blocked because the tongue is laying against the back wall of the throat. The airway is cleared by getting the victim supine, and then tilting the head back with one hand under the neck and the other hand depressing the forehead.

In order for the victim to survive, there must also be circulation of the blood. Four minutes, as a good rule, is the longest one can survive no circulation of blood to the brain.

Once the airway is set up and cleared, the officer will blow four quick breaths via mouth to mouth resuscitation for the victim. One must be careful to pinch the nose closed, as well as covering the entire mouth of the victim with his own mouth. To do less makes the four quick breaths ineffectual.

Checking for a pulse (circulation) is next. This is easily done by lightly pressing two fingers to the side of the throat/jaw area.

There are several more steps to be learned, practiced and re-practiced. At the end of the 8 hour instruction, each trainee is tested on a computerized Resuscian, the \$1200 manikin.

Frank Rackley is a good instructor and brings the class along well. Through repetition and explanation, the unfamiliar terminology becomes comfortable. Through practice with the manikins, each officer becomes more efficient.

When the realization hits you that with this training you will be able to help a victim suffering from a cardiac arrest, or a respiratory arrest, or a victim who has choked on a piece of food, you get that good feeling all over.

Just a few years ago, Inspector Bill Reardon died as a result of a piece of meat stuck in his throat while dining out for the evening. If we had this training then, no doubt one of Bill's fellow officers could have saved him.

The techniques are easy to learn, easy to practice and easy to retain. There is no liability for helping the victims. Rather, the liability is if you don't do something (BLS) to help that person.

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MONEY

The 1/2 Percent Isn't Working

The dues structure of the POA is 1/2 of 1 percent of the first year patrolman's salary. IT ISN'T ENOUGH ANYMORE, IT ISN'T WORKING. IT ISN'T A REALISTIC FIGURE TODAY.

The POA has come a long way since Pete Gardner kept our "office" in his home out in the Ingleside. Now we have fulltime offices near the Hall of Justice to serve the members.

Members of the POA are not unlike the general public. On the one hand, they cry for reduced spending in government. But on the other hand, they cry for the government to do something about "that". "That" covers a multitude of services demanded, but with little thought on how those services will be financed.

Inflation has not overlooked the POA. The CPA charges more, the Attorneys charge more, the Postal Service charges more, as does the PG&E and the PT&T. Even the janitor charges more

money. Dues of 1/2 of 1 percent just isn't making it anymore.

The ICPA recently doubled their dues, and COPS needs an adequate budget commitment from us. Our two office secretaries haven't had a raise in two years, while the active members have enjoyed a raise every year.

The SF Chronicle and SF Examiner recently raised their prices to offset increased prices in newsprint costs and I suspect, labor costs. This newspaper's costs have also risen dramatically. The present dues structure just is not sufficient anymore.

The legal bills are the highest we have ever had. The POA is not like the Federal government. We cannot operate with deficit spending.

PLEASE vote "YES" on the dues increase to 1% of the first year patrolman's salary in the June Election.

FIREMAN'S UNION

SEEKS ARBITRATION

The Fire Fighters Union asked a Superior Court judge here yesterday to order binding arbitration of its demands for automatic dishwashers in fire stations, bi-weekly drycleaning of uniforms at city expense and other issues.

Judge Joseph Kennedy said he would rule after reviewing written arguments.

Union attorneys contend that an agreement approved by city officials in 1974 gives the firemen the right to require binding arbitration on any employment condition issues it cannot settle in negotiations with city authorities.

The city attorney has contended the agreement was an illegal delegation of authority.

The new lawsuit asks that the city be required to submit to arbitration four items approved by the Fire Commission but knocked out of the 1975-76 budget package by the mayor's office.

The items rejected by the mayor's office include:

- \$21,140 for installation of automatic dishwashers in 28 fire stations. Fire Chief Keith Calden says that 17 new

stations already have automatic dishwashers and the lack of them in older stations has been a point of growing aggravation.

- \$11,000 for soap and hand towels in the stations.

- \$7500 for rodent and roach control in fire stations.

- A job reclassification.

Executive deputy mayor John DeLuca said yesterday that, under the city charter, fire commission recommendations "in no way are binding on the mayor or board of supervisors. You can't have the commission binding the rest of government."

Other issues the union wants submitted to arbitration include its demands for:

- A right to live up to 50 miles from City Hall rather than the 30-mile limit set by the Board of Supervisors last month.

- A change in the rule for establishing an agency shop, requiring that all firemen either join the union or pay the equivalent of dues.

- And changes in working conditions, grievance procedures, seniority provisions and timing of holiday paychecks.

UNIFORM & SAFETY COMMITTEE

by Gale W. Wright

Committeemen present were: Chief Keays, Capt. Elbert, Capt. Emil, Sgt. Wright and Officer Jones. Observer was Sgt. Doane. Secretary is Bob Bernardini of P & R.

I. Women's Uniforms: We will have to have uniforms ready by November as the women recruits will be going out to the stations. The average height for the women is 5 ft 3 inches. We will also need smaller men's sizes.

M/Wright S/Elbert that we have the rep from Gerbers come to SF soon with samples of uniform wear for females, and the U&S Committee will meet with him. Passed.

II. Chevy Nova Police Car: Sgt. Wode stated that Supervisor Tamaras has been pushing for us to use a compact car. Sgt. Wode suggested that we purchase some and test them.

M/Wright S/Keays that we purchase two Chevy Novas for testing by all units of the Dept. which normally use a marked black and white. Sgt. Wright will work up a report form to be completed by all personnel using the Novas. Passed.

III. White Crash Helmets: Too many of the men are still wearing the old style white helmets which have the fixed visors. Only the breakaway visors should be used.

M/Jones S/Elbert that we demand that the Chief of Police issue orders that only the newest and safest white crash helmet be worn by police personnel. Passed.

IV. Vespa Motorscooters: We have had them for about one year now. The Committee would like to have any evaluation reports made known to it.

V. The Vests: Sometimes the vests ride up and catch the tie fixture at the neck, which pinches the neck. The Committee is looking into the possibility of not wearing ties.

VI. Plastic heel bases: On the M/C boots there is a black plastic base to which the leather heel is nailed. If the leather wears off, and it does of course, then the officer is subject to an accident by slipping because there is no gripping surface on the heel. M/Wright S/Jones that the manufacturer of the boots be told not to put any plastic bases on the heels. Passed.

VII. Women in Communications: They have decided on a power blue pants and sweater vest uniform to wear at their expense on duty and they wanted approval. M/Keays S/Elbert to Table. Passed.

VIII. Same as #VI but for BCI personnel. Tabled.

IX. Repair of soles and heels on uniform footwear: Many officers want the Dept. to provide repair to footwear. U & S Comt. referred to position taken on this subject two years ago, which is this: It is the responsibility of every officer to maintain his own uniform and equipment. Therefore, this request for "repairs" is denied.

X. Sun-Sensor Safety Glasses: While glasses of this type are certainly safety equipment, we may be looking at supplying 2000 personnel with them. If they are for M/C officers, be advised that one of the helmet manufacturers is coming out with a half visor which is designed to protect the eyes from flying objects when an officer is operating his motorcycle.

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International Conference of Police Associations

by Joe Patterson

In the State of California, there is an organization known as "The California League of Cities." This organization is made up of individuals from throughout the state and from every walk of life. Their sole purpose is to act as watch dogs over public funds, both locally and statewide. This means, of course, that they vehemently oppose any spending of public funds and especially where said funds relates to public employees. Such things as salary increases and fringe benefits of any kind, for public employees, automatically becomes a target for the "California League of Cities."

Of all of the various groups of public employees, the police and firefighters seem to be their favorite victims. This is probably due to the fact that they feel that we are less organized and less labor oriented than the other groups; hence, easier to defeat.

I have recently found out that they not only fight police and firefighters locally and statewide, but also nationally. They filed a suit against the Honorable Peter J. Brennan, Secretary of Labor of the United States, in the U.S. District Court for the District of Columbia, to block the affirmation of the 1974 amendments to the Fair Labor Standards Act of 1938.

As has been mentioned before, these amendments included, for the first time in this history of this country, policemen and firefighters in the labor force of this country and paved the way for us to get some of the fringe benefits that we have not been able to get locally. Well, they were defeated in the U.S. District Court, but appealed to the United States Supreme Court, and the case is still pending.

Now ask yourself, how did they get to the United States Supreme Court so easily and so fast? They got there because they are members of the "National League of Cities." They got there because they do not believe that we have the brains or the proper organization to fight them at every level of government.

That belief may have had some credibility some years back, but not today. Not today because we, the San Francisco Police Officers' Association, are members of our own international organization, the "International Conference of Police Associations" (ICPA), and we have filed a brief "amicus curiae" in the Supreme Court of the United States on behalf of the 200,000 policemen represented by the ICPA, asking for affirmation of the 1974 amendments to the Fair Labor Standards Act of 1938.

Our small but loud voice is heard because, and only because, we are a part of a strong and louder voice; namely, the ICPA. This is but one example of the importance of our affiliation with an international organization such as the ICPA. As strong as I feel that we are becoming, I know for a fact that without international unity, we will always remain a small and forgotten voice.

In the last issue of THE POLICEMAN I listed several federal bills that our International Conference was interested in, or supporting, or fighting, whichever the case may be. However, there are about ninety-six (96) such bills that have been introduced in Congress. You will be brought up-to-date on them in other articles. Excerpts from the aforementioned brief amicus curiae can be found in another article in this paper.

IN THE Supreme Court of the United States OCTOBER TERM, 1974

No. 74-878

THE NATIONAL LEAGUE OF CITIES, *et al.*
Appellants

v.

THE HONORABLE PETER J. BRENNAN,
SECRETARY OF LABOR OF THE UNITED STATES,
Appellee

ON APPEAL FROM THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLUMBIA

BRIEF AMICUS CURIAE ON BEHALF OF
THE INTERNATIONAL CONFERENCE OF POLICE
ASSOCIATIONS, URGING AFFIRMATION.¹

Interest of Amicus Curiae

The International Conference of Police Associations in an international organization composed of individual police organizations that have banded together for a common goal: the professionalization of the police officer. The International Conference of Police Associations is one of the largest organizations of its kind in the world and represents approximately 200,000 police officers throughout the United States, Canada, and the Panama Canal Zone.

The 1974 Amendments to the Fair Labor Standards Act of 1938 extend the Act's basic wage and hour standards to approximately 400,000 police officers of the several states and their political subdivisions. As a national representative of a substantial number of these police officers, the International Conference of Police Associations seeks to ensure that these law enforcement employees are accorded the same employment protection and advantages enjoyed by the majority of American citizens. The International Conference of Police Associations therefore supports the 1974 Amendments as being constitutional and fully applicable to the police.

The police have traditionally been denied the minimum vehicles for ensuring, through their own efforts, the achievement of adequate pay and working conditions and joining employee organizations by state statutes, municipal ordinances and departmental regulations. It was not until 1968 and 1969 that Federal courts dealt a blow to state laws prohibiting formation of or membership in a public employee union. Moreover, as late as 1969, only three states had binding arbitration statutes for policemen and only twenty-seven states had collective bargaining statutes that permitted direct bargaining by the police as an organization for the purpose of negotiating improved benefits.

The gradual extension of the Fair Labor Standards Act of 1938 and its amendments to virtually all sectors of the labor community except police has contributed to police labor problems. Inadequate salaries, job dissatisfactions and the lack of outlets for the satisfaction of these grievances have generated a growth in police labor activities for the past two decades.

CONCLUSION

The International Conference of Police Associations emphatically supports the inclusion of the police under the 1974 Amendments and the constitutionality of this statute. The law enforcement agencies of state and local government have the effects on interstate commerce required by the Fair Labor Standards Act. First, state and local law enforcement agencies using their own and Federal funds make substantial purchases of goods through interstate commerce. Second, police labor disputes burden and obstruct commerce and the free flow of goods in commerce.

The 1974 Amendments do not, at this phase of their implementation, accord police the full minimum wage and overtime benefits given the vast majority of other employees covered by the Act.^{*}

Notwithstanding this fact, the International Conference of Police Associations firmly believes that the police are fully entitled to coverage under the Act in principal in order that the laws relating to law enforcement activities may be brought into closer agreement with the realities of those activities. One of these basic realities is that the typical police officer, contrary to the format of existing legislation, works a five day forty hour week. The existing 7 (k) exemption embodies a Congressional compromise wherein the state and local governments were able to create a legal mechanism whereby the police officer will be deprived, as it now stands, of twenty hours of overtime pay during every seven day work period. Appellants now seek to deny police officers even this pro forma protection.

Every workday the American police officer puts his life on the line to protect his fellow citizens. As the law now stands, state and local governments are seeking to deny the police officer what the Congress and what this Nation has considered for over three decades to be the minimum standards of fair employment. The police officer, now denied in most states the full set of negotiating tools for achieving his employment goals, has sought the aid of the Congress and of this Court. The appellants have argued that they do not have the funds to adequately compensate the police. Appellants must find these funds to adequately compensate the police. Appellants must find these funds to accord the police officer what is already accorded virtually every other American worker.

^{*} The Fair Labor Standards Act of 1938, as amended 29 U.S.C. 201 et seq. provides a special option for computing overtime in Sec. 7(k) that denies police overtime in a seven day period until hours in excess of 60 have been worked. With the exception of the fire fighters other non-exempt employees are entitled to overtime at one and one-half the regular rate for all hours worked over 40.

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Washington, D.C. 20036

NORMAN CARLSON
2034 - 44th Avenue
San Francisco

¹Pursuant to Rule 42, paragraph 2, there have been lodged with the Clerk the written consents of the counsel of National League of Cities, et al., the Attorney General of the State of California, and of the Solicitor General of the United States to the filing of this brief amicus curiae.

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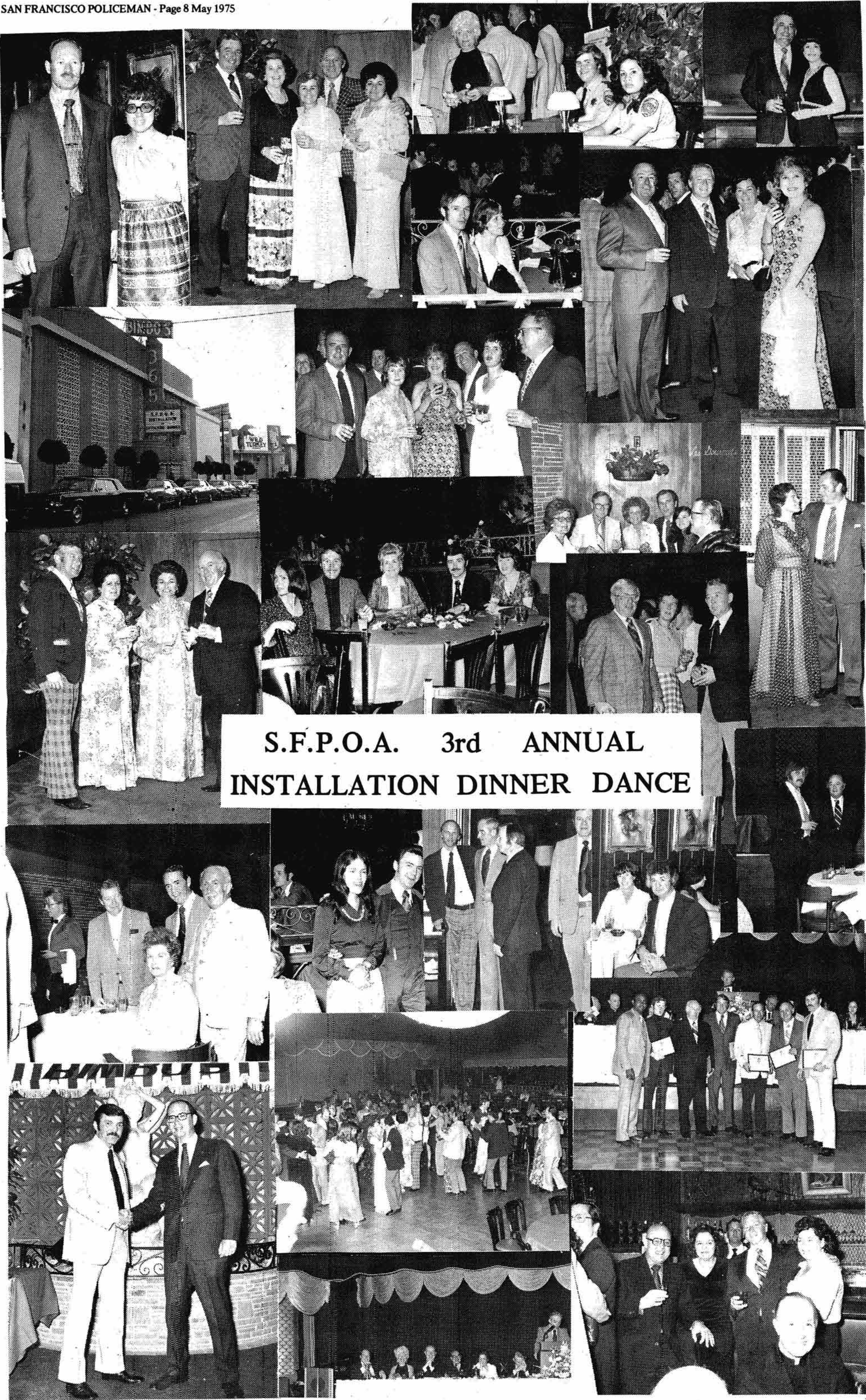
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WM. K. STARK
SECTY.-TREAS.





S.F.P.O.A. 3rd ANNUAL INSTALLATION DINNER DANCE

The smiling faces on these pages tell of the success of the 3rd Annual SFPOA Dinner Dance. The accommodations at BIMBO's 365 Club were outstanding.

The goal was to sell 300 tickets of which 285 were sold. A good cross section of the Department was represented including all ranks plus their ladies.

Because everybody has been very complimentary about the Dinner Dance, it is not difficult to envision having the gala affair at BIMBO'S again next year and the years after that.



Photographer Michael Sussman took over 70 photos at the 3rd Annual POA Dinner-Dance. Copies of these pictures and others are available at \$1 each (8 x 10 glossy). Contact the Editor at 861-6020 for same.

These Dinner/Dance 8 x 10 glossy photos are available at \$1.00 each, to cover costs. Please contact Gale Wright, Co. K.



NATIONAL POLICE WEEK May 12-17, 1975

132 LAW OFFICERS KILLED IN 1974

The Federal Bureau of Investigation said that 132 local, state and federal law enforcement officers were killed in the line of duty during 1974. That figure is just two less than in 1973.

A breakdown reveals that 29 officers were slain while investigating disturbance calls, 25 investigating robberies, 12 while investigating suspicious persons, 11 while making traffic stops, 8 while investigating burglaries and 10 while handling prisoners. Nine officers were killed in ambushes.

Statistics reveal that all but four of the officers were killed by use of firearms and that 93 were killed by handguns the FBI said.

★

These photos and Medal of Valor Awards are for your perusal. Their uniforms and deeds reflect that they are Police Officers. Police Officers everywhere are doing the same fine work for the citizens of their respective communities. Give them a word of encouragement when you can.

IN MEMORY



MICHAEL W. HERRING 1948 - 1974

Officer Herring joined the San Francisco Police Department on September 8, 1970. He died on September 28, 1974 as the result of injuries sustained in an on-duty traffic accident that occurred on the Central Freeway.

Officer Herring was born in Portland, Oregon on February 3, 1948. He attended high school in Wyoming and then joined the Army. He spent three years and ten months in the U.S. Army Intelligence Unit, which included a year's training in Electro-Mechanical Theory and Application. He was awarded the National Defense Service Medal and the Good Conduct Medal.

In the short time Officer Herring was a member of this Department, he had received six commendations for outstanding police work performed and a Bronze Medal of Valor for the capture of an armed robbery suspect.

Officer Herring was survived by his mother, Winnifred Fox, and two brothers, Roger and Terry Gregory. Terry is a member of this Department.

MEDAL OF VALOR AWARDS

The Awards Committee met in Room 551, Hall of Justice, on Friday, May 9, 1975, at 0930 hours, in regular session:

PRESENT:

Commissioner Robert E. Buckley, Chairman
 Chief of POLICE Donald M. Scott
 Deputy Chief of Police William J. Keays
 Chief of Inspectors, Charles A. Barca
 Captain William J. O'Brien, Department Secretary
 Captain George Eimil, Director of Personnel & Training
 Captain Mario Amoroso
 Captain James M. Curran
 Captain John F. Shine
 Captain Dermott J. Creedon
 Captain Joseph M. Flynn
 Captain John C. Doherty
 Captain Clement D. DeAmicis
 Captain John B. O'Rourke
 Captain Donald L. Taylor
 Captain James H. Ludlow
 Captain Charles A. Schuler
 Captain William T. O'Connor
 Captain Robert G. McFarland
 Captain Eugene S. Caldwell

Commissioner Buckley presiding.

The applications of the following-named members of the Department were approved for Medal of Valor Awards under the provisions of Section 5.119 of the Rules and Procedures:

GOLD MEDAL OF VALOR

PATROL SPECIAL OFFICER SERGE WHITE

For services rendered on Sunday, December 29, 1974, at approximately 2340 hours, after having made a pickup of money from the Golden Gate Theatre and traveling enroute to the Crocker National Bank at Market and Jones Streets, he was accosted by an armed suspect who attempted to rob him of the money. The suspect without provocation fired at the officer, wounding him and then ran. Officer White gave chase and the suspect fired again. Officer White also fired wounding the suspect which subsequently stopped the suspects flight and enabled Officer White to take him into custody.

SILVER MEDAL OF VALOR

POLICE OFFICER ARNOLD E. STRITE

For services rendered on Sunday, August 18, 1974, at 1310 hours while on his lunch break and on foot in the area of 18th & Castro had his attention directed to an altercation involving three men struggling over a shotgun. Suddenly the suspect with the shotgun waving in all directions discharged it in Officer Strite's direction. The blast ricocheted off the sidewalk and wounded two women behind him. Officer Strite then ordered the suspect to drop his weapon, but the suspect continued to point it toward one of the other parties he had been struggling with. Officer Strite, having no choice, fired his revolver at the suspect wounding him and immediately bringing the hazardous situation under control.

POLICE OFFICER HARLAN A. WILSON

For services rendered on Saturday, January 11, 1975, at 2015 hours, while off duty and enroute to the USF Gymnasium with his two year old son, on viewed a working fire on the seventeen hundred block of Waller Street. Officer Wilson although concerned for the safety of his son, locked the boy in his auto and set out to warn the tenants of the perilous holocaust they were now facing. Entering the building through the thick black smoke and flames, he heard a muffled cry. He observed an elderly Japanese man at the top of the stairs, the middle of which were engulfed in flames and immediately went to his rescue. After getting him out of the building he was told of the elderly man's wife still somewhere inside. The Officer entered once again located her and even though she weighed 200 hundred pounds, he picked her up and carried he through the smoke and flames that engulfed the staircase struggling to hold her as she was afraid to be carried through the fire.

POLICE OFFICER HERBERT P. NIMAU AND ROBERT KNIGHTON

For services rendered on Tuesday, December 24, 1974, when they apprehended two of three armed suspects who had just held up the Bank of America at 2015 Fillmore Street. The suspects wearing ski masks and armed with a sawed-off shotgun attempted to escape in a vehicle parked approximately 100 feet away. They were ordered to "freeze" by the Officers but ignored this command and attempted to drive away. Officer Nimau fired at the vehicle and the engine stalled. Both officers rushed the vehicle and arrested the suspects. The suspect who was driving the vehicle had been wounded and subsequently expired en route to the hospital. The third suspect fled in a different direction and made good his escape. However, he left behind a bag containing \$1,198.00. Another bag containing \$9,979.00 was found in the suspect's vehicle.

BRONZE MEDAL OF VALOR

POLICE OFFICERS FORREST M. FULTON AND GLENN B. PAMFILOFF

For services rendered on Sunday, January 12, 1975, at the face of a 500 foot cliff in the Land's End area opposite Lincoln Park Golf Course. If these officers had not acted as quickly as they did, the victims would most certainly have plummeted to their deaths.

POLICE OFFICER GARY B. FOX

For services rendered on Sunday, February 15, 1975, at 1046 hours, when he responded to a communications broadcast of a man with a gun walking south on Valencia Street from 24th Street. Officer Fox located the suspect who pointed an automatic weapon directly at the Officer. Officer Fox grabbed the suspect's arm and after a violent struggle, disarmed him and took him into custody.

POLICE OFFICERS BERNARD L. SHAW, SHERMAN L. ACKERSON, MICHAEL P. COHWIG, RICHARD P. WALLETT, ROBERT J. DEL TORRE AND JOSEPH J. DE RENZI

For services rendered on Monday, December 9, 1974, at approximately 2144 hours, when they apprehended a trio of gunmen who perpetrated a series of three armed robberies and threatened to kill numerous persons including a security guard in uniform. One of the suspects armed with a handgun appeared as though he would shoot it out with the officers rather than submit to arrest. After a tense moment and realization of the futility of the situation, he threw down his weapon and was taken into custody.

LIEUTENANT CHARLES F. BEENE, SERGEANT JULIAN M. LANDMAN, POLICE OFFICERS THOMAS F. HEFFERNAN AND EDWARD J. WEAVER

For services rendered on Wednesday, January 1, 1975, during the early morning hours, while responding to an audible burglary alarm at a bar at 2695 Mission Street, discovered a raging fire immediately to the rear of the building which engulfed the sides of two adjacent inhabited buildings. These officers working in teams made several trips into the burning and smoke-filled premises and bodily carried many persons overcome by smoke to safety. One officer collapsed on the sidewalk and another was assisted from the premises by firemen wearing oxygen masks. Both were temporarily hospitalized.

MERITORIOUS CONDUCT AWARD

POLICE OFFICERS TERRY E. ESGET, AND JOHN P. ROBINSON

For services rendered from Monday, November 11, 1974, to Monday, January 6, 1975, the beginning culmination of an outstanding investigation which led to the arrest and indictment for murder of suspect who

had shot and killed a man for no apparent reason. After interviewing numerous persons and searching vast amounts of district records, these Officers tediously put together bits and pieces of information which lead to the suspects identification and subsequent arrest.

POLICE COMMISSION COMMENDATION

POLICE OFFICERS PHILLIP D. BROWN AND RANDY E. FALCONE

For services rendered on Friday, December 13, 1974, at approximately 2250 hours, while on routine patrol, observed smoke coming from a building at 885 Laguna Street. The Officers immediately responded to the building and heard moaning sounds coming from within. The Officers disregarding their own safety entered the flaming structure located the victim lying on the floor in a semi-conscious condition, carried him from the building and summoned an ambulance. Occupants of the adjacent buildings were also aroused and informed of the dangerous situation.

POLICE OFFICER EARL G. COPELAND

For services rendered on Sunday, January 5, 1975, at 1600 hours, when he discovered a fire on the second floor of a restaurant and with complete disregard for his own safety, prevented the fire from spreading which would have caused the roof to collapse, sending heavy pieces of machinery onto the heads of the patrons of the restaurant below.

INSPECTOR RAYMOND W. SKOW

For services rendered on Sunday, January 12, 1975, at 1500 hours, while on patrol in the Department's Helicopter assisted in the rescue of two persons (male and female) from the face of a 500 foot cliff in the Land's End area opposite Lincoln Park Golf Course.

LIEUTENANT MORRIS HAZEN, SERGEANT JOHN E. LYNCH INSPECTOR SVIATOSLAV G. YASINITSKY, POLICE OFFICERS MICHAEL J. GRIFFIN, ROBERT P. O'SULLIVAN, KARL R. STROM, STEPHEN R. WOLF, AND MICHAEL J. YALON

For services rendered on Friday, February 14, 1975, during the early afternoon when they captured a suspect who with his wife, had burglarized a residence in Mill Valley.

The suspect was confronted by a Mill Valley Officer whom he traded shots with before escaping to San Francisco. The suspect's wife, after being left behind, told Mill Valley Officers that the suspect might go to their home in San Francisco. The above listed Officers upon notification by Mill Valley Officers, staked out the premises and took him into custody.

POLICE OFFICERS THOMAS M. STRONG AND FARRELL E. SUSLOW

For services rendered on Monday, March 3, 1975, when they conducted an excellent investigation of a Rape/Oral Copulation and Assault with a Deadly Weapon case which ultimately led to the identity, location and ultimate arrest of the suspect.

POLICE OFFICERS TERENCE M. MERLO AND DAVID W. HORTON

For services rendered on Tuesday, March 25, 1975, at approximately 2230 hours, when they observed a suspicious vehicle containing two suspects, conducted an investigation into the matter which led to the discovery of a homicide and the arrest of one of the suspects for murder.

THE MEETING WAS THEN ADJOURNED.

Willie E. Frazier
 Secretary
 THE AWARDS COMMITTEE

Proposed \$20 Million Bond Issue for Police Facilities Improvement

by Lt. Frank Jordan

The Need

The district police facilities in San Francisco have become inadequate to serve the needs of neighborhood communities. Many of these buildings are in excess of 60 years old. They have undergone numerous alterations through the years to meet the changing operational requirements of the department. However, despite these periodic alterations, district stations contribute little in increasing operational efficiency or in providing the necessary facilities for community interaction deemed essential in contemporary police work.

The present facilities are too small to accommodate needed functions and are in some cases, located poorly with respect to serving the assigned districts. In addition, the older buildings are subject to ever increasing maintenance and repair costs. It was therefore recommended that a bond issue be proposed to the people of San Francisco to bring the district police station system up to contemporary standards.

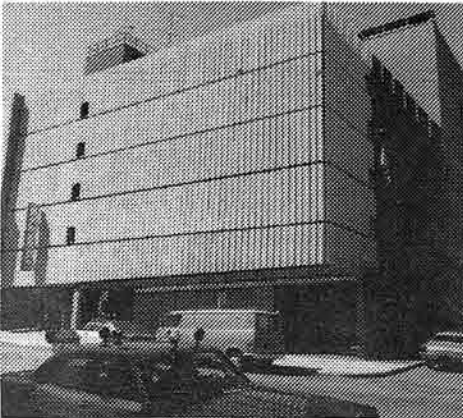
Background

In January 1973, a mutual agreement was reached between the City Planning Department and Police Department providing for a full time effort over a period of up to eighteen months to develop a plan and program for police facilities. Lieutenant Frank M. Jordan was selected and transferred from Patrol Hq. - Operations Center to the Planning & Research Bureau to work on this project. Mr. Lucian R. Blazej, representing the Department of City Planning was also assigned full time as planning coordinator. The scope of this planning effort was threefold:

1. To develop objectives, policies, and criteria for police facilities as part of the comprehensive plan for San Francisco.
2. To prepare a long range police facilities plan responding to general questions of design and location of facilities.
3. To prepare the framework for Capital Improvement Programming of facility requirements.

In April 1974, the draft plan for Police Facilities was completed and presented to the City Planning and Police Commissions at a public hearing. The plan as presented dealt principally with police facilities, addressing the questions of distributing, location, use, and design of facilities within the physical and social setting of San Francisco. The report did not attempt to plan for police services or changes in police operations. The plan did recognize, however, that changes in operations will inevitably take place and that inherent flexibility to accommodate operational changes is an essential component of a responsive and effective facility plan.

Following the April 25, 1974 presentation of the draft Police Facilities plan, over one thousand copies of the report were distributed and over twenty presentations were made by staff throughout the community. During this same time frame, Lt. Frank Jordan personally addressed roll-call at each



Central Station



Southeast Station



Mission Station



Northern Station



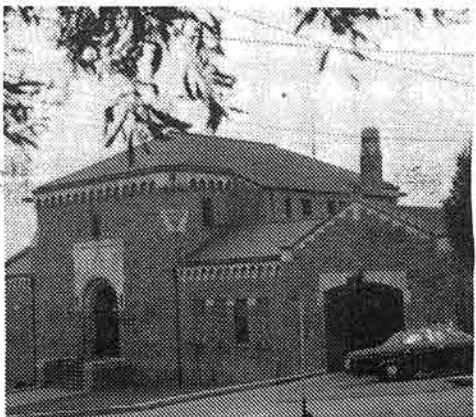
Park Station



Richmond Station



Ingleside Station



Taraval Station

of the nine district stations to explain the police facilities plan and to provide citizen feedback to the patrol force. These meetings also gave line police officers an opportunity to ask questions and to provide personal input to the proposal.

Extensive community review of the plan was followed by five public hearings. On August 29, 1974, the Police Facilities Plan was adopted as a section of the Community Facilities Element of the Comprehensive Plan, and subsequently endorsed by the Police Commission.

The following is a summary of the most significant aspects of the plan related to district stations:

- a. The nine-district concept for San Francisco is affirmed.
- b. District stations should relate strongly to the neighborhoods they serve.
- c. District stations should provide the opportunity for expanded community/police relations through dual police/community use of facilities.
- d. Enhance closer police/community interaction through the decentralization of police services that need not be centralized.

The foregoing goals reflect and are responsive to the points raised by the community during the public hearings. The police department is committed to working directly with neighborhoods in implementing these goals. No district stations will be closed until a new replacement station is built.

Summary of Proposed Improvements

In view of expressed community desires for greater police/community interaction and service at the district station level, and in light of the inadequacy of existing district station facilities, this bond focuses on improving the nine district stations and patrol bureau support facilities.

Of the nine district stations, five should be relocated into new seismically sound buildings more centrally located within the districts they serve with sufficient capacity to accommodate the broader role the police are envisioned to play in the community. These include:

	Year Built
Northern Station	1920
Ingleside Station	1910
Southeast Station	1915
Park Station	1910

Southern Station

To be built within the community rather than be part of the Hall of Justice (this particular option is open for future discussion)

The other four stations; Richmond, Mission, Central and Taraval, are recommended to remain and expand on their existing sites. Also proposed is a new helicopter facility to replace the rented quarters at Crissy Field, a remodeled North

End Youth Bureau, and upgrading of the police stables in Golden Gate Park. No changes are proposed for the Hall of Justice as those improvements should be part of a comprehensive study of the space needs of the entire criminal justice system.

A new Southern Station has been budgeted to allow for construction of a station that can relate more directly to the community served and allow for police department expansion within the Hall of Justice if needed.

Summary of Development Costs

In light of police facility requirements, the following improvements and costs are recommended:
Seismic analysis of police facilities: \$ 100,000

Central Station	Expand	763,000
Ingleside Station	Find new site, build new station	2,972,000
Mission Station	Expand and remodel	1,198,000
Northern Station	Find new site, build new station	2,896,000
Park Station	Find new site, build new station	2,702,000
Richmond Station	Remodel if possible, otherwise build new station.	1,799,000
Southeast Station	Find new site, build new station.	2,896,000
Southern Station	Find new site, build new station	2,896,000
Taraval Station	Expand and remodel	636,000
Golden Gate Mounted Stables	Expand and remodel	180,000
Heliport	Find new site, build new facility	500,000
North End Youth Bureau (PYP/PAL)	Remodel	200,000
Overall Program Contingency		262,000
		\$20,000,000 Total

On Friday, April 25, 1975, Police Commissioner Marvin E. Cardoza, Captain George Sully, Planning & Research Bureau, Lt. Frank Jordan & Mr. Lucian Blazej, Department of City Planning, attended a meeting of the Capital Improvement Advisory Committee at City Hall in the office of Chief Administrative Officer Thomas Mellon. After a lengthy discussion, the committee unanimously approved the bond

proposal for submittal to the electorate of the City & County of San Francisco at the election of November 4th, 1975.

The next step will be a resolution of public interest and necessity introduced to the Finance Committee of the Board of Supervisors and if approved, a follow-up meeting before the full board during the month of June, 1975.

SFPOA COMMUNITY SERVICES HELPS MARCH OF DIMES

The March of Dimes is sponsoring or has sponsored (depending on when you get this newspaper) a Professional Athletes' Decathlon. The idea is to find the most adaptable professional athlete. The event is on May 17, 1975 starting at 1030 hours. The events are: Golf, Basketball, Volleyball, Water Race (rafts), Tennis, Soccer Ball Kick, 40 Yard Dash, 440 Team Relay, Weight Lifting and a Football throw. Athletes who have confirmed their participation are:

- Mac Arthur Lane
- Jim Barnett
- Craig Patrick
- Cas Banaszek
- Steve Bartkowski
- Danny Fouts
- Marv Hubbard
- Bob Lee
- George Pesut
- Bob Moore
- Manfred Moore
- Tim Anderson
- Art Thoms
- Ben Davidson
- Mike McCormick
- Dick Bohrnstedt
- Gerald Irons
- Jim Plunkett
- Green Bay Packers
- New York Knicks
- St. Louis Blues
- San Francisco 49'ers
- Atlanta Falcons
- San Diego Chargers
- Oakland Raiders
- Atlanta Falcons
- California Golden Seals
- Oakland Raiders
- San Francisco 49'ers
- San Francisco 49'ers
- Oakland Raiders
- Football
- Baseball
- Golden Gaters
- Oakland Raiders
- New England Patriots



George Pesut of the California State Seals and Officer Mike O'Toole get together to talk about the Professional Athletes Decathlon for May17, 1975.

COBS

The years after 1572 were truly a momentous era for the newly discovered Americas. It was an era of lust, greed, degradation, immorality and deceit for all those interested in attaining the wealth of the new world. This attitude was applicable to all — kings, queens or peasants. It was the start of pirates, bucanneers, highwaymen, general murderers and double dealers. All this for gold, silver and precious stones. Nothing was sacred or safe whether on land or sea. This was the period of the minting of the silver (1573? to 1734) and the gold (1681 to 1731) cobs. The beginning of the famous silver pieces of eight (8 reales) of pirate stories. Because of the desertion of mint employees to seek wealth, the minting of coins in the round form had to be interrupted but money was needed for normal trade. The compromise was the cobs. Silver cobs were minted in 8-4-2-1 and 1/2 real. The silver reales (cob) was made from ribbons or sheets of silver about 1 mm (1/2 real) to 3 mm (8 reales) in thickness and sniped to 15 mm (1/2 real) to 35 mm (8 reales) in diameter. When the coin was cut it was hand hammered with the current royal crest dies. In hammering the die on the planchet, the metal was deeply squeezed and the edges spread out to irregular shapes. It is interesting to note that the thickness, the diameter, the shape and the centering of the designs are irregular. The one rule applying to all cobs is that no two cobs are alike. They are individualistic, and unique. Since most cobs are not dated the year of minting can only be deduced by the royal crest on the silver or gold coin and are as follows:

SILVER COBS

- Phillip II of Spain 1556-1598
- Phillip III of Spain 1598-1621
- Phillip IV of Spain 1621-1665
- Charles II of Spain 1665-1700
- Phillip V of Spain 1700-1724
- Abdicated
- Luis I of Spain 1724-1725
- Died
- Phillip V of Spain 1725-1747

GOLD COBS

- Charles II
- Phillip V
- Luis I

The value of the gold cobs minted was 8-4-2-1 escudos. The thickness of the gold cobs

JOINT OWNERSHIP a marital trap?

"Reprinted with permission from the Spring '75 issue of EVERYBODY'S MONEY, the credit union magazine for consumers, published by Credit Union National Association, P.O. Box 431B, Madison, Wisconsin 53701."

Aside from vows of love, most married couples agree to joint ownership of property. Simply put, that means "What's mine is yours, and what's yours is mine." But joint ownership, like love, is seldom simple in its consequences. It's a complex legal specialty governed by a mass of laws, both federal and state. For the unwary, jointly held property can be a trap. One lawyer has said "For the average estate owner, jointly owned property is to be avoided like the plague." That may be overly dramatic, but estate plan experts agree that joint ownership does have hurdles, oftentimes not understood by the co-owners.

What can happen—The accompanying box spells out the different types of joint ownership. The most common, and the one discussed here, is joint tenancy with right of survivorship. Property is jointly held, with the survivor inheriting everything. Because of the automatic transfer of property, many couples feel there is no need for wills. But that's the catch. Joint ownership is not a substitute for a will; assuming that it is can leave your property in the hands of the wrong people.

Take this example: a husband and wife are in a serious auto accident. The husband dies immediately, and the wife dies a couple of days later. Like most couples, they placed everything acquired during marriage—house, saving and checking accounts, securities—in both names. The husband has a will, but not the wife. At his death, all property passed to the wife. When she died shortly afterward, the state dispersed the property according to its laws, since she left no will. The husband's infirm mother received nothing. His will instructed that she be provided for if his wife died shortly after he, but this provision was nullified under joint ownership since everything passed directly to his wife. The deceased couple had no intention of ignoring the mother's needs, but that's exactly what happened.

Similar uncertainties arise if one joint owner dies and the other receives all assets and lives for many more years. If the husband and wife in our example had both died instantly, joint ownership would still have hurt them.

was thicker and chunkier than the silver pieces of eight though this too is irregular and not the absolute rule. 8 escudos was worth 16 pieces of eight reales. It is in the reign of Phillip V that the round pieces of eight was minted in quantity and minting of cobs ceased. Then these round silver pieces of eight and the gold doubloons came into its own with the most interesting history and fascinating stories of our coin history and is another truly interesting tale.

George W. Sailer, Curator SFFD Numismatic Society

The law presumes each to survive the other if there is a simultaneous death. Without a will, joint property is split and dispersed according to the laws of the state. The wishes of the deceased may become meaningless.

Costly mistake—Another misconception about jointly held property is that it avoids or reduces death taxes. Nothing could be further from the truth. In fact, joint ownership often accelerates the tax rate on a deceased person's properties. Estate taxes are likely to cause the biggest headache.

On jointly owned property, the government assumes the first owner to die contributed to the entire estate. If the husband dies first (which is usually what happens), the IRS says he was the sole contributor to the family's assets. Any earnings made by the wife are presumed to have been spent on luxuries only. If she can't locate relevant documents to the contrary—which is difficult to do after 30 or 40 years of intermingled assets and funds—the full value of the estate may be taxed needlessly at the husband's death. And then when the wife dies, estate taxes become an even bigger problem, since this time there will be no marital deduction. Anything over \$60,000 will be taxed.

There are gift taxes to cope with too. And once again, the taxes assessed largely depend on contributions made by the wife, if any.

Normally when a husband and wife put property in joint ownership, the IRS assumes the husband is making a gift of one-half of that property to his wife. If that half exceeds the marital deduction, plus the lifetime and yearly gift exemptions, he'll pay a tax. With a jointly owned house, gift taxes aren't assessed at the time of purchase, but there is a tax if the wife sells the house during the husband's lifetime for more than the proportionate share of what she contributed to the original purchase price.

A joint checking or savings account may even be viewed by the IRS as a gift from husband to wife, for example, if she withdraws more than \$3,000 a year and buys stocks or bonds in her name. Securities put in joint names but paid for by only one owner are also considered a gift of one-half the investment's value unless they are held in a brokerage account.

Inconvenience—Also faced by joint owners is the sealing of joint accounts and safe deposit boxes at the death of one of the owners. Generally, these jointly held properties are closed to the survivor pending a review by state tax agents. An attorney can usually get a court release

within a day or two, but in the meantime a widow may be stranded for funds. And since many people mistakenly put insurance papers, wills and burial instructions in safe deposit boxes, these items may also be difficult to get to in a hurry.

To avoid these inconveniences, both husband and wife should have at least some money in their own names. Safe deposit boxes should be separately owned too.

Advantages also—In spite of all the deficiencies of joint ownership, there are several advantages you should know about too.

Simplicity is probably the biggest plus offered by joint ownership. It's an easy way to transfer assets. Because the property passes immediately to the owner, there is no need for probate proceedings. This alone can save considerable expense, time and trouble. Joint assets can't be tied up in the settlement of your estate, no matter what a will may say. However, most states do require that a survivor take some action to set the title records straight. Remember too that other assets will probably need to be probated so you'll not completely avoid this court procedure.

Another distinct advantage of jointly held property, particularly a house, is its immunity to debt claims. A house under joint ownership offers a widow a great deal of security, since a creditor can't collect from it to pay off debts her husband may have left.

There's an additional psychological advantage. If a house is jointly owned, the wife knows she can continue to live in it after her husband dies; she knows she won't be homeless.

Recommendations—There are no easy answers to joint ownership. Pitfalls exist, and so do merits. Each couple should consult with an estate plan lawyer, a trust department, or financial advisor before jumping into the joint property decision. What's right for one couple may not be right for another.

Some experts say that if your assets are less than \$120,000, the advantages of joint ownership far outweigh the disadvantages. That's largely because the IRS allows a marital deduction up to that amount. Don't forget to include life insurance proceeds in with your assets; they pass outside probate but will probably become a part of your estate for death tax purposes. After taking an asset inventory, you'll no doubt be amazed at how much you've accumulated.

Your best advice is to seek professional counsel. And regardless of the decision you make about joint ownership, don't let it be a substitute for a will.

Types of Joint Ownership

Tenancy in common with rights of survivorship—Ownership by two or more people, with full title going to survivor. Can sell, will or convey only half interest unless other owner(s) consents, with exception of joint bank and credit union accounts and savings bonds. Property bypasses probate. This is most common form.

Tenancy by the entirety—Is limited to husbands and wives; neither can pass his interest to anyone else without the other's consent. Survivor inherits. Many homes are held this way, but a lot of states don't recognize this form.

Tenancy in common—Multiple ownership without rights of survivorship. Property goes through probate. When one dies, his share goes to heirs. Many states will interpret joint tenancy as tenancy in common unless clearly stated otherwise.

Community property—Exists in several states. Property acquired by husband or wife during marriage belongs to both, each owning half.

FITNESS

Exercise in the gym and spa can get very dull. For a change of pace, the Central YMCA is offering a number of weekend fitness camps in the Santa Cruz Mountains, where a range of activities from calisthenics, to jogging, volleyball to swimming, hiking to massage will be offered in the outdoors with indoor camping in the YMCA cabins.

The weekends will also include some group discussions on health and fitness, some mini-fitness tests. Janet Napier, Women's Fitness Director at the Central YMCA, believes this to be a fun way of augmenting current daily exercise routines, and becoming familiar with exercise programs.

The first fitness camp this summer will begin Friday evening May 30, through Sunday June 1. For more information call Central YMCA, 885-0460.

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Establishment & Implementation of the CRIME PREVENTION EDUCATIONAL UNIT In The SAN FRANCISCO POLICE DEPARTMENT

The San Francisco Police Department has recently created a full time Crime Prevention Education Unit. Lt. Frank M. Jordan, a seventeen year police veteran has been named by Chief Donald Scott to head the program. This new unit will make its headquarters at the Hall of Justice as part of the Public Affairs Office.

Focus will be placed upon action that can be taken **BEFORE** a crime occurs. The fundamental idea of police procedure has always been . . . first the criminal commits the act. Then the police react.

Our major defense against crime relies upon this procedure, which in turn is based upon three widely held presumptions. We have presumed that making an act illegal would be a deterrent to crime. We have presumed that the fear of being apprehended would be a deterrent to crime and we have presumed that the fear of being punished would be a deterrent to crime. These deterrents do work, but only to a limited extent.

It is also a simple truth that three conditions must be met before a crime can be committed:

1. there must be a desire to commit the crime.
2. there must be the ability to commit the crime.
3. there must be the opportunity to commit the crime.

Take away the opportunity, we blunt the desire. Take away the opportunity, we limit the ability to commit the crime. If we remove the opportunity, there can be no crime. This simple truth is the basis for what may be our best weapon against crime, the concept of crime prevention.

A widely accepted definition of crime prevention is "the anticipation, the recognition, and the appraisal of a crime risk and the initiation of some action to remove or reduce it". This definition is for all members of society, not just the police department. Crime is not only a police problem; it is a social problem that can never be resolved by the police or the criminal justice system alone. Informed private citizens playing a variety of roles can make a decisive difference in the prevention, detection and prosecution of crime.

Emphasis in the community crime prevention area will be on citizen action and citizen-initiated efforts. Some programs will be primarily educational, while others will be designed to prevent specific crimes or to improve communications between the police and citizens they serve.

The newly created crime prevention education unit will attempt to get citizens to begin sizing up situations in the same way a criminal would. Begin to look for opportunities for crime. Hopefully, individuals then begin to take action to remove or reduce those opportunities before the crime is committed.

Programs will be established that encourage members of the public to take an active role in preventing crime, that provide information leading to the arrest and conviction of criminal offenders, that facilitate the identification and recovery of stolen property, and that increase liaison with private and public security efforts.

The real deterrent to rising crime lies not in placing a policeman on every street corner, but in enlisting every citizen in the fight against crime. The new units ultimate goal is greater public trust in the police and a resulting reduction in crime through public cooperation. This means greater community involvement in crime control.

Lieutenant Frank Jordan's immediate goals as head of the Crime Prevention Education Unit are as follows:

- A- Existing crime prevention programs within the department must be evaluated and coordinated to obtain the maximum participation and citizen involvement.
 - a. what programs are available now in such areas as:
 1. Juvenile Delinquency
 2. Burglary Prevention (Operation I.D. & Home Security)
 3. Community Relations
 4. Robbery Prevention
 5. Rape Prevention
 6. Senior Citizen Awareness
 7. Consumer Fraud & Bunco Prevention
 - b. Evaluation of crime prevention information



Lt. Frank Jordan, CO of the new Crime Prevention Educational Unit

already available throughout the department in the form of leaflets, fliers, & brochures for public dissemination.

1. Compare all existing material with that of outside jurisdictions and update for local benefit.
 2. Compare & update existing film or slide presentations in community awareness and prevention of crime.
 - a. Educate the public in crime prevention techniques.
 3. Keep the news media informed. Continual updating of timely spot announcements to meet specific crimes.
 4. Seek business and commercial assistance to defray partial cost of public advertisements and hand-out materials.
- B-** Roll call training in crime prevention will be provided to all district station watches.
- a. Citizen crime prevention awareness & responsibility must be "sold" and confidently pursued by line police officers.
 - b. Operation Identification
 1. Electrical engraving tools to mark items of value.
 - c. Home and commercial security checks.
 1. Lock nomenclature and locking devices
 2. Attack methods (burglary)
 3. Proper lighting, etc.
 - d. Neighborhood Watch/Neighborhood Alert.
 1. Citizens becoming more observant of suspicious activity within their respective neighborhoods and reporting this information to the police.
- C-** One member at each district station will be assigned as liaison to the crime prevention education unit in order to more effectively respond to and coordinate the community crime prevention needs in their respective districts.
- D-** In-service and recruit training at the police academy for all personnel when federal litigation is completely resolved.
- E-** Actively seek out and coordinate speaking engagements with all citizens groups regarding community awareness and involvement in crime prevention activities.
- F-** Lobby for crime prevention measures in environmental design and security legislation as the need arises.
- G-** Review the possibility of LEAA and California Office of Criminal Justice Planning Grants in the field of community oriented crime prevention programs.
- H-** Maintain liaison and open communications with the Northern California Crime Prevention Officer's Association.
 - a. Exchange of ideas and information for mutual benefit.

When a city begins to reduce the opportunities for crimes, the number of actual crimes committed is also reduced. Take away the opportunity and there will be less crime.

Citizens groups coordinating their efforts with the police can have a direct impact on reducing crime in San Francisco by way of Crime Prevention Programs. Remember . . . Crime Prevention is everybody's business.

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CABLE - GRAM:

CABLE System Hits

By Louis H. Feder, Director, Criminal Information
Assisted by Sgt. Richard Seelig

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 this property is lost or stolen and make arrests and recoveries using this information.

Here are a few of the results, through the use of CABLE, in March and April.

On 03/05/75 Sgt. Calabro #1190 and Gudelj #1277 were in 3T3B, 03/11/75 in the vicinity of O'Farrell and Webster Streets. They observed a suspect talking to several known narcotic addicts. When the suspect saw them he hurriedly walked away. They stopped and questioned him. A CABLE check revealed he was wanted by this department for theft and displaying a weapon in a rude manner.

Solo Motorcycle Officer Dito #1859 made routine traffic stop 03/11/75 at 7th and Mission Streets for a violator making an illegal left turn. A CABLE check showed he was wanted by this department of a theft warrant.

Officer Pera #958 in 3E6 was in the vicinity of Eddy and Buchanan on 03/11/5. He observed a driver go through an arterial stop sign without stopping. The driver was stopped, issued a citation and checked through CABLE. He had an outstanding traffic warrant from our department and two more from San Mateo.

Officer Brown #969 was patrolling the area of Market and Dolores Streets 03/13/75. He observed the driver of a vehicle make an illegal turn from Market to Dolores Street. He stopped the vehicle and questioned the driver. He also ran a CABLE check. The driver was wanted by the Sonoma County Sheriff's Department for forgery.

Officers Bloesch #1985 and Winters #1396 were in 3C 38 patrolling the area of Griffith and Thomas the late evening of 03/18/75. They observed two suspects walking in this warehouse area. The subjects were stopped and questioned. A CABLE check was made. One suspect was wanted for trespassing.

On 03/23/75 Officer Zukor #191 and McConnell #1734 in 3G1 ran a CABLE check on a subject in the 500 block of Spruce Street. The results revealed he was wanted on a warrant for theft and six traffic warrants by the Fairfield Police Department.

On 03/25/75 Officers Hickson #2044 and Gibbs #193 in 3D7 stopped a vehicle at Ford and Sanchez Streets for an equipment violation. A CABLE check was run on the driver. He was wanted by the Hayward Police Department for driving with a revoked operator's license.

In the early morning of 03/25/75 Officers Liljedahl #487 and Castiglioni #495 were on patrol in 3B2 in the 100 block of Market Street. They observed a female, who could have been a juvenile, with a male companion. They were both asked to identify themselves. They were both checked through CABLE. The female suspect was not wanted but the male suspect was wanted by this department on a drug charge.

On 03/25/75 Officers Hernandez #1435 and Bosshard #1335 were in 3C14 patrolling the vicinity of the Crocker Amazon Park. They observed two suspects loitering in the early morning hours. They interrogated them and ran CABLE checks. Both were wanted, one by the Toulumme County Sheriff for failure to appear on a possessing alcohol charge and the other on a theft charge by Daly City Police Department.

Officers Hulsey #1071 and Gerard #1280 in 3T 6C were in the 900 block of Columbus Street the early morning of 03/30/75. They observed a minor disturbance involving a battery. The subjects were checked through CABLE and it was discovered that one was wanted for escape in Hartford Connecticut by the State Police.

Officers Poverly #2030 and Aunt #1377 were on patrol in the 1500 block of Grove Street in 3F4 on 04/03/75. They observed a vehicle being driven with a missing license plate. They stopped the vehicle, questioned the suspects and ran CABLE checks. The results revealed the driver was wanted on narcotics charges. The driver and passenger were asked to exit the vehicle. They were pat searched and both had concealed knives. The suspects were then taken to the Park Station. A more detailed search of the vehicle and the suspects uncovered a concealed revolver, suspected narcotics and a large sum of money in small denominations.

Officers Sheveland #139 and Keenan #1401 were on Foot Patrol in the 300 block of Hyde Street 04/04/75 in the early morning. They observed a suspicious female in this area which has a high incidence of prostitution. They stopped and questioned her. A CABLE check revealed she was wanted by the Novato Police Department for robbery, the Oakland Police Department for theft and the Berkeley Police Department on three counts of cruelty to children.

CHEVY NOVA POLICE VEHICLE

1975 Chevrolet Nova Police
Car Specifications

I. Basic Police Car:

- Four-door sedan
- FR 78 14B. Blackwall. steel-belted radial tires
- 350 CID V8 with 4BBL carburetor
- Automatic three-speed transmission
- Power steering

II. Recommended options but not mandatory:

- Police chassis package including 14x7" wheels and special disc brakes
- F41 special suspension handling package
- Power brakes with metallic impregnated linings
- High capacity cooling (radiator, fan, fan clutch)
- Heavy-duty battery
- 61 Amp Delcotron generator

III. Additional Available Options:

Regular Production Options

- Tinted glass - all windows, tinted glass - windshield only, power door lock system, Quiet Sound Group - insulation, front & rear floor mats - color keyed, body side



CHEVY'S NEW COMPACT POLICE CAR--Chevrolet Motor Division's 1975 Nova four-door sedan police vehicle meets the full spectrum of police needs in high-speed pursuit to routine patrol. The Nova, powered by an economical 350 V8 engine with a four barrel carburetor, is the first compact car built in America specifically for severe-duty police use. It offers lower initial and operating costs, as well as improved fuel economy, and still meets rigorous police department vehicle standards. Production of the Nova police car begins this month.

- molding, door edge guards, pulse-type windshield wipers, rear window defogger - forced air, air conditioning, day/night inside mirror, rearview mirror *L.H. remote control, positraction rear axle, comfortilt steering wheel, space-saver spare tire, dual horns, electric clock, AM pushbutton radio, deluxe

front and rear bumpers, and auxiliary lighting.

IV. Special Order Options

Single key locking - single vehicle, bucket seats - black vinyl, single key locking - fleet keyed alike, rearview mirror - R.H., cigarette lighter, locking gas cap - single vehicle, radio interference suppression, H.D. front floor

mat, H.D. rear floor mat, police speedometer, Trans. Low Gear Block-Out, rear door handles inoperative, H.D. front seat, H.D. rear seat, rear arm rests, trunk mat, 1 1/2" I.D. radio conduit, roof wiring, electric trunk opener, 80 Amp. generator, trunk lamp, and inoperative door jamb switches.

THE S.F.P.D. IS WILLING TO EXPERIMENT

Mr. Alfred Flaherty, General Superintendent of the City Shops, said, "Why don't we buy a couple of the Novas and see how they work out?"

On Monday, April 21, 1975, Mr. Flaherty, Charlie Murray, Inspector of Motor Vehicles, S.F.P.D., Sgt. Vic Wode of Planning & Research and Sgt. Gale Wright of the Uniform & Safety Committee, went over to the GMC offices in San Leandro to inspect the new Chevy Nova police vehicle.

Several other P.D.'s and Sheriff departments also responded to Chevy's invitation. We heard from a few sales administrators and then from an engineer. He explained that thanks to the Los Angeles Sheriffs Department, the Los Angeles Police Department and the California Highway Patrol, several specifications for police vehicles were known, by which the Chevrolet people thought their Nova could ably compete with the Plymouth, Dodge and Matador.

Fuel economy of the Nova seems to be the main thrust of the sales information. A great 15.60 mpg looks very good compared to the Plymouth/Dodge at 11.79 or the Matador at 13.44. We were told that while the fuel consumption is very good, regardless of the vehicle involved, police use is still only about 60% of the given miles per gallon.

In the main, the testing procedures used by the L.A.S.O. were devised with consultation of John Christy, who is the Executive Editor of Motor Trend Magazine. The testing combined electronic measuring of performance and component heat* data with objective scoring of a number of other factors**, to ascertain the suitability, safety and economy of a given vehicle as a police car.

*Heat factor: Heat has been found to be a significant factor in the life span of an engine and drive train, and has become more suspect with recently added emission control devices. Temperatures of the engine oil and the transmission fluid often approach the breakdown point of these lubricants and fluids with resultant serious shortening of the life expectancy of the major components involved.

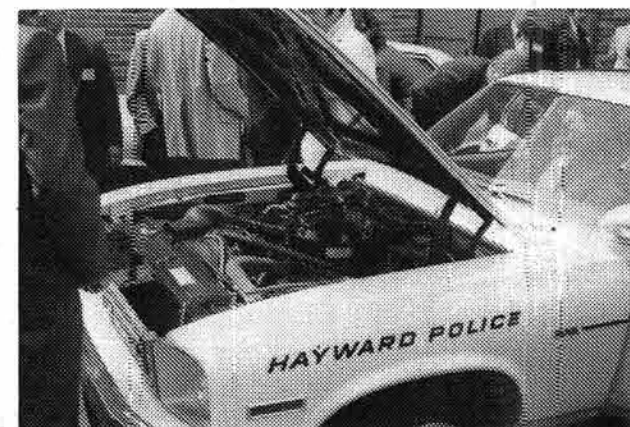
**Other factors considered: Slow and high speed ride and handling evaluation. Electronic measuring of: acceleration, braking, emergency handling and steady-state handling. The 72.125 mile economy (urban, suburban and freeway conditions.) Ergonomics (a rating of human factors and space utilization) is also included, as well as day-to-day serviceability and maintenance of the vehicle(s), and radio installation, for marked and unmarked cars.

In conclusion, the reader should know that the complete written specs and testing goes on for several pages. This article serves only to put the members on notice that something is being done about what types of vehicles are suitable for police use, other than simply the lowest bid car available.

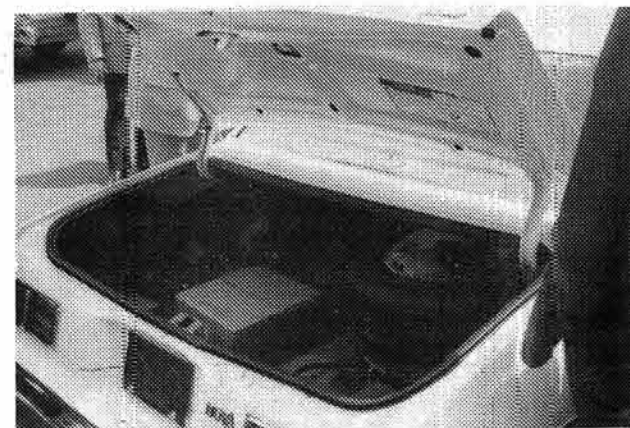
Congratulations to Los Angeles S.O. and P.D. for their efforts and successes in this important field and to Motor Trend for their national publicity on this subject (July '74 & August '74), and to the Chevrolet Division of GMC for their interest in developing a compact police vehicle which has proven a winner in the tests described in this article.



Back seat is very tight for transporting other officers or passengers.



The power plant is a 350 V8. Tests show 15.60 mpg.



The trunk is not too big or deep.

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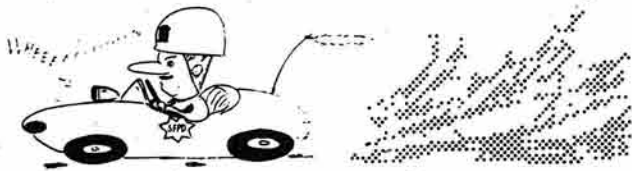
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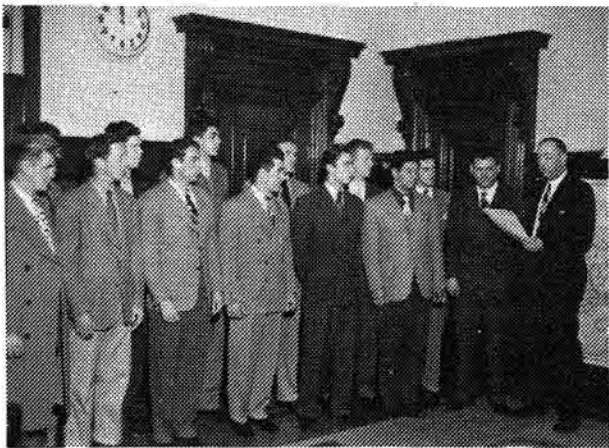


Eugene Thompson visited me last month, on a trip here from Idaho where he is spending his disability retirement. But of course no one remembers this perpetually smiling guy, except as Tommy, or "Turkey" Thompson when he was working at the Richmond and the old Potrero stations and then at the Central Warrant Bureau when it was still in the basement of the City Hall. Tommy chided me for not including in last year's Memorial Day column, the man who was responsible for so many of us being in police business today. That man was **Fred Fitzgerald**, former football ace from USF and UC who was given leave from his job at the old Police Academy to teach "Law Enforcement" at City College. A number of us, former M.P.s, veterans, and others interested in police work, flocked to this new curriculum. It was a start that eventually pushed the Business into semi-professional standing. And many a police official now is a product of that beginning back in 1947.

Fred Fitzgerald died from a heart attack almost ten years ago, while still relatively young, leaving the School of Criminology at CCSF a heavily enrolled department with numerous instructors and a formidable uniformed, well equipped Campus Police force. But the beginning had been modest. Fred was the only instructor, teaching all the subjects, with only an occasional expert like **Ed Moody** (then a sergeant in the Accident Prevention Bureau) and **John Meehan** (then a lieutenant) both of whom are also gone now. There was a small group of us who braved that first semester in this almost unexplored field. Cesare Lombroso, Bertillon, Batley, Smith, Sodomon and O'Connell suddenly became familiar figures to us, and Fred usually laid out his personal views about each one of these criminologists.

Not many of you readers knew Fred Fitzgerald. But those who studied under him remember him with fondness. From that first group there are many in our department: there is **Jack Ciapparone**, a sergeant in Traffic; **Bob Gibbons**, also in traffic; **Morris Hazen**, a lieutenant at Richmond Station; **Liebert Myers**, a sergeant at the Warrant Bureau; **George Dyer**, the lieutenant in charge of the Burglary Detail and himself slated to teach Criminology soon. There is Sergeant **Dick Hall** at City Prison, and Inspector **Jack McKenna** in

Homicide. **Louise Schlocker Pierotti**, the pretty clerk in the Narcotic Detail was a women's lib pioneer of sorts. She prevailed, though Fred had told her that no women were admitted to his courses. Later when Fred obtained a small check to pay Louise who had done some typing and clerical work for him, she refused it, proving total dedication to Law Enforcement, causing Fred some confusion about what to do with those funds. And speaking of narcotics, one brilliant member of that first group was **Matt O'Connor**, the present boss of the State Narcotics here. He was a rookie patrolman in



THE FIRST CAMPUS POLICE FORCE
AT S.F. CITY COLLEGE

TIME: Noon; DATE: January 23, 1948.
PLACE: Chief's Office, the Old Hall of Justice.
Far right: Fred Fitzgerald standing next to Chief Michael Mitchell who is reading the orders to the newly sworn in campus policemen. Front row: Reider Moen, Norman O'Dea, Bill Porter, Ray Capella, S. Yasinitsky, Armen Yanikian. Second row: Joe Ast (almost invisible), James Ridder, Ronald Crawford, Dick Hall, Donald James, and Pete Lavoie.

this department then, and took the State test, passing No. 1 on the list.

Bill Porter of Central Station was another one in our first group of Fred's students. But not everyone went into the San Francisco Police Department. Many of Fred's wards wound up elsewhere, some as far away as Iran, like **Carl Davis**, who at first went into the San Mateo P.D., but later returned to the Army and just recently was appointed Provost Marshal of the White Sands Military Base in New Mexico after having served as Provost Marshal of the Mediterranean area and most recently of the Persian Gulf. Carl's bosom buddy, **Gordon Hall**, who was the second Chief of the Campus Police (I was the first), is now captain in the San Mateo P.D. and ought to be their next chief. San Bruno P.D. had **Armand Garbarino** as sergeant before he retired on disability a couple of years ago. And **Garret Kyle** is a lieutenant in the Oakland P.D. And how about **Jerry Ammerman** who has been Chief of Police in Modesto for the past half-a-dozen years?

There are also those who went wrong somewhere along the way, like **Ray Capella**, for instance, who is a lieutenant in the San Francisco International Airport's Fire Department. Yes, fire department . . . (I don't know what happened . . .) And there are others whom I cannot recall, of course. They will forgive me, I hope. My memory doesn't serve me as well anymore, after all these years.

There are some who retired from the Business, like **Tony Troche** and **Dick McKevitt**, and those whom we recall on this Memorial Day, because they are already gone and sadly missed by those who knew them. **Brian McDonnell** was one of the first to graduate and enter this department. He was killed in that senseless bombing of Park Station. **Jack Kearns**, an Oakland Police Sergeant who was nationally recognized as an expert in theft prevention, died of cancer a few years ago. **Ernie Cortez**, a sergeant in the South San Francisco P.D. And our own **Dick Finnis** who died so tragically and unnecessarily.

Today the spirit of Fred Fitzgerald lives on in the new halls of City College. Many of the students there will replace us some day. They will be good, knowledgeable cops who will serve their communities better, all because Fred Fitzgerald got the ball rolling back in 1947.

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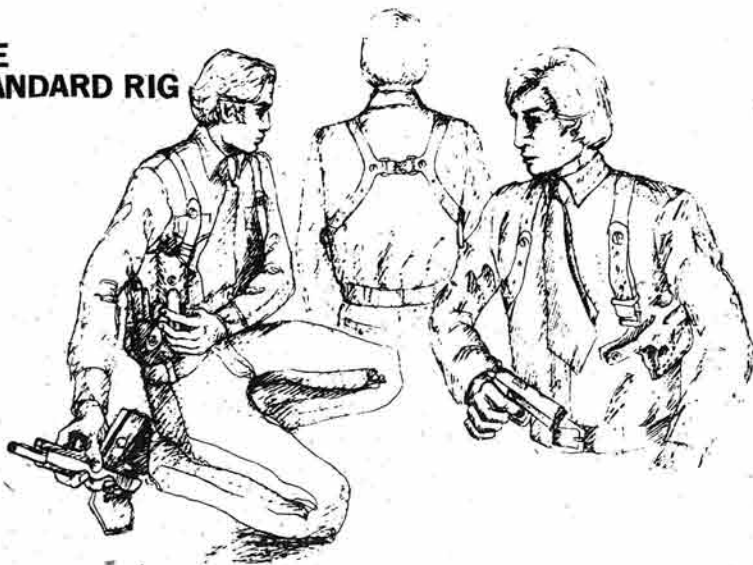
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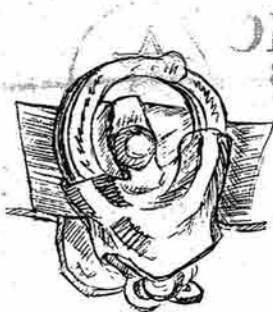
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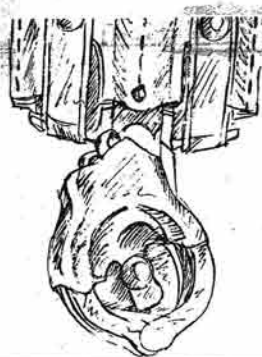
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By O'Byrne and Beirne
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Approximately one year ago, President Crowley notified every member of the Association, both active and retired, by mail of a Group Legal Plan that had been formulated by the law firm of O'BYRNE AND BEIRNE, at the request of President Crowley, and that Plan was then submitted to the entire membership for consideration and/or acceptance.

Those of you who took time to read over the Plan carefully, could not help but note that it was indeed a comprehensive and far-reaching Plan that afforded remarkable protection for an extremely small outlay of dollars. Despite the generous provisions of this Plan, and its far-reaching implications for family security and protection, remarkably few members elected to join the Plan, and approximately only sixty members elected to sign up, and of them, only forty or less, actually even paid the \$112.00, which was the yearly premium for the Plan.

It is against this background, that the law firm of O'BYRNE AND BEIRNE is now faced with the question of whether or not to offer the Plan again. Interestingly enough, one of the free benefits of the Plan that was originally offered to the members was that of drafting a free Will for the member or a designated family member at no cost to the member. Very few of those who signed up for the Plan and paid their premium, have even availed themselves of this benefit. Approximately ten members out of the forty that signed up for the Plan took advantage of the no-cost marital dissolution, and it seems that indeed this was the major usage of the Plan during its first year of operation.

Space does not allow us to set out, in detail, what the various provisions and benefits of the Plan are, but for those members who are interested, a copy of the brochure, describing the Plan in its entirety can be picked up at the Association offices, or the law firm of O'BYRNE AND BEIRNE will forward one to the member upon their requesting that firm to do so.

In order to sample the interest of the membership, if any, in continuing to offer such a Plan, we are requesting those interested parties to complete the in-

formational coupon that is printed with this Article, and forward it to the Association office within the next thirty days. At the end of that time, we will review the response from the membership, and if it is sufficiently adequate in terms of numbers of interested members, then the law firm of O'BYRNE AND BEIRNE, upon request of the President, and the Board of Directors, submit a revised Plan for the second year of the Group Plan contract, for the Association to consider and possibly authorize the presentation of that Plan to the members.

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POLICE ACTIVITIES LEAGUE



PAL KRON CHAMPS PROGRAM

Four youngsters will represent San Francisco PAL against ten other PAL's in Northern California on the KRON-TV Champs Program. Class A (13-14 years) finalists are Mazetta Garrett and Derrick Johnson. Runner-ups are Patty O'Rourke and Darryl Valdez. The Class B (10-12 years) finalists are Lisa Penney and Ken Hogan. Runner-ups are Nina Rannells and Paul Sampson. These boys and girls out did hundreds of others in the following events:

- Baseball accuracy throw
- Football accuracy throw
- Basketball set shots
- Timed Obstacle Course Drill

Eliminations to determine the Northern California PAL KRON Champs will be held periodically on KRON-TV.



The PAL KRON Finalists

PAL-GAL SOFTBALL

Softball for girls 12, 13 and 14 years of age is scheduled to begin June 15th. Team meetings will be held on May 16th at 7:30 P.M. at the PAL

Headquarters, 2475 Greenwich Street. Interested girls and coaches should contact PAL as soon as possible.

BASEBALL

PAL will start its summer baseball program on June 15.

Interested players and coaches should contact PAL as soon as possible. Coaches are always welcome. Many boys are turned away because we just do not have enough coaches. If you have any baseball background, consider teaching a youngster how to play ball!!!



Joe DeMaggio League action at Golden Gate Park

PAL SOFTBALL GAME

The annual PAL Softball game between the KGO-TV Lucky 7's and Barsocchini's VIP's is slated for Wednesday, June 18th. This PAL fund-raiser is expected to be the best ever. John O'Reilly's club expects to avenge last year's loss to the VIP's. Pre-game festivities begin at 6 P.M. Game time is 7 P.M. The action will take place at the Cow Palace. Adults will be charged \$2.00 and children under 12 with adults will be admitted free.



Barsocchini's VIPs supply the competition at the annual PAL Softball game.

SAILING

Something new has been added. Jay P. Bartlett, M.D. of San Francisco donated a 21 foot sailboat to the PAL. Officers Tom Suttmeier, Mario Tovani, Fred Groven and Stan Harris have teamed up to initiate PAL's first ever Sailing Program. This program will be available free of charge to San Francisco youngsters. Many thanks to Dr. Bartlett and the officers who will coordinate the program.

TRACK AND FIELD

The WCAL-AAA dual track meet was held April 12th at City College of San Francisco. Over 600 boys competed in track and field events. St. Ignatius won first place honors in the Varsity events and St. Francis took the Frosh-Soph honors. Runner-ups were St. Francis Varsity and St. Ignatius Frosh-Soph.

The Jr. Olympic trials will be held Saturday, June 14th and Sunday, June 15th. Also three All-Comers meets will be held on June 21st, June 28th and July 5th. Finalists will travel to Millbrae on July 11, 12 and 13 for further competition. Sites and times should be known by late May. Please contact PAL for more information.

LAW ENFORCEMENT GRADUATION

Fifty (50) young men and women will graduate from PAL's Law Enforcement Division on May 21st at 8 P.M. at the 6th Floor Auditorium at the Hall of Justice. After graduation these youngsters will be assigned to various details this summer in the In-Service Training Program. The guest speaker will be Officer Gile Persley.

The PAL congratulates these young people for their efforts in successfully completing the 3 year course requirements under the direction of Officer Ray Musante.

SOCCER



Soccer gets a lot of attention at Beach Chalet

Soccer is fast approaching mid-season and divisional favorites may be predicted. In the 18 & Under League, it looks like the Crusaders and Concordia are the favorites. The 16 & Under Division appears to be an exciting race. In the Western Division, PAL South San Francisco and the Wildcats will definitely be in the finals. The Eastern Division will have a close race between the Crusaders and the Incas. In the 14 & Under League, it looks like the Rovers will represent the Beach Division against either Mexico or Mezcala in the Crocker Division. The 12 & Under League race is always full of surprises. Any of the teams has the potential to upset any of the favorites. It appears that the Hibernians are favored in the Beach Division, but the Earthquakes have the men that can upset their winning ways.

In the Crocker Division, Folsom Playground seems to be on its way to a divisional title. The Gellert Division race seems to be between San Bruno and the Panthers with Mezcala close behind. The 10 & Under League is composed of two divisions — Crocker and Gellert. The Eagles are currently favored in the Gellert Division and the Lions and St. Anthony are tied for 1st place in the Crocker Division. The 8 & Under League is receiving most of the attention. There have been many close games and the boys are as eager as the 18 year olds. Presently the league leaders are the Shamrocks and Mezcala.

Soccer is fact becoming the popular sport. In 1959, the PAL sponsored one soccer team and today, 75 teams can be seen in action at various playgrounds.



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SPORTS

PLACERVILLE POLICE OFFICERS' ASSOCIATION DESTRUCTION DERBY

Last year our Association brought to light a long standing rumor about the driving ability of members of your association. While we realize that each member is a capable peace officer, we hear that you can't drive your way out of the parking lot. The driving ability of Placerville Police Officer's Association members is superior to all others.

The SECOND ANNUAL HANGTOWN INVITATIONAL POLICE DESTRUCTION DERBY will be held on Friday, July 18, at the El Dorado County Fairgrounds in Placerville. We will once again try to determine who is SECOND BEST. If you don't mind having your fellow peace officers, and lots of other spectators, witness your futile effort against us, plan on entering early, to insure a position on the field.

Trophies will be awarded for the best decorated "police car" and "roll over". A trophy will be awarded for the winner of each heat; and for the winner of the main event, a trophy and \$100.00 cash.

A decent burial will be given to the left over bodies at a local wrecking yard, after the proper words have been uttered over their remains. We will provide newspaper and TV coverage, too, to insure that the whole world will KNOW just who is best. An after-race party will be held to soften the blow of your defeat.

If representatives from your association feel that they want to try for SECOND BEST, send your entry today. Rules and Entry form are listed below.

If you have any questions, feel free to contact us. Write us at PPOA Derby, 489 Main Street, Placerville, California, 95667, or call us at 916-622-0111.

Ed Miskovsky, Chairman 622-8227
Bart Danz, Co-Chairman 662-9561
Jim Barnes, President, PPOA 644-4115
PPOA DERBY COMMITTEE
DATE: July 18, 1975

PLACE: Hangtown Speedway, El Dorado County Fairgrounds & Highway 50 at Placerville Drive off-ramp)

TIME: 6:30 p.m.

ENTRY FEE: \$15.00 per car, includes pit fee for driver.

VEHICLES: ALL VEHICLES except trucks, convertibles, vans, motorcycles, and motorhomes are eligible. They should be painted somewhat like your own police vehicles if possible. (Trophy for best decorated 'Police Car')

PRIZES: \$100.00 cash for winner of MAIN EVENT, plus trophy. Trophies for winner of each heat, best decorated 'police car', and roll over.

RULES:

1. All glass must be removed, including headlights and tail lights, before arriving at the track.
2. Safety equipment—Helmets and seat belts required.
3. Battery—may be removed to driver's compartment if well secured and covered to prevent any spillage.
4. Gas tank—may be moved to vehicle trunk, but must be securely attached.
5. Vehicle must remain stock; no reinforcing, no special bumpers.
6. Radiator—must remain in stock position, no reinforcing.
7. Doors—must be welded or chained closed.
8. Remove chrome trim where possible.
9. Winners of each heat may make repairs on vehicle prior to Main Event.
10. Deadline for entry—July 1, 1975
11. Exhaust systems to be left intact and operational.
12. All vehicles must be checked into the fair by 5:45 p.m. on race night.
13. Drivers Meeting—in the pit at 6:00 p.m., MANDATORY ATTENDANCE.



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An Introduction

HOW TO WATER SKI

by Bruce Wright

1) PUT ON SKI VEST.

Your ski vest serves many purposes. It keeps you afloat while putting your skis on. However, its most important functions are to protect your trunk during wipeouts and to keep you afloat should you mysteriously become unconscious before, during, or after your waterskiing adventure.

2) GET INTO THE WATER.

This is a step which even experienced waterskiers dread. Nothing is more fun than leaving a nice warm spot in the sun to jump into the freezing cold waters of a mountain lake. The temporary delay is usually solved by having the people onboard pick the skier up and throw him overboard.

3) RECEIVE & PUT ON FIRST SKI.

Waterskis provide entertainment for the boat's crew. When thrown properly to the skier, they will skid along the surface of the water in much the same manner as a torpedo. Here the ski vest proves valuable if a direct hit is scored. Assuming the waterskier catches the ski and succeeds in putting it on, he is ready for the second ski.

4) RECEIVE & PUT ON SECOND SKI.

If the skier is lucky, he will have only drifted 20-30 ft from the boat while putting the first ski on. This is well within the range of a skilled torpedoman. If the waterskier has drifted further away, he must wait until the boat can circle and come closer. After both skis are on, the waterskier must watch for aerial attack — the handles of his tow rope.

5) RECEIVE TOW ROPE.

Receiving the tow rope should be a very simple process. One main flaw can complicate this process and manages to do so 9 out of every 10 times. In the haste to pull in the tow rope to see if the previously wiped-out skier is still alive, the deckhands will throw the rope down on the deck where it becomes tangled and knotted. The result is that the next skier finds his 75-foot tow rope only stretching 30 ft. This necessitates pulling in the rope carefully and throwing it out again, hopefully all the way.

6) READY POSITION.

Bend knees. Straighten arms. Rope in between skis. Tips of skis above water. Ignore many contradicting "helpful" comments by people on boat. Pray to God for mercy after wipeout. The above can only be achieved by healthy persons. Considering that you have been in the water for at least fifteen minutes now and are ready to give it all up, you must be in good shape to have survived this much of your ordeal.

7) TAKE UP SLACK ON TOW ROPE.

The taking up of slack must be done very slowly and cautiously. If done too fast, the skier may find himself pulled forward with his skis forced behind him and this is not an advisable position to start from. It also means that the ready position must once again be achieved. When the rope is taut and the skier is ready, the boat will pick up speed and it is time to begin.

8) GO!!!

As you proceed faster and faster, try to stand up slowly. If you make it up the first time, congratulations and you're a lucky S.O.B. If like 99% of America, you fall, hope that your skis stayed on or you get to practice swimming. Keep trying to master the waterskiing process and once you can do it successfully, remember that just ahead is doubles skiing — with two people, two sets of skis, two tow ropes, double headaches, and double trouble.

GOLF CLUB NEWS

On Monday, April 14, 1975 we held our April tournament at Harding Park. It seems that my date selections have not been very good this year as once again it looked as though it would be a very wet round of golf. Happily it stopped just in time and stayed dry until everyone had finished.

Low gross score of the day was a 77 by Roger Foge, followed by George Ferris

with an 80 and Dave Minner with an 81. Low net winner was Charlie Bates with a 89-20, 69. Second place was Joe Buckley with a 83-11, 72 followed by George Ferris 80-8, 72 and Al Sonada 99-27, 72. Fourth place was Lou Sevenau, fifth was Charlie Beene.

The hole-in-one was won by Dave Minner with a shot 16'4" from the hole. He was chased by Al Blasi and Bill

Grosword with shots of 17'4" and 19' respectively.

Plans are still underway for our big annual tournament to be held on Friday, August 1st, 1975 at Marin Golf Club. This is really going to be a fine golf tournament so keep the date open if at all possible. We are still accepting prizes so if you know anyone who would donate a prize be sure to let me know.

Also in the planning stage is a tournament with the Oakland Police Officers Golf Association. Their club is just about the same size as ours and hopefully we can have an equal number from each club so as to have a little competition. This tournament will be at Richmond Country Club which is a very nice layout. We are going to buy a perpetual trophy and the winning club will keep it for a year.

If there is anyone interested in joining the club it is open to all active and retired members of the San Francisco Police Department regardless of ability. Anyone interested contact me through the Traffic Bureau or at home as below.

Jerry Cassidy, Secretary
S.F. Police Golf Club
Room 150, Hall of Justice
850 Bryant St. S.F.
(553-1235) or
210 Stilt Ct, Foster City
Ca. 94404 (349-3426)

ATTENTION.....

The date of the Lady of Fatima PICNIC has been changed . . . The new date is June 28, 1975. Please mark your calendars with the new date.

CREW

by Al Casciato, Co. A

After a hard winter of housekeeping, the crew team is off to another year.

Our most recent social rowing outing was held on Sunday, April 27th. On that day we rowed out to help inaugurate the start of the yachting season. We left at 8:00 a.m. from the Dolphin Club at the foot of Hyde Street and after a pleasant trip we arrived in Tiburon.

While at the Tiburon harbor we rowed into the main channel of the Corinthian Yacht Club and we were welcomed warmly by their PA announcer and members. Upon docking at Sam's Cafe we went in and enjoyed Gin Fizzers and brunch.

The return trip was a bit wet and cold due to a high wind which came up. In the spirit of the vikings, we rowed into the wind and docked at the Dolphin Club, after which John Lynch, Co. G, dove in for a swim around the cove.

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The Federal Suit Continued

This is a small number compared to the number of police officers on duty.

Minimum Height

The court said the survey suffers from lack of information about officers under 5'7", mainly because there are none on the force. And in the height by the inches from 5'7" up through 6'5", the group having the lowest rate of resisted arrests are the officers in the 5'8" and 5'10" group. On the whole, the survey is too inconclusive.

Male Minority Members

For instance: The court found there was only a minimal disproportionate impact against male members of minority ethnic groups in the written and physical agility tests. Considering how fast the list of applicants will be hired, the court did not find that any accelerated hiring of male minorities was necessary.

"San Francisco is a unique cosmopolitan city for many reasons, perhaps the most important of which is the fascinating and challenging breadth of ethnic backgrounds of its citizens. The direct hiring of male officers in order of their rank on the eligibility list will hasten community acceptance of a law enforcement group that reflects that ethnic diversity."

The court did not specifically mention promotional examinations, however a safe conclusion on that subject might be that any list of successful candidates for promotion would also display the same wide ethnic backgrounds as does any entrance list of successful eligibles.

Conclusion

In conclusion, the reader should also consider some other factors. The plaintiffs' case came fast and hard. The defendants were the Civil Service and the Police Department. The SFPOA was able to join the suit as "friends of the court", after the fact. The validation of tests apparently had never been challenged before. The SFPOA spent \$15,000 of the assessed monies for this purpose. Few experts were available for the kind of testimony needed in this case, for the defense. Constant cooperation was required between the City Attorney's office, our Legal office and the Association attorneys.

Again, it is not known if an appeal will be made. If and when that is decided, you will be made aware.

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COME JOIN THE FUN!!

I am happy to announce that we have secured the facilities of the Irish Cultural Center for our quarterly membership meetings. The Center, located at 45th and Wawona, is a private club which just recently opened.

The excellent restaurant and bar will be available to our members the evening of June 17th. Make plans now to attend.

You will have the opportunity to make several major policy decisions affecting our Association and at the same time, avail yourself to some enjoyable surroundings. Tuesday, June 17 - 8:00 P.M.

DOOR PRIZES WILL BE AWARDED

PLAN TO ATTEND
COME JOIN THE FUN!!

The San Francisco Policeman

Dear Gale,

I have just read your article regarding the dues structure of the San Francisco Police Officer's Association.

You are to be congratulated for informing your members exactly where the problem lies, not only in San Francisco but throughout the country. For years now, Police officers from every association believe that two things don't pay; crime and cops. Unfortunately, police officers like to wear the badge of professionalism but steadfastly refuse to pay for it.

The days of having attorneys, P.R. men and others that perform important

functions for our associations repaid with car decals and Honorary Badges are long passed. To attain much sought after collective bargaining and recognition in the field of labor relations, we sure as hell better be ready to pay for it. Ask any union member what he pays for the right to carry a union card.

To influence legislation affecting police officers on the local, state and national level, takes money and not good intentions.

Again, my congratulations on a great article.

Fraternally,
Robert D. Gordon
Executive Director
ICPA

Bill Ed Ted
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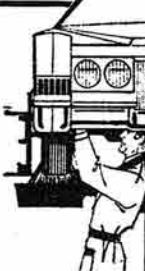
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as a teacher, nurse, or for some other non-profit organization.

If you fall into either of these two categories, don't hesitate to call the Healy office (731-7611) to find out how you can best take advantage of the Pension Reform Act of 1974.

SAN FRANCISCO POLICE OFFICERS ASSOC.

Gentlemen:

Many thanks to the Police Officers Association for donating six units of blood to Childrens Hospital on my behalf.

My operation was a complete success, and I am grateful for your support.

Sincerely,
Michael J. Doherty

Editor
548 Seventh Street
San Francisco, Ca 94103

To My Fellow Officers:

A big "THANK YOU" to all of you who donated blood to me during my illness, especially the men of Central Station, also for the services and benefits given to me and my family.

Sincerely,
John "Mike" Orlando

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