

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



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

VOL. 7

SAN FRANCISCO, JANUARY 1976

204

GAIN APPOINTED CHIEF IN SF

EXAM ANNOUNCEMENT HUBBUB

by Mike Hebel

The department's announcement, on December 15, 1975, that the Q50 Sergeant and Q35 Assistant Inspector exams were tentatively scheduled for April 3, 1976 apparently caught some by surprise. Some asked that the Association challenge the exam while others urged its postponement.

Charter Requirements

Charter section 8.327(a), amended in 1971, provides that: with exception of the assistant inspector's position, all promotive exams in the police department shall be entirely of a written character; that with exception of the assistant inspector's position, promotive exams shall be given at least once every four years; that questions asked in the promotive exam shall be related to material taken from a bibliography promulgated within the police department by the police commission; that this bibliography shall be prepared in consultation with the civil service commission; and that the bibliography must be established six months prior to the date of the promotive exam in which the bibliography will be used.

The Charter requires that a six month interval exist between the promulgation of the bibliography by the police commission (with consultation by the civil service commission) and the date of the promotive examination.

T.T.s and G.O.s

A chronological ordering of all department directives relating to the assistant inspector and sergeant examinations would reveal the following:

1. August 11, 1975 — Teletype 4431 listed bibliographies for the assistant inspector and sergeants promotional exams. These bibliographies had been recommended to the Police Commission for approval. The message stated that the bibliographies will not be effective until approved by the police commission and civil service commission.

2. August 12, 1975 — General Order 89 is issued. It repeats teletype 4431 announcing the recommended, but yet to be approved, bibliographies.

3. September 4, 1975 — Teletype 4958 stated that on September 15, 1975 the civil service commission will

have on its agenda, for approval, the assistant inspector and sergeant examination bibliographies.

4. September 16, 1975 — Teletype 5224 announced that the bibliographies for the Q50 and Q35 examinations were adopted by the Civil Service Commission as approved by the Police Commission and noted in G.O. 89. It went on to say that it was the intention of the civil service commission to announce the respective written exams approximately six months after September 16, 1975.

5. September 22, 1975 — Teletype 5359 concerns itself with a book (Evidence Handbook) on the assistant inspector's bibliography and stated that the Civil Service Commission announced that the examination will not be held until after May 1, 1976.

6. September 25, 1975 — General Order 103 is issued. It repeats teletype 5359, just referred to above.

7. December 15, 1975 — Teletype 7068 repeats information which has been received from the Civil Service Commission. Civil Service has tentatively scheduled the two examinations for April 3, 1976. Application forms will be issued on January 1, 1976 and must be received by the Civil Service Commission by January 30, 1976.

8. December 15, 1975 — General Order 135 is issued. It repeats tt7068 which stated that the examinations were tentatively scheduled for April 3, 1976.

9. December 16, 1975 — Teletype 7091 repeats teletype 5224 issued on September 16, 1975. This latter tt indicated that the examinations would be scheduled approximately six months after September 16, 1975.

Charter Compliance

As previously stated the Charter requires that a six month interval exist between the promulgation of the bibliography by the commissions and the date of the promotive exam.

By stating that the bibliography must be promulgated, the Charter requires that it must be made known to members of the police department and must be put into effect by a declaration from the department. The Charter does not specify the avenue by which the bibliography and its adoption (Continued Back Page)

MAYOR MOSCONE NAMES POLICE COMMISSION

Mayor Moscone marked his first hours in office by appointing a police commission that for the first time included two women.

Named to the police commission were Ms. Judith Ciani, 32, an attorney; Mrs. Jane McKaskle Murphy, 66, a former top state welfare executive; Herman E.

Gallegos, 45, president of U.S. Human Resources Corp.; the Rev. James Austell Hall, 60, and Richard Joseph Siggins, 48, an attorney.

"My new commission will go to work immediately on the task of reordering our police priorities in San Francisco so we may provide the people of our City with the

finest police protection and Northern California possible."

Ms. Ciani, a graduate of the Boston College Law School, is associated with the firm of Pillsbury, Madison & Sutro. She was the first woman president of the Barristers Club of San Francisco.

Mrs. Murphy retired four years ago as deputy director for San Francisco

region of the State Department of Social Welfare. Her son is dean of the law school at the University of San Francisco.

Gallegos has served as executive director of the national council of La Raza, a consultant to the Ford Foundation, a (Continued Back Page)



Charles R. Gain

The suspense is over. Charles R. Gain has been appointed as the new Chief of Police in San Francisco. Chief Donald M. Scott retired on January 7, 1976 and the whole Department had a fun exercise on speculating who the new Chief would be. Now that the appointment has been made, no doubt a lot of second guessing will be the Bill of fare.

Charles R. Gain is no stranger to police work. In just 20 years, from 1947 to 1967, he went from Patrolman to Chief in the Oakland Police Department. He is only 52 years of age. His credentials include Acting Chief in Seattle, Washington for two months in 1970, while on leave from Oakland; and before that he served as an advisor to the President's Commission on Law Enforcement and the Administration of Justice in 1967.

Before Sheriff Richard Hongisto appointed him Undersheriff in 1975, Charles Gain served as the Public Safety Administrator for the city of St. Petersburg, Florida for almost one year.

He served on the advisory council at the University of California School of Criminology, has been a visiting lecturer on law enforcement at schools across the nation, and has written numerous articles on law enforcement.

Certainly not to be overlooked is his reputation for fair play and the zealous guarding of the constitutional rights of arrested persons. It is said that during his tenure as COP in Oakland, that he brought about better relationships between the police and members of the black community.

Certainly it must be true then, that with a Chief of Police who is vitally concerned with due process and with two lawyers on the new Police Commission, the Rules of Due Process and the Rules of Evidence will be observed and adhered to when investigations and/or trials of police officers surface.

Tony Bell - Candidate



TO: The members of the S.F. Veteran Police Officer's Ass'n.
FROM: Tony Bell, Veteran Police Representative in the POA.

Since this is the first meeting of 1976, may I take this opportunity to wish you and your loved ones a Happy and prosperous New Year. May this coming year be as beneficial to us as the past year has been, and let us be grateful to those who have labored hard and long to enjoy the fruits of their work and dedication to their fellow-man.

During the past several years I have served you as representative in the POA, and in my estimation and as well as many of you members, I have done a commendable job. The time, effort, traveling expenses, and my dedication to the service of my fellow-officers is inestimable. At times it was by my attendance that we barely had a quorum, and at other times it was very frustrating to have travelled first from San Carlos then later from Oakland, wait an hour or two, then disband for the lack of a quorum, at which no business could be transacted.

My attendance at meetings of the Board as well as the Insurance Committee is 100%. My voting record has always been for your best interest, and also will be in the future. My dedication to the betterment of conditions for the policeman has always been and shall be of paramount importance.

I am again asking your support for election as your representative for the coming year, and since it takes a whole year "to get one's feet wet", the experience I've gained from the complex problems facing today's policeman, and retired man, will certainly enhance my performance.

But let me emphasize once again, that although we have upwards of 475 members, only those who are members of the POA are entitled to vote. Even if you non-members of the POA are not interested in the savings obtainable by our group rates of the new Insurance or Dental plans, the price of 75¢ per month dues is a cheap price to pay for membership in the POA (1800 members), the State organization (COPS) 15,000 members, and the National organization (ICPA) of nearly 200,000 members with powerful state and national lobbies which fight for better conditions and retirements for the police officer. You cannot afford not to belong!

Again I want to thank you for the splendid support you gave me in the past year, as I recall I did not receive one NO vote, so if you want a "WORKER, NOT A SHIRKER", vote for Tony Bell in this coming election!

I THANK YOU,
ONE AND ALL!

William Williams - Candidate

My Retired Brothers:

I shall make this short and to the point.

I am a candidate for the office of Director representing the Retired Men. I believe I have the experience, knowledge, and background to fight an uphill battle for the restoration of our rights as members of the S.F. Police Officers Ass'n. I was unable to ascertain the exact numbers but it is my belief that we are the largest single unit in the S.F.P.O.A. Believe me I inquired and was answered with double talk.

WHAT GOES???

My background and experience is, Past 2nd V.P. S.F.P.O.A., Past President Municipal Motorcycle Officers of Calif., Past Commander American Legion, Chef de Gare Passe 40 et 8, member of S.F. Veteran Police Officers Ass'n., and S.F.P.O.A. since 1945. I represented you for 15 years as a member of the Legislative Committee and for 14 election campaigns including the 40 hour week, pay adjustments, retirement, and Chairman of Prop. I Committee which liberalized the hazard pay for Solo Motorcycle Officers from \$15.00 and the scale it has reached today.

I am now 58 years of age, fully retired and can devote the time necessary to conduct the business of YOUR DIRECTOR.

Your vote is earnestly solicited. Thank you.

William A. Williams

Alan Lim - Candidate

Elect Lim for the Taraval

I'm Alan Lim. I've been a member of the San Francisco Police Department for over five years. I've been a member of the San Francisco Police Officers' Association for over five years and I'm a Blue Coat. During this time, I worked in Homicide, Police Intelligence and for the last three years at Taraval Station. I have an AA in Criminology from City College of San Francisco. I was the picket captain at Taraval Station during the historical police strike.

I am running for the office of station representative for Taraval Station. I feel that I have the background to qualify me as I have a working knowledge of the Police Department and the Association. I feel that I can represent the members of Taraval Station to the Police Officers' Association and am very interested in improving the working conditions as a whole. I feel that my recent experience in connection with the strike has given me many valuable experiences that I feel I can use to help my fellow police officers of Taraval Station. If elected, I will do my best and will try to keep all members informed of current events from the Association.

Please vote for me. Thank you.

Alan Lim

A REFLECTION OF YOU

by Eugene Vau Tricht

The arrow was broken. The war was won. The pipe was filled with the vindictive "peace" of the victors.

They were right of course, these victors who took what they wanted. The vanquished should have moved on without protest. The Hallowed Burial Ground should have been abandoned without a murmur. The destruction of their world should have been ignored as a small sacrifice to the Divine Right of the Victors. Instead, the vanquished said "No, this is mine own, you shall not take it." So they were ground into the dust and scattered before the winds. Demeaned and despised, so that all others would know that to the victor belong the spoils. "See and take heed all ye that oppose the righteous," was written in blood on the mountains and prairies of the land.

In each police station there hangs a portrait of one of the vanquished, a nine year old Navajo boy named Jackson Johnson.

Look at that portrait carefully, for he is your mirror. Though a victim of a war lost over one hundred years ago, he is a reflection of you.

His people believed the promises made to them and waited in the anteroom of power, unheard, while their fate was decided behind doors closed to them. When those doors finally opened the promises had been

forgotten and they were told "You must move on, you impede the Divine Plan. You must sacrifice for the good of all." There will be no discussion.

They found this hard to understand, no other was asked to forsake his birthright, and so they resisted the ultimatum.

The victors said this resistance was evil and pointed to the methods used to resist as proof. Indeed the methods used were harsh and hostile, but so was the edict "There will be no discussion."

Jackson Johnson still pays for the obstinance of his people. It makes no difference that his forefathers may have stood beside the council fires and spoke for the sacrifice and against the resistance, for victors see only enemies in the ranks of the vanquished and seek vengeance on all.

Men of good will have always tried, in some small way to ease the burden laid on the shoulders of the vanquished. You, through your Community Services Committee, set up a fund a number of years ago to clothe and educate one of these victims on the principle that, to extract retribution from one for merely defending himself is itself evil.

Let's double the funds we send to our vanquished comrade so the implacable victors will know that we still feel retribution for defeat in a just cause is an evil and that we at least are still the men of good will.

IN DOWNTOWN SAN FRANCISCO
S.F.P.D. MEMBERS
SAVE
AT
KRAY AUTO PARTS
160 7th ST.
MA 1-3311

Jack Delmas - Candidate

No statement received

Widows & Orphans

The meeting was called to order by Pres. Frank M. Jordan, Wednesday, December 17, 1975.

The Secretary reported receiving the following donations:

KEN COLLINS - For fine police work done by A. BRACCO and D. BONNELL, members of Co. D MEMBERS OF CO. B -

In memory of ROBERT COSTANZI, father of Edward Costanzi FRANK GRIFFIN - For services performed by SGT. JOHN LAHANNE, Permit Bureau

WEST COAST SALESMEN ASSOCIATION - They contribute quarterly

MR. & MRS. LAWRENCE CRARY - Their usual Christmas donation

JOSEPH WILSON - A monthly contributor, who also sent a Christmas donation

MR. & MRS. LANDRIS - In memory of Helen Georgeatos, a

telephone operator at the Hall

VERA ROUBTZOFF - Through Bro. Mike Duffy of Co. K

Treasurer Barney Becker reported the death of JOHN ROSBERG - John entered the Department in 1931 at the age of 34. He was at various stations, then transferred to Headquarters Company where he served on the Chinatown Detail until 1951. He was transferred to Co. D and retired in 1960 on service. He was 78 years old at his death.

The following were elected as Officers of the Association:

President, John Devine - Vice President, Mark Hurley - both to serve for one year.

Treasurer, Bernard Becker - Secretary, Robert McKee - Trustees, Robert Kurpinsky and James Sturken - all of these to serve two years.

The next meeting will be Wednesday, January 21, 1976 at 2:00 PM in the Traffic Bureau Assembly Room, Hall of Justice. Installation of Officers.

Respectfully submitted, Bob McKee, Secretary

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548 - 7TH STREET, SAN FRANCISCO, CALIFORNIA 94103
(415) 861-6020 861-5060

Gale Wright Editor

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CO. G John Lynch

ASSOCIATION OFFICE 861-5060

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

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, Calif.

YOUR
BLOOD BANK

by Officer Con Lucey

Our recent annual Christmas Blood Drive which is sponsored by the San Francisco Police Officers' Association, was a great success, with 107 pints of whole blood collected for Department members and their families. A complete breakdown of Annual Police Drives from 1965-1975 are listed below.

The recent drive was a double success considering that in the month of October, 1975, 125 members responded to the Irwin Memorial Blood Bank at the request of a teletype for an urgent need for a fellow member who needed blood.

At this year's drive, besides guest appearances of our old friends, Jack Daniels, the Christian Brothers, and other familiar friends who always attend our drive, were given an added treat by having food catered. This included many hors d'oeuvres and finger sandwiches together with a host of "goodies" provided by Irwin.

To give you an up-to-date calculation, in 1975 from January 1 through December 21, there were 895 blood donations given at the Irwin Memorial Blood Bank for the San Francisco Police Fund. Needless to say, during this same time period, 1,017 units were used by the police officers and their families. You can see our "uses" outnumbered our "donations" and there is an ever-striving need for you to donate on a regular basis for your Department fund. Remember, this fund serves you and your families.

As of now, we still have adequate supplies in our account, but as the need arises, they are depleted rapidly.

A new member to the Police Blood Bank Committee is Officer Tom Vigo, who can be reached at Richmond Station, 553-1385. The regular members, Jan Raabe can be reached at the Juvenile Bureau, Extension 1321, Sergeant Al Perry, Company G, Extension 1385 and Officer Con Lucey, Police Stables, 752-6255.

ANNUAL CHRISTMAS
BLOOD DRIVES

YEAR	UNITS COLLECTED
1965	85
1966	62
1967	46
1968	28
1969	85
1970	66
1971	76
1972	70
1973	137
1974	120
1975	107

Donations 1975 — 895 units
Uses 1975 — 1,017 units

from the Secretary

by Joe Patterson

As most of you know by now, I was appointed by the President and approved by the Board of Directors, at the December meeting, to finish the unexpired term as Secretary of this Association. I would like to thank the President and each member of the Board for giving me the opportunity to once again serve you, the membership, in an official capacity.

You may rest assured that I will give my all to live up to, by exemplification, that trust which they have shown in me.

In addition to my new duties as Secretary, I am also area Vice-President of the International Conference of Police Associations. On December 5-10, 1975 I, along with Director Victor Wode, attended a Vice-Presidents and Board of Directors meeting of the ICPA held in New Orleans, Louisiana. In this issue is the partial minutes of the Vice-Presidents meeting and a list of the most important pieces of Federal legislation that the ICPA is pushing at this time. (See Page 4)

Each of the bills listed will affect us in some way, however, the one that is of utmost importance to the members of the SFPOA is H.R. 1488, the National Public Employees Relations Act. This bill, if passed by Congress and signed by the President, will give us collective bargaining with compulsory binding arbitration where an impasse is reached. With Proposition "P" and the prohibition of fringe benefits by the charter, you can readily see the importance of this bill.

Therefore, I urge each and every one of you to write your representative and senator and solicit their support of this bill. Hearings are scheduled on this bill for sometime this month and President Kiernan and Secretary-Treasurer Gordon will give testimony on our behalf. I am drafting a letter to every member of Congress from the State of California asking support for this bill and I hope you will write your individual representative also.

BULLETIN
COLLECTIVE
BARGAINING

On Tuesday, January 13, 1976, SB 1294, the Collective Bargaining Bill, was passed out of the Senate Committee on Governmental Organization. It now goes before the full Senate where a vote is expected to be taken before the end of this month.

This bill, if enacted into law, will enable us to bargain with the city for those fringes that have previously been denied us by the City Charter.

I urge each member to write his State Senator and solicit his favorable vote on this bill.

We owe a great deal of thanks to Brother Bill Hemby, Executive Secretary of COPS, who nursed this bill and spent untold hours of his own time in seeing that it reached its present stage. Also, to Attorney Victor Van Bourg and Economist Harry Polland, who gave expert testimony in our behalf before the committee.

COUNTY	SENATOR	MAILING ADDRESS
Santa Clara	Alfred E. Alquist	777 N. 1st St., San Jose 95112
Napa, Saco, Solano, Sonoma	John F. Dunlap	583 Coombs St. Napa 94558
San Mateo Santa Clara	Arlen Gregorio	1177 University Dr. Menlo Pk. 94025
Alameda	John W. Holmdahl	1111 Jackson St. Oakland 94607
San Francisco	Milton Marks	350 McAllister St. S.F. 94012
Contra Costa	John A. Nejedly	1393 Civic Dr. Walnut Ck. 94596
Alameda	Nicholas C. Petris	1111 Jackson St. Oakland 94607

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President's Corner

BY JERRY CROWLEY



The year 1975 was a year long test of courage for policemen in San Francisco. The trials and recrimination boldly faced by officers of this department has gained the respect of police throughout the nation. Your loyalty and steadfastness during this crisis has deepened my resolve that human dignity and respect for policemen and his profession shall become a reality. My best wishes are extended to the families and friends of policemen who nobly, unselfishly and unashamedly stood beside policemen during this most difficult period.

The San Francisco Police Officers Association welcomes a new Police Commission and a new Police Chief. I look forward to establishing a relationship with the new commission based upon our mutual goal of providing the most effective and professional law enforcement programs for the people of San Francisco. As men and women of integrity I am sure they will be a concerned commission. There are also men and women of integrity and creativity representing the Association who have much to contribute. We trust these innovative personnel will be utilized by an enlightened Chief and Police Commission.

It is essential that joint meetings be convened to dispel pre-conceived impressions and to resolve problems concerning the role of the Police Association both within and without the department. It is vital that the Association and the Police Commission mutually agree to resolve these problems openly and honestly within a contractual framework. It is vital that these meetings be held in a spirit of openness and honesty and that we exhaust all our energies to quickly bring harmony within the department and to establish mutual respect between the Police and the Police Commission.

POLICE AND THE PEOPLE

The forums of intelligent debate and equal response time have been closed to this Association. The political environment of an election year preceeded by a highly sensitized and sensationalized period of strike aftermath have caused a communication gap between the police and the community.

The spokesmen for police have not been allowed to respond to the rhetoric of powerful critics because the means of response and reason are controlled by those who wish to use public employees and public safety employees (police and fire) as the sole scapegoat for fiscal mismanagement and the subsequent fiscal plight of all cities.

Policemen, Police Problems, Crime and Police Personnel, Police and the Community, Police Attitudes and Law Enforcement are all subjects that will be discussed at approximately forty Community meetings to be held by the San Francisco Police Officers Association, throughout San Francisco. The Association will profile the Policeman as an individual member of his community. We shall outline what we believe the working Policeman's true feelings are toward the various communities and various ethnic, cultural, sexual and political groups that make up San Francisco society. Hopefully we shall for the first time be able to state without censorship what the frustrations, hopes, aspirations and dedication of Policemen are.

As Policemen our first concern is that effective Law Enforcement must be maintained and that any atmosphere of hostility within the community be dispelled. It is imperative that a reconciliation between the police and the community be accomplished if we are to avoid a sharp deterioration in Law Enforcement and a break-down of police community relations. These meetings will accomplish a great deal toward presenting a true picture of Police in San Francisco.

CHRISTIAN FELLOWSHIP

For the first time in the 128 year history of the San Francisco police Department, a Christian Fellowship Organization is being organized. In 1971, several Los Angeles Christian Peace Officers expressed a desire to gather together during the week for Bible prayer and study. Now in 1975, with their aid, the Christian Fellowship is being expanded to Members of the San Francisco Police Department and their families, other Peace Officers and their families, and other interested persons.

Sworn Peace Officers may become members with full voting and office

holding rights by signing the Application for Membership and Adopting the Christian Statement of Faith. Associate Membership is open to all non-sworn members of the Criminal Justice Agencies, spouses of members, and other interested persons.

LOOK FORWARD TO THE THURSDAY, JANUARY 22nd, 1976, MEETING AT THE BETHEL LUTHERAN CHURCH, 2525 ALEMANY BLVD., SAN FRANCISCO, CALIF.

For further information contact: JIM HIGGINS or JIM CROWLEY at phone number: 553-1361.

Further information will be sent to all police stations, details, and Bureaus. ALL SAN FRANCISCO PEACE OFFICERS, THEIR WIVES AND FRIENDS ARE CORDIALLY INVITED TO ATTEND AND BECOME A PART OF OUR CHRISTIAN FELLOWSHIP.

THIS IS A NON-DENOMINATIONAL CHRISTIAN ENDEAVOR

Wanda's
RESIDENCE
BOARDING & CARE HOME
117 COLE ST.
SAN FRANCISCO
221-6337

FEDERAL BILLS

H.R. 12
Bella Abzug (D), New York. Provides assistance to certain states for the protection of diplomats and embassies. Referred to the Committee on Public Works and Transportation. Passed the House of Representatives May 19, 1975. Passed the Senate on October 28th. Vetoed by President Ford.

H.R. 77
Frank Thompson (D), New Jersey. Amends the National Labor Relations Act. Referred to House Education & Labor Committee. Subcommittee on Labor Management Relations. Hearings held on November 6th and 12th. Further hearings scheduled for 1976. Pending before Subcommittee.

H.R. 366
Joshua Eilberg, (D), Pennsylvania. Public Safety Officer's Benefit Act. Provides \$50,000 survivor benefit. Referred to House Judiciary Committee. Hearings held September 19, 1975. Reported to the full House Judiciary Committee. Placed on the House calendar for action on December 2nd.

H.R. 719
John M. Murphy (D), New York. Public

Employee political activity. Referred to House Post Office & Civil Service Committee. Subcommittee on employee political rights. Hearings held April 10, 1975.

H.R. 1488
Edward R. Roybal, (D), California. National Public Employee Relations Act. House Education & Labor. Subcommittee on labor management relations. Hearings scheduled for January, 1976.

H.R. 2379
Mario Biaggi (D), New York. National Hero's Memorial Bill. Referred to Interior and Insular Affairs. Subcommittee on National Parks and Recreation.

H.R. 2584
Daniel's amendment to Peter Peyser's bill to prevent layoffs of Public Safety Officers (H.R. 6837). Referred to the House Education & Labor Committee. Hearings held June 11, 1975. Pending before full committee.

H.R. 2788
Mario Biaggi (D), New York. Bill of Rights. Referred to the House Judiciary Committee. Subcommittee on Crime. Pending before the Subcommittee.

H.R. 3255
Robert L. Leggett (D), California. Allow Police and Fire to elect to terminate Social Security Coverage. Referred to the House Ways and Means Committee. Subcommittee on Social Security. Pending before Subcommittee.

H.R. 4361
Glenn M. Anderson (D), California. Firearms Control. Provides for a five-year mandatory sentence for crimes committed with a firearm. Hearings held on February 18th to October 29. Pending in Subcommittee.

H.R. 8617
William Clay (D), Missouri. Amends the Hatch Act. Referred to the House Post Office and Civil Service Committee. Hearings held March 25, April 8, 9 & 10. Passed the House October 21st. Reported out of the Senate Post Office and Civil Service Committee. Pending action by full Senate.

H.R. 9155
John Dent (D), Pennsylvania. Public Service Employees Retirement Income Security Act. Referred to House Education and Labor. Hearings held October 1, 1975. Pending before full committee.



International Conference of Police Associations

The most effective thing about the ICPA is the united front of policemen that is formed through membership. We are very close to the 200,000 mark now and rapidly growing. President Kiernan and Secretary-Treasurer Gordon have spent a great deal of time and energy recruiting new members during the last year.

We now have members in states such as Texas, North Carolina, Indiana, Illinois and the Puerto Rico Police Association with 8,000 members will be joining shortly. In all, we have added over 18,000 members in the last year. These numbers are very impressive when Ed and Bob are on Capitol Hill giving testimony and are speaking for 200,000 policemen all across the country.

As is stated in my Secretaries Report, the ICPA is scheduled to give testimony on all of the bills listed. These, of course, are just a few of the many pieces of legislation in Congress that we are interested in. Again I ask each of you to study these bills and write your individual congressmen and ask his or her support. If you need more information on any of the bills, call the office. I either have or I can get the full context of each.

The Law Officer Magazine has been well received by all of our members who get it. The magazine is mailed to each individual member's home free of charge. However, in order to have it sent to them, each Association must send the ICPA a copy of its mailing list. In the past, our members have expressed their displeasure at having our mailing list sent out. The mailing lists that the ICPA has from other associations are well protected and in the three years that they have had them, they have not had one complaint. I may also point out that whenever you purchase anything on credit, your name and home address is given to all kinds of firms and you consequently receive an abundance of junk mail. This has never happened with the ICPA.

Jerone Tankel, Attorney for the ICPA, is working on a group policy for false arrest insurance. We are hoping to come up with a good policy at reasonable premiums for all of our members. We will receive more on this at the July Conference.

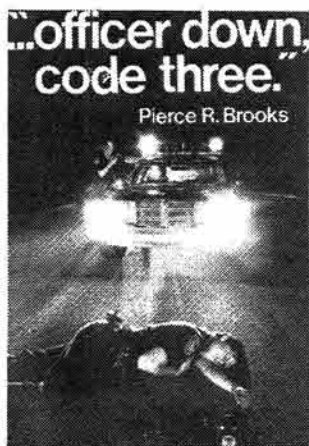
The ICPA has all kinds of other insurance, etc., that is available to each member. We also have an ICPA co-mingled trust fund which invests in government securities. Many associations have put money into this fund and earn enough in interest to pay for the day-to-day operations of their organizations. I hope one day we will be able to utilize it.

If you have any questions concerning the ICPA, contact me at the office or Northern Station.

by Joe W. Patterson
Vice-President, ICPA

Income Tax Deductions

SFPOA dues were \$127.24 in 1974, plus \$12 to Community Services.



This fine book by former Captain of Homicide of the LAPD, Pierce R. Brooks, was reviewed in the December issue of The POLICEMAN. Many inquiries have been made. Most callers state they cannot find the book in the local bookshops. As Editor, I called to the publishers, and their address is printed below for all who wish to order the book, postpaid, for \$7.95.

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A MOVING MESSAGE TO OUR SERVICE AND PARTS CUSTOMERS

We will shortly be moving to new headquarters at **1525 HOWARD ST.** between 11th and 12th Streets. Our new hours will be 7:30 am to 5:30 pm, with the same telephone number we now use, **626-2171**. We hope to have a more definite moving date for you in the very near future.

The morning and evening delay in leaving and picking up your car should be eliminated, and you will be surprised at the convenient location which is just adjacent to the downtown business area.

Royal Motor Sales management, as well as employees, know that you will like this new facility, and we would like to take this opportunity to thank you for your patience with the parking and congestion problem we have had for some time.

This move will enable us to expand our New and Used Car Sales Department which will remain at the familiar corner of 14th and South Van Ness Avenue.

ROYAL MOTOR SALES

"The Volvo specialist"

TRIBUTE TO A FINE POLICE OFFICER

Probably no other peacetime occupation is fraught with the quality, variety, or source of danger as that of law enforcement. The tragic shooting death on December 8 of Sgt. Robert A. Lally* is tangible evidence of the hazards facing all police officers every day.

True, other occupations are rated dangerous. However, these dangers come from known hazards. The iron worker knows his danger is in a false step and a long fall from the girder on which he walks. The farmer who would survive, exercises caution with his machinery. The miner and the factory worker all toil under conditions of danger. However, their enemies lie in expected places.

Not so for the police officer. He moves in the world of guns and violence, fast-moving traffic and intemperate people who would harm him. His dangers can be accidents — or they can be deliberately created by ruthless enemies of society.

Sgt. Lally lost his life to a man with a gun while making a routine security check. Thus, another outstanding law officer fell before a hidden hazard inherent to our job. His death brings to four, the number of officers we have lost in 17 months. This is as many as in the past 20 years.

During his almost 16 years as a sworn officer, Sgt. Lally proved himself worthy to wear the badge. He was conscientious and considerate of his brother officers. Professionally, he was an exceptionally fine investigator, inquisitive and tenacious — one who never gave up. His sense of humor was legendary and he took the good and the bad of police work with equal zeal.

Yet, despite all his skills, Sgt. Lally, too, was killed in the line of duty. This is a tragic waste of a fine police officer. We will sorely miss his expertise and his future leadership.

Let his death and those of our other fallen brothers continually remind us that we must remain ever-vigilant to the unknown dangers that await us in most unexpected places. Let us remain constantly alert, that we lose no more.

CARL V. GOODIN
Chief of Police
Cincinnati, Ohio

*Sgt. Robert A. Lally
Killed in the Line of Duty
December 8, 1975

This fine tribute to Sgt. Lally is reprinted for two main purposes. One, — to the police officers, for the key word for us should be that infamous term "routine". Routine will cause you more problems than you will ever imagine. How many reports have you written which say, "While on routine patrol . . . ?" Nothing should be routine, not even the simplest or trivial of matters. Enough said.

Two, — to the public we serve. Every police officer of the SFPD is a visible target for any anti-establishment person or cause. We know that and accept the dangers of the job. But unfortunately, it usually takes the death of an officer to wake you up.

We are still the same dedicated police officers we have always been. Pre-strike and post-strike, we are the same people. If you think we were wrong to strike, fine, — so be it. We are willing to accept our lumps and try to build on whatever foundation still exists.

Let's let by-gones be by-gones and appreciate that you want protection and the SFPD is here to serve and protect you.

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GIVE US A LEADER

by Tony Bell

Now that our President is back in uniform on full time duty, the crime wave has come to a screeching halt. Ah, what wisdom our Police Commission communicates. I hope everyone of you who hates Jerry's guts is as happy as a lark! So now our army of 1700 members goes on like an army without a General. Fifteen Directors do not make a General.

None of the Board of Directors has the experience, knowledge and the political expertise to handle the job. None are willing to place his head on the chopping block as Jerry Crowley has done time and time again to obtain better working conditions for the members. All have benefited from Jerry's leadership, but few are willing to admit it, whether they be patrolman, sergeant, inspector, lieutenant, captain or chief.

It is true that quite a few members have taken their pensions. A few have resigned, but not near the number the slanted news media would have you believe. They wrote about or talked about 500 or more. The fact is that just over 200 have withdrawn. However, many have returned via the Moratorium for the increased insurance and dental benefits.

Actually the cost of membership in the SFPOA is insignificant when compared to the hundreds of dollars in benefits in legal representation, retirement representation; membership in COPS (17,000 members) and in the ICPA (200,000) for lobbying on behalf of policemen.

Management-Labor Relations courses taken at USF by Jerry Crowley and only a handful of other POA members is the most important field for the POA today. The certificates awarded to those above will help insure that negotiations for your benefits are well handled. Could you negotiate a labor contract? or a Bill of Rights? or a Memorandum? Think about it.

Will the Officers for Justice, or the Supervisory & Investigators Association represent all ranks in matters effecting the entire membership of the SFPD?

They have their own goals and are struggling for power and recognition. The SFPOA is the recognized bargaining group for the SFPD members. Will any of the other groups come to your aid and supply representation to you at Internal Affairs, or the Police Commission? Or start a fund-raiser if your pay is cut off?

Since Jerry has been assigned to the Ingleside station, we have tried to take up the slack by having a sign-up sheet at the office so that Board members would donate some of their time to helping out at the office. It's not working. Just a couple of hours a day, by just a couple of Directors now and maybe then is not working.

The SFPOA is a quarter-million dollar business, and we don't have a fulltime leader. How utterly ridiculous. You had better start giving some very serious thought to choosing a full time president again.

San Diego has gone with the Teamsters. The CHP is being wooed by the labor unions. Your choice soon will be to have a dedicated leader like Jerry Crowley to lead you or join one of the non-police labor unions. You can decide to pay Jerry's salary at the rank of sergeant or to pay some union people some really big money. The choice, as usual, is yours.

THE ROOKIES

There was a song my mother
use to sing,
When I was young and the world
did brighter seem.
Oh, maybe it was because I was
so very young that it made its
impress — or could it be
because the songs' central theme
contains an ageless truth that
to its' hearers some wisdom can
yet be gleamed?

What er'r the case may be the
truth of its' melodious refrain
comes reeling through the cold
nights' winter air — "Stay just
as you are. Don't let a thing
ever change you!"

— Thomas Warren Powers

Fire, Police Pay Plan

Reprinted S.F. Examiner

San Francisco policemen and firemen can dismiss fears of salary cuts at the end of this fiscal year, if a pay formula recommended by the Civil Service Commission yesterday is followed.

The commission recommended to the Board of Supervisors that next year's pay rates "be the average of the maximum rates" paid in the five cities — Los Angeles, San Diego, Oakland, San Jose and Long Beach — the commission's staff surveys.

The recommendation came in response to the supervisors' proposal to amend the charter amendment — Proposition P — which was passed by the voters last November.

The proposed amendment states that no uniformed member of the police and fire departments shall have his pay reduced below the rate in effect on June 30, 1976.

Bernard Orsi, general manager of the commission, said the term "average" in Proposition P too vague and did not give his staff a distinct guideline to follow in determining the pay rate.

"I think each salary used in the survey should be the maximum pay received by policemen who perform the same duties in those cities."

"I don't think the supervisors, in proposing Proposition P, wanted policemen's salaries to be cut," Orsi said. "They just didn't want San Francisco to continue paying the highest salary."

The S.F. Examiner says it was clear at the time

Proposition P was submitted to the voters that it held the potential of a pay cut, but some supervisors expressed surprise over the situation in December.

Personnel Manager Bernard Orsi persuaded the commissioners to urge the supervisors to consider clarifying the language so the word "average" means the average of the maximum pay in each of the five cities.

An additional rate for two-wheel motorcycle traffic officers based upon the average of similar officers in the five cities was also recommended.

Two-wheel motorcycle traffic officers now receive a flat rate of \$100 over their regular salaries as hazardous duty pay.

The commission also recommended that there should be yearly raises for policemen from the time they enter the department until they reach the top salary in the fourth year. These raises, they said, should be percentage increases based on the average of the same five cities instead of one increase of \$50 at the end of the fourth year.

Data received so far indicates San Francisco police and firemen will receive no pay raise under Proposition P next July 1 if the average raise in the five cities does not exceed 8 percent. If it falls below that, the 3400 men on the uniformed forces here would receive a pay cut.

For the past 23 years, the wages have been set according to the highest rate in any California city of 100,000 or more.

CITY DOESN'T WANT TO PAY . . .

by Al Casciato

The taxpayers suit which is presently appealing the settlement of the police strike does not bar the city from paying the negotiated raise.

The Board of Supervisors simply does not want to pay the raise. They are using the appeal as an excuse to delay payment as long as possible. It is their

intention to harass and use the members of the Police Department as long as it is politically advantageous.

Members of the Department must face the harassment with a strong and positive attitude. Remember, it is the intention of the politicians to break our spirit and make us subservient to their whims.

Don't let it happen . . . In the meantime, interest in accruing at 7% per annum.

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An Update on the PREVENTIVE DENTAL HEALTH FOUNDATION PLANS

The Mailout we wanted to get out to you in December will in fact be coming your way on February 1, 1976. Unforeseen problems and interruptions have caused the delay. In the meantime, COPS has been able to get the Plan I benefit started with their organization. Consequently, COPS will handle Plan I and the SFPOA will handle Plan II. There's no point in duplicating the services or plans offered.

COPS PLAN I

If you or your dependents already enjoy good dental health, and only need to have your teeth examined and cleaned twice a year, then this is the plan for you. Even if you only have an occasional cavity, this is still the plan for you.

COST Member only — \$1 per month. Members and Dependents — \$2.75 per month.
(The SFPOA pays the \$1 for the member)

COVERAGE:

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

SFPOA PLAN II

If on the other hand, you already know that you and/or your dependents will need restorative work beyond the services offered in Plan I, then you should join Plan II from the beginning.

In addition to the rates quoted below, you must understand there will be a surcharge (co-payment) for the particular work to be performed. For instance, if a single rooted canal therapy treatment is done, the charge is \$9 additional to be paid by you. (The average fee in California for this service is \$110). You will get a complete list of the surcharges in the brochure which will be mailed to you on February 1, 1976.

COST Member only\$3.26 per pay period
Member and 1 dependent\$5.20 per pay period
Member and 2 or more dependents\$7.98 per pay period
(All payments by Payroll Deduction)

COVERAGE

PATIENT FEE

A. Diagnostic - 100%	
Examination, X-Rays, Emergency, Study Models (As shown in Basic Plan)	Covered by premium
B. Preventive Care	
Phrophy, Flouride Treatment, Home Care preventive instructions, Sealants, Preventive Home Kits (As shown in Basic Plan)	Covered by premium
C. Restorative	
Silver fillings - one or more surfaces Composite Restoration - one or more	Covered by premium

D. Special treatment services are available upon effective date of coverage. The co-payment (Patient Fee) schedule for these services are listed in your brochure.

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

ENROLLMENT PERIOD

The enrollment period for both Plans is 90 days. Normally the effective date starts at the close of the enrollment period. However, because of the delays which have already held up these dental benefits, the PDHF has assured us that if we get 500 or more eligibles enrolled in the first 30 days (February 1 to March 1, 1976) the effective date for service can commence on March 1, 1976.

Enrollment starts on February 1, 1976 and ends on April 30, 1976.

Results of the Dental Survey printed in the November issue of the POLICEMAN were very good. Ninety-seven (97) surveys were cut out, completed, and mailed back to the POA office.

Of the 2000 surveys sent out by the Healy Agency, which included other insurance programs as well, 223 were completed and mailed back.

By comparison, the Big mailing houses tell us that if only six returns come in from every 1000 mailouts, the results are termed very good. Obviously 320 returns from the same 2000 audience is outstanding.

You said you wanted a very good Dental Plan. We found PDHF. The rest is up to you.

TIMETABLE

- Mailout to all Active and Retired Members on or before February 1, 1976.
- 90 day enrollment period from February 1, 1976 through April 30, 1976. If 500 or more members enroll in Plan I by February 28th, then Plan I will become operative on March 1, 1976. The same is true of Plan II.
- The returned enrollment applications will be processed as soon as they are returned to us. Identification cards will be made and these will be sent to you along with the billing for the particular Plan or Plans you desire. •Billing to cover the first few weeks before payroll deduction becomes effective.
- Change of Address: If you have changed your address in the past few months and realize we may not have been notified, please use the Change of Address box in this newspaper before February 1, so you will receive the Dental mailout.

Healy Insurance Agency

SFPOA Insurance Administrators
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on Payroll Deduction.
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Also available—Disability coverage for the working wife and the housewife.

We want to serve you
Telephone 731-9455
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1430 Taraval St. San Francisco 94116

The DENTAL Plan is for
RETIRED MEMBERS too

Retired Members of the SFPOA can also participate in the Preventive Dental Health Foundation Plans.

If your teeth are in good repair, and you only need to have them examined and cleaned twice a year, then your best plan is Plan I. If your dependent enjoys the same good fortune, she too can have the same plan. The cost for a member only is \$3 per quarter, payable in advance. If your dependent is also enrolled in Plan I, the cost is only \$8.25 per quarter for both of you, payable in advance.

On the other hand, you may already know you need crown work, or dentures, or what you have, then the best plan for you and/or your dependent is Plan II. It should be clearly understood that the below quoted rates for Plan II do not afford you 100% coverage. That is, in addition to the quarterly rates, you are responsible for any co-payment or surcharges for work not covered by the premium. But rest at ease, for the surcharges are quite low in comparison to the average rates charged in California.

The costs of Plan II for Retired Members are the same as for Active Members:

Member only	\$21.19 per quarter
Member and 1 dependent	\$33.80 per quarter
Member and 1 or more dependents	\$51.87 per quarter

All premiums payable in advance

The 90-day enrollment will start on February 1, 1976. But first we want to make sure we have your correct mailing address. Please take the time between now and Feb. 1 to send us your correct mailing address.

Sorry, — these plans are not available to members who reside out of the State of California.

AMBULANCE PIC RADIOS

Dear Sgt. Crowley:

This letter is written in order to convey the gratitude of the Para-Medics and Ambulance Drivers for all of your past efforts that brought about their receiving the Police Department P.I.C. Radios.

The ambulance crews have been assigned the use of City-Wide, Channel #1. This type of com-

munication will be used for emergency calls only, and will not be used for routine ambulance traffic.

Enclosed with this letter, please find a map of the districts assigned to the different ambulances. This map is forwarded to you for your information.

The Para-Medics and Ambulance Drivers hope that this type of com-

munications will be as comforting to each of you, as it is to each of them.

In closing, may we relay the gratitude of each member of the Emergency Medical Service for all your efforts in their behalf.

Sincerely yours,
Adrian C. Moorman,
Vice President
C.S.A., Local 400

TO FIRE CHIEF

Dear Chief Calden,

During the past years, we as Police Officers of the Mission Station (Midnight-Watch) have had numerous contacts with the members of the San Francisco Fire Department. Many of these contacts at the scene of major fires.

At this time we would like to extend to you, and the members of your command, our deepest appreciation for a recent job very well done.

During the course of the tragic fire at 495 Valencia Street, the members of the San Francisco Fire Department displayed not only the highest form of Professional Conduct and discipline, but further demonstrated numerous acts of collective and individual heroism. Natural-

ly in a disaster of this nature, these acts are undermined by the very serious toll in human life.

The only consolation available to those who viewed the fire, is in the knowledge that had it not been for the efforts and efficiency of your men, even greater life and property would have perished.

Again, we would like to relate that the deeds of the San Francisco Fire Department did not go unrecognized in our eyes at least.

Our wishes to those fire fighters who sustained injuries for a speedy and complete recovery.

Respectfully,
The Members of the
Mission Station
Midnight Watch
1240 Valencia Street
San Francisco, CA

A KIDS' VIEW OF CHRISTMAS' BEST

Reprinted S.F. Examiner

By Andrew Curtin

Here this guy sang out, loud and clear, that he was going out and "pick a pocket or two."

What's more, he was urging all these kids to go out and do likewise.

There were uniformed cops there, too, and all they were doing was standing around smiling and laughing.

The chief saw it all—and never uttered a word of reproach.

What kind of law enforcement have we got here, anyway?

On this occasion, the very best.

The "pickpocket" was showman Jack Brooks, singing the Fagin song from the musical "Oliver."

The kids were crippled patients in Shriners Hospital here.

The cops were among the police and firemen who put on their annual Christmas party for the children at the hospital last night.

Chief Donald Scott was there, and so were Assistant Fire Chief John Baldelli and Fire Marshal Emmet Condon.

Hotel Mark Hopkins chef Dan Palmerone knew they were coming, so he baked a cake—a good big one.

He baked it for the children, though. And before the night was over, there was so much good little finger lickin' that you almost forgot about the casts and the crutches and the braces and the gurneys.

Officer Michael O'Toole, aided by cadets of the Police Activities League, served as party director.

KNBR Radio's Michael Cleary acted as master of ceremonies.



Real Brass Buckles



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

Over 400 of these fine buckles have been sold to date to both active and retired members of the SFPD. Because sales have been good, we ordered, and now have 70 buckles available to fill your order right away.

Please complete the order form below and send it to Gale Wright through the Department mails, or address it to the Policeman 548-7th Street, San Francisco, 94103. Each buckle sells for \$13. Be sure to include your check or money order. If you want it mailed to you, add 75¢ for each buckle to be mailed.

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

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SQUARE DANCING IS FUN

by George W. Sailor

Square dancing is the only true American dance and is very popular in all the fifty states. It is physically invigorating, mentally stimulating and socially satisfying. It is fundamentally a drill rather than a dance.

Square dancing is movement of designs and patterns centered around a square of about eight feet. A good hoedown could be from 20 to 40 squares and sometimes more. It is begun and sustained by an initial command and series of further commands to perform simple or complex maneuvers. It is a beautiful smooth flowing movement by the eight persons in each square.

There is a couple (partners) in each side of the square and facing each other. Each partner team has its own designations such as: heads-sides-number one-two-three-four. This is the basic design and after a completion of dancing movements the couple returns to the same spot which is called the home position.

There are forty square dance clubs in the Bay Area and ten in San Francisco, every night being covered from Monday to Friday. Saturday and Sundays seem to be reserved for the many types of hoedowns; advanced, intermediate or beginners. (Information published in the Dancers Diggins monthly magazine)

Every club has its own character and personality as for example: The Golden Gate Square Dance Club is for senior citizens, 60 years to 90 plus. It is truly heart warming to see a 70 or 80 year old in a beginners class.

Each beginners class is in the control of a registered and authorized caller and instructor and usually the first few lessons are free to allow the potential beginners to assess the value of the lessons in connection to the interest for her or himself. Most people love it. As stated, the first two or three sessions are free and after that the caller and instructor is compensated for services which is around \$5.00 a month for each couple (\$15.00 a quarter for each couple) and the course extends to about eight or nine months.

Most beginners courses are sponsored by a square dance club that is registered and constitutionally accepted by the National Square Dance Association. Finally the graduating dancers are invited by the sponsoring dance club to be a club member but the beginner has a free choice to select his or her own square dance club.

Some of our members (police and firefighters) were interested in a program of this kind and it was suggested I write this article for the enlightenment of the brothers and to give information about a beginners class sponsored by the club in which I am presently a member.

New Beginners Square Dance Class
Starting Thursday January 15th
(Sunset Swingers)
For information 756-7376 or 731-4517
Lawton School 8 P.M. - 10 P.M.
Lawton at 31st Ave.
Instructor, Al Stagnaro
Couples only



Beginners Square Dancing Class

Starting Thursday, January 15th
Sunset Swingers

For information: 756-7376/731-4517

Lawton School, 8 p.m. - 10 p.m.
Lawton at 31st Avenue
Instructor: Al Stagnaro

Couples Only

CRIME PREVENTION EDUCATION OPERATION IDENTIFICATION

Identify Your Property & Guard Against Burglary

by Lt. Frank M. Jordan

Resident burglaries in San Francisco can be reduced dramatically by a simple, inexpensive method which can be used by everyone. Operation Identification is a prevention program to discourage burglary by marking your valuable possessions with your California Drivers License number or, if you don't drive, use a Department of Motor Vehicles Personal Identification Card number.

Why a driver's license number or Department of Motor Vehicles Identification number instead of some other number, i.e., Social Security, Military Service Serials, Policy Numbers, etc.?

Because of all the numbers associated with our daily lives, the California Department of Motor Vehicles number is the one that can be immediately identified. For example: a police officer encounters a suspicious person with a television set which cannot be accounted for; the officer calls in the D.M.V. number to the Communications Bureau through his police radio right on the scene. Within 30 seconds to 1 minute, a corresponding name and address will be broadcast back to the police officer. If the name and address does not match the man holding the television set, he now becomes a prime suspect.

Engrave your drivers license number or identification card number on your valuable possessions that burglars find most appealing — television sets, radios, stereos, tape recorders, bicycles, cameras, typewriters, electric tools, musical instruments, and appliances.

Etching tools are easy to operate and can be used in the same manner as a ball-point pen. Good clear markings can be made on such materials as metal, wood, plastic, and glass.



WARNING! OPERATION IDENTIFICATION

ALL ITEMS OF VALUE ON THESE PREMISES HAVE BEEN MARKED FOR READY IDENTIFICATION BY LAW ENFORCEMENT AGENCIES.

Place identification decals on your home's front window and other obvious places advising potential thieves that all items on the premises have been marked for ready identification by law enforcement agencies.

In making your property readily identifiable by the police, you help deter crime in two ways:

1. A thief is discouraged from stealing marked property because it is much more difficult to sell.
2. If he does steal your property, it is much easier to catch and prosecute him if he is discovered with goods in his possession that are easily identifiable as stolen.

By marking your property you not only discourage theft but you also greatly increase your chances of recovering your property should the thief ignore the risk.

A limited number of etching tools are available at any District Police Station for a maximum of three days on a free loan basis. Once you have marked your property, return the tool to the Police Department, and you will receive decals which should be visibly placed at strategic locations around your residence.

In the near future, inscribing tools will also be made available at public libraries and firehouses throughout San Francisco. We have also been encouraged to see

some neighborhood groups, civic organizations, and private enterprises purchase marking tools and Operation I.D. items to use in cooperation with the San Francisco Police Department. Examples: Telegraph Hill Neighborhood Association, COMO-Community of Outer Mission Organizations, Firemans Fund Insurance Company, Pacific Telephone Company, S.F. Real Estate Board, Visitation Valley Neighborhood Association, and the Presidio Heights Association of Neighbors. We hope to see this trend continue to expand for the benefit of all.

In marking your property, the following procedures should be observed:

1. Use the engraving pen to inscribe your Driver's license number or DMV Identification number on the upper right corner of the rear or backside of unserialized property.
2. Property which has a manufacturer's serial number may also be marked. Inscribe your appropriate number just above the serial number.
3. Take photos of small valuable items, such as jewelry, and keep the pictures along with this folder in a safe place.
4. Should you sell or discard the item, you may invalidate your number by using a sharp tool to draw a single line through the number from the upper left to the lower right hand corner. Do not deface the number in any other way.

Take a stroll around your home and check the valuables you and your family have accumulated over a period of time. While you do so, give yourself a little test. Close your eyes and see how many of your household appliances you can thoroughly and accurately describe. How about the stereo equipment in the den? Cabinet color? Trim color? How many dials? How many knobs? Where's the serial number? Have you recorded the number? Try the same test with each T.V. set in the home and your camera equipment. See what I mean? Surprising how little we really know about all that expensive property we own. OPERATION IDENTIFICATION is your answer.

If you should be victimized by a burglar. CALL THE POLICE IMMEDIATELY!

553-0123

The Operation Identification Program coupled with good residential security can offer improved citizen protection and reduce the burglary rate which has shown a steady climb during the past year.

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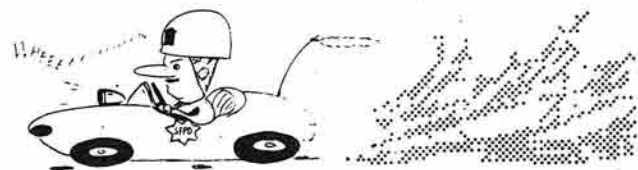


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THE FINEST DRY CLEANING
IN SAN FRANCISCO

ON ROUTINE PATROL by S.G. Yasinitsky



Recently I was astonished to have been asked by two different people if writing this column the past five years were all I did as a policeman. To dispell such misapprehensions I emphasize that everyone who writes for **The Policeman** does so without compensation, on his own time, aside from his regular police duties.

Out of curiosity, I looked over my own job for the year that has just passed, and found that, in spite of being a single detective — Five David Seventy Sam — handling all burglaries and most other thefts in the entire Richmond District, the year of 1975 was not as harsh as the preceeding four since my transfer to the Burglary Detail. In 1975 I was given 1,074 cases to handle, 627 assigned and 447 unassigned. (The latter is administrative abbracadabba, where you handle all the work: correspondence, telephone calls, supplementaries, and anything else in connection with these cases; but they are called "unassigned" to make statistics of assigned work appear less formidable.) I handled 109 arrests assigned to me plus 39 arrests which I made myself (often together with other officers, of course). I gave a number of talks to various groups about security and burglary prevention, and did other routine and not so routine jobs. Writing this column is a pleasure I reserve for my leisure moments. But, to be

fair, there are others in my detail and elsewhere in the Inspectors Bureau who had even more work assigned to them.

An unfortunate thing that became obvious during the past year was the new system of appointments to the Bureau of Inspectors by a test which created a long list of able would-be detectives, only to expire and leave no way to fill the inevitable vacancies. A new test was scheduled. But it is sad that no longer are enthusiasm and ability for police work rewarded by promotion into the Bureau. Many guys who used to do super-cop work vying for such a promotion now are conserving energy, studying for the forthcoming Civil Service test. And it continues to puzzle me that sergeants are allowed to take this test, for the lesser paying job of the lower rank of Assistant Inspector, keeping aspiring Patrolmen from justly-deserved promotion. It has been strange indeed to work with an Assistant Inspector (who is also a sergeant), a junior man in the Bureau and a junior man on your team, only to have him the Acting Lieutenant and your boss every now and again. A very frustrating situation!

But to return to the routine patrol, I congratulate the police radioman's sense of humor last week when he was giving requested information over the air, "Car is

registered to Mustafa Abdellahap, common spelling . . . Who was that funny guy?

Nonagenarian **Joe Field**, who retired as a lieutenant 33 years ago, and was one of the first two solo motorcycle officers in this department, was ripped off, reports his friend, another retired brother, **Joe Mangan**. The crooks broke into Joe's home on Geary Street while he was in the hospital, and took his furniture, gun, and the gold star presented to him by his friends in the Traffic Bureau at his retirement.

Old timers bring back old memories. And recalling the long-obsolete show-ups (or line-ups, as outsiders keep calling them), there was one baddy who was asked during a show-up for his address. "I'm a transient," he replied. When queried about his place of origin, he declared, "San Francisco. Lived here all my life." . . . Then another guy declared that his occupation was a steel worker, punctuating this with, "I steal anywhere." . . . And another one, when asked if he ever did "hard time," replied, "No sir. Never. Only a little soft time, sir."

Finally, Officer Dumcop is anxiously trying to join the National Guard, since he heard that they were training physicians to serve in case of a doctor's strike or a disaster. He says he always wanted to play doctor.

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Taj Mahal West
Chiyo
Peta's
Mabuhay Gardens
Stone Soup
Anjuli
Ruby Palace
Herringtons
Manny's Storyboard
Toraji
Mandarin Opera Restaurant
Arirang Inn
Casa Chiquita Cafe
Ye Olde Bull & Bush
Valman Restaurant
Shanghai West
El Toreador
111 Restaurant
Livory Stables
The Widow & Pancho Villa

and later . . . the niteries

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Earthquake McGoon's
The Mother Lode
Keystone Korner
Country Road
Ivan Alexanders
The Reunion
Ginsberg's Dublin Pub
John Barleycorn
Russo's
Woodstock
Old Waldorf Bar & Grill
The Purple Onion
Red Garter
Taj of India
The Shadow Box
Rolanda's
Sir Lancelot Club
Peppermint Tree
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McGowans Wharf Tavern
China Doll
Cat's Cradle
Yellow Brick Road
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Generosity Invites Its Friends
Cromwell's

dine informally in San Francisco

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Jack in the Box
Mannings Cafeteria
The Noble Frankfurter
What This Country Needs
Stone Soup
Raskin N Flakers
Franks A Lot
Pantri
Out To Lunch
Haig's Delicacies
Vikings Giant Submarine
Supersubs
Larry's Perry's Sicilian Pizza
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North China
Tortilla Flats
Spaghetti Emporium
Pepe's Mexican Restaurant
Wing Kong
S R Pisco
El Papagallo
Huckleberry's
Sayat Nova
Suvlaki Steve the Greek
Cinnamon Mill
La China Poblana
La Boheme
China Kitchen
Kafaneo
Luis Place
Vin et Fromage

East Bay niteries

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

East Bay informal & carry out

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

and on the peninsula . . .

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

attend Theatre

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

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

and Special Events

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

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Golden State Warriors
California Golden Seals
Golden Gaters
Tanglewood Tennis Club
Marina Bowl
Swanson's Westlake Bowl
Broadway Bowl
Downtown Bowl
Hi Score Lanes
Pro Lanes
Golden Gate Lanes
Manor Bowl
Diamond Bowl
Grand Lanes
Rheem Valley Bowl
Midway Bowl
Piedmont Ave. Lanes
Uptown Bowl
Park Bowl
Sports Center Bowl
Primrose Lanes
Las Positas Golf Club
Pine Meadows Golf Course
Eastridge
Southland
Sun Valley
Belmont
Berkeley
Dublin
Skate Arena
Rollarena Skate Center
San Francisco Bridge Club
Stonestown Bridge Center
The Bow Rack
Bonnie Bowman
Rollarena Swim Center
Able Captain Greer's Sailing
School
Fischer Bicycle Shop
and Travel U.S.A.
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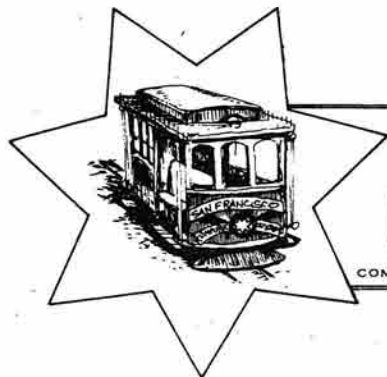
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By Louis H. Feder, Director, Criminal Information
Assisted by Lt. Henry Eidler and Sgt. Richard A. Seelig

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

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

In the late evening of 10/15/75 **Officers Winters #1396 and Bosshard #1334** made a traffic stop in the 200 block of West Point Road. They questioned the driver and were given false information in the form of an out-of-state drivers' license, the identifying information on the license and the driver's description not matching. The driver was arrested. The Officers called the address where the vehicle was registered. They learned another name the driver was using. They used this information to check CABLE. The driver was positively identified through previous addresses and tatoo marks. The suspect was wanted on warrants for assault on a police officer, resisting arrest, drunk driving, reckless driving, speeding and operating a vehicle without a license.

On 10/15/75 **Officers Thelen #491 and Porta #1859** in 3F5 made a traffic stop at Divisadero and Grove Streets. The driver was checked through CABLE. He was wanted by this Department for carrying a concealed weapon.

On 10/17/75 **Inspectors Troche #12 and Dean #1208** in IN33 observed three suspects on the corner of Haight and Fillmore Streets. As they approached to question them one of the suspects placed an object in his mouth and swallowed it. A CABLE query showed that this suspect was wanted for the selling of a controlled substance other than marijuana.

In the early morning of 10/22/75 **Officers Bracco #392 and Bonnel #1969** were on patrol in the vicinity of 20th and Mission Streets in 3 D5.

They observed a suspect standing in the doorway of a laundromat that had been the target of an attempted burglary. They questioned the suspect and made a CABLE query. The suspect was wanted by the Menlo Park Police Department for battery, the San Mateo Sheriff's Office for operating a vehicle without a license and our Department on traffic warrants revealed he was wanted by this Department on two counts of felonious theft. There was not sufficient evidence to arrest the suspect on a burglary charge.

On 11/05/75 **Inspector Weiner #1251** was in a pawn shop on 6th Street. He observed two suspects selling a typewriter. The typewriter had a sticker identifying it as belonging to a business on Larkin Street. Inspector Weiner identified himself and questioned the suspects. The story about how they acquired the property caused the Inspector to take them to the Hall of Justice for further investigation. A CABLE query showed one was wanted by the Reno, Nevada Police Department for burglary and grand larceny. The other was booked for possession of stolen property.

On 11/07/75 **Officer Jackson #2067 and Williams**, a station officer, were on duty at the Northern Police Station. A party came into the station to get a release for his vehicle which had been towed. A CABLE check was made. The party was wanted by the Sheriff of Jacksonville, Florida as a parole violator.

In the early morning of 11/12/75 **Officers Brodnik #1854 and Black #1149** were on patrol in 3E1. They observed a traffic violation in the 500 block of Haight Street. They stopped the driver and

investigated. They made a CABLE query. The driver was wanted by this Department for carrying a loaded weapon in the city.

On 11/11/75 **Officers Traversaro #1603 and Fulton #1922** in 3G5 were sent to the 2200 block of Clement Street to investigate a disturbance. The Officers abated the disturbance and made CABLE checks on the parties involved. One suspect was wanted by this Department for failure to appear on two counts of burglary.

In the predawn hours of 11/18/75 **Officer Shaffer #986** in 3D30S observed a vehicle being operated in the 2400 block of Folsom with an equipment violation. He made a traffic stop and questioned the driver. The driver was identified and made the subject of a CABLE query. He had twenty warrants for traffic violations. He also had to submit to being searched as a condition of probation. The search discovered a bottle containing possible narcotics.

In the evening of 11/22/75 **Sergeant Dachauer #1062** in 3A8 made a traffic stop in the 300 block of Eddy Street on a noisy vehicle. The driver didn't have an operator's license. After he identified the driver Sergeant Dachauer ran a CABLE check. The driver was wanted by this Department for three traffic warrants, the Santa Clara Department for two warrants and the Santa Barbara Department for two violations.

On 11/27/75 **Officers Sullivan #1464 and Toomey #1930** were on patrol in 3B3 in the 1000 block of Market Street. They recognized a subject they had previously arrested. They made a CABLE query using the mobile terminal in their police vehicle. The subject was wanted by the Department of Corrections as a parole violator.

In the early morning of 11/27/75 **Officer Read #703 and Bonnet #821** in

3A4 observed a couple acting suspiciously in a vehicle in the unit block of Broadway Street. They questioned them and made CABLE queries. The woman was wanted by this Department on a charge of soliciting and by the San Mateo Sheriff for burglary and possession of narcotic paraphernalia.

On 10/23/75 **Officer Estrada #390** was on foot patrol in the area of Turk and Taylor Streets. He observed a suspect in a doorway who appeared to be trying to conceal himself. The officer investigated and made a CABLE check. The suspect was wanted by this Department on a possession of marijuana charge. The suspect was positively identified through his social security number.

On 11/03/75 **Officers O'Sullivan #44 and Fitzpatrick #1963** were on patrol in 3G1 in the vicinity of 25th Avenue and Balboa. They observed a traffic violation and stopped the vehicle.

The driver and his passenger were checked through CABLE. The driver was wanted by this Department for theft. The passenger was wanted by this Department for 60 traffic violations, the Emeryville and Oakland police Department for traffic violations.

In the early morning of 11/05/75 **Officers Hawes Jr. #627 and Spranger #1327** were called to the 200 block of Justin Street to investigate a report of a man breaking in. A burglary had in fact been committed. The officers searched the area and apprehended a suspect in the rear of the building.

The suspect gave numerous identifications to the Officers when they questioned him. A CABLE check revealed he was wanted by this Department on two counts of felonious theft. There was not sufficient evidence to arrest the suspect on a burglary charge.

SANTA AND HIS HELPERS AT THE GOOD SHEPARD HOME

Santa may have been a couple of days late, but he finally showed up in his traditional garb on Saturday the 27th of December to give out a few goodies to the girls of the Home of the Good Shepherd.

Spending their days away from home during the holidays was not too pleasant for the girls but Santa and our Sergeant Bill Farac of the Mounted Unit provided the shining light which reflected in the eyes of the girls on this night. Bill's family, along with some good friends brought about twenty-five young men to the party to add flavor to the festivities.

This family affair turned out to be a gala event because of the generosity of some people like Ed Santagata, the Old Timer Baseball Club members, and Gil Samora. Gil, as you might know, is the night mechanic at the police garage. The girls prepared the punch and

cakes, while the boys came to enjoy the food and dancing.

The gifts were well received, and in particular was the Exercise bicycle, which was purchased at a discount by Joe Mollo.

Dennis Rosselli, who is the Special Education teacher, played Santa. He made a big hit by dancing the Bump with a couple of the young ladies. Santa's little helpers were Lynda Farac and her sister Karen, their brothers Bob and Bill. These youngsters helped wrap all of the gifts. The music was provided by Steve Farac and two girls from CCSF.

Bill Farac has organized these Christmas parties for the past four years. He depends on people like Gil Samora and others like him to put on a party for the girls of the Home of the Good Shepard. Sister Bernadine's happy smile while watching the good time being had by all, makes the whole affair very worthwhile.

ATTENTION New York Life Policy Holders

At this time, Mr. Lipanovich is the ONLY representative of the New York Life AUTHORIZED to act as a liaison and to solicit business through the P.O.A. Nyla-Plan. Anyone else who claims to so represent this company is doing so without due authorization of the New York Life Insurance office and will not be familiar with the Nyla-Plan procedures, and may very well create more problems than he will be able to solve.

Filing of individual health insurance claims by members has become a monumental headache for the people at New York Life.

The entire system works very nicely except for the filing of health claims. Please follow these few DOs and DON'Ts for fast processing of your claims.

DO: Call NYL if you need a claim form (H-409A). These forms include a self-addressed envelope to the New York City Home office.

DO: Complete the claim forms COMPLETELY

DO: Call the Manager Harry Bagala re questions about claims

DON'T: Call anybody else but Mr. Bagala

DON'T: Send your completed claim form to the San Francisco office, that only delays the service.

DON'T: Leave incomplete dates, signatures, or list dates different from those dates recorded by the Doctor.

DON'T: Use abusive or foul language when calling the NYL S.F. office.

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SPORTS

CREW

by Al Casciato

Daybreak at Lake Merced is a wondrous time and it is at this time that at least one of the crew teams train. The team which is training at 7 A.M. is in dire need of a coxswain who is in the 100 to 115 weight range. If anyone is interested in the position, please contact Al Casciato at Co. A.

Mark Hurley of the Headquarters Company is busy setting up rowing facilities on the bay waters. Mark is working very hard but he will soon see the fruits of his labor when a team takes to the salt waters.

Presently the crew program is broken down into two four-man teams. Both teams have made very good showings at the police olympics. This year's olympics will feature singles, doubles, fours and possibly eights. With the intended variety of events it is necessary for the crew program to expand.

If you are interested in Crew, get in touch with one of the team members for details. Crew goes hand in hand with a running program because after every row we all take a run. Anyone interested in rowing for pleasure is also encouraged to come out and participate.

CREW MEMBERS AND COMPANY

Steve Wolf	Richmond
Tom O'Connell	Park
Mickey Griffin	Richmond
Mark Hurley	Court Liaison (Dog Patrol)
Vince Neeson	Central
Bill Miller	Taraval
Al Casciato	Central
Dave Maron	Ingleside

GOLF CLUB NEWS

Happy New Year! Nineteen Seventy Six has arrived but I'm sorry to say our schedule for the new year hasn't. I'm anxiously awaiting answers to some of the requests I've made for this years tournaments.

So far we have confirmed, Harding Park, Richmond Country Club, Marin Golf & Country Club, Alameda, Sharp Park, and tentatively Santa Rosa Country Club and the Presidio. Hopefully Lake Merced Country Club will have us again, and I'm still awaiting replies from Castlewood, California Club, the Meadow Club and the Olympic Club.

With a little luck we will have a very nice schedule and hopefully will get the interest up from some of the areas of the department that aren't

represented.

For those of you who are unaware, the San Francisco Police Golf Club is open to all active and retired San Francisco Police Officers. We especially welcome new members of the department, so if you like to play golf don't hesitate to give us a call and come out.

The club has monthly tournaments played on different bay area golf courses. We pay green fees plus an amount* (usually \$2.) in excess of the green fees to be used for a prize fund. Prizes are given on a handicap basis. New members get a handicap after three tournaments.

Since it's the beginning of the year, 1976 dues are now payable (if you haven't already done so). Last year we ended with 105 members and hopefully we can top that number in 1976.

If you are interested call either me, Jerry Cassidy at Co K Solo's (553-1235) or at home, Novato (897-0226) or call Lt Vic Macia at the Police Youth Program office. Either of us will forward you an application. In lieu of an application send to either of us a check for \$5. made payable to: S.F. Police Golf Club, along with your name, address, phone, bureau, station, or detail assigned and your handicap if you have one. I will send you a schedule, a copy of the club rules and membership card.

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

Police Football Season

by Bob Del Torre

The Dan Nilan Memorial Trophy is back with the Police Department. In the last game of the season, our men bested the Fire Department team in a grueling overtime game.

Just one week prior to that the Police team played the Sheriff's team at the Jackson Playground on December 6th. For the second year in a row, the Police "Wrecking Crew" defense held the Sheriffs to just one score, which came on a broken play. Final score was 12 to 6.

Then came the last game of a long season, last to be sure, but the biggest one. There is a fierce rivalry between the Police and Fire Department teams. This game was played at Lincoln High School field.

The Wrecking Crew kept things going by stopping the Fire Fighters on the big plays, plus two interceptions, which were the major factors in the game. At the end of the 4th quarter, the score was 6 to 6.

The overtime period of

ten minutes keep the spectators and players on edge. The Police remembered last years loss to the Fire Fighters, and knew the offense had to produce a score.

With only three minutes left to go, Quarterback Mark Porto threw two key passes to Tightend Ray Shaffer, and a 20 yarder to Jeff Barker for the tie breaker. This fired up the defense and they destroyed any chance for the Firemen to tie it up again.

On the last play of the game, the Fire Department Quarterback tried a desperation pass to the Split end, but Cornerback Jimmy Taylor deflected it and Safetyman Dan Lawson intercepted the football to ice the game. Final score was 12 to 6. Thus the Dan Nilan Memorial Trophy came back to us.

Overall, the season was very successful as our team came in 2nd in the highly touted Jackson Flag Football League; plus it's great to have the trophy back.

WEARING WHITE IS RIGHT

Both cycling and walking at night entail greater risks and thus greater responsibilities for everyone, says the California State Automobile Association (AAA).

Children are sometimes hard to spot during the daylight hours, let alone under conditions of decreased visibility. Wearing white or light colored clothing is one way to alleviate the problem of making one's self visible.

However, wearing retro-reflective tape lining or dangle tags is an even better way of standing out at night. Retro-reflective tape is made of the same material used in highway signs—it picks up light from a car's headlights and reflects it back to the light source with extreme

brilliance. The motorist also has a responsibility to be cautious and alert. Driving at night, whether one sees pedestrians or not, is a serious task. Such factors as visibility, glare and fatigue all combine to reduce seeing ability.



The poster "Wear White After Dark" is one in a series distributed by the CSAA to schools in northern and central California and throughout Nevada.

ARE YOU THINKING ABOUT SHAPING UP?

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

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The parent organization, B. L. Gustafson, has been on the Selective Panel of Registered Physical Therapists for City employees for over 20 years.

Naturally, many City employees who have required treatment for work-incurred injuries know of the Gustafson services located at the Marines Memorial Club, 609 Sutter Street (at Mason).

They should also know about Bert's Conditioning Clinic for a supervised and medically approved approach to attaining good physical conditioning. Their methods are safe and effective.

The cost is quite low while the conditioning facilities are extensive: a 25' x 75' swimming pool, two saunas, eight massage tables and a weight room with all possible conditioning devices, as well as plenty of lockers and shower facilities.

Women are cordially invited too, to look over the Clinic. There are separate facilities for women to enjoy the same conditioning advantages.

YMCA Scuba Diving Course

Signups are now being accepted for scuba lessons being offered at the Central, Embarcadero and Chinese branches of the San Francisco YMCA.

The YMCA Scuba Course includes six classroom and pool sessions held weeknights at

the 'Y' and four open water classes held weekends in Monterey.

The ones who successfully complete the course will receive YMCA Scuba Diver Certification.

Scuba lessons start at the Central WMCA Wed.,

Jan. 28, at the Embarcadero YMCA Tues., Jan. 13, and at the Chinese YMCA Thurs., Feb. 19. Class sizes limited; reservations necessary.

To signup or for more information, call 282-5879.

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594 Howard St.
San Francisco, Ca.



Police Commissioners L to R: Ms Judith Ciani, Herman E Gallegos, Richard Joseph Siggins, Rev. James Autell Hall and Mrs. Jane McKaskle Murphy.

Mayor Names Police Commission

director of the Bayview-Hunters Point Youth Opportunity Council and a special representative to the Fair Employment Practices Commission.

The Rev. Hall is minister of Bethel African Methodist Episcopal Church. Moscone noted that while a board member of the Berkeley Council of Churches he worked closely with the police department there on the problem of racial disturbances in the schools.

Siggins, a graduate of the Hastings College of Law, is a member of the San Francisco Bar Association, an advocate

in the American Board of Trial Advocates, and a director of the Association of Defense Counsel of Northern California.

Moscone said he will discuss the selection of a new police chief with the commission members over the weekend, and probably make an announcement on Monday.

He added he has been impressed by statements made on behalf of Deputy Chief William Keays, Captain J. William Conroy, Captain of Inspectors Mortimer McInerney, and undersheriff Charles Gaines, former Oakland police chief.

EXAM ANNOUNCEMENT

must be announced.

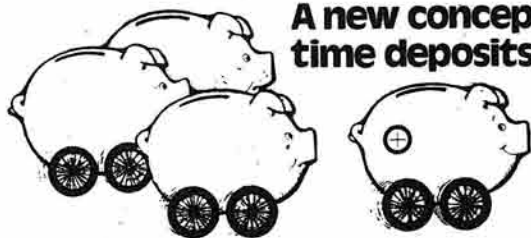
In the present situation the promulgation was made via teletype (number 5224, Sept. 16, 1975). This put members on notice that an exam could follow in approximately six months (March 16, 1976). Since all units of the department do not have access to teletype messages, lack of proper notification has been claimed. Others have stated that they were misled by the Civil Service Commission in that the Commission stated on or about September 22, 1975 (tt 5359, G.O. 103) that the examinations will not be held until after May 1, 1976.

Association Action

The Board of Directors will consider this issue at their January 20, 1976 meeting. Members are urged to contact their station and unit directors and express their feelings as to whether: (a) were they sufficiently notified as to the adoption of the bibliography and (b) were they misled as to the exam date by the civil service pronouncement. This must be known in order to determine if the claimed lack of notification and alleged confusion reflect the voice of many or the cry of a few.

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Re-elect LEON BRUSCHERA

RETIREMENT BOARD ELECTION

by Mike Hebel

Leon Bruschera's term on the City's Retirement Board will expire on February 20, 1976. Leon's seat on the Board is one of the three which is filled by election.

Leon is presently Secretary of the Firefighters Union and is also a member of the Executive Board of the San Francisco Labor Council.



Leon, a well known and respected firefighter, has been on the campaign committee of every successful police-fire ballot measure improving our retirement benefits.

While serving as a member of the Retirement Board over the past year, Leon Bruschera has insisted upon fair treatment for police officers who

appeared before the Board. He recognizes the hazards and injury problems that are particular to safety officers.

During the month of January the Registrar of Voters will distribute ballots to all City employees in the Retirement System. These ballots must be returned by 5 pm on February 13, 1976.

THE POLICE YEARBOOK

There have been a number of unexpected delays in producing the Police Yearbook. However, as it now stands, we should have books ready for delivery by March 1976.

This is the LAST NOTICE to those people who stated they wanted the Yearbook, but to date, have failed to pay for same. If payment is not received by January 21, 1976, then you will simply not get the book in March.

Later re-orders, or second printings will not be available until late in September or October of this year.

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