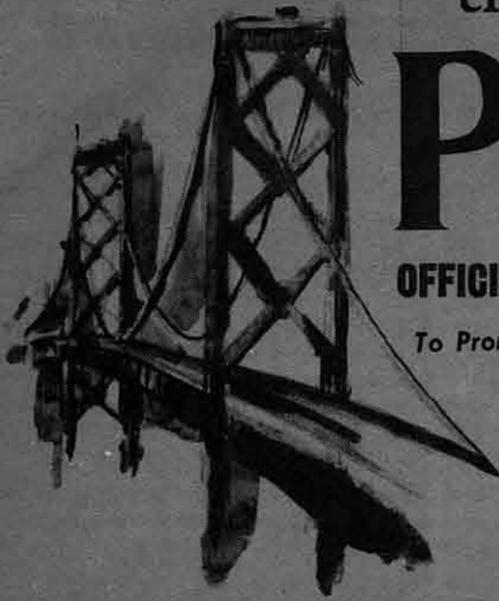


the San Francisco

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, JUNE 1975

204

NO. 6

CONSTITUTIONAL REVISION

What Kind of Police Department Do YOU Want?

Easy question, tough answer. Before you try to answer, allow time to read some facts on how your police career is shaped by politics, good, bad or otherwise.

Police are either guided or misguided by politics, or we can perform by the politics we govern. Every member has a moral responsibility to help make our department better. By becoming openly involved in the politics of San Francisco, we can help shape our destiny.

Conversely, if we do not become involved in helping to choose the political leaders, then we have only ourselves to blame if we don't like what is dictated to us by community pressure groups.

"The Board of Directors of this Association may endorse any candidate seeking election to a public office in the federal, state or municipal government. The Board of Directors may also sponsor or endorse federal, state or municipal propositions which effect this Association; it may also oppose federal, state or municipal propositions which are harmful to the best interests of this Association. Any of the above mentioned actions shall require a minimum of 11 votes of the Board."

There you have it. The foregoing paragraph will introduce your Police Association into the 20th Century area of political endorsements. This is the second most important and needed change in the SFPOA Constitution and By-Laws.

Let's take the immediate case. There are at least five declared candidates for Mayor. We do not know what their platforms will be. But, we want them to know that we have certain ideas on what we want. In the endorsing process, we will submit a number of the same questions to all of the candidates. Our homework will include a dossier on each candidate (for whatever office) which will include their backgrounds, clubs, public statements, past voting records and their platforms. During their presentations, copious notes will be taken, and their answers analyzed.

Only when all possible facts are learned, will any endorsement voting exercise commence. If two candidates tie in the voting of the Board, so be it.

The POA in San Francisco has already proven it is a viable force in the community by helping to pass sweeping pension reforms which were necessary and long overdue. The POA has won several ballot measures in just the past few years, including a state one on the residency issue. It is only natural and right that the POA also get into the political endorsement field. Labor does it, school teachers do it, librarians do it, other public employee groups do it, and several other police associations do it. The SFPOA must do it too, and get into the ballgame.

If we actively pitch in and work to support or defeat those politicians whose views affect us, then we can honestly say we've acted as citizens and have done our part to make something better of our community, state and country.

Please don't allow this fine opportunity to slip through your fingers. Vote YES on endorsing.

TESTING, - 1984

by Al Casciato, Co. A

Government has finally made it into 1984. Yes, the day of secret government action is upon us. The latest San Francisco Police entrance examination proves beyond a doubt that the Federal government can come in and regulate public employee hiring, and do it all in secret.

In the past it has been the practice of the Civil Service Department of San Francisco to post along with an eligibility list a key to the written exam, administered to the eligibles, this has not been done. Civil Service Testing Officer John Do Soto has stated in writing that because of the research work that remains to be done, tests will not be open for public inspection while the lists of eligibles is posted.

What this means is that Civil Service, through the mandate of Federal court Judge Robert F. Peckham, will hire presons to be police officers from an exam which is not open to public scrutiny. These actions are contrary to the work that the San Francisco Police Department and San Francisco Police Officers' Association has done in the last few years.

When the voters of San Francisco ordered the Police Department to make

(Continued Back Page)

PRECARIOUS WAGE SETTLEMENT APPROACHES

by Mike Hebel

The time has come to bring into the forefront the subject matter of hundreds of individual conversations at the Hall of Justice and at the district stations. The dialogues and discourses concern the police and fire salary setting Charter formula.

13% Pay Increases

Constant and continual communication with the Los Angeles Police Protective League reveals that L.A. police officers are reasonably sure of receiving a pay increase as of July 1, 1975 which will total just under 13%. The League recently won a multi-million dollar back pay suit which raised their salary nearly 3%. Couple this with the anticipated 10% raise resulting from their pay setting formula and the figure 13 is reached.

City Charter section 8.405 requires the Civil Service Commission to certify to the Board of Supervisors the rates of compensation paid to police officers in this state; this certification must be presented not later than the 1st Monday of August and must reflect salaries paid on the first day in August. The Board will then, and not later than August 25, set the rate of compensation for San Francisco police officers which "shall not exceed the highest rate of compensation paid" to police officers on the civil service commission's list.

Since the Board of Supervisors has always set police salaries at a level paralleling that paid to the highest department in the state, a 13% raise would appear to be in the offing. With the cost of living having risen 12.4% in the past year, the 13% raise seems most modest.

Turmoil at City Hall

However, the increasing and persistent rumblings from City Hall seem to say that police officers are in for a painful and cursed affliction this August. The sting of the scorpion is pending.

From the Board of Supervisor's stately chambers, from the Mayor's plush nook, and from the Controller's specied recess emanate the word: Restrain, Retard and Reduce police wages. The word found its way into the press and is being cloaked with the garments of political opportunism.

Following the Doctors

The current strike and walkout by physicians (surgeons and anesthesiologists) in northern California has demonstrated the principle that even the most prestigious of professions can and will withdraw its labor when the remuneration for its work efforts is severely threatened.

While San Francisco has never had a police strike, the issue of wages certainly could trigger one. With the City Attorney having recently castrated the Police Association's Memorandum of Understanding by declaring the arbitration clause in this document to be unlawful, police officers are no longer bound to honor their former commitment to forgo the power to strike or take other concerted actions. With the April, 1975 California Supreme Court decision (Bangs v. SEIU) that strike settlement agreements are legal and enforceable, that court appears to have legalized public employee strikes.

The sting of the scorpion will not be passively received.

Demise of Salary Standardization

(Continued Back Page)

CHARTER AMENDMENT S.F. AIRPORT

The SFPOA has submitted a Charter Amendment for the November 1975 election which will resolve just who polices the San Francisco Airport.

This amendment is consistent with our philosophy that those people performing police duties shall be peace officers under the Penal Code. We must halt the creation of quasi-police agencies whose jurisdictions complicates the police mission, and allows multiple quasi-police jurisdictions within the same city.

This amendment is consistent with our philosophy as outlined in the proposed memorandum which states:

"The employer agrees that the enforcement of all penal laws and ordinances, the maintenance of public order, and the regulation of vehicular traffic within the City and County

of San Francisco and at the San Francisco International Airport shall be performed by members of the San Francisco Police Department."

Peace officer status must be protected. Our standards must not be eroded if professionalism is ever to be realized.

Our efforts are directed towards giving the San Francisco Airport Police unit autonomy from the Sheriff of San Mateo and full Peace Officer status* under the control of the Police Chief and Police Commission of the San Francisco Police Department.

*A permanent employee must have completed the basic P.O.S.T. Training Course, complete the Standard entrance level written exam for Q-2 (Since July 1, 1974) and take an advanced academy training course (80 hours).

Editor's Column

HOW COME

ALL THE TIME, RETIREMENT AMENDMENTS?

Thanks to the electorate of San Francisco, I don't think the Firemen or Policemen will ever have to go on the ballot again to improve our retirement benefits. So why this article?

Basically, this item is for the younger men of the department(s) who were always asking, "Don't you guys know anything but retirement measures? What about night differential, medical, and time and a half for overtime?"

Well, they have a point, of course. But let me tell you how really sweet the new 75% retirement is in comparison to that of one of the really big institutions of our fair city.

This friend of mine can work for thirty years for his company and if he is old enough (which he isn't) he can retire at \$200 a month, plus about \$150 in social security and on top of that, for one year only, a bonus of \$82 a month. That's \$5184 for the first year only and just \$4200 a year after that. Big deal.

Oh sure, you may ask: Is his job hazardous, what percentage does he contribute towards his retirement, what is his current salary, and so on. But when you're retired, those questions don't pay the bills.

Even using the base salary for policemen in San Francisco of \$1337 per month, the average police officer or firefighter could go out at age 50 at \$735.35 per month (55% minimum). Again, compare this figure to the \$350 above and then you will then have the answer to the questions above.

WHAT THE HELL HAPPENED TO MY FIFTY BUCKS? CONTINUED

by Tom O'Donnell

Would you believe over \$70,000.00? That's what it has cost us in the Federal litigation against quota hiring thus far. I say thus far because if you read the order of the court it indicates that we will be back to court in two years to evaluate the study of the sixty women that will soon be hired for patrol. It is also expected that there will be other challenges by individuals who, for one reason or another, are turned down for the job of police officer because of some lack of qualification.

Jerry Crowley will shortly make a request to the Administration for some members of the Federal Litigation Committee to meet with them and discuss implementation of the court imposed study. We feel that plans for this must be formulated and ready for implementation by all personnel in the Department prior to the beginning of the recruit class. This is to insure a valid study that must be returned to the court and should conclusively prove the case for or against women in the patrol division.

Our committee met on May 30 and heard an account of our present financial standing that indicated a present balance of \$23,000. We were informed by our attorney that the Selection Consulting Center (the organization that was given \$15,000 to validate our tests) has not submitted their report to the City and us as yet; this report was to be delivered in October of last year. Bill Beirne said he would again press them for the results.

It was also decided by members of this committee that a small number of certificates of appreciation would be obtained and presented to those individuals, mostly non-police personnel, who gave us valuable assistance when we needed it.

To conclude, I think we can all feel generally satisfied with the results of the court case so far. While it did not turn out as well as we hoped, just a short review of similar cases in the past few years clearly shows the decision could have been considerably worse for us, the Department, the City, and ultimately the citizens.

TENTATIVE FIELD TRAINING OFFICER PROGRAM

FTO
The position of Field Training Officer must be approved by the SFPD. Judge Peckum has determined that a two year study will be made to evaluate whether or not women can do the patrol work demanded of them.

As you will read below, the duties of an FTO are spelled out. (Incidentally, this is one of the few existing job descriptions we have in the Department). The responsibility of continual supervision and evaluation cannot be a hap-hazard assignment, given to which ever Sergeant is on duty.

Without complete and thorough documentation, by FTOs, you might as well consider all of the new appointees as permanent Q-2s.

SELECTION
Advanced (Possible Intermediate) P.O.S.T. certification;
Supervisory recommendations;
Probable oral and/or Selection Boards (composition undetermined at this time);

REQUIREMENTS (probable)

Relinquish current partner and assignment;
Successfully complete concentrated P.O.S.T. training;
Accept full time duties as F.T.O. and supervision from the Director of Personnel.

DUTIES (probable)

Supervision and responsibility for police recruits in actual uniformed patrol performance;
Objective evaluation of recruit performance in the field;
Recording of "critical incidents" of both acceptable and unacceptable recruit performance;
Remedial counseling of recruits when required;
Attendance of regular meetings with Academy staff;
Possible court appearance regarding civil litigation.

MISCELLANEOUS

The current compensation for F.T.O.s submitted to binding arbitration equals \$150 plus net above base salary. The most current estimation is that 50 F.T.O.s will be required for full time training for a period of one year. This would cost the city approximately \$150,000. for the year. There are considerable logistic problems of manpower distribution, workload and supervision. These questions must be resolved if the F.T.O. Program is to function.

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Police Athletic League National Travel Club
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WIDOWS AND ORPHANS

April & May Meetings

The May meeting was held Wednesday, May 21, 1975, the April meeting, April 16, 1975 both in the Traffic Bureau Assembly Room, Hall of Justice at 2:00 P.M.

The following donations were reported by the Secretary:

West Coast Salesmen — a regular contributor appreciative of the cooperation extended when holding their Quarterly Market Week at the Sheraton-Palace.

Meyberg's Restaurant & Delicatessen for courtesies by the Traffic Bureau.

EDWARD T. McKEON — in memory of our Departed Brother Harold Jackson.

H.C. VOTAW — in memory of our Departed Brother Harold Jackson.

Joseph L. Wilson — a gentleman who remembers the Widows and Orphans semi-monthly.

Treasurer Barney Becker reported the following deaths:

Thomas Brady — Appointed in 1926 at age 28. Worked at various stations and in 1953 detailed to the Chinatown Squad. His last 8 years in the Department were at Park Station. Retired 1964-service pension. Tom was 77 at time of his death.

JOHN J. DORAN — Appointed in 1919 at age 26. Served at district stations most of his career. Retired in

1952-disability. Age 82 at the time of his death.

Arthur Gillette — Appointed Patrol Wagon Driver in 1918 at age 32. As most wagon drivers he worked the various district stations. Retired in 1951 — service. Age 88 at the time of his death.

Harold Jackson — Appointed in 1924 at age 31. Appointed an Assistant Inspector in 1937, a full Inspector in 1941, spending the later years in the Burglary Detail. Retired in 1945-service. Was 83 years old at the time of his death.

LAURENCE LUND — Appointed in 1941 at age 30. Spent the next 7 years in the service, and was detailed to the 3 wheel motorcycles on his return. In 1962 transferred to Co. I where he retired in 1971-service. Age 63 at the time of his death.

AUGUST STEFFEN — Appointed in 1928 at age 32. Became a Sergeant in 1937, a Lieutenant in 1944, and Captain in 1949. Commanded the 3 wheel and solo motorcycle various stations. His last command was the Southern Station for 5 years. Retired in 1961-service. Age 79 at the time of his death.

Bob McKee, Secretary

the San Francisco
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Gale Wright Editor

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

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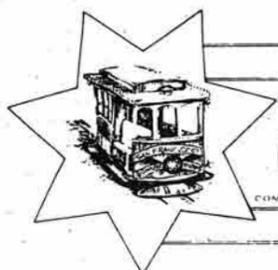
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By Louis H. Feder, Director, Criminal Information
Assisted by Sgt. Richard Seelig

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

In the early morning of April 5, 1975 Officers Moroschok #626 and Burns #1189 were conducting a prostitution investigation in the area of Geary and Powell Streets. They observed a female suspect approach a male subject and engage him in conversation. They questioned the suspect and ran a CABLE check. She was wanted on one count of soliciting for prostitution and one count of prevailing upon a person to visit a place of prostitution.

On April 22, 1975 Officers Waite #1987 and Collins #2004 were in 3A2. They were sent to Pine and Mason to investigate a disturbance. They observed two suspects standing on the sidewalk talking loudly who appeared to be intoxicated. They questioned them and ran CABLE checks. One suspect was wanted by this Department for battery, resisting arrest and disturbing the peace.

During the evening of April 21, 1975 Sergeant Rivas #185

and Officer Collins #1799 were on patrol in 3F60 in the 1700 block of Page Street. They observed a suspicious male in the doorway of a building undergoing remodeling. They questioned the suspect and made a CABLE query. The suspect was wanted by this Department for aggravated assault, displaying a weapon in a rude and threatening manner, contracting without a license and traffic violations.

On the early morning of April 22, 1975 Officers Barry #1957 and Black #1149 in 3E3 responded to a disturbance in the 900 block of Larkin Street. The parties involved were checked through CABLE. One suspect was wanted by the Reno, Nevada Police Department for possession of a controlled substance.

On April 21, 1975 Sergeant Gale #1127, Officer Lorin #1247 and Officer Estrada #390 were on foot patrol in the Central District. They had received numerous complaints about harassment of the residents of a hotel in the 200 block of Powell Street

by a suspect acting as the doorman. They were able to identify the suspect and ran this information through CABLE. A warrant for unlawful flight to avoid prosecution for murder by the Syracuse, New York Sheriff was outstanding on the suspect. Further investigation located the suspect and he was placed under arrest.

On April 22, 1975 Officers Bergstrm #2007 and Salimas #2032 in 3D15 were on patrol in the vicinity of 15th and Valencia Streets. They spotted a suspect lying on the ground. He stated he was suffering from an old rib injury. They called an ambulance. The suspect attempted to leave the scene. The officers questioned him further. He stated he was afraid he would be fingerprinted. The officers ran a CABLE check and discovered he was wanted by the San Jose Police Department for theft. After the trip to the hospital the suspect will be held for the San Jose Department.

Officer McNeill #1975 was on patrol in 3D11 in the vicinity of 18th and Mission Street on April 22, 1975. He observed a suspect wandering aimlessly in the area. He stopped and questioned the suspect. He ran a CABLE check. The suspect was wanted by the Adams County Sheriff, Adams Brighton, Colorado for felony theft.

Officers Holmes #1047 and Meixner #1153 were on patrol in 3F12 in the vicinity of Page and Steiner Streets on April 16, 1975. They observed a suspect carrying a television set down the street. Due to the high incidence of burglary in this area they stopped and questioned the suspect. A CABLE check was made on the suspect and the television set. The set was clear but the suspect was wanted by the Berkeley Police Department for theft and defrauding the telephone company.

VICTIM

by Al Casciato, Co. A

Rosa Jerez, a 56 year old widow, is suffering in a San Francisco Hospital. The reason she is suffering is that on May 23, 1975 at 5:45 a.m. she was beaten and robbed enroute to work.

Mrs. Jerez left her home in the Excelsior district to board the #14 bus at Mission and Silver. Enroute to the bus stop a car pulled along side of her and from this car emerged a young, husky girl. The girl stated to Mrs. Jerez, "Where is San Bruno Ave., I'm from Hunters Point." Mrs. Jerez pointed the way to San Bruno Ave. and as she turned to walk away, the girl struck her on the back, knocking her down.

Mrs. Jerez remembers the girl turning her over, striking and kicking her and then taking her purse and money from her pockets. When the girl was finished, she began screaming obscenities at Mrs. Jerez and before leaving, she kicked her on the head.

At 1:00 p.m. that afternoon, Mrs. Jerez awoke at San Francisco General Hospital. Today Mrs. Jerez is in the hospital with internal injuries, hairline fracture to the skull and permanent damage to her right ear, while the girl who robbed her enjoys Mrs. Jerez's hard earned \$65.00.

RUSTY TOYS

by Eugene Van Tricht

The fog wraps itself around the Housing Police Building atop the hill that dominates the Hunter's Point Area, bounces off and splashes against the weathered, yellow colored plywood walls of the Hunter's Point Boys' Club.

Inside the big building at 729 Kirkwood Avenue, erected for temporary use and another purpose over thirty years ago, it is warm and dry.

The bolted wooden roof beams, that lost their varnished luster long ago, and the not so gleaming white plasterboard walls, blend with the more recently installed brown linoleum floors to form a kind of mellow haven that subdues even the most boisterous shrieks of dozens of little boys whenever they succeed in batting a Ping Pong ball or tapping a que ball with any semblance of accuracy.

The building has been divided by design, or adapted by need, into six sections. Two of these sections are supposedly reserved for those boys who are twelve to seventeen years old, but are constantly being infiltrated by hordes of tiny interlopers age six to eleven.

There's also a crowded craft room open to all members regardless of age, one that's reserved for the kids six to eleven and ignored by the older boys, and, as an as yet, sparsely populated remedial reading room just activated on April first of this year.

In one corner is scrunched the only adult territory in the building, the Director's tiny office.

There is no swimming pool, no basketball court, no curtained stage, no frills, only a couple of Ping Pong tables, a couple of Pool tables, one jig saw, one rip saw, one drillpress, one kiln, about thirty remedial reading books, five parttime workers, one fulltime Director and three hundred twenty-four kids.

With these slender resources, the club on the hill tries to counteract the philosophy suggest by Vanessa Howard in her book, "... A Screaming Whisper".

"The vacant lot abundant with debris I take as gifts of America to me."

You can't escape the fact that a six year old whose toys are mostly rusty tin cans is going to absorb some of that rust and corrosion into his bloodstream. You have to feel a need to apply whatever antiseptic you can to his wounds.

That's what they're trying to do at the Hunter's Point Boys' Club.

While a couple of Ping Pong tables, a couple of Pool tables, one jig saw, one rip saw, one kiln, one drillpress and about thirty remedial reading books isn't mush ointment to spread among three hundred and twenty-four kids, you have helped, if only a little, to stem the diffusion of despair throughout a child's system with the annual contribution made to the Hunter's Point Boys' Club by your Community Affairs Committee.

Laguna Honda

Tac Squad



These four gentlemen, and I mean Gentlemen, are retiring from the San Francisco Police Department. Their total active years in service to the citizens of our City, represent a few months over 148 years. L to R: Al Lauro, Bob McKee, Ed Cosgrove and Emmet Cooney.

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PROPOSED

Constitution & By-Laws Changes

(()) DENOTES DELETION — **Bold Type** denotes changes and/or new language

Proposition A

Article II, Sec. 6

The Board of Directors of ((T)) This Association ((severally as an individual or collectively as a group shall not)) **may** endorse any candidate seeking election to a public office in the federal, state or municipal government. ((Nor shall this Association severally as an individual or collectively as a group)) **The Board of Directors may also** sponsor or endorse federal, state or municipal proposition which ((unless such proposition)) effects this Association; ((of such ballot proposition effects the welfare of this Association, the Board of Directors may vote to sponsor or endorse it)) **it may also oppose federal, state or municipal propositions which are harmful to the best interests of this Association. Any of the above mentioned actions shall require a minimum of 11 votes of the Board.** (Amended June 1975) ★

Proposition B

Article III, Sec. 1

Membership in this Association shall be limited to sworn members of the San Francisco Police Department having full peace officer status as defined in Sec. 830.1 of the Penal Code and covered in Retirement Sec. ((168.1.1)) **8.545** of the charter of the City and County of San Francisco. These members shall be deemed active members. (Amended June 1975) ★

Proposition C

Article III, Sec. 2

Members of the San Francisco Police Department who are retired ((shall be deemed retired members)) **may elect to become retired members of this Association** and in such status are entitled to all rights, privileges, and benefits of membership, but cannot hold office except as otherwise provided in this Constitution and By-Laws. **Further, retired members may vote only for their representative on the Board of Directors.** (Amended June 1975) ★

Proposition D

Article III, Sec. 2.1

Notwithstanding any other provision of this Constitution and By-Laws, any active members of this Association as defined in Article III, Sec. 1 may elect to retain his active membership upon retirement by continuing to pay dues at the active member rate. (Amended June 1975) ★

Proposition E

Article III, Sec. 7

During the first six (6) months this Constitution and By-Laws are in effect **(July 1, 1975)** Sec. 5 and 6 shall be inapplicable to members of the **San Francisco Police Department** who ((have resigned or been terminated from this Association and now wish to be reinstated.)) **for whatever reason are not presently members of this Association. Past dues and assessments levied shall be forgiven during this six (6) months period, however any member joining this Association during this period and under these conditions shall not be entitled to full rights and privileges of this Association membership until that person (s) has been a member in good standing for one (1) year after joining this Association under this section.** ((Half of dues assessments levied since delinquency, resignation or termination must be paid at the end of six (6) months period during which members may reinstate themselves as designated in this section.)) (Amended June 1975) ★

Proposition F

Article IV, Sec. 4c — Treasurer

Deposit in banks such as may be designated

by the Board of Directors in the name of the "San Francisco Police Officers' Association" all monies received him not later than ((five (5))) **fifteen (15)** business days after receipt. (Amended June 1975) ★

Proposition G

Article IV, Sec. 5a — Board of Directors

The Board of Directors shall consist of the elected officers, and one member from the Retired Members, two members from the Traffic Bureau, two members from the Bureau of Inspectors, two members from Headquarters Company, and one member from each District Station, and one member from the ((Crime Prevention Unit.)) **Field Patrol Company.** Members of each group listed above shall vote only for the representative of his group. However, ((all)) **only active** members shall be allowed to vote for the **executive** officers of this Association. (Amended June 1975) ★

Proposition H

Article IV, Sec. 5e — (The Secretary shall)

The Secretary of the Association shall keep a true and accurate account of all meetings of the Board and of their actions. He shall cause to be conspicuously posted three (3) days prior to each regular meeting of the Board the agenda of that meeting. **He shall also do the same for each Quarterly General Membership meeting.** He shall distribute same to all members of the Board of Directors who shall also conspicuously post ((this)) **the agenda(s)** three (3) days prior to each regular **and quarterly** meeting.

Reposition this section as Article IV, Sec. 3g (duties of the Secretary). (Repositioned June 1975) ★

Proposition I

Article IV, Sec. 6e — Secretary

Prepare the agenda for the quarterly meetings and cause notice of same to be printed in the official publication of this Association. (Repositioned this section as Article IV, Sec. 3h (duties of Secretary) (Amended June 1975) ★

Proposition J

Article VI, Sec. 4a — Meetings

Minutes of ((previous quarterly)) **last membership** meeting. (Amended June 1975) ★

Proposition K

Article VI, Sec. 4b — Meetings

((Minutes of all meetings of the Board of Directors since the last quarterly meeting of the Association.)) (Deleted June 1975) ★

Proposition L

Article 1, Sec. 1a — Finances

The annual dues of this Association shall be as follows:

a. Active Members:

One ((half of one)) percent ((.005%)) **(.01%)** of the first year patrolman's monthly salary, per month.

(Amended June 1975) ★

Proposition M

Article 1, Sec. 1c — Finances

The annual dues of this Association shall be as follows:

c. **Retired Members who elect to retain their active membership upon retirement:**

One percent (.01%) of the first year patrolman's monthly salary, per month, **payable in advance quarterly.** (Amd June 1975)

Proposition N

Article 1, Sec. 2 — Finances

The Treasurer of this Association shall cause to be created in the name of the San Francisco Police Officers' Association ((three funds:)) a

General Account, which shall include the Legislative Fund, The Emergency Fund and the General Fund.

((a. Legislative Fund:

(1) Thirty-five percent (35%) of the total monthly dues collected from the active members shall be deposited in the Legislative Fund; that monies shall be withdrawn from this fund for the sole and exclusive purpose of defraying such expenses as may be incurred in the creation of a fund to promote those ballot measures which will directly effect the members of this Association; that said fund shall not be used to promote the election of an individual candidate for public office; that monies from this fund may be withdrawn only as provided for under Article IV, Sec. 4(d) of the Constitution of this Association.

(2) The sum of not more than five thousand dollars (\$5,000) may be withdrawn in one fiscal year for legislative purposes from the Legislative Fund if the Board of Directors deem it necessary and the balance of the funds not used in the fiscal year shall be immediately returned to the Legislative Fund.

b. Emergency Fund:

Fifteen percent (15%) of the total monthly dues collected from the active members of this Association shall be deposited in the Emergency Fund.

c. General Fund:

The remainder of the dues collected shall be deposited in the General Fund.)

(Amended June 1975) ★

Proposition O

Article 1, Sec. 7 — Subscription rate

An annual subscription rate of two dollars (\$2.00) for active members, **retired members at active member's dues rate**, and fifty cents (\$.50) for retired members shall be charged for the official publication of this Association; this subscription rate shall be taken from the annual dues and deposited in the General Fund. (Amended June 1975) ★

Proposition P

Article II, Sec. 1k — Permanent Committees

k. ((California Alliance of Police Associations (C.A.P.A.))) **California Organization of Police and Sheriffs (C.O.P.S.)**

(Amended June 1975) ★

Proposition Q

Article II, Sec. 12 (California Alliance of Police Associations (CAPA))) **California Organization of Police and Sheriffs (COPS)**

a. The ((CAPA)) **COPS** Committee shall consist of at least four (4) members appointed annually by the President.

b. Shall represent this Association at all ((CAPA)) **COPS** meetings.

c. Shall report to the Board of Directors of this Association when called upon to do so concerning the programs being pursued by ((CAPA)) **COPS.** (Amended June 1975) ★

Proposition R

New Section — (to be placed, perhaps Article II, Sec. 15) **Committees**

Each one of the Permanent Committees as outlined in this Article, and any other committees as outlined in Article IV, Sec. 2f, shall be required to submit monthly reports to the Board of Directors of this Association. Said monthly reports shall be distributed to all Board members every month at least four (4) days in advance of the regularly scheduled Board meeting, which is **the third Tuesday of every month.** (Amended June 1975) ★

by Dave Christensen

Perhaps "New Vision" would be a more appropriate term than "Re Vision" in labeling my present assessment of the necessity for these changes in our constitution.

During the past few years, too many vital association decisions were made only on the basis of the bloc vote strength present at any given meeting. This resulted in a great deal of wasted expenditures of money and energy. I therefore opposed all prior efforts to raise our dues or allow us to endorse political candidates as I felt that either would only lead to further abuses.

I Have Changed My Mind. This is largely due to the excellent performance of the present Board of Directors. There no longer exists a "Blue Coat vs. Old Guard" alignment. Only those items which are clearly shown to be worthwhile have any chance of being adopted. Those board members just recently elected have maintained their independence and have refused to ally themselves with any faction. This has fostered an awareness of the importance of all of us working collectively to further our common goals.

I see no reason for this trend to not only continue, but also to expand in scope in the years to come.

DUES RAISE. The paramount reason I feel we should approve a dues raise is the recent developments regarding civil liabilities of our members. We are daily being confronted by increased legal defense fees. The minimum essential legal requirements presently exceed our budgetary limit. Simply stated, you either pay higher dues or face a drastically reduced legal assistance program.

ALL INCOME TO THE GENERAL FUND. Not only is this budgetarily sounder, but we are being compelled to do this because of recent legislation and court decisions.

ENDORSEMENT OF POLITICAL CANDIDATES. Again, due to recent state and local legislation, it is no longer possible to influence a political candidate thru monetary support. Also, since an increasingly larger percentage of our membership lives out-of-town, our voter impact has been lessened. We are now left with only two areas in which we can demonstrate any political power; namely, the judicious endorsement of qualified sympathetic candidates and direct "political action" involvement in their campaigns. Make no mistakes about it, we need political "clout" to obtain benefits.

Many other valid justifications can be given in support of these vital changes in our constitution. Some members will oppose these measures for one reason or another. However, if you, as I have done, carefully weigh the advantages against the disadvantages, I am confident you will give each a "Yes" vote.

This is what other Associations pay in dues, monthly.

- 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. per month. (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

As you can see, the dues of the SFPOA are the lowest of all. We need the increase to one percent to be able to keep on working for you. Plan now to attend the General meeting **JUNE 17, 1975** at 7 PM to get this important matter on the ballot for ALL members to vote on.



LEGAL NOTES

By O'Byrne and Beirne
the P.O.A. Attorneys

SHOULD THE GROUP LEGAL PLAN BE CONTINUED?

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

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 informational 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

GROUP LEGAL PLAN

Yes, I would be interested in the group legal plan. Please send me a brochure. I can be contacted regarding this plan.

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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 that Plan to the members.

DAVID DJAVAHERI DARIUSH DJAVAHERI

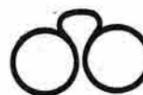
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Section 13959 et seq. of the Government Code has established a program to indemnify and assist in the rehabilitation of residents of California who have, as the direct result of a crime, suffered a pecuniary loss which they are unable to recoup without suffering serious financial hardship. Claims must be filed with the State Board of Control for the State of California.

For further information regarding this program, please contact:

Victim of Violent Crime Liaison Officer,
San Francisco Police Department
Telephone: (415) 553-1511, or Any other San Francisco Police Facility or
Victims of Violent Crime Program
State Board of Control
State Office Building No. 1, Rm 102
Sacramento, California 95814
Telephone: (916) 445-1540

IMPORTANT: The statute provides that, absent certain extenuating circumstances, a claimant has one year from the date of the crime to file his claim with the State Board of Control.



A MESSAGE TO THE RETIRED MEMBERS

All of you are, of course, the beneficiaries of Proposition "H." You will soon enjoy a new level in your pension checks. This raise is due on July 1st, 1975 but since the salary survey for the active men extends into the first week of August, any raise due you will not be seen until around the 1st of October.

Since there are about 1900 retired policemen and firemen, once the salary for 1975/1976 is known, the calculations for each of the 1900 members must be completed on an individual basis. This is the reason for the normal delay.

The check you receive around October 1st, will include the increases for July, August and September. Collectively, this should be a fair to middlin' check.

The check you will get around the 1st of November should be for the correct amount and will continue to be the same amount until July 1, 1976, — at which time the "cost of living" adjustment goes into effect.

The Prop. "H" Campaign Committee is in constant touch with the City Retirement Board, which means that there is no necessity for you to call them at all. If you have any questions at all, please contact me at 833 Garfield St. San Francisco, or phone me at 415-586-5415.

In closing, all members should gratefully acknowledge the generous support of the active SFPOA in helping to finance the actuaries and promotions which culminated in our amendment being successful. Many, many thanks.

Joe Carew
Co-Chairman
Campaign Committee

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REPORT OF CIVIL SERVICE COMMITTEE

by Donald A. Merkley, F.P.C.

The Committee has not as yet elected a Chairman and I am, therefore, making this report.

During March, the Committee met with Mr. Orsi. At that meeting it was made very clear that the Association was strongly in favor of proceeding as rapidly as possible with the promotional examinations.

Mr. Orsi stated he would also like to "get on" with the exams, but could not proceed until Judge Peckham had made his Ruling and the state review validation of our test had been returned. Mr. Orsi further stated that as soon as these problems had been resolved, the Civil Service Commission was prepared to move ahead with the tests.

Mr. Orsi also supported our posture on a continuous testing program so the problems involved with likework-likepay assignments would be resolved. In the discussed program an examination would be given prior to the expiration of an existing list and the announcement made within a short time after a list had either expired, or been used up.

A lengthy discussion was held concerning the blanketing into this Department the members of the airport, housing and harbor police. Mr. Orsi stated that regardless of any action of the Association, it is impossible for any general "blanketing in" of any other Civil Service Class to the Q2 classification. Q2 is, by Charter, an entrance class open only by competitive examinations. The Civil Service Commission, short of a Charter amendment (which in this case appears to be undesirable) is precluded from granting Q2 status to

anyone who has not taken the entrance examination. Mr. Orsi did comment that "on a one-time-shot," the Q2 classification could be made a promotional examination for other classifications (airport, housing, etc) and that any member of any of these other police agencies, who otherwise met the Charter requirements (which is limited at this time almost exclusively to persons in the 21-35 age bracket) could take the examination, and, by passing, would be placed higher on the entrance list than someone taking the examination as an entrance candidate.

This decision should be carefully considered. To open the Q2 classification as a promotional could be one way to meet Judge Peckham's Ruling, but it could also open the classification to a number of people less desirable. In any case, it is a very important point we should all consider very carefully.

After Judge Peckham's Ruling was made, I contacted Lt. Casey at the Police Academy and discussed the promotionals with him and Sgt. Doane. Both stated that as soon as the state returned the validation study the Academy was prepared to proceed with the formation of the scope for both examinations. It was also learned there would be no scope until the other departmental manuals were printed and distributed. As most of you know, these consist of the Patrol Officer's Manuals (1 and 2) — which we now have, the Manual of Rules, The Manual of Procedures and the Manual of Policy.

These books should be the main part of the promotionals and, unless the

state requires and includes additional materials, i.e. testing for the psychological aspects of leadership (which would require further researching for a text) the scope should be rather quickly assembled and announced. Lt. Casey stated that, realistically, the examination most probably would be sometime between next February and next July.

Also discussed at this meeting was that portion of the Ruling which applies to women. All parties agreed that the fairest means to establish equality was to research the basis of testing and experiences of other comparable departments involved in this type of program and apply the relevance and applicability to this Department. At this time Lt. Casey, in preliminary research, has found that Washington D.C. reports that they are not having any problems with Policewomen.

Conversely, however, Baltimore, the closest major city to Washington, reports many problems in this area. It appears that most of the problems arise from the inability of the women to perform the physical tasks of a patrolman and the lack of credibility shown to the women in their efforts to perform their duties.

In this area, of course, we are our own worst enemies since any time a woman has a problem on an assigned run with the potential for inordinate problems, a policeman will either take the run himself, or

several cars will cover in response. These actions are self-defeating and result in an unfair evaluation. To insure a fair evaluation of the women it would appear appropriate that the Department institute a realistic training officer program. This Association should be in the forefront of the establishment of such a program. The personnel selected for these programs must be men who are, first of all, well-trained, efficient and professional officers themselves. They should be given as much training and education as possible in the methods of on-the-job teaching and unbiased methods of evaluating so that all candidates are evaluated equally. Most importantly, of course, they must be officers who are willing to "wash out" anyone, male or female, who proves inadequate to performing to standards as set.

Additionally, these officers should be compensated on a realistic scale, the former one hour time for each watch worked as a TO is insufficient for recruiting qualified personnel. The former system of "hit and miss" choosing of various officers on an almost daily schedule is totally unacceptable if the trainee and the trainer are to be given the opportunity to insure the success of the program.

It also appears that if this program is to be undertaken it must be done so at once if the estimate of an Academy class commencing in August is realistic.

GRIEVANCE DISPOSITION

Member's Name: Officer Donald A. Merkley
Unit Assigned: Field Patrol Company
Date of grievance: May 8, 1975

On Thursday, May 8, 1975, at 0927 hours, the Police Commission received File # 11-75 Grievance Procedure Form submitted by Police Officer Donald A. Merkley on behalf of the majority of the men of the Filed Patrol Company.

Grievant is opposed to ratings received for the six month period ending April 1, 1975, which were based on a memorandum dated April 8, 1975, from the Supervising Captain's Office entitled Rating Guidance. As this applies only to the Patrol Bureau, the results when compared to other ratings received prior to this order would appear that the man had slipped drastically in the performance of his day to day duties.

This would also hold true if a comparison was to be made with men from other areas of the Department. Their ratings would appear to be substantially higher than those of the men from the Patrol Bureau.

The Police Commission has perused this grievance and concur with the recommendation of the Director of Personnel, in that each rating in the Patrol Bureau for this period bear the following notation: "This rating is based on a Supervising Captain's Order that instructed raters to give average ratings, i.e., 40-60, to the bulk of their personnel. Any comparison of said ratings with previous ratings given by other bureaus of the department should bear this in mind."

Marvin Cardoza
Police Commissioner

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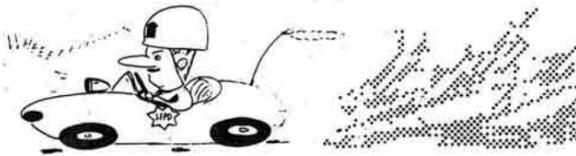
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ON ROUTINE PATROL by S.G. Yasinitsky



Taraval Station got up a posse on information that a fugitive wanted for several counts of burglary, two counts of robbery, receiving stolen goods, petty theft by an ex-con, waving a gun in a threatening manner and numerous other offenses, was holed up at the Beach Chalet and declared that he would not be taken alive. Lieutenant Bob Marsh led Jim Skinner, Bob Landucci, Bill McCool, Bob Milo, and Larry Merrill, who then surrounded the place which was locked up tight. Bob Milo, however, found an unlocked window and after some knocking-on-the-door went unanswered, crawled inside, finding the baddy sleeping peacefully through all the commotion.

Dan Foley and Tom Eisenmann of the Northern Robbery Crew intervened in what appeared to be an attempted murder on Market Street. A man pointed a gun at the head of another and shot him, "bang," directly in the face. But the victim didn't fall. The gunman fled. "Halt!" yelled our men, "stop!" No response. The attacker was finally collared and discovered to be deaf-and-mute. He'd fired a tear-gas gun at the victim, and was booked accordingly. I must remark here that only the expertise and patience on the part of Dan and Tom kept them from wasting the suspect on this occasion. How many of us would have given him this much rope instead of shooting him down, I wonder?

Art O'Keefe, watch commander from the Taraval, off-duty, captured a midnight second-story man whose noisy breaking in aroused the suspicions of Art's neighbor on 19th Avenue. Art climbed up the same fire escape that the crook used, and through the window broken by him, to find the bad guy sitting cozily in a bath tub. "I was just trying to get warm," explained the intruder.

Cal Nutting and Bill Wieger, the Richmond District burglary detectives, surprised two truckers from Goodwill Industries displaying questionable good will, loading donated goodies from their truck into the trunk of an auto conveniently parked at a predestined spot. "Give us a break," the bad-will baddies pleaded, "this was our first time, honest."

Jim Bailey of the Burglary is examining all evidence more thoroughly now. A case of his, a charge of possession of stolen library books, was being prosecuted by Candy Heisler of the D.A.'s staff. Candy offered one of a mass of stolen books recovered by Jim, in evidence, and arbitrarily flipped it open, presenting it to the librarian witness. The latter's quickly reddened face caused Candy to look at the opened pages and, oops, there lay a 5 x 7 glossy of a woman in a pose a la Linda Lovelace. Flap, the book was shut, and another tome was then carefully flipped through before being introduced.

Auto Theft dicks, Al Weatherman, Tony Trabucco, and Frank Dunwell were driving past Oak and Van Ness, when they saw a man stealing a police motorcycle crash helmet from one of our motorbikes parked at that corner. The crook put the helmet under his jacket, walked to Hickory Street, and started stowing it inside a bag. Zap, our men were on top of him. Al began to advise him of his constitutional rights (and don't call them "Miranda" rights, please) when the thief stopped him saying that he knew all this stuff because he is an attorney himself. And sure enough, he was a bona fide lawyer, for a state agency too . . . You don't know who is a bad guy anymore.

Another very sad loss, Paul Averiett, a master detective from Pacifica P.D. died a month ago, after a long illness. He was a kind man who really knew his business.

As a burglary investigator, I am amazed at the wrong ideas citizens and some policemen have regarding the identification of personal valuables. People mark their goods with all sorts of secret marks, from initials to Social Security numbers, all of them remaining secret, except to their markers. The only number to place on one's goods, from jewelry, to paintings, to stereo sets, is one's Driver's License number. Policeman can learn the identity of the owners of such numbers within 30 seconds by checking them over the radio. Information from the computers would advise the officer of the name and address of the owner of such property, even before the owner himself is aware that it is stolen, and before a report is made. Serial numbers on the other hand, appear in our computers only after a report is filed. And Social Security numbers are not traceable in routine cases. A driver's license, on the other hand, could cause the recovery of stolen goods to their rightful owner even if he is still away on vacation and unaware of the loss.

Several pleasant visits from various old-timers, now retired, were nice diversions the past several weeks. Jerry Flynn, formerly of the Pawnshop Detail, looks better now than he did when working. And one refuses to believe that he retired more than five years ago. Bob Casciani, formerly of the Burglary, now heads security for the Sheraton Palace Hotel. And then the famous athlete who caused many a cornered holdup man to tremble and drop his gun, Max Girard, formerly of the Robbery Detail, almost broke my hand shaking it. Bob recalled a story out of the past, when he and Max were rookie inspectors on the night crew. It seems that they got a holdup call and on the way there saw two guys running from the scene and into a hotel at 8th and Mission. Our men were on their heels. Up to the baddies' room they went and found the two in bed, but fully clothed. The robbers came out of bed fighting.

Max naturally put his man down with one blow. But Bob was having a heck of a fight with his crook. He finally subdued the bad guy, and out of breath turned to Max, who was standing by watching, and demanded to know why Max hadn't lent a hand. "I wanted to see if you could take him," replied Max, a sportsman to the end.

The visit to San Francisco by the Shah of Iran recently was brought into focus by another retired brother, Bill Hansen, formerly of the Hotel Detail. Bill recalled another visit from the Shah and his then new queen, Fara Diba. The royal couple was staying at the Mark Hopkins Hotel where Bill was assigned to them as security. The Shah and his young wife had returned to the hotel from an early appointment, and the king lay down on the couch for a couple of winks, fully clothed. The queen in the meantime had her hair done for almost three hours. When the time came for them to go out again, the Shah got up, quickly combed his hair, straightened out his suit, and went outside to the awaiting limousine. Fara Diba followed. But a strong gust of wind disturbed her hairdo a mite, and she immediately retreated, refusing to come out again. The Shah continued alone, in his rumpled suit.

Paul McConnell and Inge Underdal of the Richmond were cruising on Geary in their radio car when a news truck passed them in the opposite direction. "Let's get the latest edition," said Paul and turned around, following the truck to 11th Avenue where it stopped and its two occupants went into a Doggie Diner. When our men approached them for a copy of the paper, the two disclaimed knowledge of the news truck, saying that they too were looking for its driver. Oh-OH . . . A quick check was in order. Sure enough, the truck was stolen from Polk and Sutter and its driver was looking for it. The two baddies were quickly hustled to the slammer, the passenger protesting all the way that he was merely a hitchhiker. But no matter, the six-inch dagger he had in his boot alone provided this crook with free lodgings at tax-payers' expense.

Steve Bosshard and Don Hensic of the Southeast, at Candlestick Park, saw a suspicious character pushing a hospital gurney on which lay another person covered with a sheet, rolling downhill to the parking lot. Our men inquired where they were going. The two replied that they hadn't thought about that. The gurney was stolen from the emergency area at the stadium. So the two were booked for grand theft. The one lying on the gurney was listed in the report as "passenger," and the gurney's driver was also charged with having a fictitious driver's license. And what kind of a license does one need to drive a hospital gurney?

PSYCHOLOGIST WITH A GUN

by S.G. Yasinitsky

If you were a New York cop who'd fired too many "warning shots" or who'd gotten too many citizen's complaints, or otherwise attracted the attention of your superiors by unusual behavior, you would be referred to the Psychological Unit at 346 Broadway, only a stone's throw from N.Y.P.D. Headquarters, where you would encounter a young, blue-eyed, mild-spoken man who would handle your case. This man is Dr. Harvey Schlossberg, Detective Second Grade, the head and originator of this unique unit, the psychologist with a gun. And though he carries a gun, as the rules require, Dr. Schlossberg has earned his fame by teaching how to solve the most difficult police problems without a gun. He was at our Police Academy last month, teaching just that: how to negotiate with dangerous hostage-taking criminals without engaging in the almost inevitable shoot-outs and loss of life.

This year our Academy gave two sessions of Schlossberg's lectures which he presented on his vacation time because, "I love San Francisco. I really love it," he says. Almost a hundred policemen and sheriffs' deputies of all ranks, from all over the State went through these classes here, learning how to deal with the desperate individual who hold hostages in criminal or so-called political attacks. Ten men comprising our own Hostage Negotiating Team also attended as well as they could, since for one reason or another they could not be officially detailed for this important training. But most of them were there, in spite of lack of sleep and other inconveniences. And why not? Detective Schlossberg's New York P.D.'s Hostage Negotiation Unit, comprised of 68 detectives, two of them women, and composed of all

racers and backgrounds with linguistic abilities that cover 28 different languages, has been working successfully for over two years. It has handled over 30 protracted negotiations which ranged from three to 47 hours in duration, and over 400 short-duration hostage-taking cases.

Not one person has been hurt or killed, and in all these cases all hostages were freed unharmed. And although the police never fired a weapon, the hostage-taking criminals were all captured by this team. That is the impressive argument for patient negotiations advocated and taught by Harvey Schlossberg, Detective, Ph.D.

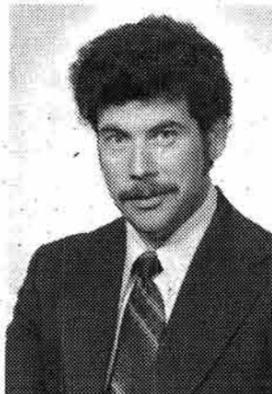
Dr. Schlossberg, who is now 38 years old, joined the New York Police Department in 1958 after graduating from Brooklyn College. He was

assigned to the 19th Precinct in Midtown Manhattan, where he walked a beat for two years. After this he worked on the Accident Investigation Squad which handles all fatal accidents — a sort of traffic homicide detail — and tests drunk drivers.

In the meantime he continued his studies at Long Island University and then at Yeshiva University where he received his Ph.D. in Psychology. He was then working in the Youth Investigation and Patrol Division, similar to our Juvenile Bureau, and was attending the New York Institute for Psychoanalytic Training.

After graduating from Yeshiva, Schlossberg was called in by Commissioner Pat Murphy, a progressive police leader, who felt that his doctorate should not be wasted. Commissioner Murphy let him set up the Psychological Unit in 1971, a multi-facet service providing therapy for police officers with short-term problems. Long-term cases are farmed out to private psychiatrists and channelled to suitable institutions. This unique unit now has 11 policemen — each with an M.S. in Psychology — and a civilian supporting staff of 10 persons including one part-time Ph.D. consultant.

The unit operates for policemen only, except in marriage counseling which it also performs. It handles over 1,000 persons a year, operating this early-warning system of monitoring behavior. This confidential service actually serves to keep a man from losing his job with the Department. It is



HARVEY SCHLOSSBERG, Ph.D.
DETECTIVE NEW YORK POLICE DEPARTMENT

financed through the N.Y.P.D. Health and Welfare Plan, and is strongly supported by the Patrolmen's Benevolent Association which considers it a constructive and positive service, not attaching a stigma of guilt to the people helped.

The additional task of screening recruits has now been given to Schlossberg's unit. A day's testing and a clinical interview is expended on each new recruit. And reports from probationary training officers are submitted to the unit during a new man's first year in the N.Y.P.D. Everyone, without exception, now undergoes this screening.

The Psychological Unit also acts in a consulting capacity on various criminal matters involving sex crimes, homicides, and hostage-taking cases, and gives suicide prevention and accident prevention courses.

Schlossberg himself spends 10 hours each week lecturing on different subjects to police groups, mostly at in-service sessions.

Psychologist with a Gun is Dr. Schlossberg's first book (available from Coward McCann, 200 Madison Avenue, New York City, for \$6.95). It was published in 1974.

The result of its publication was that its author became a guest on about 200 TV shows, including "AM America," "What's My Line?" and "The Thin Edge." He is now working on a text book on psychology for police work.

Psychology is the future field in professionalization of policemen, according to Schlossberg. He sees more policemen majoring in Psychology to improve themselves in our field. Law, a subject often studied by policemen, has an artificial structure, he insists. Psychology makes more sense for cops.

Dr. Schlossberg has not shirked his share of police work either. He holds the Excellent Police Award, the General Achievement Award, and a Commendation for hostage negotiation work. Unarmed, he has negotiated five hostage-taking cases himself, and now coaches and oversees the operations of the Hostage Negotiating Team in New York.

San Francisco is the only place where Dr. Schlossberg has been teaching (three times now) outside of New York City. Usually outside policemen come to New York for his courses. He is married to the former Cynthia Marks, a New York school teacher with her own M.S. in Sociology, and has three little boys.

He loves San Francisco and intends to come here to spend his retirement when the time comes to pull the pin on his sunburst-shaped badge. Let's hope he gets his wish. We need such good men here.



For additional information -
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE



SAILING COURSES

The San Francisco Police Activities League presents its newest program for the youth of San Francisco when it launches a sailing program for boys and girls between 12 and 18 years of age. The sailing program gets underway Monday, June 16th and classes will continue through the summer.

The program is divided into two parts with a basic and an advanced training course.

There is a total of 24 hours of sailing and classroom instructions at the PAL Headquarters and Lake Merced. Chipmunk and El Toro sail boats will be used at Lake Merced.

Students who graduate

from this course will then advance to sailing on San Francisco Bay. Larger sailboats including a 21 foot sailing sloop donated to the PAL by a Dr. J. Paxton Bartlett, will be used in this part of the training.

Police officers Tom Suttmeier, Mario Tovani, Paul Bertch, Fred Groven and Stan Harris will serve as instructors in the program. These officers will be volunteering their time and sailboats to the program.

As in all PAL programs there is no charge and boys and girls who are interested (12-18 years) are requested to contact the PAL to sign-up. The phone number is 567-3215.

ANNUAL "BAD, BAD SOFTBALL GAME"

The 15th annual PAL Softball Game will be played on Wednesday, June 18th at the Cow Palace for the benefit of the San Francisco Police Activities League.

Pre-game festivities start at 6:00 P.M. **Parking is free!** Bring the family and friends. Load up the Station Wagon and have a tail-gate party in the parking lot.

Proceeds from this "Bad, Bad Softball Game" will help to further the PAL's recreation, athletic and educational programs for the youth of San Francisco. Last year's game attracted thousands of persons and this year we want to fill the Palace.

This Annual game will feature Barsocchini's VIP's against Channel 7, KGO-TV.

This is the only softball game in the world played on cement turf. John O'Reilly, the Sports Director of KGO, promises revenge for last year's upset by Barsocchini's heroes.

Tickets are on sale at the following locations:

Barsocchini's, 1015 Battery Street
PAL Headquarters, 2475 Greenwich Street;
Cow Palace, Geneva Avenue;
Channel 7, KGO, 277 Golden Gate Avenue

Admission is \$2.00 for anyone 12 and over. Children under 12 are admitted free when accompanied by a parent. Come early and enjoy the greatest entertainment in the Bay Area for the price.

BASIC COURSE

Meeting No. 1: PAL Headquarters,
2475 Greenwich St.,
San Francisco, California 94123

- I. Orientation: (Pass out study guides #1, #2, #3 and #4)
- A. Introduction of Class Officer or civilian Instructor
 - B. Sign-up Rosters - Issue Waivers
 - C. Presentation on Scope of Program
 - D. Care of Equipment
 - E. Safety and Education
 - 1. All students regardless of swimming ability to wear life jackets while rigging and sailing.
 - 2. Students must maintain satisfactory scholastic standing in school.
 - 3. No running, jumping into boats or intentional collisions.
 - 4. While sailing, heads are to be below the boom at all times.
 - 5. No standing in boats while underway.
 - F. Parts of a yacht
 - 1. Bow, Stern, Tiller, Sailparts, etc.
 - 2. Function of parts and lines
 - G. Wind Positions
 - 1. Wind positions and sail positions
 - 2. Function of the telltail
 - 3. Terminology of sailing directions
 - H. Basic Knots
- Class Time - 2 hours

Meeting No. 2: Lake Merced (El Toro Boats)

- II. Boat Handling and Rigging
- A. Sail Handling
 - B. Preventing a Capsize
 - C. Tacking and Jibing
 - D. Sail Care and Folding
 - E. Rigging of Actual El Toro
 - F. 15 Minute Quiz
- Class time: 1 hour Class Room includes 15 minutes on Quiz #1 - 2 hours Sailing

Meeting No. 3: Lake Merced (El Toro Boats)

- III. Right of Way
- A. Rules of the Road
 - B. Navigational bids
- Class Time: 30 minutes Class Room - 2 1/2 hours Sailing

Meeting No. 4: Lake Merced (El Toro Boats)

- IV. Boat Handling
- A. Mooring
 - B. Slipping a Mooring
- Class Time: 15 Minutes Class Room includes Quiz #2
2 hours Sailing - 1 hour Race
- Issue Class Basic Sailing Certificate

ADVANCED COURSE

Meeting No. 5: Lake Merced (Chipmunk Boats)

- I. Orientation and Goals
(Pass out study guides #5, #6 & #7)
- A. Function of the Jib, Types (Genoa, etc.)
 - 1. Trimming
 - 2. Lee helm, weather helm
 - 3. Proper Sequence for raising and lowering 2 sails
 - 4. Coming about, Tacking, Weathering around
 - 5. Backwinding Jib
 - 6. Wing and Wing
- Class Time:
1 hour Class Room
2 hours Sailing

Meeting No. 6: Lake Merced (Chipmunk Boats)

- II. Function of Spinnaker
- 1. Parts of Sail
 - 2. Function of Spinnaker pole, Rigging
 - 3. How to set the Spinnaker
 - 4. How to Retrieve
- Class Time:
1 hour Class Room (includes 10 minutes on Quiz #3)
2 hours Sailing

Meeting No. 7: Lake Merced (Chipmunk Boats)

- III. Miscellaneous Sailing Information
- 1. Reefing
 - 2. Storm Sails
 - 3. Tuning a rig
 - 4. Center Board vs. Keel
- Rules of the Road
- 1. Racing rules
 - a. starting
 - b. covering
 - c. strategy and tides
- Class Time:
1 hour Class Room includes 15 minutes on Quiz #4
2 hours Sailing

JR. OLYMPICS TRACK & FIELD TRIALS

The San Francisco Police Activities League will host the annual PAL Jr. Olympics Track & Field Trials on Saturday, June 14th and June 15th at Eugene McAteer High School, Portola Drive and O'Shaughnessy Blvd. starting at 9:00 AM each day.

This meet is for boys and

girls from 8 to 18 years of age. The Boys meet is Saturday, June 14th at 9:00 AM.

The Girls meet is Sunday, June 15th at 9: AM.

Official application forms have been forwarded to every school in San Francisco.

For additional information call: PAL - 567-3215.

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AUCTION OUTLET INC.
35 Dorman Ave., San Francisco, California
NEW SHIPMENT JUST ARRIVED

Mailed Ballot Election June 23 - 27, 1975

CONSTITUTION REVISION

- Prop. A — May endorse, and/or may oppose politically.
- Prop. B — Updates new recodified Retirement section.
- Prop. C — Ret. members at \$9 vote only for Bd. Rep.
- Prop. D — Or, Ret. members may elect to continue active dues.
- Prop. E — Six months "Forgiveness" moratorium for non-members.
- Prop. F — Allows Treasurer 15 days to deposit monies.
- Prop. G — Updates name to Field Patrol Company.
- Prop. H — Secretary shall post a Quarterly agenda.
- Prop. I — Repositions a duty to the Secretary.
- Prop. J — Only the last minutes have to be read.
- Prop. K — Reading of all minutes deleted.
- Prop. L — Raises dues from one half percent to one percent of the first year patrolman's salary, per month.
- Prop. M — Retired Members may elect to pay active dues.
- Prop. N — Retains the General Fund, the Legislative Fund and the Emergency Fund, but deletes unworkable, old percentages.
- Prop. O — Subscription rate to newspaper for Ret. members at active dues is \$2.
- Props. P & Q — Simply name change from CAPA (Calif. Alliance of Police Assns.) to COPS (Calif. Organization of Police & Sheriffs).
- Prop. R — Requires written Committee reports to Bd. of Directors.

VOTE YES



by Jack O'Shea

SPECIAL BOARD OF DIRECTORS MEETING Thursday, May 15, 1975

Meeting called to order at 10:15 A.M., Thursday, May 15, 1975.

President Crowley presiding. Pledge of Allegiance.

ROLL CALL OF OFFICERS:

(P) Present (A) Absent (Ex) Excused.

President Crowley (P), Secretary Christensen (P), Treasurer Ballentine (P), Co. A Casciato (P), Co. B Jones (P), Co. C Amiot (P), Co. D Fikkers (P), Co. E Chignell (P), Co. F Ted Bell (P), Co. G Lynch (P), Co. H Carey (Ex), Co. I No. Rep. Co. K Lucey (P), Co. K Wright (P), Hqtrs. Hebel (P), Hqtrs. Wode (P), Field Patrol Merkeley (P), Insp. Dempsey (P), Insp. Ruggiero (P), Retired Tony Bell (Ex).

Attorney Bill Beirne addressed the Board regarding Judge Peckham's decision. He stated that the elimination of a height requirement and the hiring of 60 females was only for a limited time for the purpose of job performance evaluation of these individuals. Every incident involving those persons in the study must be fully documented as to their adequacy or inadequacy to perform police services. Attorney Beirne recommended that the Staff

Inspection Unit be the overseer of performance evaluation to insure that all raw data is submitted for proper substantiation.

It has not been determined as yet whether the probationary period for this group is to be one year or the length of the study nor is it known if the women can request reclassification to Q-20. The minimum cost of an appeal is 15 to 20 thousand dollars. Attorney Beirne further stated that he felt that an appeal would be completely unsuccessful at this time due to the manner in which Judge Peckham ruled.

A motion was made by Ted Bell, S/Dempsey — that we not appeal the Federal Court ruling as the order now stands. Y 14 N 3 Passed.

M/Wode S/Hebel — We shall support those men who are now over 35 years of age who were not hired due to the litigation. Y16 N1 Passed.

M/Wright S/Dempsey — The attorney to determine whether Q2 women may revert to Q20. Y 16 N 1 Passed.

M/Casciato S/Ruggiero — The attorney determine the probationary period for persons on this entrance list. Passed Unam.

Meeting Adjourned
Dave Christensen

BOARD OF DIRECTORS MEETING Wednesday, May 21, 1975

Meeting called to order at 10:30 A.M., Wednesday, May 21, 1975, President Crowley presiding.

ROLL CALL OF OFFICERS:

(P) Present (A) Absent (Ex.) Excused.

President Crowley (P) Secretary Christensen (P) Treasurer Ballentine (P) Co. A Casciato (P), Co. B Jones (A), Co. C Amiot (P), Co. E Fikkers (A), Co. E Chignell (P), Co. F Ted Bell (P), Co. G Lynch (P), Co. H Carey (A), CO. I no. rep. Co. K Lucey (P), Co. K. Wright (P), Hqtrs, Wode (P) Hqtrs. Hebel (P), Field Patrol Merkeley (P) Insp. Dempsey (Ex), Insp. Ruggiero (P) Retired Tony Bell (P).

SPECIAL ORDER OF BUSINESS

Lt. Jordan, Public Affairs, and Mr. Blasej, City Planning,

★ Get to the General Meeting at 7:30 PM to insure these proposals do in fact even get on the ballot for all of the members to vote on. ★

gave the Board a short slide presentation and a written proposal for a \$20,000,000 bond issue to improve Police Dept. District Stations. They indicated the administration's intention of submitting this for the November ballot. It was pointed out that we had already committed the P.O.A. to keeping any money items off that ballot.

M/Merkeley S/Wode — The Board support the Bond issue to build and remodel district stations.

Motion to table/Christensen S/Wright — Y 11 — N 3 Passed.

M/Merkeley S/Hebel — The President appoint a committee to confer with the Administration regarding the submission of this bond issue. Y 12 — N 3 Passed.

President Crowley then appointed the following committee: Hebel, Christensen, John Lynch, Merkeley and Amiot.

SPECIAL ORDER OF BUSINESS

Mr. Frank McGovern of the Taylor Publishing Co. addressed the Board and demonstrated copies of a recently published yearbook of the S.F. Fire Dept. Station Representatives were directed to poll their men to see if there is sufficient interest to involve us in this project.

SECRETARY'S REPORT

Minutes of previous meeting as printed in the "Policeman" approved. Unam.

TREASURER'S REPORT

M/Wright S/Hebel — approve Treasurer's Report as submitted. Approved Unam.

OLD BUSINESS

Budget. M/Wright S/Crowley — The Board adopt the Proposed Budget as printed in the May issue of the Policeman under heading of "should-be" contingent upon those monies becoming available. After some debate the motion was withdrawn.

M/Wright S/Chignell — The Board actively support the dues raise in the Constitution & By-Laws changes. Y 12 Abs. 1 Passed

M/Wright S/Ted Bell — The Association submit a Charter Amendment for the November election regarding Airport Police. Passed Unam.

NEW BUSINESS

M/Chignell S/Ruggiero — The Association pay the cost of printing (Less than \$50.00) for raffle tickets to benefit an ill member who is off sick without pay. Passed Unam.

The following Charter Amendments are those proposed for possible submission in November by the Firefighters with the action taken by our Board on each.

1. Retirement Credits for Prior City Service in other classifications. M/Hebel S/Wright — to reject support for this measure. Unam.
2. Longevity Pay — M/Wright S/Ted Bell — to reject support for this measure. Unam.
3. Clarification of Veteran's Preference Points — M/Ruggiero S/Wode — to reject support for this measure. Y 11 — N 2 Passed.

Meeting Adjourned.
Dave Christensen

SFPOA BALANCE SHEET MONTH ENDING MAY 31, 1975

MEMBERSHIP: ACTIVE 1700		RETIRED 197	
ASSETS		LIABILITIES & RESERVE	
Petty Cash	101 \$ 150.00	P/R Taxes Payable	399 \$ 593.26
General Fund	103 2,570.77	Unexpended Reserve	501 76,875.80
Legislative Fund	105 23,610.33		
Emergency Fund	107 1,187.36		
	<u>\$27,469.26</u>		<u>\$77,469.26</u>

SFPOA INCOME STATEMENT MONTH ENDING MAY 31, 1975

INCOME:		EXPENSES:	
Dues - Active	601 \$ 12,226.50	Administrative Expenses	215 \$ 10.00
Dues - Retired	603 27.00	Office Equipment	231 15.00
Interest earned	610 114.29	Leasehold Improvements	703 7.52
TOTAL	\$12,367.79	Annual Election	705 750.00
		Awards & Donations	723 51.09
		Dues Collection	728 215.99
		Equipment Rental	753 89.12
		Janitorial Service	761 30.00
		Maintenance (Equip.)	771 196.98
		Mailing	773 350.00
		Rent	776 1,613.50
		Salary - Office	777 600.00
		Salary - Executive	779 57.00
		Special Elections	781 110.13
		Office - Supplies	781 74.96
		Admin. - Supplies	783 180.42
		Tax Payroll	784 103.27
		Tax Personal Property	792 203.25
		Utilities	
		TOTAL	\$ 4,106.23
		Committee Expenses	830 750.00
		Health Svc/Retirement	835 622.50
		Insurance	842 74.55
		Ladies Night	845 1,700.00
		Legislative	850 640.00
		Labor Relations	860 3,000.00
		Screening	863 674.00
		Publications	870 1,000.00
		COPS	(171.78)
		Ballot Measure (Prop.H)	
		TOTAL	<u>7,789.37</u>
			<u>11,895.50</u>
			<u>\$ 4,122.20</u>

S.F. POLICEMAN FINANCIAL STATEMENT MAY 31, 1975

BALANCE - April 30, 1975			
General	\$3,802.37		
Pre-Paid Ads Reserve	1,999.00		\$5,801.37
REVENUE			
Subscriptions	88.00		
Ads	3,150.00		
SFPOA Salary Subsidy	674.00		3,912.00
WORKING CAPITAL - May			\$9,713.37
LESS EXPENSES			
Commissions on Ads	1,591.38		
Misc.	6.00		
Printing (Paper)	945.37		
Printing (Misc.)	31.91		
Mailing	8.00		
Salaries (Office)	474.00		
Salaries (Executive)	200.00		
Office Supplies	59.00		
Utilities (Telephone)	100.46		
Credit Union Loan Payment (3)	240.00		3,656.12
BALANCE - May 31, 1975			
General	4,542.25		
Pre-Paid Ads Reserve	1,515.00		\$6,057.25

CONGRATULATIONS!

by Tony Bell, Retired Men's Representative & Member of the Board of Directors

My sincerest congratulations to each and every member of the San Francisco Police Officers' Association to have elected as your station and unit representative, a director who is dedicated to the cause of improvement and professionalization of the police service.

First: To his fellow officers.

Second: To the welfare and future of their families.

Third: To the loyalty and obedience of lawful orders of his superiors.

Fourth: To better serve the inhabitants of the community, who, in the final analysis, are his suppliers of the bread and butter with which he feeds his family.

Fifth: His unquestioned loyalty to the officers and fellow members of the Board of Directors, in any task, no matter how disagreeable at times, to perform the tasks to which he is assigned.

In my many years of active participation in Police Association affairs, I have never had the pleasure, nor have I ever seen the dedication of any Board of Directors which you have elected to represent you at Association affairs or board meetings, some of which last four, five and six hours, not to mention committee meetings, and the adjudication of complaints by his constituents. — YOU!

I think that now is the opportune time to search your conscience. Are you really backing up your Board of Directors to the hilt? Are you showing your appreciation of what they are doing for you and the improvement of your conditions to make the S.F.P.O.A. second to none in the state? Are you really aware that there are forces, and I mean with unlimited monies at their disposal to destroy your Association? If you are not, you'd better learn something about how your Association is struggling financially to deep up with and stay in the forefront of police associations throughout the state. Any by that I mean, primarily, attend your quarterly meetings, the next of which will be the third Tuesday in June, of September and of December. Show your Board of Directors that you are willing to inconvenience yourself just a little bit, and to express your wishes, complaints, criticisms and comments right at the meetings, rather than bitch about why didn't they do this, or why did they do that?

The meeting in June will be a crucial one. We need you there, and you need us there. You will vote on many important issues that will vitally affect you and your future. Unless we get a large representation, we do not get a true consensus of opinion of all the members.

Another thing that vitally affects the very life and continuity of your Association is the raise of dues. A modern police department association is big business today. At times our representatives have to match wits with some of the smartest of the opposition. That means that your officers and members of the board and the committees functioning there under must be of the highest caliber. To put it bluntly, high class legal talent cost money. To gain better conditions and to retain those conditions you enjoy today, cannot be obtained by peanuts, and that is what you are now paying as dues. In former articles in the "POLICEMAN" there were published the results of surveys of other departments and what they pay in monthly dues by comparison. If you want to have a first class organization, "Put your money where your mouth is!" Up to now it is nothing short of a miracle as to the amount of pennies your Association operated on, but we cannot do it any longer. You want salary increases, but won't pay for the effort to get them. Be there and vote. It's your Association. Keep it or lose it. Thanks for listening.

Morlund
DISTRIBUTORS,
INC.
8045 N. ODELL ST.
NILES, ILL. 60648
PHONE 312 966-7840

Our leading item is the SHOULDER RIG; a complete SYSTEM for the wearing of concealed weapons. Made from the finest top grain saddle leather and suede, the JACKASS SHOULDER RIG SYSTEM has the inherent ability to interchange components for different make and caliber weapons. Added to this, is the important feature of a reserve ammunition supply, readily available at any time.

The JACKASS SYSTEM is adaptable to all popular revolver and semi-automatic type arms. Holsters are interchangeable between weapon types as clip or cartridge cases are universal regardless of magazine size or caliber.

As an exclusive JACKASS SYSTEM alternative, a second holster may be added in-place of the standard clip/cartridge case. This, done in only seconds, can add important second-weapon back-up capability, at the owners discretion.

The newest addition to the Jackass line of concealment holsters is a moulded side holster, aptly named the CONCEALABLE. The CONCEALABLE, like our shoulder RIGS, is made entirely of the finest saddle leather. Unlike our competitors, who make "pancake" type holsters stitched to the approximate outline of the weapons they will carry, the CONCEALABLE is custom moulded by hand, to the individual handgun. Our side holster will never lose its shape and will prevent the weapon from shifting position, in the holster. This will prevent the finish of the weapon from wearing, due to friction with the leather. The CONCEALABLE is the only holster of its type to be fitted to the wearer. It's back panel is contoured to fit the shape of the hip. The result is a holster that fits unbelievably close to the body, with exceptional comfort and concealability.

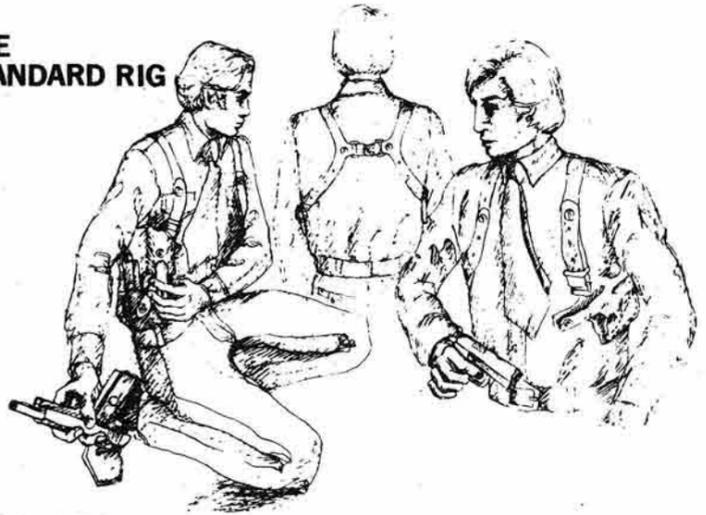
The CONCEALABLE is made in right or left hand versions and a choice of black or natural. Also, at an additional charge, basketweave patterns are offered.

Sincerely,
John Morgan, Jr.
President



PRESENTING: THE SHOULDER RIG BY THE JACKASS LEATHER CO.

THE
STANDARD RIG



INCLUDES: SUEDE LEATHER HARNESS TOP GRAIN SADDLE LEATHER MOULDED HOLSTER AND DOUBLE AMMO POUCH **29⁹⁵** SPECIAL INTRODUCTORY OFFER FOR SAN FRANCISCO AREA POLICE OFFICERS ONLY

The first truly effective SYSTEM for the carrying of concealed weapons. The uniqueness of the JACKASS SHOULDER RIG SYSTEM is the ability to interchange holsters for different make or caliber weapons. Added to this, is the important feature of a reserve ammunition supply, readily available, at any time.

The JACKASS SYSTEM is adaptable to all revolver or semi-automatic type arms. Holsters are interchangeable between weapon types (revolver or auto) as clip or cartridge cases are universal, regardless of magazine size or caliber.

As an exclusive JACKASS SYSTEM alternative, a second holster may be added in place of the clip or cartridge case. This, done in only seconds can add second weapon back-up capability, at the owners' discretion.

With either the clip/cartridge case or a second holster only the JACKASS SHOULDER RIG SYSTEM offers the advantage of a truly balanced shoulder harness.

Our shoulder holsters are designed not to bind, pull or chafe for a maximum comfort with total concealability and a completeness unmatched by any of our competitors.

All JACKASS LEATHER products offered in right or left hand models.

OPTIONAL FOR THE STANDARD RIG: THE HANDCUFF

A lightweight cuff case, made of the same fine saddle leather as our shoulder holsters. The cuff case is designed to be worn below the clip ridge case of the standard RIG or can be easily detached for belt wear. Available in black or natural finish. **4⁹⁵**

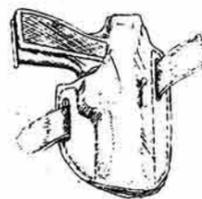
NEW: THE LIGHTWEIGHT RIG

Now as an exclusive JACKASS SYSTEM option, a shoulder rig designed especially for warm weather concealment. The LIGHTWEIGHT, made to the same proven pattern as our standard model, is the trimmest, lightest shoulder holster available. Components, as well as complete RIGS are available in the LIGHTWEIGHT version. Especially in brown, components are easily adapted to the STANDARD RIG harness. In bone white, the JACKASS LIGHTWEIGHT SHOULDER RIG offers the ultimate concealment, even under the lightest of summer clothing.

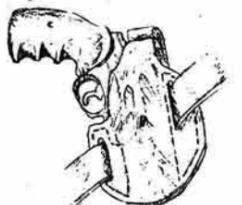
As an added advantage, the LIGHTWEIGHT RIG offers the smaller individual the ability to effectively conceal weapons of a size normally prohibited by other supposed "concealment" shoulder holsters. **22⁵⁰**

The cuff case is not adaptable to the Lightweight Rig.

NEW: THE CONCEALABLE



A moulded side holster of the same fine saddle leather as our shoulder RIG. The CONCEALABLE is contoured to not only fit the weapon but the wearer, for a truly close and comfortable fit. **12⁹⁵**



AVAILABLE IN PLAIN NATURAL OR BLACK

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Send To: JACKASS C/O MORLUND DISTRIBUTORS, INC.
8045 N. Odell, Niles, Illinois 60648

Make of Gun _____ 1 Standard Rig 29.95 _____
Model _____ 1 Lightweight Rig (Brn/Wht) 22.50 _____
Caliber _____ 1 Concealable 12.95 _____
Basic Coat _____ Nat. Bk. _____
Size _____ 1 Handcuff Case 4.95 _____
Handling 2.00 _____
Total _____

Send Check or M.O. Payable to Morlund Dist., Inc.

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GR 78-14	41.62	2.89
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SPORTS

CREW

By Al Casciato

Long Beach, California was the site of year's Western Sprints. The Sprints are the finals of the college rowing season.

The ovation signaled two accomplishments on our part. One, we broke the 8 minute mark for the 2,000 meters and two, we managed to



At Long Beach just prior to the race. Standing: Casciato, Griffin. Wolf. Seated: Kevin Griffin, Neeson.

In the spirit of competition and fun, Vince Neeson Co. F, Steve Wolf Co. G, Mickey Griffin Co. G and Al Casciato Co. A, also Kevin Griffin, Mickey's brother at the age of 13 was the coxswain, entered an open tours event in the Springs. The other competitors in the event were the Canadian Olympic crew and three other crews from which the U.S. team would be chosen.

As the Senior Citizens of the day (average age 26) and underdogs, we were cheered all the way through the race by the young college kids. Our arrival at the finish line was met by a warm ovation.

finish at least within a minute of the leader.

The Canadians were the winners with a time of 6.58.7, the other crews filled the gap which extended to our finishing time of 7.55.9.

After the race, we all enjoyed the college races and drank a little beer. Later that evening the crew enjoyed dinner aboard the Queen Mary, followed by a tour of Long Beach. Fun was had by all and we took first place for the banquet.

So, if you're interested, come out and see us at Lake Merced and join our next trip.

GOLF CLUB NEWS

On Monday May 12th, 1975 the San Francisco Police Golf Club had it's monthly get together at Crystal Springs Golf Course.

We finally got some beautiful weather which brought out fifty members and four guests.

Low gross score of the day was a 78 by Roger Foge followed by 79's by Tom Gordon, Even Lammers and Larry Dubour.

Low Net winner was a 93-28, 65 by Charlie Anderson. Second was Mike Harrington with an 86-20, 66. Third place went to Dick Sanden with a 102-36, 66. Wally Jackson was fourth, Larry Dubour fifth, Tom Zaragoza sixth, Mike Barling seventh, Vic Macia eighth, Rich Safley ninth and Jim Skinner tenth.

The hole-in-one was won by Jim Stevens with a shot 6'2" from the hole. He was followed by Jim Skinner 19'1" and Dick Burke, a guest, who was 19'8".

A good time was had by all except for possibly Al Sonada who was disqualified for carrying an unauthorized club in his bag. In the middle of the back nine Al went to the zippered compartment in his golf bag for a cigarette. He reached in and in groping around for the cigarets found

instead a three foot gopher snake. After a very loud but brief exclamation, he let the reptile out ont the grass. He swears he had nothing to do with bringing along this 'unauthorized club' but since he is responsible for his bag he must carry the responsibility. There was a rumor around that someone in the next foursome had something to do with this, but the only evidence we could gather was a sly grin by Greg Cloney. Al did say in the future he would be more careful about what was in his golf bag.

The tournament at Marin Golf Club on Friday August 1st, 1975 is now open to any S.F. Policeman. The fee will be \$25. and will start with a shotgun at 10 AM. It will be on a first come first serve basis so don't wait as there are a limited number of spots.

As of this writing there are 100 members in the golf club. If you are an active or retired S.F. Policeman and are interested call me for further information.

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)

1st ANNUAL DAN NILAN MEMORIAL TENNIS TOURNAMENT

The San Francisco Police Athletic Club would like to thank all who participated in the 1st Annual Dan Nilan Memorial Tennis Tournament, May 21-23, 1975

Everything ran smoothly and your great cooperation is to be applauded.

Our congratulations to the winners:

1st Place Singles novice - Joe O'Sullivan
2nd Place Singles novice - Don Lucey
3rd Place Singles novice - Bob Heugle

1st Place Singles Intermediate - Jim Farrell
2nd Place Singles Intermediate - Larry Pedrodalasol
3rd Place Singles Intermediate - Sylvia Jackson

1st Place Doubles - Jim Farrell - John Sully
2nd Place Doubles - Jeff Barker - Mark Porto
3rd Place Doubles - Jim Molinari - Larry Pedrodalasol

honorary awards:

MOST COMPOSED PLAYER (tie)
Gino Marionetti - Sol Weiner
MOST CONSISTANT PLAYER
Joe Mollo (either into net - or out of the park)
EXPERT MARKSMAN
Joe O'Sullivan - Jim Farrell
BEST GROOMED:
Denny Devlin
MOST COLORFUL DRESSER:
Ray White (If you can't beat 'em - blind 'em!)
CASUALTY LIST:
Charles Hoenisch - Mark Porto

Looking forward to seeing all of you at the 2nd Annual Dan Nilan Memorial Tennis Tournament next year.

Joseph C. Mollo
President

NEW CAMPER VEHICLE SIGNALING DEVICE LAW

Legislation effective last January 1 (AB 534) adds new section 28080 to the California Vehicle Code (CVC). Subsection (a) requires every motor vehicle upon which a camper is mounted to be equipped with an audible or visual signaling device which can be achieved from inside the camper and which is constructed so as to allow any person inside the camper to gain the attention of the driver of the motor vehicle.

The new law specifically provides that a horn, as required by CVC section 27000 shall not be used to comply with the new requirement, however.

New subdivision (b) of CVC section 28080 prohibits any person from driving a motor vehicle upon which is mounted a camper containing any passenger unless the motor vehicle is equipped as stated above.

Exempt from the requirements of the new section is any motor vehicle upon which a camper is mounted if either a person is able to move between the cab portion of the motor vehicle and the camper or if any such motor vehicle is equipped with a sliding or removable rear window which can be opened or removed by a person inside such camper (Section 28081). California State Automobile Association (AAA).

NOTICE

Any member of the Department and former members of the Police Touch Football Team who wish to play in the league this year, please contact Ed McDonough, Field Patrol Company, 553-1278 by the end of July.

The league starts September 13, 1975, so I will need a players roster by then. No names will be taken after July.

Thank you, The Manager.

RE-UPHOLSTER

ANY STANDARD

CHAIR \$69.00

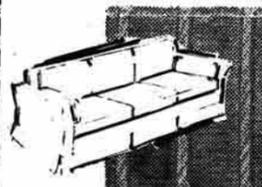
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QUARTERLY MEMBERSHIP MEETING

WHEN? TUESDAY, JUNE 17, 1975-7:30 PM
 WHERE? IRISH CULTURAL CENTER - 45th AVE. & WAWONA
 BUSINESS ITEMS: (1) CONSTITUTION & BY-LAWS REVISION
 (2) NOVEMBER CHARTER AMENDMENTS
 (3) FEDERAL LITIGATION REPORT

The beautiful new Irish Cultural Center at 45th Ave. and Wawona St. has made their facilities available to our members for our quarterly meeting of Tuesday, June 17, 1975. The meeting will begin promptly at 8:00 p.m. and is to be preceded with a half hour film on the highlights of the Oakland Raiders 1974 season. Any member wishing to dine out that evening should sample the excellent prime rib or other fine dinners served at the Center. The bar will be open prior to and after the meeting also.

SEVERAL door prizes will be awarded. The following organizations deserve our support and appreciation for their kind generosity:

- S.F. Giants Baseball, Inc.
6 - Box Seats, Stadium Club passes, and Preferred parking passes.
- Holiday Inn Hotel - Golden Gateway, Van Ness & Pine Sts.
2 - Hotel suites, 2 persons each, 2 nights, plus two \$20.00 gift certificates good for food and/or beverages.
- The Buena Vista - Beach & Hyde Sts.
4 - Giant baseball box seats and Stadium Club passes.
- The Thunderbird Salmon Boat - Phil Lindecker, owner. Fisherman's Wharf
2 - Deep sea salmon fishing trips, including tackle, food and refreshments.

Plan to attend what promises to be an enjoyable as well as informative evening.

Dave Christensen
Secretary

TESTING - 1984 *Continued*

promotions to the Inspectors Bureau through an exam rather than mere "Knowing someone" the trend was towards more equality within the ranks and department. When Chief Alfred Nelder implemented a mandatory six month physical exercise test and weight test for officers entering the Department after 1970, the move was towards stronger and healthier officers.

When the Department and Association moved in the direction of college education

incentives, the move was to better educated, more aware police officers.

There have been many moves to improve the quality of police officers in recent years and now we are faced with a situation by which Police Officers are being hired from a secret exam. In fact, some of the persons who took the test claim that it was not necessary to even know how to read to pass. With this type of invendo circulating, I beleive that the new police officers will face a situation

where their credibility will be questioned at every turn.

Mr. De Soto of Civil Service Testing, claims that extensive research is necessary to validate the test. Why is it so important that the test be kept secret? Can't the test be validated publicly?

It is this type of governmental frustration that alienates government from the people. With the credibility of the new policemen in question have we now set police quality one giant step backwards?

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FOR THE POLICE OFFICERS ASSOCIATION

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And don't forget. You can finance your purchase through the San Francisco Police Credit Union.

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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
 Please send me buckles(s), at \$13 each. (Add 75c if to be mailed)
 Enclosed is \$ check money order in full payment.

NAME _____
 ADDRESS _____
 CITY _____ STATE _____ ZIP _____

WAGE SETTLEMENT *Continued*

Demise of Salary Standardization

In a city where a high salary was always considered to balance out the lack of working benefits (night differential, time and one half for overtime, educational incentives, longevity pay, dental plans, insurance payments, hazard pay, marksmanship compensation, prescription drug plans, eye care, etc.) currently enjoyed by numerous jurisdiction on the August survey must be considered nothing less than an act of piracy.

In a city where police salaries are frequently dwarfed by muni pay, and trade and crafts compensation, an attack on the prevailing interpretation and past practices under Charter section 8.405 would be an act of unwarranted aggression against the City's police officers.

As August approaches, tensions will begin to form. When the August survey is published, manifest anxiety will prevail. When the public hearings are held in the Supervisor's chambers, caution and stalking will be observed. When the Board votes and the mayor signs, peace and tranquility or . . .

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