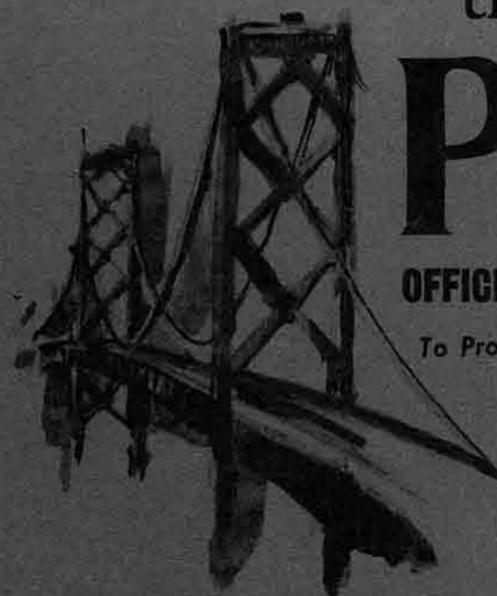


the San Francisco POLICEMAN

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. 7

SAN FRANCISCO, DECEMBER 1976

204

NO. 12

CHIEF GAIN AND CRIME

by Paul Chignell

The San Francisco Police Officers' Association has attempted to convince the press that the major social problem in San Francisco is crime.

We have attempted to spread the word that Chief Charles Gain must assert leadership in this fight against the pervasive criminal element in San Francisco today.

Events have unfolded recently which forced Mayor Moscone and his appointee, Chief Gain, to respond to rampant Muni violence and the murders of Donald Smith and Edwin Golden.

These tragic events are the tip of the iceberg in the San Francisco crime scenario.

The SAN FRANCISCO POLICEMAN recently reported a 25% average increase in serious assaults, robberies, burglaries and rapes from the period January — September 1976 compared to January & September 1975. Burglary alone is up almost 35% and 11,000 more total crimes have been committed in the periods cited above.

But we have 250 less officers protecting the community than we had eighteen months ago.

Why do we have 250 less officers?

Mayor Moscone says that he thinks one of the city's major problems is that people are attempting to place blame for this current state of events.

Well, Mr. Mayor, blame must be placed somewhere because we have a lot of innocent victims out there in the neighborhood of our city and they are tired of being victimized by urban hoodlums.

Supervisors Nelder and Francois have been quoted in the local papers concerning the blame for our crime mess. They point to the lack of leadership from Chief Charles Gain.

Nelder says, "There is more emphasis on criticism of police than on the crime picture."

The above statement by former Chief Nelder capitalizes the position of Jerry Crowley, president of the SF Police Officers' Association.

Crowley has maintained over the past ten months that Gain has been more concerned with criticism of the personnel in the department than fighting the seemingly uncontrollable crime rate.

Crowley points to the difference in approach at budget time between Chief Casper of the Fire Department and Chief Gain. Casper vociferously fought the budget cuts in his department while Gain was quoted as saying that this was a time of adversity in San Francisco thereby implying that the department would have to swallow the bitter medicine.

(Continued Back Page)

Pay Suit Pursued and Won by POA Lawyer

Despite vigorous challenges from the Board of Supervisors and a taxpayer, the Court of Appeal ruled, on October 27, 1976, that the 13.05% pay increase reached in the settlement of the 1975 strike must be honored by the City.

By deciding in favor of the police and fire personnel employed by the City, the court found that Mayor Alioto had acted properly in exercising his emergency powers to reach the wage agreement that ended the strike.

The case was quite unusual in that it involved five main parties with the police and fire associations on the same side as the City Attorney, but being opposed by the Board of Supervisors who retained special counsel, and the taxpayer.

The Police Officers Association was represented by labor counsel Stephen Warren Solomon, Inc. who participated in numerous court appearances over a number of weeks before the trial judge, John Benson of the San Francisco Superior Court. The Solomon firm

also filed numerous legal briefs and pleadings at both the trial and appellate level.

After the opinion was released on this case, which is entitled Verroes v. City and Co. of San Francisco, the final resolution of the case and the payment of the back salary due under the decision could have been delayed until well into 1977 had the losing parties filed further appeals to the State Supreme Court. However, after negotiation between the parties, including Stephen Warren Solomon representing the Police Officers Association, the parties agreed that no further appeal would be taken and the back salary would thereby become available within a short time.

Although it was necessary for the Police Officers Association to expend a considerable sum on attorneys' fees in the Verroes case, the total amount spent on attorneys' fees to secure representation at the trial and appellate levels equalled less than 1% of the estimated back salary recovered which is well in excess of \$3,000,000.

Memorandum Upheld

by Stephen Solomon,
SFPOA Attorney

On December 2, 1976, the California Court of Appeal ruled in favor of the San Francisco Police Officers Association and overruled a trial court decision holding that the 1975 Strike Settlement Agreement was not valid.

The court ruled that since the Verroes case had shown that the wage settlement reached at the end of the strike was valid, the other terms of the agreement made at that time must also be honored.

In the December 2 decision, which was entitled Gerald A. Crowley, et al. v. City and County of San Francisco (1/Civil 38469), the court found that all terms and conditions of the 1974 Memorandum of Understanding between the City and the Police Officers Association were binding, and further, that

the conditions of the 1975 agreement settling the strike were also valid.

In terms of specific issues involved in the litigation, it has now been established by virtue of the Crowley case that the amnesty section of the strike settlement agreement is valid and enforceable, and that the City must assign the President of the Police Officers Association to full-time association duties in conformity with the 1974 Memorandum of Understanding.

The case was handled by the law firm of Stephen Warren Solomon, Inc., the labor counsel for the Association, at both the trial and appellate level, and the decision came after numerous hours spent on the

(Continued Back Page)

HAPPY HOLIDAYS

Widows & Orphans

The November meeting was called to order by *Senior Trustee Andrew Quaglia*, Wednesday November 17, 1976 at 2:05 PM in the Traffic Bureau Assembly Room, Hall of Justice. A quorum being present, the following business was transacted:

Treasurer Barney Becker reported the deaths of four members since the October meeting.

CLEMENTS CROSBIE — Born in 1902, he entered the Department at age 26 in 1928. Was assigned to Headquarters for 2 years and then transferred to Co. K, assigned to the solo bikes. Clem was a terrific pistol shot, representing the Department in many tournaments throughout the state. He resigned in 1946, to enter private business.

GEORGE HESKETH — George entered the Department in 1941 at age 27. Worked at Co. G, then Harbor Station. In 1945 he was transferred to Co. B where he served until he retired in 1969 with a service retirement. George was on 6th Street for years giving a helping hand to many of the unfortunates who lived in the vicinity.

ALVIN NICOLINI — Born in 1889. Al entered the Department in 1924/Earned the rank of Sergeant in 1937, Lieutenant in 1947. During this time he was assigned mostly to the Inspector's Bureau. In 1948 he was appointed Director of Bureau Special Services, being assigned to the Police Academy where he served until his retirement in 1961. Al was 77 years of age at the time of his death.

THOMAS F. O'CONNOR — Born in 1894, he entered the Department at age 28. Tom worked all the district stations during his 37 years of duty, principally at the Central and Northern. Tom was 82 at the time of his death but is still represented in the Department by his son Bill, the Captain of Co. C.

The Secretary reported the following donations:

Quinn Martin Productions — "The Streets of San Francisco" \$1,000.00 for the various services afforded them by many different city services.

Mrs. Ida Edwards — In appreciation of fine work doing by Parking Controlman Denise Duff of Richmond Station.

Joseph Edwards — We receive at least one donation a month from this gentleman who has a high regard for all policemen.

Under new business, the following were nominated for office for the year of 1977:

PRESIDENT — MARK HURLEY

VICE PRESIDENT — ANDREW QUAGLIA

Both of these offices are for the term of one year.

**TRUSTEES — GEORGE JEFFERY
FRANK JORDAN
WILLIAM PARENTI**

These men will serve for two years.

Senior Trustee Quaglia reported that our investment program handled by the Hibernia Bank continues to grow.

Letters were sent to all members who pay in cash advising them that the full amount of \$36 will be due in January. Several of these letters have been returned because the parties have moved and we have not been notified of the new address. PLEASE send the new address if you have moved within the past year.

Fraternally yours,
Bob McKee, Secretary

FELLOWSHIP OF CHRISTIAN OFFICERS

On Tuesday, November 16, 1976 at 7:30 p.m. the meeting of the Fellowship of Christian Officers was opened in prayer by President Jim Crowley.

The new prayer vine activities of our organization was discussed. The prayer vine Chairman is Irene Percy. Our organization is interested in discovering how many people would be interested in a Bible Study Group. Mr. Don Bocci has undertaken the Tape Ministry that records the activities of our monthly meetings.

Jim Higgins reported on their visit to the State of Virginia pertaining to the call from Mr. Pat Robinson of the 700 Club. The 700 Club is a religious outreach organization extending throughout the entire United States and other parts of the world. Jim Higgins and Jim Crowley will be televised on Channel 20 Thursday, November 18, at 12:00 noon and at 2300 hours. Their Goal is to request prayers for the people of San Francisco and Christian Police Officers.

An excellent film entitled BARRETT (A Cop who cares) dealing with the christian outreach of peace officers was shown at our meeting.

Jim Crowley, accompanied by Mrs. Moser on the guitar, led our group in songs and prayers for Lord Jesus.

Ed Erdelatz closed our meeting in prayers and our group retired for refreshments and fellowship at 9:45 p.m.

Andrew Kristensen,
Secretary

CSAA Opposes Anti-Automobile

Appearing at a public hearing in Sacramento conducted by the California Department of Transportation (CALTRANS) today, Virgil P. Anderson, spokesman for the over 1½ million member California State Automobile Association, stated opposition to the anti-automobile policy elements of the draft California Transportation Plan.

The California State Automobile Association believes that the public would not support a transportation plan that places severe restrictions on travel, limits their personal mobility, and invokes higher taxes on vehicles and their use. This was recently evidenced by the experimentation of the Diamond Lanes on the Santa Monica freeway and traffic diverters placed in San Francisco streets.

"At present the plan's provisions are designed to coerce, restrict, and even deny personal mobility for the individual," Anderson said.

The CSAA also charged that the Anti-Automobile Policies do not follow intent or direction of the legislation calling for the development of a transportation plan.

Quoting that legislation, Anderson cited "the goal of the state is to provide adequate, safe and efficient transportation facilities and services for the movement of people and goods at reasonable costs."

"The original legislation calls for other state aims, including the provision for convenience and enjoyment in shopping, school, cultural and business pursuits, leisure time travel and pedestrian

HELP!!!!

How often have we heard someone call for help only later to find nobody came, nobody cared. Well, the cry is being yelled again. This time by a group of senior citizens from Woodside Gardens who are trying to raise the necessary funds to purchase a piano for their recreation hall. These senior citizens have instituted a benefit drawing in an attempt to raise the necessary funds.

in the past but we can show them that we still care by answering their call for help and supporting their benefit by purchasing tickets for their drawing.

For one dollar you can gain the satisfaction of helping in this worthy cause plus have an opportunity to win a case of liquor or one or two \$25.00 savings bonds.

For tickets or further information, call Inspector O. (Whitey) Guinther at General Works Detail, 850 Bryant, San Francisco, 553-1141. **Let's show them we do care.....**

Unfortunately we as police officers, due to our manpower shortage, cannot afford these senior citizens the protection we have

travel, but the California Transportation plan does not include such provisions in its text," Anderson said.

The plan also attempts to develop a new concept of social accounting taxation by giving full consideration to land use, economic and social considerations, but not giving adequate attention to the many plus factors of personal mobility provided by the automobile and its

continuing contributions to society and the economy. The CSAA believes these should be given an equal entry on the credit side of the ledger of social accounting.

As viewed by the CSAA the plan arrives at the erroneous conclusion that the personal mobility associated with the use of the automobile is incompatible with the state transportation goals.

the San Francisco
POLICEMAN
OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION
548 - 7TH STREET, SAN FRANCISCO, CALIFORNIA 94103
(415) 861-6020 861-5090

Gale Wright Editor
BOARD OF DIRECTORS

PRESIDENT..... Jerry Crowley	CO. H..... Sherman Ackerson
SECRETARY..... Joe Patterson	CO. I..... Jack Delmas
TREASURER..... Jack Ballentine	CO. J..... Lee McVeigh
CO. A..... Al Casciato	Gale Wright
CO. B..... Joseph Toomey	HQ..... Ray Carlson
CO. C..... Layne Amiot	Mike Hebel
CO. D..... Hank Fickers	CPTF..... Don Merkley
CO. E..... Paul Chignell	INSP. BUR..... Bob Huegle
CO. F..... Michael T. Gannon	Garry Lemos
CO. G..... Al Benner	RETIRED..... Tony Bell

ASSOCIATION OFFICE 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, S.F. Policeman, 548-7th St., San Francisco, Ca. 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers' Association for unsolicited material.

THE SAN FRANCISCO POLICEMAN is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the San Francisco Police Department.

ADVERTISING: 548-7th St., San Francisco, Ca. 94103 (415) 861-6020.

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

- Address letters to the Editor's Mail Box, 548-7th St., San Francisco, Ca. 94103.
- Letters must be accompanied by the writer's 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 editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to three pages, typed, double-space.

POSTMASTER, ATTENTION! P.O. Forms 3479 Notices should be sent to: S.F. Policeman, 548-7th St., San Francisco, Ca. 94103. 2nd Class Postage Paid at San Francisco, Ca.

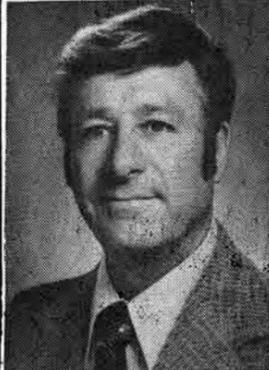
A little green for the men in blue?

See us for auto loans, home improvement loans, personal loans. You'll find it hard — if not impossible — to find lower rates.

Hibernia Bank

Member FDIC

REAL ESTATE



TOM PASQUIN
(retired S.F.P.D.)

Specializing in Home Sales In Marin County! associated with

WM. TIMMER REALTY
MARIN'S ONLY VIDEO REALTOR
Office 479-2404
Res. 479-2326

President's Corner

BY JERRY CROWLEY



Examining the images of Chief Gain

During the past ten months, Charles R. Gain has been directing the operations of the San Francisco Police Department.

During those ten months violent crime has risen in San Francisco by 33 per cent.

Mayor Moscone announced: "There are no safe neighborhoods now."

Why has the person Moscone once called "the greatest police chief in the world" failed so badly?

Part of the answer lies in an examination of Chief Gain's manipulation of the media to produce images. Images which please some, but for which our citizens must ultimately pay...sometimes with their lives.

Philosopher Herbert Marcuse describes this approach as "one-dimensional thought." One-dimensional thought, as promoted by the makers of politics, is a "self-validating hypothesis which, incessantly repeated, becomes hypnotic definitions" accepted as reality.

One of the first images created by Gain was that of the drunken cop.

A general order issued by Gain declares "the fact that members continue to violate these rules indicates deficiencies in supervision and inadequate punishment."

A strict stance was adopted in the absence of any real facts supporting the image.

A severe penalty was prescribed and a thorough search for the real or imagined offender began. This search was continued with a recent police commission hearing, at Chief Gain's insistence, for two patrolmen accused of drinking on duty in spite of an Internal Affairs Bureau report to Gain that the charges had "no supporting evidence." The officers were found not guilty.

What was found, however, was a perceptible increase

in the public opinion regarding Chief Gain's competence, and an equally perceptible decrease in the public opinion regarding the competence of the patrolman on the street.

This change occurred with each of Chief Gain's numerous pronouncements on widespread police corruption, on emotional stability of the patrolmen, on the lack of police civility, on the flag incidents, and on the lack of competence within the department.

This image creation has been accompanied by the swelling of the Internal Affairs Bureau, assigned to investigate rule infractions by police officers, to become the largest detail in the department. To staff this detail, 13 men have been moved from investigating crime to investigating each other.

The price our citizens pay is drastically reduced efficiency and productivity within the department. Arrests have dropped.

A second, more disturbing use of one-dimensional thought concerns Gain's understanding of the nature of crime.

Chief Gain has presented the image of crime as a social-economic phenomenon upon which police intervention could not and would not show any appreciable impact.

Gain has suggested that the contributing causes to crime could include hiring freezes, general unemployment and inflation.

This image implies that it doesn't make any difference if San Francisco has creative and effective crime prevention programs. That it doesn't make any difference if the city has 10 patrolmen or 1,000. That it doesn't make any difference that there has been a decrease of 290 patrolmen in the last year, a reduction sanctioned by Gain.

The image saves a few dollars, and helps keep elected

officials in office another term or helps them use San Francisco to springboard to national office. But we know the cost is a loss of security and protection for every citizen in The City, and ultimately may cost you your life.

Another image promoted by Chief Gain has been that of a department that is sensitive to the special needs and wishes of the minorities.

While frequently meeting with members of the black, gay, Hispanic, elderly and other communities, assuring them all that his office was always open to them, he began to disassemble the Community Relations Bureau, reducing its manpower and effectiveness, and destroying other programs which allow our minority citizens to have impact at all levels of the department.

The price of this image is a return to the "talk-to-the-Chief" attitude of years ago, and that means words and no action. Our minority citizens know that means trouble.

The recent increase in violence on Muni has provided Gain an opportunity to create still another image. The image of increased police protection.

These beatings, muggings and violence have affected everyone.

Gain's response has been to transfer men from patrol duty to this duty, reducing still further the protection available to our neighborhoods while providing only token protection for Muni passengers.

He also has authorized more overtime for present police, but we know that 12-hour days and six-day weeks do not lead to effective police performance. The hard fact remains that there is still no more police or police protection.

We believe that our citizens will reject these images and demand the leadership, officers, and responsible programs to stop this deadly increase in violence.

HERO GETS INTERROGATED

by Ray Carlson

On Sunday, December 5, 1976, Officer Joe Williams of Co. H responded to a burglary call. In the process of apprehending the burglars, one suspect allegedly shot and killed his accomplice. Officer Williams returned fire and wounded the gun wielding suspect.

For all accounts, Officer Williams' conduct was completely lawful and justified.

A little known fact surrounding the incident is that shortly after the shooting, Joe was whisked down to the Hall of Justice where upon arrival, he was interrogated for the better part of four hours.

First the boys from Homicide; then the D. A. and his investigator, on tape; then again by the D. A. and his interrogator requiring a written and signed statement; all the time Joe still in his blood soaked uniform.

During this ordeal, Joe must have thought he was having one giant nightmare. First the shooting, then a young man dying in his arms, then a 4 hour inquisition — But it was for real.

Had the suspect not been wounded by Officer Williams' bullet, he would have either been released on an O/R or bailed before the end of Joe's interrogation.

I too understand and fully agree with the department policy involving police shootings. But I cannot believe, comprehend or condone the type of inquisition to which Officer Williams was subjected.

I suspect that the administration and the D.A. share the same frustration, not being able to deal with the real criminals, so they transfer these frustrations to the poor son-of-a- who is doing his job and trying desperately to stay alive while doing it.

My point, I guess, is that no matter your color, race, sex or whatever, we're in this together and we had better start facing up to it.

Joe, our hats go off to you for a job well done!!!

BAYVIEW GARAGE
3220 Sacramento Street
San Francisco, Ca. 94115

STATEMENT OF TERRY FRANCOIS

RE PROPOSED BARRISTER CLUB OFFICE OF CITIZEN COMPLAINT

This statement is made in view of the nature of this significant change in police procedure which might result from action of the Police Commission taken last week approving in principle the procedural portion of the Barristers Club proposal to establish the Office of Citizen Complaint, and instructing the Chief of Police to report back to the Commission in 3 weeks a cost estimate as to staffing, civilian hearing officer, and director. It is probable that this measure will eventually come before the Board of Supervisors for personnel and budgetary considerations. I would hope that when this subject is heard in Committee the Fire, Safety & Police Committee will be included as part of joint committees with respect to both personnel and budgetary matters.

At this time I would like to express my very strong opposition to the position taken by the Police Commission and to indicate that I intend to oppose the establishment of this unit as vigorously as I possibly can. I believe that establishing such a unit would not be in the interest of the public safety, would constitute a wasteful expenditure of public moneys, would be totally ineffective, would divide this community very sharply and painfully and would probably be subject of a successful referendum by the organized police. Historically, police departments have fought tenaciously against civilian review boards. This measure takes the matter beyond the point of simply reviewing the acts of police upon evidence presented but would establish a unit that would actually investigate the activities of the police on a day to day basis. I can see nothing but chaos resulting from such an arrangement and I sincerely believe the Police Commission is acting very unwisely in following this recommendation of the Barristers Club.

In fact San Francisco already has a civilian review board, to-wit, a five person lay commission. There is a

need to enhance public confidence in the investigative procedures of alleged police misconduct, however, I consider the Barrister proposal ill-conceived.

16th and South Van Ness, San Francisco, Ca. 94110
(415) 863-7585

AUTOMOTIVE
CITY
SERVICE
CENTER

Free Full Service Car Wash
With This Ad

SERVICE
CHECK POINT
We will lube,
change oil and filter,
and give your car a 20
point safety check
for \$10.95.

Dayton Tires
Alignment

Dyno Tune-ups
Computer Balance

AUTOMOTIVE
CITY
SERVICE
CENTER

16th and South Van Ness
San Francisco 94110
Phone: 863-7585

LETTERS

Dear Editor,

As a San Franciscan, I am deeply concerned and disturbed of the steep rise in crime. In my opinion the increase in crime is directly related to two factors, the cutbacks in police personnel and Mr. Gain, the Chief of Police.

We can thank our wonderful Board of Supervisors for the police cutbacks. They seem to think that in order to balance the budget, San Francisco can do with less police patrols. All of the recent evidence sings a different tune. We desperately need those police patrols to keep crime down.

The second factor is Mr. Gain. Since he took over the office of the Chief of Police crime has never declined. He has already proven to be anti-American and he also seems to be against the police officers. The morale of the officers is down which is quite understandable. If you had someone like Mr. Gain in control of your department, I would guarantee that your morale would be low too. The police officers do not respond to calls as quickly as they did in the past, which is a sad thing in itself. This just is one example of what low morale can do to our fine police department.

Crime will remain on an increase until someone replaces Mr. Gain and also when our Board of Supervisors wakes up to reality and gets off their buttocks!

David Calgaro



Mr. Joseph Freitas, Jr.
District Attorney

Dear Mr. Freitas:

It's about time the big-wigs at City Hall and the Police Chief are waking up to the fact that the City needs a cleaning up of the hoodlums.

It is too late now that these fine Police Officers were forced to retire or quit on account of the system.

This mess should have been cleaned out eleven

months ago. You and the rest of the big-wigs are finding out now that your liberal ideas are not going to work.

I have worked in hospitals in this City over 30 years, and being a native, know they need the "South of the Slot" policemen.

I have seen Police Officers die and little old ladies beat-up and die from the shock.

I think it would be a good idea if you, Moscone and Gain made the rounds of these hospitals and saw the real thing — then maybe you and the Judges wouldn't let these hoodlums off with a smile.

What good is it when we don't have enough Police Officers; you, Moscone and Gain are all in the same bag as far as I am concerned. These people who scream "Police Brutality" are the very ones who would call the Police if they needed help. I know one Judge personally in a small California town, who really cracks the whip on these hoodlums. You go before him once and you may get off the hook, but if you come back the second time, he will throw the book at you; so these people don't dare go back to him. That's the kind of Judges we need in this City.

Enclosed is a letter I want you to read, Mr. Freitas, and it refers to an 80-year old woman who was murdered for her money, but it so happened the kook didn't find it after all — I did, in a garment bag at the Salvation Army store a month later — \$47,000! So, swallow that!

Sincerely,
Mary T. Kelly



Dear Editor,

During the recent media blitz concerning the subject of crimes in our city. It should be pointed out that although our political leaders have voiced their concerns and pondered for possible solutions, a very important

factor has been overlooked. It is the morale of the men who are being asked to implement whatever program that may come about in order to halt the rising crime waves. The lack of trust in our current leaders at the top contributes to the lowest morale ever among the men of this department.

Our leaders consistently talked about sensitivity, yet the sensitivities of the men in blue are completely disregarded. Our patrol vehicles will undergo a new paint job for the purpose of "Change of Image". Apparently, the Black & White with the stars are too offensive according to our leaders. Cosmetic changes of our patrol vehicles will not accomplish any changes of the working habits of the men inside. If anything, it'll further demoralize the men in blue who have taken pride in wearing the star which is the symbol of law enforcement. If the stars painted on the vehicles are deemed too offensive by our leaders, what about the stars worn by the officers? If the citizens of this city want to change the current crime trend, they must show the men in blue that we have their support and attack the criminals, not cops.

Yours truly,
Nelson Lum



Dear Ms. Kelly,

Thank you for your letter concerning the Police Department.

I am heartened to see action taken by a citizen to help our officers know that they have our support.

Concerning the Chief of Police, it is difficult for me as a member of the legislative body to take any action concerning police matters. Wherever I can I do make recommendations. For your future information, when you have disagreements with the way the depart-

ment is run, the agencies most responsible for action are both the Mayor's office and the Police Commission.

Thank you for your concern.

Regards,
John Barbagelata



S.F.P.O.A.
Gentlemen:

I would like to thank the Association and all its members who donated blood for my father when he underwent open-heart surgery recently. When unexpected complications developed during surgery, it became necessary that a large amount of blood be on hand. The blood type needed was rare and there was an insufficient amount at the Irving Memorial Blood Bank. After the Association was contacted an urgent request was made to members of the Department. The response was terrific, and thanks to all involved the surgery was successful and my father recovered.

My family and I can't say enough in appreciation for the help given my father.

Thanks again,
Gene Haudbine
dCentral Station



Gentlemen:

I would like to make reference, to the dental plan currently offered to members of the San Francisco Police Officers' Association.

I joined the dental plan when it was first offered. When the necessity arose for me to be seen by a dentist, I called the Association and was advised that a certain dentist in my neigh-

borhood belonged to the plan. Because of the convenient location of this dentist and because of his membership in the plan, I was seen by the dentist and subsequently had \$140.00 worth of dental work done by him. Surprisingly enough, although the dentist said he was aware of the S.F.P.O.A. dental plan upon my initial visit, when I received his bill it was accompanied by a little notation to the effect that he did not belong to the plan!

I immediately called the Association and spoke with Sgt. Gale Wright who kindly said that he would check out the entire situation for me. Sgt. Wright found that the dentist I went to was going to join the plan, but subsequently decided against the idea. I was extremely upset and thought that I was hopelessly "caught in the middle." I expressed my feelings in this regard to Sgt. Wright.

It was not very long after my second conversation with Sgt. Wright that I received a letter from the dental plan apologizing for the embarrassment, and advising me that a check in the amount of \$96.00 would be sent to the dentist. I am certainly pleased as I expected that only half of the incurred expense would be paid in the first place!

I am very happy with the way the Association's dental plan, Sgt. Wright, and Louise handled this case. Thank you very much.

Very truly yours,
Louis A. Druhan
Star #696 A

Reprinted from
The Main Line.
SFFD Local 798

Dear Jim:

I have reviewed the lawsuit filed earlier this year by the Police Officers Association concerning delays in payment for overtime work, and have concluded that another lawsuit by Local 798 over the same issue would stand little chance of success. The Judge decided in the POA case that the word "salary" as used in Section 8.400 of the Charter does not include overtime pay, so overtime pay does not have to be paid semi-monthly. Instead, it must be paid in a "reasonable time". Since the Judge found that it was being paid in a reasonable time in the POA case, the result would probably be the same for the Fire Department.

We have had inquiries as to whether Nick Verreos can be required to pay the interest or attorney's fees arising from his lawsuit over the pay increase granted by Mayor Alioto. Unfortunately, there is no provision in the law for this. The only thing he can be required to pay is court costs, such as filing fees, the cost of making a transcript, etc. It should be noted that Verreos' lawsuit did not bar the city from paying the increases, since he lost. The city decided on its own not to pay the increases until the appeal was concluded. Hence, it is the city that has to pay the interest.

Very truly yours,
Duane W. Reno
DAVIS, COWELL &
BOWE

SUNSET SCAVENGER CO.

Foot of Tunnel Ave. & Beatty Road
San Francisco, Calif. 94134

VETERANS THRIFT SHOP

BARGAINS GALORE

GIRLS' & BOYS' SCHOOL CLOTHING, 25¢ EA. & UP
LADIES' & MENS' CLOTHING, 25¢ EA. & UP

Antiques, Books, Dishes, Curtains
Draperies, Linens, Furn., Appliances, etc.

THIS IS WHERE MILLIONS OF PEOPLE SHOP FOR GREATER SAVINGS

1855 Mission St.
San Francisco, California
Mon thru Sat 9:00 AM to 9:00 PM
Sunday 10:00 AM to 6:00 PM

*For pick up of Donations Call 621-2581

"ESPANOL"

ROPA PARA TODA LA FAMILIA
Y TAMBIEN ARTICULOS ELECTRICOS DE \$24.95 Y ARIBA TVs ETC. CAMAS Y MUCHAS COSAS PARA LA CASA

COME TO SOUTH LAKE TAHOE COME TO

The Tahoe West Motor-Lodge

P.O. Box CCC, 4082 Pine Blvd.
South Lake Tahoe, Ca. 95729
(916) 544-6455

Harrah's
Harvey's

U.S. 50
Tahoe West
Pine Blvd.

Special Introduction
* 58 Large beautifully designed units
* All queen size beds
* Sound proof rooms
* TV and direct dial phone in every room
* Modern kitchen units
* Whirlpool & heated swimming pool
* Private beach privileges
* Quiet, off highway 50 but 1/2 block to stateline
* WALK TO CASINOS
* CASINO COUPONS
* COURTESY BUS AVLB. 24 HRS
* SKI BUS AT DOOR
* low rates
* Special ski packages
* Groups welcome (special rates)
* Multiple days special

Reservations (916)544-6455

Special welcome champagne with this ad

The Tahoe West Offers

VALUABLE COUPON
\$2.00 + 3 days free + \$100.00 per couple
* Present this coupon to the manager and you will receive \$2.00 discount on your second night.
* Participate in the special quarterly drawings to win 3 days free stay at TAHOE WEST plus \$100.00

Name: _____
Address: _____
valid to May 1, 1977

PARKSIDE INSURANCE AGENCY

Guaranteed renewable, and non-cancellable disability insurance. Group auto and group homeowners insurance plans also available.

Call 661-0450
1605 Taraval
San Francisco 94116

SAN FRANCISCO POLICE DEPARTMENT

AUCTION SALE

UNCLAIMED PERSONAL PROPERTY

SATURDAY

Dec. 18 - 9 A.M.

RADIOS, sporting equipment, musical instruments, toys, clothing, suitcases, all sorts of new and used merchandise.

Sale held in basement of Hall of Justice, 850 Bryant St., SF. Contact: W. Kaufman, Auctioneer

it's the real thing

Enjoy
Coca-Cola
Trade-mark

THE COCA-COLA BOTTLING CO.
OF CAL.-S.F.

DENTAL NOTES

by Gale W. Wright

The Preventive Dental Health Plan is an excellent benefit for any member who takes advantage of it. Whether you use the Plan I (x-rays, examination, cleaning and polishing twice a year) which is paid for by the Association, or Plan II (complete restorative and/or orthodontia) which you the member pay a low monthly premium, PDHF is one sweet dental plan.

You the member have a duty to read your application contract and know what your responsibilities are (premiums, surcharges, etc.). By the same token, the dentists who have contracted to be PDHF provider-dentists also have a responsibility to know their contracts.

Why is this important? Because in about the past two weeks, around eight to ten members have complained to me that their dentists have complained to them that they are not getting paid by PDHF.

I've investigated everyone of these complaints and I'm happy to report every dentist is in fact being paid by PDHF. The difference is this: The highest use of any dental plan is the first year. We have 348 members and their 1600 dependents enrolled in Plan II and these people are going to 35 dentists. There is no way that the total premiums per month can possibly pay for all the work (exclusive of surcharges) on an even-up basis. **THE DENTISTS KNOW THAT BECAUSE THEY WERE TOLD AND IT IS IN THEIR CONTRACTS.**

Right now the dentists are being paid a percentage of the bills they have sent in to the PDHF headquarters. They also know the usage curve has peaked and the percentages of payment will balance within a few months. **THEY KNOW THIS TOO,** but by

complaining to you, you are being used by a dentist who should be complaining to PDHF, but most certainly not to you, the patient.

Complaining to you cannot improve the dentist-patient relationship. You're embarrassed, of course. All you know is that you are paying your premiums according to your contract. What you should tell the dentist is that it sounds like he should really take up the matter of payment with PDHF, not you.

Admittedly, there have been a few problems, most of which have worked out quite nicely to the satisfaction of all concerned. The latest move to really get a handle on potential problems and to smooth out the administration of the Dental Plan for everyone is the recently signed contract by PDHF with the San Joaquin Administrators of Fresno, California.

San Joaquin Administrators are professional people with a long history of administering all types of plans with a very high degree of competence. PDHF, while operating in 11 states, got started in California with the Los Angeles Sheriff's Association. We, the SFPOA, helped get it started in Northern California and now the SF Fire Fighters have their enrollment going on, the Los Angeles Police Association has joined PDHF and the California State Employees Union will start on July 1, 1977.

Hopefully, this article helps you the consumer to realize that PDHF is a good deal for you. It's a good deal for the dentists too, but they should be calling PDHF for answers, not complaining to you. And lastly, PDHF is growing very well and it will be around for a very long time.

KGO-TV Editorials

Russ Coglin, General Manager
Bob Sutherland, Editorial Dept.

WORDS & WINDOW DRESSING

In his inaugural address, Mayor Moscone said: "We will also begin immediately to attack the growing problem of violent crime in our city . . . the new Police Commission, the new Chief and your new Mayor will begin to utilize our police resources so that those men and women who have been trained to fight crime will in fact be fighting crime."

Since San Francisco has the highest rate of violent crime of any county in the state, the Mayor's promise sounded great to citizens who have become used to hearing only threatening footsteps behind them. But those words were more rhetoric. What the Mayor, the new Police Commission and the new Chief began immediately to attack was the Police Department. In fact, one source of our says that the main reason Mr. Gain was hired as Chief was because he agreed to cub back the Police Department. In the months since the Mayor made that first promise, the crime rate has exploded, but the Police Department has been decreased by 250 officers. So if our source was right, the Chief has lived up to his promise.

Last week, in the wake of the violent assaults on riders of Muni, the Mayor and the Police Chief got together again, deplored the situation, and assigned 25 armed policemen to duty on the Muni. That's nice window dressing, folks, but it shouldn't blind us to the fact that the punks know that San Francisco now has 250 fewer police on the streets, and the citizens are less safe on or off a bus.

The Mayor, the New Police Commission, and the new Chief don't create criminals or cause crime, but they have succeeded in making it easier for thugs and bullies to operate. The citizens of San Francisco are not getting what they were promised, but they are getting beaten up more and more. We suggest that the Chief put on a uniform, get out in the streets, and see what the action is.

A POOR PROPOSAL

Five years ago, Mayor Alioto's Committee on Crime, in its report on the San Francisco Police Department, stated: "We believe that an Internal Affairs Unit can do the necessary job (of investigating complaints against the police) much more effectively than any citizens review board."

The chairman of that Committee is now Executive Director of the Bar Association of San Francisco and he is spearheading the drive to replace the police Internal Affairs Bureau with a civilian unit! How about that for a change of heart. The new Police Commission and the new man in the Chief's office are also in favor of the Bar's proposal, which fits in well with their efforts to dismantle and emasculate what was once an outstanding police department. Although major crime in the city is almost out of control — there were over 7,000 major crimes in October alone — the police department now has 250 fewer officers to fight such violence than they had a year ago.

What is really laughable about the Bar's proposal is the contention of its Executive Director that attorneys lack confidence in the investigation of police misconduct by fellow officers. Lawyers are big on rating the competence and behavior of others. They just finished doing a bit on our judges, and now they want to get their shot at the police. Perhaps this is their way of taking the spotlight off the public's lack of confidence and trust in lawyers, but the proposal should be rejected forthwith by the citizens of San Francisco and the Board of Supervisors.

A civilian unit would add another costly layer of bureaucracy on an already overloaded civil service roster, and, as the man said, professionals can do the job of self-regulation much more effectively than amateurs can and the police have been doing it.



Dear Sword Booster:

The Police Sword project is dead. Over 200 of the blue Wilkinson sword letters were mailed out. The results are only 42 persons bothered to respond at all. Of the 42, only 23 persons sent in their checks.

Thus, the S.F.P.D. Police Swords will not be, as a minimum of 200 swords had to be ordered.

Thanks for your interest and your courtesy in responding to my letter. Maybe we'll try this sword thing again in a few years from now.

Sincerely,

Gale W. Wright
Gale W. Wright

RADIO DISPATCHED 24 HOUR SERVICE

CITY CAB

285-4500



French Bank of California
A Subsidiary of Banque Nationale de Paris

FREE CHECKING ACCOUNT, with any savings account of \$250 or more.

HIGHEST INTEREST RATES ALLOWED, paid on all our insured Eiffel Tower Savings Plans.

FRENCH FRANC AND U.S. DOLLAR TRAVELERS CHEQUES

PERSONAL INSTALMENT LOANS

MONEY TRANSFERS, anywhere in the world.

BANK-BY-MAIL; we pay postage both ways.

SAFE DEPOSIT BOXES

FREE PARKING; half hour validation. Call us for information.

French Bank of California's approach to personal banking satisfaction includes, among others, these services

130 Montgomery Street, San Francisco 94104 (415) 398-1700

9250 Wilshire Boulevard, Beverly Hills 90212 (213) 278-6450

A California State Chartered Bank • Member F. D. I. C.

POWELL'S HYDRA-MATIC TRANSMISSIONS

588 So. Van Ness Avenue San Francisco

"OUR GREATEST WISHES TO OUR GREAT POLICE FORCE"

STANDARD BRANDS, INC.

CHARLES W. CUNNINGHAM

Moving & Storage Local, National & Worldwide Licensed & Insured

DAN DRISCOLL, SFPD RETIRED
Sales Representative Agent for Smyth

3240 - Third Street San Francisco, Ca. 94124 Ph: 824-0515

AN IMPORTANT MESSAGE TO ALL PENINSULA AND SAN FRANCISCO LAW ENFORCEMENT OFFICERS AND THEIR FAMILIES

Skylawn Memorial Park offers a FREE BURIAL SPACE to all law enforcement officers.

Skylawn Memorial Park extends this offer as a token of appreciation to all law enforcement agencies in the greater Peninsula Community.

Q. Who is qualified?

A. Every officer on active duty.

Q. What does the program offer?

A. A designated space, selected by the officer at no cost excepting that \$40.00 be deposited into the endowment care fund (after December 31, 1976, this amount will be \$50.00).

Q. What is the endowment care fund?

A. A trust fund administered in accordance with California State law. The income from the fund can only be used for the care and maintenance of the property.

Q. What proof of ownership will the officer receive?

A. Skylawn will issue a certificate of ownership in the name of the officer.

Q. Is this program available on a Before-Need basis?

A. Yes! In fact, we encourage everyone to make arrangements before the need arises.

Q. What is the advantage of arranging "Before-Need"?

A. It will assure the officer of a preferred selection - the free space - and today's before need prices on any additional spaces he may desire - thus protecting his family and his estate from much higher costs at a later date.

Q. What about burial spaces for the officer's family?

A. Skylawn believes that it has an obligation to help maintain the traditional family memorial. A spouse, parents, children, and other close family members may purchase spaces at prevailing prices along with the officers free space.

Q. What if the officer has no family?

A. The no charge space is available irrespective of whether other spaces are purchased.

Q. If additional spaces are wanted, must they be paid for in cash?

A. No! Skylawn will arrange a payment plan to suit the needs of the family.

Q. Are there any other cemetery charges at the time of death?

A. Yes! The opening and closing of the space, recording fee, burial vault or liner, and memorial tablet.

Q. What about Veterans benefits for those who have served in the armed forces?

A. Honorably discharged Veterans of any war are entitled to a memorial tablet and burial allowance of \$150.00 from the V.A. which can apply to the above costs. Experienced Skylawn staff will provide proper forms and assistance at time of need.

Q. How long will this program continue?

A. Skylawn will guarantee to make no change in the basic policy as stated above prior to March 30, 1977.

NEW YORK LIFE DP INSURANCE

by Gregg Lipanovich

New York Life Representative to POA

As of November 17, 1976, the New York Life Insurance Company no longer sells Monthly Disability (i.e. DP insurance in California. But NYL cannot, repeat cannot, cancel or change any existing policies.) I received notice of this on November 17 in a letter from J.C. Sibigroth, Senior Vice President and Chief Actuary, stating "... sales of DP policies will be discontinued in California because of particularly unfavorable experience."

Though he doesn't say so, the "unfavorable experience" (i.e. losing money) was caused largely because of policies owned by members of the SFPD. For example, in the one year I've been selling policies with a 14 day wait - which many complained is too long - one out of four people have already received payments from NYL. The older, first day policies have been even more costly to NYL, as most members of the department know. If NYL could just break even on these policies, it would continue to sell them, but it can't even do that.

I personally will continue to sell DP insurance from other companies. Even here the outlook is none too bright. In the last four months, I've been investigating DP policies offered by dozens of other companies and all, for one or more reasons, have been inferior to the NYL product.

Most of the other large life insurance companies are also eliminating or at least cutting back the DP they'll sell to police officers. The DP policies with good guarantees, from companies with good claims paying records, are few and far between and will become scarcer in the months ahead. However, I have selected a few of the best plans available and will continue to sell them to those who want/need more DP protection.

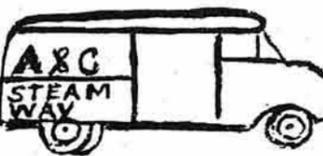
A&C

**STEAM
WAY**



"SERVING THE BAY AREA"
OF
SAN FRANCISCO

COMMERCIAL & DOMESTIC
CARPET CLEANING WALL TO WALL



- * GENTLE
- * SANITARY
- * REMOVES MOST STAINS
- * STAYS CLEAN LONGER

FOR FREE ESTIMATES CALL

* 665-7627 *

CLEANER & DRYER THAN OTHER UNITS.
"NOISE STAYS IN MY TRUCK UNIT NOT IN YOUR HOME"

Dick Grady

Grady CLEANERS

1431 Clement St. 221-7820
THE FINEST DRY CLEANING
IN SAN FRANCISCO

LUCKY WITH MONEY!

Safest way to be sure...
take out enough life
and D.P. insurance today.



GREGG LIPANOVICH

NEW YORK LIFE INSURANCE
COMPANY

50 California St., Suite 900 San Francisco, Ca 94111
393-6276

Healy Insurance Agency

SFPOA Insurance Administrators
All forms of Insurance Available to Members
on Payroll Deduction.
Home Owner - Mortgage Group Live
Disability

Also available—Disability coverage for the
working wife and the housewife.

We want to serve you
Telephone 731-9455

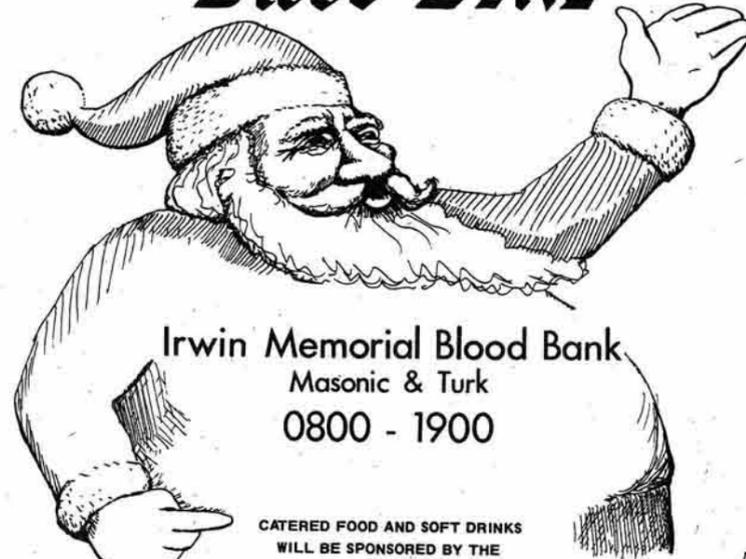
Bill Healy - Ray Peterson
Dan Sargent - Frank Kalafate

1430 Taraval St. San Francisco 94116

16 Dec '76

San Francisco Police Officers'

Annual Christmas Blood Drive



Irwin Memorial Blood Bank
Masonic & Turk
0800 - 1900

CATERED FOOD AND SOFT DRINKS
WILL BE SPONSORED BY THE

S.F.P.O.A.

POLICE COMMISSION APPROVES MULTIPLE JOBS

by Gale W. Wright

At the Wednesday night meeting of the Police Commission, 12/8/76, the below described plan was approved for the Police Department. The funding, in the main, will come from Federal monies, which as you know have a way of running out at the wrong time.

That poor, overworked cliché, "This will get those policemen out from behind those desks and on the street," has been worked to death. The SFPD is over 250 officers short. We don't have enough manpower to patrol the streets regularly, let alone sit behind a desk. But when you have to abide by the dictates of politicians, one has to put up with that crap.

Anyway, 177 civilians will be hired at a cost of \$1,651,210. The breakdown is 79 building and groundsman, 2 payroll, 40 clerk typists, 6 senior clerk typists, 1 clerk steno, 3 senior clerk stenos, 3 legal stenos, 4 telephone operators, 4 laboratory helpers and 35 police communications dispatchers.

Police Officers: 77 from budget funds, 59 from CETA/City Funds, 40 from Community Development Fund and 24 from Title II funds, equals 200 officers at a cost of \$3,200,000.

Definitions: CETA is Comprehensive Employment Training Act.
Title II is The Public Works Employment Act.

It's easy to be critical and I had my shot above, but when it's all said and done, we will have gained just 77 police officers. Monies will have run out for all of the other "short term" help and things will return to normal, namely we will be short-handed again.

Sure, there will be a few crises, but we will manage until crime jumps way up again. Then the call to arms, meetings in the Mayor's office, the Chief's office, the Police Commission, - all the usual stuff.

Money will again be found to let cops work overtime AT STRAIGHT TIME. And we, you, your neighbors, friends and relatives, will be back to square once again.

Then, what the heck, what do I know? I've only been a police officer for twenty years. I don't have a PhD, but I still disagree with a Rand report which says more officers on the street doesn't necessarily mean less crime. That may be true, but more officers on the street sure makes the citizens, not to mention the tourists, feel a whole lot safer.

In conclusion, let me admonish the Mayor, the Board of Supervisors, the Chief and the Police Commission to adequately staff the Police Department with both officers and civilians and keep it that way. Anything else we do in this City doesn't mean a damn if you can't enjoy life without fear of muggings, purse-snatchings, rapes, burglaries and so forth. Think about it. PLEASE.

DAWNS ANNO DOMINI

There was a time, long ago, in a land far, far away,
When the low rolling hills were draped with a delicate blanket of soft white snow,

Almost anxious — or so it did appear — to lose itself in the valley below,
That a few shepherds — men of lowly birth —
Kept their dutiful watch o'er a flock of peaceful, tranquil sheep,
As the village folk did in their humble lodgings sleep.

Just ordinary men, through whose minds no sublimity of thought did normally flow.
Only simple ordinary folk, who tried; as best they could; to accomplish their appointed tasks,
With but the evening sky with its myriad stars to play upon the harp of their hearts
And suggest — however vague and dim — some awesome power that dwells apart.
While in a humble place, not far away, a Babe did lie under that same protective, pre-dawn sky.
As three Wise Men from the East did make their way to worship — not fully knowing why — that Babe Divine.
Who on a simple bed of straw did recline.

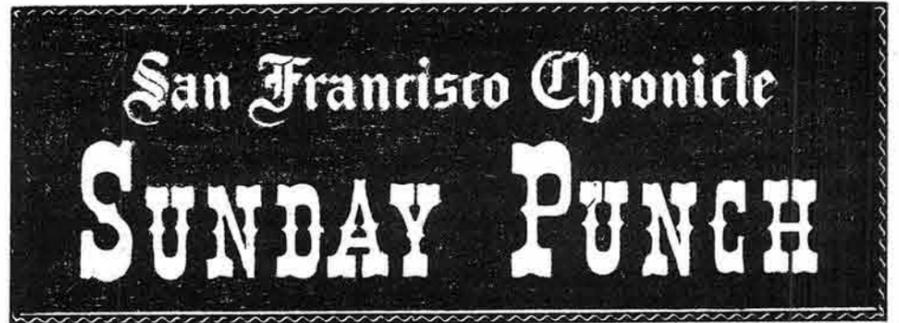
On this Christmas Day we, much like the Wise Men — again their not fully knowing why — with quiet humility and not without a right disposition,
Make our way to that place of song, celebration and prayer,
And there embrace Incarnate Love, and thus
Establish a closer link with Him Who dwells above.

Oh, what a privilege divine to eat of His Bread, to drink of His Wine!
To feel the touch of each other's presence — in giving and caring, in loving and sharing.

So that in the noise and din of '76 we, too, might comfort the depressed —
Might soothe the confused — strengthened by that Little One.
That Little One lovingly nursed at Mary's breast.

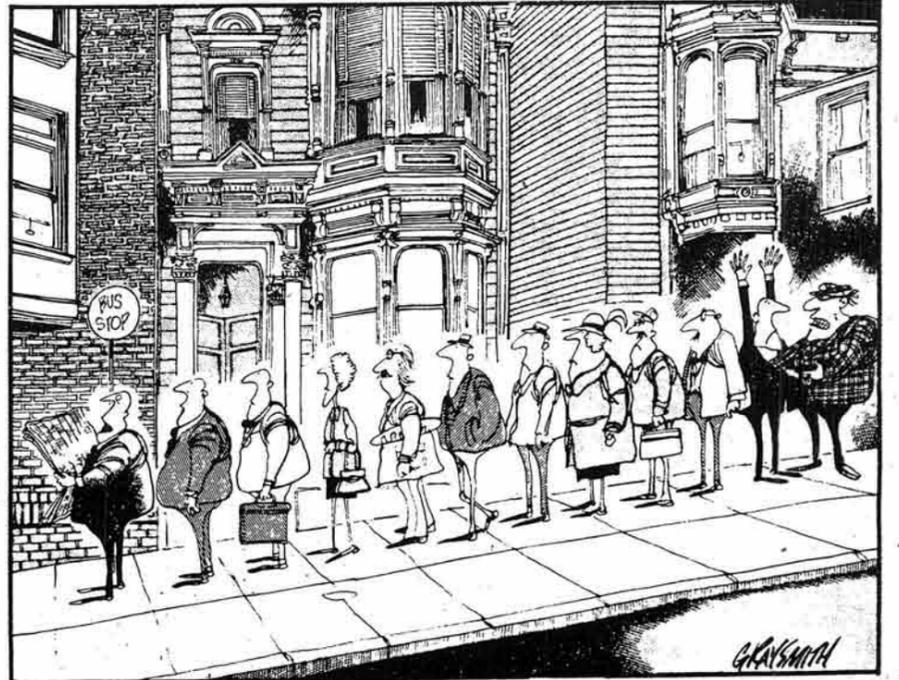
As the Wise Men, with child-like simplicity — still not knowing fully why —
with perseverance did tread their way,
As B.C. gave forth its one last 'sigh' — in the still silence of the pre-dawn sky.

Thomas Warren Powers



November 28, 1976

© Chronicle Publishing Co. 1976.



"Says here one in every 12 San Franciscans has become a victim of crime"

LIFE SAVER

It's the GUARDION from Pyr-A-Larm, the early warning fire & smoke detector that can sound the alarm at the first sign of a fire in your home.

All the insurance in the world won't wake you up in the middle of the night in the event of fire. GUARDION can and will — with a response time typically three times faster than other detectors. Features advanced ionization detection with superior smoke entry characteristics for early response . . . low cost, readily available battery . . . 30-day low battery warning signal when battery needs replacement. . . 1 year battery life . . . battery included.

And now you can enjoy a 40 per cent discount under this special POA group purchase program when you order direct from J. J. O'Brien Associates, Inc. For optimum protection, order one unit for each living level of your home. Order extra units as gifts for those you love this Christmas. At this unbeatable price just \$35.00 per unit, which includes shipping. (CA residents add 6% sales tax).

Just clip the coupon and mail with your check or money order today. (Allow 3-4 weeks for delivery.)

SPECIAL 40% DISCOUNT TO POA MEMBERS!



SPECIAL EMPLOYEE DISCOUNT PRICES!

J. J. O'BRIEN ASSOCIATES, INC.

LARRY HALL
P. O. BOX 168 ESPARTO CA. 95627
(916) 787-3971

Gentlemen: Please ship _____ (units) Model FB-1 GUARDION battery-powered fire & smoke detectors at your special POA Group Purchase Price of \$35.00 per unit, which includes shipping. CA residents add 6% sales tax. I enclose check or money order for total price of \$_____.

NAME _____
STREET _____
CITY _____
STATE _____ ZIP _____

APPLICATIONS SWAMP RETIREMENT SYSTEM

by Mike Hebel

Less than two years ago the Retirement System had approximately 50 applications (disability retirement, determinations, medical bill reimbursements) on file waiting to be heard by the Retirement Board. At the end of 1975 and noticeably throughout 1976, the volume of applications began to swell. There are now approximately 310 applications on file waiting to be placed on the Board's calendar. (Anyone disputing this should view the over-stuffed binder in Board's administrative office.) Nearly 40 new applications are expected to be filed every month. Since the Retirement Board is presently disposing of, on an average, 25 cases a month, the back up can do nothing but get worse.

Disability Pay Exhausted

The application problem at the Retirement Board falls heaviest upon those 25 police officers and fire fighters whose 365 days of Charter granted disability leave has been exhausted. These individuals must now use accumulated vacation pay, sick pay, compensatory time or be forced completely off the payroll. They could file at the Workers' Compensation Appeals Board for temporary disability awards, but the individuals would be entitled to receive merely the statutory maximum of \$119 per week.

Dan Mattrocce, General Manager of the Retirement System, has promised to assist police officers/fire fighters who have gone off the payroll, in obtaining a hearing as soon as is possible. However, he has cautioned that officers should file their applications early because the numerous procedural steps to be accomplished by the System after filing, require up to four months for completion even when the rush is on.

Board Hearings

The Retirement Board has for the past several months held two meetings per month at which applications were considered. The Board will meet three times in January to work on the backlog. But, unfortunately it appears as though monthly application filings exceed monthly application dispositions by 15 a month. Should this trend continue, grave hardship could result to San Francisco police officers.

The Retirement Board has been criticized for not meeting more often. However, several considerations must be kept in mind: 1) The 7 member Board receives no compensation for the services it renders; 2) every hearing date requires at least 8 hours of individual preparation for the Board members since they must diligently acquaint themselves with the medical aspects of each case prior to its presentation; 3) the Retirement System staff cannot presently do the necessary preliminary and follow-up work required for additional hearings.

Board member and President of the Board of Supervisors, Quentin Kopp, has urged the preparation of a Charter amendment (for the 1977 ballot) creating the position of hearing officer. The hearing officer, perhaps on a daily basis, could dispose of cases now manifestly overwhelming the Retirement System. The Supervisor's suggestion has merit provided that appeals from the hearing officer's decisions are heard by the Retirement Board itself.

Consideration should also be given to providing reasonable compensation to Board members since their duties require an extensive commitment of their time.

Personnel Shortages

For the fiscal year 1976-77 the Board of Supervisors cut 10 positions from the Retirement System's staff as it existed in June 1976. This cut was made in view of and with knowledge of the massive increase in application filings.

In November of this year the Retirement Board forwarded to the Mayor a supplemental budget request asking for an additional 29 positions. General Manager Dan Mattrocce is of the opinion that these additional positions are vital to the System's attempt to stay above the water.

Compounding the personnel shortage is the 78% Retirement System staff turnover experienced in fiscal year 1975-76. Some of the more complicated jobs require a training period of up to 9 months before the individual is adequately prepared to fully assume his responsibilities.

Law-Suit for Interest

The System's personnel shortage along with time delays at the EDP (payroll) Center in City Hall has produced the situation where retirees (service or disability) must wait up to 12 weeks before receiving their first check.

Retired police officers and firefighters are now awaiting adjustment in their monthly pay warrants due to the July 1976 pay raise for active members and additionally due to the recent settlement of *Verroes v. City and County* (Alioto's emergency proclamation). The Retirement System is presently computing the July '76 mandated increase. There are no time projections for the completion of the adjustments required by the settlement in the *Verroes* law suit.

Retired members should consider a law suit requesting 7% interest on all monies now presently due and owing which are being unreasonably withheld due to the failure of the Supervisors to adequately staff the Retirement System.

PERSONNEL ORDER NO. 63

1. RETIREMENTS, RESIGNATIONS, E

The following is a list of the mem

What this Personnel Order does not te Police Department "lost" several good the City would have profitted from the

Additionally, we "lost" several younger resigned to either join other police depar hassled by politicians and administrat

NAME	RANK
George Sully, Jr.	Deputy Ch
Loren D. Clem	Lieutenant
Eugene H. DelCarlo	Lieutenant
John J. Fay	Lieutenant
William J. Kelly	Lieutenant
Eugene H. Messerschmidt	Lieutenant
Clayton E. Mitchell	Lieutenant
Jerald W. O'Brien	Lieutenant
James Solden	Lieutenant
Thomas I. Stack	Lieutenant
Theodore J. Connell	Sergeant
Frank J. Coombs	Sergeant
James J. Falk, Jr.	Sergeant
Ernest Frescura	Sergeant
Robert T. Good	Sergeant
Thomas A. Gordon, Jr.	Sergeant
William J. Hemby	Sergeant
John J. Hess	Sergeant
Roy E. Hooper	Sergeant
John D. MacGillivray	Sergeant
John M. Mackey	Sergeant
Edward P. Markey	Sergeant
Richard A. Mohr	Sergeant
Donald M. Schmidt	Sergeant
Frank C. Stranzl	Sergeant
William R. Tregoning	Sergeant
Eugene L. Van Tricht, Jr.	Sergeant

Limited Tenure Sergeant

Albert F. Alves	
Edmund J. DeMartini	
John J. Lehane	
James J. Maguire	
James C. McCarthy	
John E. McCarthy	
Norman J. Ronneberg	
Richard J. Treacy	
William E. Allen	Inspector
Anthony Arrieta	Inspector
Martin J. Barbero	Inspector
Arthur M. Christiansen	Inspector
Gus M. Coreris	Inspector
Stamati G. Davanis	Inspector
Paul H. Dotur	Inspector
Michael J. Dower	Inspector
Frank J. Forencich	Inspector
Leon A. Getchell	Inspector
Eugene E. Gibbons	Inspector
John K. Johnson	Inspector of Junior Traff
John L. Lantheir	Inspector
William T. Logan	Inspector
John E. O'Keefe, Jr.	Inspector
Francis O'Leary	Inspector
George T. Oohley	Inspector
Jack A. Rajewski	Inspector
Slava J. Tochilin	Inspector
Anthony Trabucco	Inspector
Joe H. Vanderford	Inspector
Charles J. Wettstein	Inspector
Jack F. Wright	Inspector
Leonard W. Deters	Assist. Insp.
Margaret A. Dillon	Assist. Insp.
Thomas Mazzucco	Assist. Insp.
Joseph D. O'Sullivan	Assist. Insp.
Ronald H. Adolph	Police Officer
Edward P. Barry	Police Officer
James H. Bates, Jr.	Police Officer
Jere R. Beck	Police Officer
George H. Benner	Police Officer
Harry P. Brown	Police Officer

Are YOU going to retire in the near future?

If so, please notify the Insurance Committee so arrangements can be made to bill you directly.

Call the POA, 861-5060

Without proper notification, you may jeopardize your coverage.

Let 69 years of service work for you.

Korbus Glass

Mirrors • aluminum windows
• tabletops • skylights •
glass replaced • Free estimates
• Reasonable
• 24 hour emergency service •

362-5753

861-5331

ABM ALLIED BUSINESS MACHINES CO.
REPAIRS — SALES — RENTALS
ELECTRIC CALCULATORS
225 SEVENTH STREET
SAN FRANCISCO

GEORGE LITHOGRAPH CO.
650 Second Street
San Francisco, CA. 94107
415/397-2400

CONTINENTAL HOME IMPROVEMENT CO.
"OVER A QUARTER OF A CENTURY OF SERVICE"
340 West Portal 661-6776

... recently separated from the Police Department:
... the casual reader is that this police department, the San Francisco
... officers who could have stayed another three to four years, and
... police experience.
... officers who were trained at no small cost to the City, but who
... efforts or to seek other endeavors, rather than to continually be
... s, or the conditions resulting from their interference or policies.

Editor.

UNIT	REASON	EFFECTIVE
Administration	Retired	08/12/76
Company "H"	Retired	09/16/76
Company "E"	Retired	06/09/76
BCI	Retired	06/23/76
Company "G"	Retired	04/30/76
Company "I"	Retired	11/09/76
Company "K"	Retired	08/18/76
Personnel	Retired	07/01/76
Company "G"	Retired	04/27/76
Company "G"	Retired	09/14/76
Support Serv.	Retired	10/26/76
Company "C"	Retired	11/07/76
Company "G"	Retired	05/11/76
Company "F"	Retired	04/27/76
Company "G"	Retired	05/21/76
Company "C"	Retired	05/11/76
Company "D"	Retired	09/03/76
Company "I"	Retired	04/30/76
Company "H"	Retired	06/22/76
Company "A"	Retired	07/15/76
Company "I"	Retired	04/30/76
Company "G"	Retired	04/27/76
CWB	Deceased	09/16/76
BCI	Retired	06/08/76
Company "K"	Retired	09/28/76
Company "G"	Retired	05/25/76
Company "K"	Retired	09/30/76

Company "E"	Retired	7/20/76
City Prison	Retired	04/30/76
Permits	Retired	05/11/76
Company "K"	Retired	07/20/76
Company "F"	Retired	09/14/76
Company "H"	Retired	08/06/76
Company "H"	Redird	05/12/76
Company "D"	Retired	05/01/76
Inspectors	Retired	05/11/76
Narcotics	Retired	06/28/76
Inspectors	Retired	06/08/76
Inspectors	Retired	04/30/76
Inspectors	Retired	09/14/76
Comapny "K"	Retired	06/08/76
Inspectors	Retired	06/22/76
Inspectors	Retired	05/11/76
Inspectors	Retired	06/08/76
Narcotics	Retired	05/11/76
Juvenile	Retired	05/11/76
Company "K"	Retired	06/22/76
Juvenile	Retired	05/11/76
Narcotics	Retired	05/06/76
Inspectors	Retired	04/30/76
Inspectors	Retired	05/11/76
Narcotics	Retired	05/06/76
Inspectors	Retired	08/17/76
Inspectors	Retired	06/22/76
Inspectors	Retired	05/11/76
Narcotics	Retired	06/22/76
Narcotics	Retired	08/08/76
Crime Lab	Retired	06/22/76
Inspectors	Deceased	07/15/76
Juvenile	Retired	05/11/76
Juvenile	Retired	02/23/76
Narcotics	Resigned	08/11/76
Company "D"	Resigned	10/31/76
BCI	Retired	08/10/76
Company "H"	Retired	08/01/76
Company "H"	Resigned	08/01/76
Company "I"	Retired	08/03/76
Company "K"	Resigned	10/23/76

James A. Caldera, Jr.	Police Officer	Company "K"	Retired	10/29/76
Donald F. Cavanaugh	Police Officer	Company "C"	Retired	10/27/76
Kenneth R. Clapp	Police Officer	Company "F"	Retired	09/10/76
John J. Comisky	Police Officer	CSTF Mounted	Retired	07/19/76
Kenneth B. Couey	Police Officer	Company "K"	Retired	04/27/76
		Solo M/C		
Edward Curtis	Police Officer	Company "F"	Retired	08/23/76
John J. Daly	Police Officer	Company "K"	Retired	05/12/76
		Solo M/C		
Daniel T. Dragos	Police Officer	Company "A"	Resigned	07/20/76
Douglas L. Dumas	Police Officer	Company "B"	Resigned	06/05/76
Michael G. Edmond	Police Officer	Company "E"	Resigned	09/23/76
Frank Fadhl	Police Officer	Company "G"	Retired	06/30/76
Randy E. Falcone	Police Officer	Company "E"	Resigned	10/18/76
William W. Fox	Police Officer	Company "G"	Resigned	05/01/76
Gerald Gaw	Police Officer	Company "E"	Resigned	08/01/76
Larry D. Hodges	Police Officer	CSTF	Resigned	05/16/76
George D. Hood	Police Officer	Company "C"	Resigned	07/08/76
Leslie D. Hubble	Police Officer	Company "H"	Resigned	10/26/76
William J. Kelly	Police Officer	Company "E"	Resigned	06/14/76
Leon A. Latno, Jr.	Police Officer	CWB	Retired	05/11/76
William P. Lister, Jr.	Police Officer	Company "B"	Retired	09/28/76
James M. Lubey	Police Officer	Company "C"	Resigned	07/08/76
Cornelius J. Lucey	Police Officer	CSTF Mounted	Retired	08/31/76
Michael Mattich	Police Officer	Company "I"	Retired	01/01/76
John W. McCarthy	Police Officer	City Prison	Retired	1/20/76
Terence M. Merlo	Police Officer	Company "A"	Resigned	7/4/76
Robert G. Mills	Police Officer	Company "I"	Retired	07/02/76
William E. Murphy	Police Officer	Patrol Bureau Hqs.	Retired	04/30/76
Robert W. Musante	Police Officer	Company "D"	Resigned	08/21/76
Thomas F. O'Flanagan	Police Officer	Company "F"	Retired	01/31/76
Jo-Ann Oldham-King	Police Officer	Company "F"	Resigned	06/15/76
Edward E. Plant, Jr.	Police Officer	Company "K"	Retired	07/06/76
John L. Reed	Police Officer	Legal	Retired	05/11/76
Martin J. Roddy	Police Officer	Company "I"	Retired	05/11/76
Glenda L. Samson	Police Officer	Company "F"	Resigned	07/01/76
Max A. Schenk	Police Officer	Company "I"	Retired	05/11/76
Arthur E. Stachnick	Police Officer	Garage	Retired	10/31/76
Terence M. Sullivan	Police Officer	Juvenile	Resigned	06/08/76
Clark H. Summers	Police Officer	Company "D"	Resigned	07/19/76
Scott L. Thomas	Police Officer	Company "E"	Resigned	09/09/76
Donald L. Walden	Police Officer	CSTF	Resigned	09/14/76
Donald J. Weiss	Police Officer	Company "H"	Retired	06/03/76
Harold D. Wilson	Police Officer	BCI	Retired	05/11/76
Reno N. Rapagnani	Property Clerk	Property	Retired	05/11/76

2. RETIRED MEMBERS - DECEASED

Notification has been received of the death of the following retired members:

NAME	APPOINTED	RE TIRED	DECEASED
Thomas J. Carroll	12/21/42	05/01/46	07/09/76
Thomas W. Cassidy	10/16/37	02/04/69	07/31/76
Clements F. Crosbie	10/29/28	11/26/46	11/03/76
Roy L. Holmer	02/01/39	09/15/45	06/17/76
John M. Manchester	07/01/52	05/01/61	11/06/76
Anthony McGuire	11/02/36	11/10/68	07/12/76
James J. Muldoon	07/14/13	05/01/50	04/19/76
Alvin J. Nicolini	08/25/24	10/18/61	10/12/76
Thomas F. O'Connor	07/31/22	12/01/59	11/02/76
William L. O'Halloran	01/01/24	03/08/57	02/13/76
Patrick F. Stenson	11/10/19	08/29/50	09/07/76
Robert E. Whiting	09/21/42	08/14/73	09/06/76
Harold Winkler, Sr.	07/05/27	09/01/66	04/03/76

LEGEND

Company "A" Central Station	Company "H" Ingleside Station
Company "B" Southern Station	Company "I" Taraval Station
Company "C" Southeast Station	Company "K" Traffic Bureau
Company "D" Mission Station	BCI Bureau of Criminal Information
Company "E" Northern Station	CSTF Crime Specific Task Force
Company "F" Golden Gate Park Station	CWB Central Warrant Bureau
Company "G" Richmond Station	

CHARLES R. GAIN
CHIEF OF POLICE

PARROTT & CO.

Since 1855

Martini Wines
Wente Bros. Wines

ZABLOCKI OLYMPIC PRINTING CO.

520 Bryant Street

San Francisco, Ca. 94107

397-1534

FRAME STRAIGHTENING
BODY & FENDER RENEWING
AUTO GLASS INSTALLATION
C & L TOWING — R & J AUTO BODY
COMPLETE SERVICE
3874 - 18th STREET
SAN FRANCISCO, CALIF. 94114
BODY SHOP PHONE 626-2330
TOW PHONE 431-7943
GEORGE ESPONOSA

OTHER VOICES — City employes need a new deal

Reprinted from
S.F. Examiner

by LEE WAKEFIELD

Lee Wakefield is a technician of government, currently serving as a supervisory administrative assistant.

We have now nearly ended municipal strikes in San Francisco. The passage of Proposition D means that the majority of city workers will be assured fair pay in the years to come.

Police and firefighter salary reforms last year ended confrontations. This year's police and fire pay packages were passed without debate. They didn't even make the news. Muni drivers, too, will be brought under a good pay formula with a charter amendment to be placed before the voters in the spring.

However, as the one who did the staff work on all these measures, I do not believe that they will inaugurate a period of labor peace at City Hall. On the contrary, I fear we face a labor-management cold war.

Unions charge the supervisors, and the voters, with vindictiveness. Indeed, the no-strike law—which says, in effect, like it or lump it—is clearly retaliatory.

But the real problem is the city workers have been hit with too many restraints at once, some of them contradictory. Proposition O, negating workers' rights to solve disputes without going to a public referendum, makes little sense when the areas within which the supervisors may grant compensation have been sharply curtailed.

Far from nudging city workers along with the light use of the carrot and the stick, management is now armed with nothing but heavy sticks—and you don't get the cart to move by clubbing the donkey to death.

Already, we have a serious morale problem with certain craft workers, who this year saw their paychecks diminish at the same time The City's negotiator passed out 20 per cent raises to teamsters, painters and stationary engineers.

There was no sense to these adjustments:

Painters were 49.7 per cent above prevailing rates, and plumbers were 43.2 per cent above. Yet the painters picked up an extra \$3,400 per year while the plumbers had \$3,400 a year taken away.

These inequities set off a strike, and were not corrected as a result of the strike.

The importance, for the average citizen, is this:

You will not be well served by resentful City employes . . . nor, in the long run, will the City save money.

If we want, the gardeners in Golden Gate Park to take pride in their work once again, if we want Muni drivers to be punctual and courteous, if we want clerks who give you the right form and help you fill it out, then we cannot think of city employes as the enemy.

We must find ways to reward public employes for doing a good job.

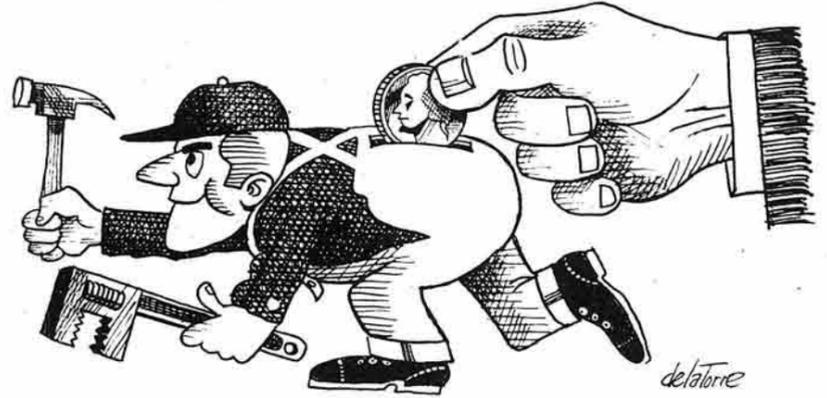
In private industry, rewards are given through profit-sharing plans, bonuses and the like. But because cities do not show a profit, they have

virtually ignored incentives.

New York City began exploring ways to improve productivity three years ago. In typical bureaucratic fashion, it set up an agency to study the problem and make recommendations.

After two years, it recommended pilot programs in four city departments.

But before these could be started, New York had its fiscal crunch. Among the first agencies dropped for economy, reasons was the productivity council. We could do far better.



Since we have ended confrontations over salaries, we have left employe unions with little to do for their members.

I propose that we offer the unions the opportunity to recommend productivity standards and rewards for meeting these.

In Muni, for instance, the union could set a goal of reducing accident claims against The City. If successful, it could save The City millions—and the drivers should get a percentage of this savings.

Reducing absenteeism and missed runs would be a goal all Muni riders would applaud.

Better work, more work, the same amount of work with fewer employes, red-tape cutting, reduced complaints—these will only come when City workers are motivated by the prospect of more money, more time off or other rewards of their choosing.

It would take a Charter amendment to permit the supervisors to negotiate such productivity bonuses. I am interested in seeing whether there is any interest in the concept, from the unions or from the public.

Finally, I invite all San Franciscans, in or out of city government, to begin thinking of ways we can serve the public better in a time when funds and tempers are running short.

St. Anthony Dining Room

45 JONES STREET, SAN FRANCISCO

OFFICE:

121 Golden Gate Avenue, San Francisco, California 94102
Telephone (415) 552-3838

Interfaith • Ecumenical • Interracial

Since Oct. 4, 1950 . . . serving complete, nourishing, satisfying meals, free to the needy, without any charge or obligation, every weekday of the year.



PETER FOLGER

16 California St.
San Francisco, Calif. 94111

California Motor
Express Ltd.

50 Brannan Street
San Francisco, CA 94107

Gift Subscriptions

YES...I would like to subscribe/renew to the SFPOA's official publication THE SAN FRANCISCO POLICEMAN. Enclosed is my check/-money order to cover () subscription(s) for 12 months at \$4.00 a year per subscription.

NAME _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____

ASSOCIATED CHARTER BUS CALIFORNIA SIGHTSEEING TOURS

Division of
Educational & Recreational Services, Inc.

NELSON ILDEFONSO, General Manager

5719 Sepulveda Boulevard 2270 Jerrold Avenue
Van Nuys, California 91401 San Francisco, California 94134
(213) 781-8134/873-4171 (415) 647-9012

Personal Loans for Christmas Needs

The Sanwa Bank of California

San Francisco Main Office
300 Montgomery Street
San Francisco, California 94104
(415) 397-6000

CROWLEY MOVING & STORAGE

Liq. & Ins.

CLOSET OR FULL HOUSE

Offices & Stores

24 Hrs. Service - free Est.

922-4596 if no answer 922-5244

Same Rate Anytime

a f i Worldwide

Forwarders

335 Valencia Street
San Francisco, Ca. 94103

OWN YOUR VACATION FOR THE REST OF YOUR LIFE!!!

- WHY RENT WHEN YOU CAN OWN?
- HAWAII, COLORADO, MEXICO, SPAIN, FLA., CANADA; PLUS 65 OTHER RESORTS AROUND THE WORLD.
- AVAILABLE TO YOU FOR \$8.00 A DAY.
- DELUXE FAMILY CONDOMINIUMS.
- A DRAMATIC NEW INTERNATIONAL VACATION PROGRAM.
- DETAILS? CALL FRED SALEM (415) 474-5515 CONDEX, 1777 UNION ST., SAN FRANCISCO, CALIF.

Change of Color for Police Cars and the removal of STARS by the Chief

by Jim Hughes, POA member of the Uniform & Safety Committee

The Uniform & Safety Committee recommended several months ago to change the color of the police cars. This was done for several reasons, not the least of which is cost. The new color would give an improved appearance and a new image. Cost is important because the price of the paint jobs would be less, which would give us more money for needed additional equipment much like the California Highway Patrol cars. For instance, the new roof lights, blue and red plus the electronic sirens.

The original recommendation for the color change from black and white was to all white, or all blue, with either a white stripe or a blue stripe down the side of the car. The compromise made here was blue and white cars.

A side effect of the color change was the assault on the Star which is displayed

on all marked police cars. As soon as the Committee learned of the attempt to replace the star with the City Seal, all members of the Committee were contacted.

Deputy Chief Amoroso, Supervising Captain of Patrol Taylor, Sgt. Hess and Officers Rapagnani and Hughes all concurred that the star should be kept on the cars. The Chief was contacted and he stated that the old star was out, but the new decal had not yet been adopted.

The Committee then felt it could do nothing more than to find a reasonable replacement, which we decided a star similar to the CHP or the Marin County Sheriff's star.

The Chief said he would take the suggestion(s) under consideration and would notify the Committee of his decision.

That was the last the Committee heard anything

further on this subject until just the other day when ALL of San Francisco was notified in the Daily Newspapers. This action by the Chief shows a blatant disregard for the Meet and Confer process, as well as a deplorable attitude toward the morale of the men and a tradition of the Department.

It must be noted that we can not, nor can anyone else, change the attitude or the actions of police personnel by painting flowers or trees (or seals) on police cars.

(I see some members of the Board of Supervisors are upset about the color change. That doesn't bother me so much as does the removal of the star. So, I made it my business to inform certain Board members to include the change of the star in their inquiries. If the Chief doesn't have to answer to us, maybe he will answer to the Board. Editor)

INTERESTING POLICE BADGE

By S. G. Yasinitzky

This time we have a fire watcher's badge from the days before the earthquake of 1906. It is inscribed: "FIRE COMMISSIONERS ADMIT THE BEARER WITHIN THE FIRE LINES. GEO. T. BOHEN, PRESIDENT," and the dates, "JULY 1, 1898 - JUNE 30, 1899."



(Photo by Bob Sleadd)

The City's seal is in the center. Reverse is pin-back with No. 71 engraved on one side. I can imagine 71 or more of these badge holders cluttering the area where firemen were trying to fight some of San Francisco's better-known fires of those flammable times. What a headache for the cops who had to work the fire areas.

AROUND THE DEPARTMENT

by Al Casciato

... Is it true that Lt. Sid Olsen of the Taraval Station ran for office in Cook County Illinois this past November??? ... Check those campaign posters out at the station on 24th Ave. ...

... With questions about the strike, Chief Gain, and administrative policies being asked at the assistant inspector oral exams, one has to wonder if the Chief is receiving copies of the exams ... (they are on t...)

... Marilyn Baker, Channel 5, showed a real touch of responsible journalism when she aired a story about someone's spoof of a Chief Gain newsletter ... Well she managed to taint all of us with the sick levity of one ... With reporters like her, policemen can rest assured that any good that they do will go unnoticed.

The crooks who live in the Tenderloin are really thankful to the city and federal governments for relocating all those nice elderly folks in the area ... Those old timers sure form a nice reservoir of victims for the muggers ...

... Tom Donohoe of Co. A claims to have the largest feet in the Department (SIZE 16) ... Are you listening Frank Rackley??? ... Who really has the biggest feet ... Send all claims care of this newspaper.

... Is Joe Patterson, Co. E, really going to run for supervisor against Robert Gonzales in the 11th District??? ... Will it be considered secondary employment if he wins???

... Is it true or are they just copping out ... Those news reporters who keep telling us that it's their editors and rewrite men who keep changing the story to reflect an anti-police sentiment ... ???

... It's sure good to see Greg Beatty roaming around the gym taking whirlpools etc. ... Thank God his name isn't on that memorial wall ... after his close call here's hoping he lives to 100 ... And his assailant to tomorrow if not less.

... Collective bargaining and binding arbitration are a must for our future ... Support your COPS, state association, ...

... HOW WERE THEY REALLY PICKED??? THE NEW CRIME FIGHTING UNIT ... Ch. 7's David Louie says that they are volunteers ... Ch. 5's Stan Bohrman says they are hand picked ... No one in the department has owned up to the exact method of selection ... but if those phone calls to the association from the men who were transferred are any indication, none of them volunteered nor knew of the transfer until it came out ...

... Heres wondering how a non-association member feels as he accepts the strike retro check???

... If you don't feel that your association is on the ball ... Ask a fireman if he's gotten his retro check as yet. ... Another police tradition goes down the drain ... Black and white cars with stars ... What will be next ... Maybe the uniforms??? And doesn't Fricke say that visible patrol is a deterrent ... Well, it's all in who you are trying to impress ...

... Baffles the mind that police garage personnel state that they never have any vehicles while the garage is full ... we all might as well walk, nobody really wants us to catch any bad guys anyway ...

... Police Commission meeting of December 8 was fascinating ... the Captains appeared in mass to oppose a Civilian Review Board. Half way through their discussion they were interrupted so the Commission could hear budgetary matters, after which they returned to the Captains' subject ... Now the top brass too has experienced the Commission's "you're not that important if you are a sworn member" attitude ...

... Merry Christmas & Happy New Year!

NEW CARS - \$100 over dealer's cost

T-BIRD, LTD, LTD II, MUSTANG, MAVERICK, PINTO, TRUCKS



GEARY FORD

4041 & 4700 Geary Blvd.
San Francisco, CA. 94118
(415) 221-2300

C. RUSS WILLET
Sales
Manager

Freed, Teller & Freed



1326 Polk St SF 94109

BEDROOM BABY
LIVING ROOM MISCELLANEOUS
DINING ROOM BUNK BED
DINETTES CHEST BED

FURNITURE

S.F.P.D. MEMBERS SAVE AT

**OUR SPECIALTY IS
ALWAYS A FINE
LINE OF BEDS**

hours 10-6 MON-SAT

Jan Perdue 861-9696
2146 Mission Street San Francisco, CA 94110

**Flagpoles at the Hall of Justice
Are Storm Victims**

The three 50 foot who has had a running battle over the display of flags with various members in the department.

The poles were ordered down by the Dept. of Public Works. Two more poles at the rear of the Hall were also taken down as all of the poles were rotted at the base and were considered dangerous.

"This was an act of God, not an act of Gain," said Chief Charles Gain.

THE ATLANTICA CORP

Bank of America Center

San Francisco

**HAWAII-MAZATLAN
CANADA**

We've included the most important elements for great vacations: jet flights by scheduled airlines; deluxe hotels; superior rooms; escorted; golf, tennis facilities available

HAWAII - 3 ISLANDS - 10 DAYS - \$399.
Eleven 1976 Departures - Los Angeles, San Francisco, San Diego

MAZATLAN - 6 DAYS - \$279.
Includes: Breakfasts, Dinners, Fiesta, Cocktail Party, City Tour
Ten 1976 Departures from Los Angeles (San Francisco Departure Add \$39.00)

SKI CANADA - \$309.
Includes: Air, Transfers, Lift Tickets, Cocktail Party, Western Barbecue, Sleigh Ride, Misc.

SKI SUN VALLEY - \$299.
Includes: Air, Transfers, Lift Tickets, Cocktail Party, Sleigh Ride, Banquet, Misc.

WRITE OR CALL COLLECT NOW FOR OUR BROCHURES

TORTUGA EXPRESS TOURS
Owned and Operated by Firemen
714/774-3121
P.O. Box 4311, Anaheim, California 92803

CAREERS

• COLOR TV-FCC • ELECTRONICS-FCC
• DRAFTING • 12-15 Mo.

DAY & EVENING SINCE 1863
CALL 441-5555

HEALD ENGINEERING COLLEGE

1215 Van Ness Ave. San Francisco, Ca. 94103

NAME _____
ADDRESS _____
CITY _____ ZIP _____
PHONE _____

**CONNEL BROS
CO. LTD.**

(Exporters)

320 California Street
San Francisco, CA 94104
Tel: 421-2221

SFPOA JANUARY ELECTION OF OFFICERS, BOARD MEMBERS AND CONSTITUTIONAL AMENDMENTS

WHY THESE CHANGES ARE NECESSARY

The general thinking of the Board of Directors was that certain changes have come about in the past year which necessitates updating the SFPOA Constitution and By-Laws.

1. A RESTATING of the dues is NOT an increase in dues. Rather, since the electorate created a new salary range for incoming police officers, the change simply avoids confusing language. Dues are 1% of \$50 less than the fourth year office earns, (not 1% of the first year officers salary). Again, this does NOT increase the dues.

2. Same as above but for retired members who wish to pay the active member's dues.

3. Due to the events of the past ten months or so, many former members have made inquiries about getting all of the members together again, with one voice in UNITY. Being divided into several groups cannot accomplish much of anything, as one group is always being played off against one or more of the other groups.

The Board of Directors worked out the conditions above which we believed would be the most acceptable to active, retired and former members if the former members are sincere in their efforts to rejoin the SF-POA.

Moratoriums cannot be had every year or they lose their value. The present Board, most of whom will be re-elected, are of a mind that no other new moratorium will be possible for at least another three to five years.

We need this Moratorium to solidify our ranks and for the good of all.

Please vote YES on these changes.
Gale W. Wright
Chairman, Const. Comt.

By Laws Article I, Section 1

The annual dues of this Association shall be as follows:

- a. Active Members:
One percent (1%) of fifty dollars (\$50) less than the ((first)) fourth year police officer's ((patrolman's)) monthly salary, per month. (Amended Jan. 31, 1977)
- b. Retired Members:
Nine dollars (\$9.00) per year payable in advance.
- c. Retired Members who elect to retain their active membership upon retirement: One percent (1%) of fifty dollars (\$50) less than the ((first)) fourth year police officer's ((patrolman's)) monthly salary, per month, payable quarterly in advance. (Amended Jan. 31; 1977).

CONSTITUTION Article III, Section 12

All sworn members of the San Francisco Police Department who have resigned from the Association, been terminated from the Association or who have failed to join the Association upon becoming a sworn member and who desire to become a member shall be granted membership status upon payment of a dues and assessment fee of seventy-five dollars (\$75). Provided also and irrespective of any other provision in this Constitution and By-Laws, a retired sworn San Francisco police officer may become a retired member of this Association upon payment of a dues and assessment fee of fifty-dollars (\$50). No person exercising this special membership privilege shall be entitled to legal representation of any nature whatsoever for any action, omission, injury or any other matter arising or occurring prior to the exercise of this membership privilege. This special opportunity to join the Association shall terminate on the thirtieth day (30th) day following adoption of this amendment. (Added Jan. 31, 1977)

BOARD OF DIRECTORS MEETING — November 17, 1976

The meeting was called to order at 1125 Hrs. with the Pledge of Allegiance to the Flag. (Flag present) There were fourteen (14) members present, Four (4) absent and two (2) excused. Those absent were, Fikkers, Benner, McVeigh and Merkley. Excused were Gannon and Lemos.

The first order of business was the committee reports. The Secretary's report was adopted as printed. (Copies provided for Board). Next came the Treasurer's report. In addition to the printed report, the Treasurer, Brother Ballentine, stated that the Association spent approximately Ten-thousand (\$10,000.00) dollars on the last campaign, which was about twenty-five per cent (25%) of what the Firefighters spent. In addition to that Brother Ballentine stated that the projected expenditure for the first part of the Media Campaign in reference to the Gain Administration. (see last month's Policeman), is around Thirty-five hundred (\$3,500.00) dollars. After much debate concerning dues etc., the Treasurer's report was approved.

The next order of business was a report of the Constitution and By-laws revision committee. It was motioned by Chignell and seconded by Wright that this Association declare a moratorium for re-joining the Association. The original motion was that we declare a thirty (30) day moratorium for re-joining, that each member desiring to re-join be assessed seventy-five (75) dollars in back dues (Fifty dollars for retired members), that said members would not receive full membership until ninety (90) days after re-joining and that this Association will not be responsible for any previous legal fees that said members may have accrued. There was considerable debate on whether a new member who comes back in during the moratorium should have to wait ninety (90) days before they could attain full membership. The original motion was amended to strike the ninety day period. The amendment passed by roll call vote with nine (9) yeas, four (4) nays and one abstention. The motion as amended passed by roll call vote with twelve (12) yeas and two (2) nays.

The next bylaw change was submitted to the committee by yours truly and was presented to the board by Brother Hebel. The original amendment had the intent that was necessary, but was not worded right. Therefore, it was changed by Hebel to read, "The annual dues of this Association shall be one percent (1%) of fifty dollars (\$50) less than the fourth year Police Officer's monthly salary, per month." Retired members included. This amendment passed by a roll call vote with fourteen (14) yeas.

Next was a motion made by Carlson and seconded by Amiot that the Association appropriate a maximum of \$400.00 to resume the Annual Turkey shoot which was dropped by the Gain Administration. The motion passed by roll call vote with nine (9) yeas and four (4) nays.

A quorum was lost at 1300 Hrs. The board was honored to have in attendance retired member, Brother William Hemby who is a former Secretary of the Association, former Editor of the Policeman and current Executive Secretary of COPS.

Joe Patterson
Secretary, S.F.P.O.A.

General Membership Meeting Dec. 21, 1976

S.F.P.O.A. BALANCE SHEET Month Ending November 30, 1976

MEMBERSHIP: ACTIVE	1374	RETIRED	566		
ASSETS		LIABILITIES & RESERVE			
Petty Cash	101	\$ 150.00	Payroll Taxes Pay.	399	\$ 637.76
General Fund	103	700.94			
Legislative Fund	105	26,160.33	Unexpended Reserve	501	26,373.51
		\$27,011.27			\$27,011.27

S.F.P.O.A. INCOME STATEMENT Month Ending November 30, 1976

INCOME:			
Dues - Active	001	\$16,309.00	
Dues - Retired	003	374.98	
			\$16,683.98

EXPENSES:			
Administrative			
Office Equipment	215	150.00	
Accounting	701	245.00	
Dues Collection	723	39.42	
Janitorial Svc	753	120.78	
Mailing	771	307.41	
Public Relations	772	1,350.75	
Rent	773	1,319.00	
Salary - Office	776	(644.18)	
Salary - Executive	777	2,388.00	
Supplies - Office	781	108.44	
Supplies - Admin.	782	99.37	
Tax - Payroll	783	756.31	
Personel Prop. Tax	784	894.19	
Utilities	792	280.51	
Building (510)	784	2,594.51	
			\$10,015.51
Committee			
Health Svc/Ret.	830	400.00	
Insurance	835	977.00	
I.C.P.A.	840	350.00	
Legislative	845	9,399.26	
Labor Relations	850	181.45	
Screening	860	3,007.40	
Publications	863	555.20	
C.O.P.S.	870	1,492.12	
			16,342.43
			26,357.94
			\$ 9,673.96

S.F. POLICEMAN FINANCIAL STATEMENT November 30, 1976

THE S. F. POLICEMAN
FINANCIAL STATEMENT - November 30, 1976

BALANCE - October 31, 1976			
General	\$ 817.00		
Pre-Paid Ads Reserve	825.00		\$1,642.00
REVENUE - November			
Subscriptions	460.00		
Ads	3,370.00		
SFPOA Salary Subsidy	555.20		
Misc. (Yearbooks, buckles)	597.42		4,982.62
WORKING CAPITAL - November			\$6,624.62
LESS EXPENSES - November			
Commissions on Ads	1,014.80		
Misc.	15.20		
Paper (Printing)	997.72		
Mailing	6.04		
Salaries (Office)	355.20		
Salaries (Executive)	200.00		
Office Supplies	73.14		
Utilities (Telephones)	122.71		
Misc. (Yearbooks, buckles)	124.00		2,908.81
BALANCE - November 30, 1976			
General	2,525.81		
Pre-Paid Ads Reserve	1,190.00		\$3,715.81

MONEY

If you cancel an insurance policy, please call the SFPOA office to make sure we cancel your payroll deduction; otherwise, the "money" will continue to be deducted from your check.

CHANGED YOUR ADDRESS?

We do our best to keep up with the address changes. It costs 25¢ for every label we get back from the U.S.P.O. Please write or call the POLICEMEN of your new address so you won't miss any POLICEMAN issues.

Change of Address

If you're moving, or have moved, please let us know.

Attach your present mailing label here and fill in your new address below.

Name: _____
Address: _____
City: _____
State: _____
Zip: _____

Mail to: THE POLICEMAN
548 - 7th St. S.F., CA 94103

For even faster service on this or other matters concerning your subscription, call 861-6020 Days.

16 Dec '76
San Francisco Police Officers'

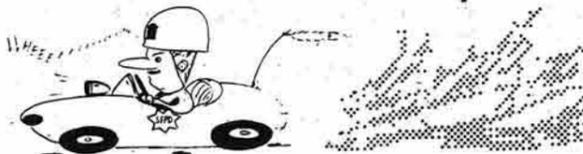
Annual Christmas Blood Drive



Irwin Memorial Blood Bank
Masonic & Turk
0800 - 1900

CATERED FOOD AND SOFT DRINKS
WILL BE SPONSORED BY THE
S.F.P.O.A.

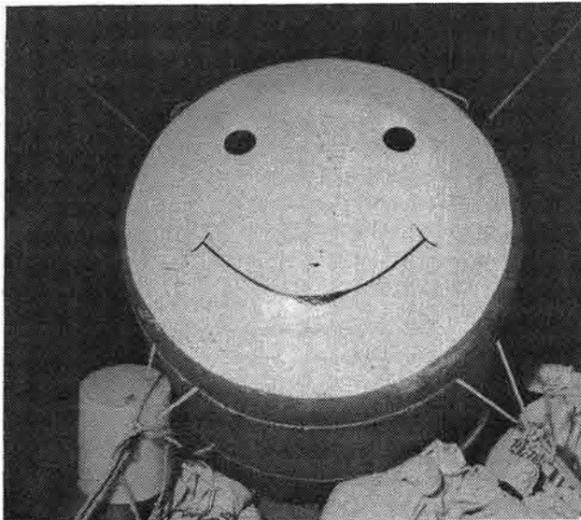
ON ROUTINE PATROL by S.G. Yasinsky



A Christmas story, however sad, comes to mind this issue. Once upon a time, when we were young rookie dicks at Night Headquarters in Room 105, at the old Hall of Justice, we issued passes to lodgers, itinerants who had no other place to spend the night except at the local jail—a fine custom of the Old West to keep the wayfarer from the elements while passing through town. Well, we had about 15 of them, mostly regulars, reporting for lodging every night, giving their names, then going upstairs to sleep. One lodger particularly caught our fancy. He was a five-foot-tall German, **Hans Uhl** who invariably gave his name, politely taking off his cap and saying, "Oooool." The Old Hall was surrounded by all sorts of eating places, from Ernie's and the Blue Fox to Yen-Yen and the Jackson Cafe. The latter had a splendid menu of a three-course meal for an average of 85 cents. The top item was fried chicken at \$1.25. We all ate there... Well, Christmas Eve only one lodger showed up. It was Hans Uhl. The others must have been celebrating somewhere. "Why are you so early and alone?" he was asked. "Ach, notzing to do but shleep," replied Hans. He added that he hadn't eaten that day. The guys on my watch, **Jack Webb, Ed Grant, Jum Hurley,** and the late **Ted Lusher** chipped in and marched Hans to Jackson Cafe for the fried chicken, before admitting him for lodging... Four days later, Lieutenant **Bill Albrecht**, who is also gone now, brought in the newspapers and pointed out a hit-run story. Some citizen, celebrating New Year's Eve early, struck down Hans Uhl on Mission Street, killing him instantly.

Gary Manini, of the Mission, saw a speeder one early afternoon at Dolores and Cumberland, and started clocking him. But the speeder took off, turning right, without stopping, into 20th Street. Red light on and with a siren, Gary pursued the speeder who went on the wrong side at Church Street to 22nd, turning left without stopping for the arterial, failing to stop again at Chatanooga. He turned right into Dolores again, southbound, and was finally nabbed at 23rd, with help from **Jim Stokes, Bob Derby, Mario Tovani** and **Con Crowley**, the other Mission units that had joined the chase. The screwball driver muttered as he was being arrested, that his accelerator was stuck, all the time his car stood idling without trouble alongside.

The bomb disposal truck was acquired as the result of stories in this column. I am happy to say. Now this grim vehicle has been decorated with the "Happy Face" (see photo) a brainstorm of Sergeant **Bill Pacheco** of the Bomb Squad. Cops retain a sense of humor in the face of almost anything.



Tull and I were a few blocks away from two suspects stealing from mail boxes on Pine Street, when the !! call came. We caught the pair at Bush and Presidio, one of them hiding a stolen envelope with a government check, under his belt. Although the other thief admitted that he was "pretending to steal" as he went along with his buddy, the U.S. Attorney refused to charge him, and the baddy was released. Five days later four masked robbers burst into the home of former Mayor **George Christopher**, brandishing guns, taking valuables from him and his guests, and pistol whipping one before fleeing. The following morning **Walt Pinosky** and **Jerry Morgan** of the Mission stopped a white limousine with out-of-state plates, and arrested three suspects who were still wearing the jewelry stolen in the robbery. The driver had a watch inscribed "To Former Mayor of San Francisco George Christopher." He wasn't the ex-mayor, of course, but the would-be mail-box thief who had been released. Preventing crime is a thing of the past, my children.

Then **Jasper Starkie** and **Dave Brown** of the Southeast had wind of a baddy passing numerous counterfeit twenty-dollar bills. They nabbed him in a tavern on Third Street. And sure enough, the crook had one of the phoney bills in his pocket. The man was booked. But the U.S. Attorney would not prosecute this guy, either, since he had only one counterfeit Twenty. Remember that old movie with Glenn Ford as a Secret Service agent who after an exhaustive investigation with help from Hope Lange, nabbed Edmund Gwenn for counterfeiting by hand one phony One Dollar bill a month when he ran out of cash. Ah, those innocent, innocent days...

Politics, I'll never understand it! We were firmly assured that there would be no new police cars till mid-1978, no overtime pay available for any reason, and no increase in personnel till heaven knows when. And this in spite of the increase in crime and drastic decrease in personnel. But it wasn't the string of brutally murdered teenage girls in Hunters Point, nor the hundred other homicides, or thousands of other serious crimes, that brought about relief. It was the senseless murder of a wealthy, influential man, on his own sidewalk on Clay Street, the shooting of **Edward Golden**, that got an immediate pledge of 1.6 million dollars from City Hall to instantly beef up our decimated ranks, with almost 700 thousand dollars made available for new radio cars. Do people matter only if they are friends of king makers? Perhaps the newly approved election of representatives by districts will give everyone equal clout at City Hall, instead of providing the public with selective enforcement.

And with all the austerity that preceded the Golden murder, no one had said "stop" to the expensive erection of those hazardous concrete traffic diverters in the Richmond. A public election finally caused them to be removed at another tremendous expense. When these useless concrete traps were being erected, the City couldn't find the money to keep the police and fire departments at normal strength. Yet there were adequate funds to clear out the barricades after the election had abolished them! Who are those leaders Downtown who rule so wondrously?..

The White Panther "Witness" program is a strange, strange kind of public service. Here are people dedicated to helping other people. They plunge into police situations offering themselves at the risk of being arrested, to help, believe it or not, the accused. Have they ever offered to give aid and comfort to the victims who are present at the scene, old men or women who were just robbed, strangers who were victimized by the local scoundrels? No! But they insist on their right to aid the accused robbers, muggers, and hustlers who happen to be grabbed by the cops, ignoring the poor victims. What a strange kind of public service!..

Bureaucracy, bureaucracy: a California State agency was asked via the teletype on a Wednesday for information about two different names involved in the same crime. On Thursday the reply came ordering the request to be resubmitted, listing each name in a separate message, because "lists (of names) cause delay in our replies due to multiple handling and verifying." This desire to give us prompt service caused us to resend the request on two separate forms, and to receive two replies, one next Monday, the other one Tuesday, six days instead of one! And that's for the sake of avoiding delays?..

Before I sign off, wishing everyone Happy Holidays, I must quote the following information. Cloaking himself as Superman was Clark Kent's "S" cape, says Officer Dumcop.

People depend on us.

And we all depend on you.

BANK OF AMERICA 

Bank of America NT&SA - Member FDIC

MONEY SAVING DISCOUNT PRICES on EVERYTHING FOR YOUR HOME

Call 755-4637

ASK FOR... RINDA ARIAS

FURNITURE — CARPETING — LAMPS
WALLPAPER — LARGE AND SMALL
APPLIANCES — TV — STEREOS

ALL MAJOR BRANDS
COMPLETE DECORATOR
CONSULTING SERVICE

or come to 1899 Junipero Serra Blvd.,
Daly City, Remember, extra
consideration on costs for S.F.
Police Officers and their families.

SIRI-TENAX TOWN

Coin Operated Cleaning & Laundry

Also

Careful Professional

Cleaning and Pressing - Finished Laundry

MON. - FRI. 9 - 8 SAT. & SUN. 8:30 - 6 P.M.

4690 MISSION ST.

PHONE 333-7200

1976 Ford Clearance
Now in progress
While they last

Beat the price increase

HUGHSON

World's 1st Ford Dealer—Soon the World's Largest
1301 Van Ness 673-9541

Open Thurs & Friday
Til 9 PM

Entertainment '77 Books at just \$9.95 each make great Christmas gifts which last through next Christmas.

entertainment '77

attend Theatre

The Cannery Cinema
Music Hall
The Bridge
Larkin
Stage Door
Explorama
Surf
Lumiere
Clay
S.F. Experience
Balboa
Cento Cedar
Gateway
Richelieu
Roxie
El Ray
Powell
Intersection
Canyon
Rialto
Telegraph Repertory
Northside
Berkeley Repertory
Berkeley Stage

and Special Events

Concord Pavilion
Bullshot Crummond
Virginia Slims
Tennis Show of N. Cal.
Royal Lipizzan
Boat Show
Theatre Flamenco
College of Marin Events
Rex Reed at the Movies
An Evening with Sid Caesar
Newport Jazz Festival
George Shearing Quintet
Shrine Circus
Import Car Show
Improvisation Inc.
Magic Theater
Eureka Theater
Morrison Planetarium
Int'l Rod Custom Cycle & Car Show
Donald Phippen
S.F. Pub Theatre
Ripley's
Witchcraft & Magic Museum
China Town Wax Museum
Wharf Wax Museum
Golden Hind

dine at glamorous supper clubs or exotic foreign restaurants

Savoy Tivoli
Taj of India
Coffee Cantata
Le Creole
Russo's
Ghirardelli Wine Cellar
Mc Gowan's Wharf Tavern
"Lefty" O'Doul's
Ivan Alexanders
The First Chair
Arne's Geary Street Saloon
Henry VIII Prime Rib
San Remo
Little Sweden
Goveia's
Bumbleberry
Chiyo
Anjuli
Ruby Palace
Manny's Storyboard
King of Siam
Casa de Cristal
Mandarin Opera Restaurant
Arirang Inn
Casa Chiquita
Ye Olde Bull & Bush
Shanghai West
El Toreador
Rafers
The Widow & Pancho Villa
Peta's
Mabuhay Gardens

and later... the niteries

Dance Your Ass Off, Inc.
El Matador
Earthquake McGoons & Magic Cellar
Ivan Alexanders
Keystone Korner
The Reunion
Ginsberg's Dublin Pub
Russo's Restaurant
Purple Onion
The Red Garter
Taj of India
Mc Gowan's Wharf Tavern
John Barleycorn
Mother Lode
Country Road
Roland's

dine informally or carry-out...

Noble Frankfurter
What this Country Needs
Jack in the Box
Pizza Hut
Mannings
Out to Lunch
Super Subs
Viking Giant Submarine
Hag's Delicacies
Larry Perry's Sicilian Pizza
Caesar's Steak House
Agatha Pub's
Moulin Rouge
Skinny Gourmet

sample the best in East Bay dining

Taverna Athena
Khyber Pass
Lins
Acapulco
Tung Yuen
The Wine Rack
Marrakech Express
North China
Tortilla Flats
Pepe's Mexican
Wing Kong's
Sr Pisco
El Papagallo
Huckleberry's
Sayat Nova
Suvlaki Steve the Greek
Cinnamon Mill
La Boheme
China Kitchen
Kafeneo
Luis Place
Petite Montmartre
Vin et Fromage
La China Poblana
The Longbranch
Jerry's Stop Sign
West Dakota
Red Barn
Jack in the Box
Pizza Hut
Shakey's
Cheese Wheel
The Earl of Sandwich
Moishe's

enjoy Sports

S.F. Warriors
Golden Gators
Marina Lanes
Swanson Lanes
Broadway Lanes
Park Lanes
Center Lanes
Hi Score
Diamond Bowl
Golden State Lanes
Manor Lanes
Midway Lanes
Rheem Valley Lanes
Belmont Rink
Dublin Rink
Pine Meadows Golf Course
Los Posidas Golf Course
Fischer Bicycle

sample the best of California

Lake Tahoe Racquet Club
Holiday Inn - Union Sq.
Commodore Hotel
Californian Hotel
Carmel Valley Inn
Cannery Row Dinner Theatre
Leguna Seca Golf
Hyatt Regency - L.A.
Hyatt Queen Mary
Hyatt House - Long Beach
Sheraton Universal
Sheraton - L.A. Airport
Valley Hilton
Sportsmen's Lodge
Wishire Hyatt House
Hyatt House - Anaheim
Beverly Garlands
Hilton Inn - Santa Ana
Saddleback Inn
Los Angeles Ballet
Colgate-Dinah Shore
Winners Circle Golf
World Cup International Golf
Colgate Triple Crown
Riverside - Cal. Grand Prix

and Travel U.S.A.

Hyatt Regency - Chicago
Holiday Inn - City Centre
Holiday Inn - Mart Plaza
Hyatt Regency - Dearborn
Sheraton Southfield - Detroit
Hyatt Regency - Toronto
Loews Hotels
Summit - N.Y.
Warwick - N.Y.
Drake - N.Y.
Dining - N.Y.
L'Enfant Plaza - Wash. D.C.
LaCite - Montreal
Paradise Island - Nassau
Churchill - London

These famous events join us in making this fabulous get-acquainted offer to you: "Buy one Dinner or Admission, get one FREE" (or substantial discounts).

EXTRA! NATIONAL MEMBERSHIP PRIVILEGES. Now as a member in one city, you can receive a substantial discount on any "Entertainment '77" edition published anywhere in the U.S.A. Perfect for your vacation or business trip, or as a gift for out-of-town friends and relatives.

EXTRA! BONUS passes, club news and group travel offers sent to members during the year in our newsletter. Try one of our fabulous group tours.

EXTRA! BEST OF CALIFORNIA - Selected hotels, restaurants and special events throughout the state for on-the-go Californians. Perfect for get-away weekends.



The perfect gift!

★ SAN FRANCISCO EDITION \$9.95 ★

SFPOA exclusive police employee agent for police employees, sworn and civilian. Get books at POA, 548 - 7th St.

spectacular 16th year presented by Sports Unlimited, the entertainment people in Los Angeles • San Francisco • San Jose • Chicago • Detroit • Cleveland • St. Louis • Akron • Columbus • Cincinnati • Pittsburgh • Buffalo • Dayton

SHOPLIFTER CURVE PAYS DIVIDENDS

Reprinted from American Legion Magazine, July '76

A community project is saving taxpayers in Boulder County, Colorado, up to \$600 in virtually every shoplifting and petty theft case.

Confronted with a rising number of arrests in both categories, the county court and the Boulder district attorney's office decided to offer offenders the option of paying a fine and/or serving a jail term, or performing some specified community service. Records for the past year indicate that of 371 persons who chose to give service, only 13 failed to perform as promised, and only four committed another crime within that jurisdiction.

What type of service are offenders asked to perform? Knitting caps and mittens for "Head Start" children, or making hot pads and tray favors for "Meals on Wheels" were two of the community services chosen by older women. Younger persons clean up trash in city parks or along highways. Some do janitorial work in the county courthouse. A typical assignment covers 16 working hours.

"It's a positive program," says County Judge Martin Steinberg.

"It may cost society anywhere from \$150 to \$600 to handle one shoplifting case by the time officers, court clerks,

a prosecutor and judge become involved. Steinberg also finds most first offenders see the prospect of wiping off the mark on their record as an unexpected plus.

In a typical case the prosecutor will recommend deferred prosecution or deferred sentencing. The accused person is then placed on six months probation, one condition being that he perform at least 16 hours of community service. If the six months go by with no other violations, the charges are dismissed.

Placements are arranged by Barbara Fitzgerald of the Boulder district attorney's office.

"A number harbor resentment against society, feeling that they are the ones being ripped off by the system," she said. "They'll say something like, 'Well, it was a big store and I didn't think the little thing I took would ever be missed.' Community service makes them more aware that they are part of the whole community, and that many other people have needs much greater than theirs."

If Boulder County settled for \$600 per case, the plan would be a success. The dividends promise to be much greater.

- Helen S. Phillips



Fast Action On Loans

S.F. POL POST 456
FED. CREDIT UNION

Al Thorington, Treasurer
Erl Rolandson, Asst. Treasurer

Doubles Assets in
Just 6 Years

ROOM 127
VETERAN'S BLDG
MONDAY-FRIDAY, 9-4
431-2877

TURKEY DAY SHOOT



AT THE POLICE RANGE

A.M. of the 15th, 16th, & 17th of DEC.



DON'T BE LEFT OUT IN THE DRY...

FOR FUN • HEALTH • SAFETY

Private Lessons or Groups of Four • Swimming • Basic through Advanced
Children and Adults • Phone 885-2918

LEARN TO SWIM

BERT'S SWIM SCHOOL

609 Sutter Street • San Francisco, Calif. 94102

SPORTS

AMATEUR BOXING AT KEZAR

by Gale W. Wright

Boxing to me used to be boring. The only viewing I've done in recent years is to watch the highlights of the latest Muhammad Ali fight on ABC-TV, because I didn't have to put up with the boring "feeling out" and the "hanging on" and so forth.

But since the SFPOA has joined with the Charlie Smith Youth Foundation in sponsoring Amateur Boxing at Kezar, I felt as Editor I had to go out there on November 20th past, and take a few pictures for this newspaper. I figured on five or six photos and then SPLIT!

Much to my surprise, I was thoroughly entertained for over 2½ hours. I mean I watched the whole show! 12 matches, count 'em, 12! The young boxers ranged in age from 11 to 13 years up through 18 years. Each match is scheduled for three rounds maximum, and these boxers don't mess around. The fight the whole time, not too much body work but a whole lot of head-hunting. They go - go - go.

The crowd of 450 to 600 fans were obviously friends of the several fighters, who came from all over the Bay area. But they have a lot of class too. When their "boy" was done with his match, nobody got up and left. The fighters stayed to watch the rest of the fights and so did their friends and family.

Charlie Smith and Mack "Pops" Hall deserve all the thanks that comes their way. They are definitely doing great things for these kids who might not otherwise

★ AMATEUR ★ BOXING KEZAR

PAVILLION (FREE PARKING!)

STANYAN ST. - GOLDEN GATE PARK

DEC 18

8PM \$2.00 (DONATION)

12 BOUTS

Charlie Smith's Youth Foundation
S.F. Police Officers' Association

have this outlet for their energies. As we are finding out more everyday, most kids are going the alcohol route because its easy. These boxers on the other hand are doing the things constructively which made this country the great land it is we respect.

As the officers of Park Station are quick to quote me, let me say it first here, "I watched the Amateur Fights at Kezar and found them to be excellent."

Please plan now to attend the next Amateur program at Kezar on December 18, 1977, 8 PM. Parking is free next door in the lot. Admission is free too, but if you can make a \$2. donation to help with the overhead, it will be much appreciated, believe me.

SPORTS REPORT

by Sheila Mullen

Last October the San Francisco Police Athletic Club sponsored the Annual Dan Nilan Memorial Tennis Tournament for its members at the San Francisco Racquet Club on 5th and Brannan Streets. Approximately 50 participants played in the three day tournament in Novice, Intermediate and Doubles classes amidst a convivial atmosphere and perfect weather.

Intermediate Singles winners were Jim Farrell, Don Carlson and John Sully, respectively. Novice Singles winners were Rich Leon, Stan Buscovich and Robert Vandis, respectively. Doubles winners were Jim Farrell and John Sully, Don Carlson and Mark Porto and Gus Gustafson and Morgan Peterson, respectively.

Note: San Francisco Police Athletic Club Tee Shirts and shorts are for sale in the Police Gym for a nominal sum.

ATTENTION: RUNNERS!!!

The 4th ANNUAL CHRISTMAS RELAYS (50 miles, divided into seven legs) from Santa Cruz to Half Moon Bay will be held on Saturday, December 19, 1976. Runners of all ages and levels of expertise are needed in all Divisions, so this is a perfect opportunity for all amateur runners to get out and do their thing. Let's have a good showing from the SFPD this year. The date is looming up soon so call the Police Gym at your earliest opportunity for all the details and for help in getting some teams together. (Ext. 1530).

Merry Christmas!!

GOLF CLUB NEWS

On Wednesday, November 10, 1976 thirty nine members and six guests drove to Napa to play golf. I can't imagine why but during the round some of the members threw rocks at me while others yelled obscene things like where I could stick this golf course.

Three members did shoot in the seventies, with George Effisimo shooting the low score of the day a 77. This was followed by Grant Fahs and Darol Smith with 79's. Only five members shot net scores better than par.

Charlie Bates had an 88 and with his 18 handicap had a net 70. Darol Smith, George Effisimo, Dennis Martel and Newt Wise had net 71's. Bill Pfister had a net 72 which was even par. Bill O'Connor and Ken Carstensen had net 73's, followed by Jim Skinner and Mike Barling with net 74's.

The rest of the scores both gross and net were terrible. This is a tribute to a very tough golf course which just never lets up. There are not any easy holes.

The guest flight was won by Tom Zletnich. Deputy Chief McNerney who is still playing as a guest was second and Leo Martinez of the SFFD was third.

The hold-in-one was won by Chief McNerney with a shot 15'6" from the hole. Grant Fahs was second 24'6", and Tom Ryan was third 30'8".

January 1st, 1977 is the start of the fourth year for the golf club. Dues are now being accepted and any new members are welcome. The club is open to all active and retired members of the S.F. Police Department. Anyone interested send a check made out to S.F. Police Golf Club for \$5.00 for the 1977 dues and I will send you a schedule of next years tournaments and other pertinent information. Please include name, address, phone and unit assigned or if you are retired.

Jerry Cassidy, Secretary
S.F. Police Golf Club
c/o 150, Hall of Justice
850 Bryant St. S.F.
or
237 San Marin Dr
Novato, Ca, 94947

On Friday, December 3, 1976 under warm summer skies fifty-eight players tried to conquer Castlewood Country Clubs' hill course.

Five players broke eighty, led by Dennis Martels' 74. Not too bad for a ten handicapper. Darol Smith had 76, Even Lammers 78 and the other three all had 79's.

Martel was obviously the low gross winner. Low net winner was ex-chief Don Scott with a 65. Other low net scores were a 67 by ex-deputy chief Bill Keays. Ed Castiglioni and Lou Sevenau had 68's. Four players had net 69's including Darol Smith, Dave Minner, Deputy Chief Mortimer McNerney and Even lammers.

The hole-in-one was won

by Axel Lunn with a wonderful shot one foot eight and one-half inches from the hole. I witnessed the shot, and for a moment thought I was going to get a free drink. Ken Davis was second 5'4", and Grant Fahs third 6'11" from the hole. My condolences to Leo Martinez 7'1", Even Lammers 8'9" and George Gamble 9'0". Gamble usually wins the hole in one and I'll bet he was really shocked to find with a shot that close he only finished sixth. Only two of these shots were putted in for a two.

The guest flight was won by Kevin O'Leary. Second was Harry Pearson, and third for the second straight month was Leo Martinez of the S. F. Fire Department.

AN INVITATION TO A HEALTH CLUB LOCATED IN DOWNTOWN S.F. BRING THIS AD FOR COMPLIMENTARY USE OF FACILITIES AT "BERT'S CONDITIONING CLINIC."

With the increasing awareness of physical fitness, we have devised a low cost, unique, supervised and medically approved approach to physical conditioning—Therapeutic Conditioning.

Therapeutic Conditioning will teach you how to achieve and maintain physical fitness. It will do this using sound scientific and physiological principles.

The sole objective is to get you safely ready to enter into and carry on conditioning to whatever magnitude you desire. It is not for athletes but it is good, safe, preliminary training for people who have been away from constructive physical activity for too many years.

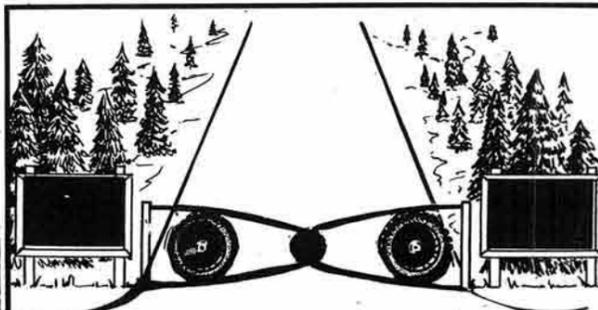
BERT'S CONDITIONING CLINIC
Marines' Memorial Club
609 Sutter Street,
San Francisco 885-2918

SCUBA DIVING

Two San Francisco Firemen teach a certified course in scuba diving and skin diving at Jefferson High School Night Adult Division in Daly City. It is a 12-week course. Classes will be held on Wednesday nights from 7 P.M. to 10 P.M. Cost: \$60.00. All equipment supplied for pool use. Sign-ups January 5, 1977 or January 12, 1977. Further information: Call Steve Parrott 355-1374.

IN DOWNTOWN SAN FRANCISCO
S.F.P.D. MEMBERS

SAVE
AT
KRAY AUTO PARTS
160 7th ST.
MA 1-3311



KNOB HILL CYCLE PARK

750 ACRES OF RIDING ON 50 MILES

of maintained, one-way trails, hillclimbs, scrambles and super Motocross course. Picnic grounds - camping - family and group recreation - refreshments - parts - events

OPEN: Friday, Saturday, Sunday, Monday— 8 am to dusk

COST: \$5.00 daily per bike — 2.00 women and minis.

CAMPING: \$2.00 per vehicle per night

Limited to 40 riders per day by RESERVATION ONLY
Spark arrestor/mufflers with 88DB quiet is mandatory
Make reservations Tues., Wed., Thurs. 1:00 to 6:00 P.M.

DON & KAREN IVAN
879-0298

DIRECTIONS:

Take Pescadero-Memorial Park turnoff from Coast Hiway One. Drive East 3 miles. At the 1st driveway past North Street turn left off Pescadero Road on to Knob Hill - Crown 9 Rancho Road. 415/879-0298 BOX 540, PESCADERO, CA.

ASSN CRIME BULLETINS WORK

by Bob Barry

Chief Gain & Crime continued

What has been the major effort of Mayor Moscone's Police Commission in recent months? Implementing policy for crime fighting programs? Not on your life!

The Police Commission has been holding public hearings on a civilian investigation unit of complaints against police officers; they have approved a White Panther proposal for observing police-citizen contacts.

After all of the public hearings had been completed, Commissioner Hall complained that very few people spoke against the civilian review plan. He also stated that he was tired of seeing the same people at all of the public hearings.

Well, Commissioners, the majority of the people of San Francisco couldn't care less about civilian review of complaints against police officers.

Radical groups such as the White Panthers will certainly show up at the public hearings because they have a vested interest in civilian review.

Chief Gain is quoted as saying that citizen perceptions of police officers are poor and that he has made these observations from citizen meetings.

Citizen perceptions of police officers is a stock sociological phrase employed in academia, but in practical terms the citizens of San Francisco would love to perceive police officers in sufficient numbers to work on our alarming crime rate.

The citizens that I talk to want a Police Commission and Chief that will speak out on the crime rate, become supportive of the rank and file police officer and most importantly fight against budget cuts made by the Mayor and Board of Supervisors.

Stop gap measures such as using already over-worked officers to work for straight time on their days off to see if any reduction in crime takes place is foolhardy.

The Police Commission and Mayor should fund three hundred full-time officers on a permanent basis and admit that budget cuts in the police department are unconscionable.

MOU continued

preparation of legal papers and court appearances by Steve Solomon and other attorneys of his firm assigned to the case.

At the current time, it has not been determined if the City intends to appeal the decision to the State Supreme Court, but an appeal in a labor case of this magnitude would not be unusual.

Looking back to the General Membership meeting of October 14, 1976 we, as an Association, found ourselves in a very difficult time. We were totally frustrated regarding the performance of Police Chief Charles Gain. We had that terrible feeling of being at a standstill, regardless of the efforts we were making in trying to alert the public and the politicians about the very real crime problems.

As a result of that meeting the Association undertook an exhausting effort to get to the public. We reached all aspects of the media and voiced our concerns in a very forthright manner, and they listened.

Commercial time was purchased on some radio stations, some Free Speech Messages were aired, and some television stations and radio stations began airing their own editorials about the crime rate. One TV General Manager even suggested that the Chief get on his uniform and get out on the street to see what was happening.

As we continued to air our views, two unfortunate but highly publicized murders occurred in San Francisco that put the political machine at City Hall into motion. The full Board of Supervisors, the Mayor, Chief Gain and District Attorney Frietas began to scream that the crime rate was devastating.

I must say that it was a first for Chief Gain, since his tenure here, he never publicly voiced his objection to the rapid depletion of police manpower. For that matter, neither has anyone else.

The Mayor called a press conference with the Chief at his side. Money had been found to work police officers overtime (at straight time) in order to increase visible police protection.

The Board of Supervisors opened public hearings on the crime situation, the morale problem within the department, and the ineffectual administration which has appeased the radical element of this city that has left caring citizens to wilt on the vine.

On December 9th this reporter as well as many members of the Association's Board of Directors testified at the Fire, Safety and Police Committee of the Board of Supervisors. Our views were welcomed with open arms.

Present were Supervisors Al Nelder, Peter Tamaras, John Barbagelata, Terry Francois and Diane Feinstein. They spoke out like a responsible legislative body should. They, as well as business and civic groups throughout the city are looking to us for guidance.

The Association is getting ready for more public hearings on crime in order to continue the cooperative efforts with the Board of Supervisors. The next meeting will be held on January 13, 1977. We urge you to attend.



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

Bd. of Directors **General Membership Meeting**
6 P.M. - 8 P.M. **8 P.M. - 11 P.M.**

Tuesday, December 21, 1976
Holiday Inn, 8th Street Gold Room

DOOR PRIZES **HORS D'OEUVRES**

HAVE YOU HEARD WHAT'S HAPPENING AT GEARY FORD

Washington about buying or leasing a new or used car. He will help you end your worries and have worry free months of happy driving.

Call 221-2300 EXT14 immediately for an end to your transportation worries.

See the all new Thunderbird for 1977 or the new LTD II

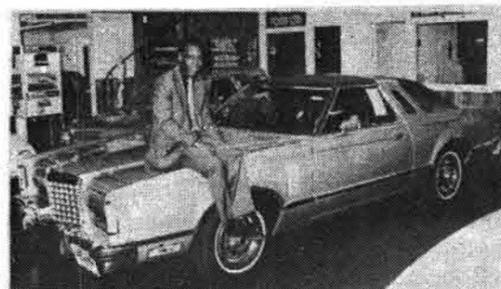
Do you have automobile worries? Does your car constantly need repairs? Well, come on in to Geary Ford at 4041 Geary Blvd. and talk to Huel

Come in today from 9 a.m. to 7 p.m. Monday thru Saturday.



Hurry Huel Is Fast With A Deal

GEARY FORD



See HUEL WASHINGTON For The Best Leasing & Rent-A-Car & Complete Customer service

T-BIRD, LTD, LTD II, MUSTANG, MAVERICK, PINTO, TRUCKS

1976 - 77 Fleet Deals

4041 & 4700 GEARY BLVD. 221-2300 Ext. 14

