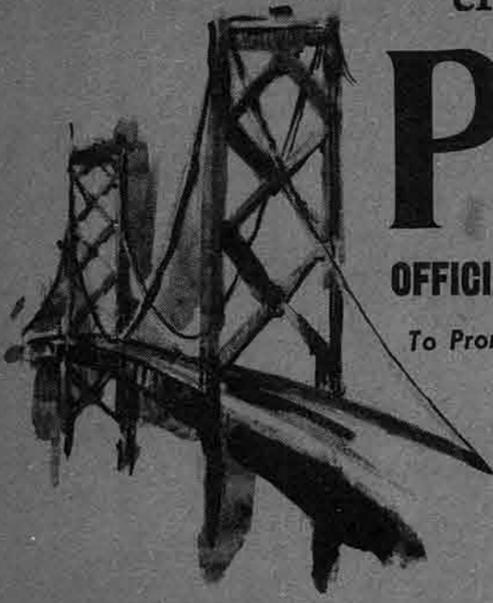


the San Francisco

# 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 Men



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

VOL. 7

SAN FRANCISCO, FEBRUARY 1976

204

## MERIT SYSTEM KAYOED!

### Report to the Police Commission

Presentation by Sgt. Gale W. Wright, Co. K, Spokesman for the Solos made on Wednesday, February 4, 1976 before the Police Commission.

The Chief of Police notes that crime is up 18% in 1975 over 1974. Thus he has already created the Crimes Specific Task Force. He has transferred 26 Solo motorcycle officers and 2 Solo sergeants to that unit, along with several Inspectors and Patrolmen. For all purposes, these Solo officers and sergeants are "lost" to the Traffic Bureau for an indefinite period of time as no one knows how long the Crimes Specific assignment will exist.

Now the Chief tells us of his plans to reduce the number of men assigned to the Solos by 25 officers and 2 sergeants. He says he needs the money in the budget intended for new motorcycles to purchase new radio cars instead. We are talking about \$100,000 in a \$71 million budget. Whether new motorcycles are needed or the ones already in use can still be used, can be debated I'm sure. I really don't know very much about that subject.

However, I do know about the personnel involved who will be told that they have been chosen to leave the Solo motorcycles in the name of Sound Management Practices.

I submit that arbitrarily rearranging the work and lives of 27 officers is not sound. If the Chief is absolutely determined to reduce their numbers, I plead it be done through normal attrition, and not outright reduction.

The Chief is on record as being against favoritism and closed shops. I submit we have neither in how the patrolmen and sergeants are assigned to the Solo motorcycle detail. Before the Chief spoke to the members of the Traffic Bureau on Wednesday the 28th of January for over an hour, I don't believe he knew what process was used to make those transfers.

Check the waiting list. Ask any officer on the Solos how long he waited and he will tell you directly that he waited an average of 5 years or more for that assignment. Where is the favoritism in that? The same is true of the sergeants. There is no hanky-panky going on here.

Furthermore, the Chief says he wants more lateral movement for the officers in Patrol. Thus he has decided upon a rotation system, which means that every 5 years or so, the men on the Solos will be routinely transferred off of the Solos.

If the rotation system is used and the numbers of officers assigned to the Solos is reduced to just 52 officers and 7 sergeants, that would mean that even if all of these men were completely replaced every 5 years, only 200 members would matriculate through that assignment EVERY 20 YEARS!

I submit that a great deal of lateral movement is already available to the officers in Patrol. Transfer to any of the 9 District Stations is available, as well as the Field Patrol Company which includes the horses, the Hondas and the Dog Unit. Additionally one can request transfer to the Accident Investigation Bureau, the Solos, Planning and Research, the Police Range and Community Relations. Not too bad. He is of course, eligible to take the Assistant Inspectors and/or the Sergeants promotional (Cont'd Pg. 7)

### C.O.P.S. PRESS RELEASE

California Organization of Police and Sheriffs (C.O.P.S.), at their annual conference held at Hyatt Lake Tahoe Hotel, recently by unanimous vote proposed a State Amendment prohibiting strikes by police and fire fighters. In view of the adverse public reaction against police and fire strikes, the proposed amendment would prohibit public safety officers from withholding their services and would assess a severe penalty for such an action. The initiative would also set forth rules and regulations to provide for meaningful meet and confer sessions with local employers.

The proposed amendment to State Law follows the guidelines established in the Myers, Milias, Brown Act, adding a \$500-a-day penalty every day a local safety member is on strike, and provides binding arbitration on all matters of impasse.

The members of C.O.P.S. will shortly be contacting the citizens of California for their support on this most essential provision to keep police officers on the job.

by Lou Calabro and Mike Hebel

On February 4, 1976 San Francisco's police commissioners approved the 1976-1977 department budget. In so doing they have, with respect to one position, abandoned the civil service merit system in preference to political patronage; in doing so they have violated the spirit and intent of charter section 3.5.30 and 3.5.33 (Proposition "E"); and in doing so have jeopardized their position of respect in the eyes of police officers.

### DIRECTOR OF COMMUNITY RELATIONS

While the police commissioners might and have argued that their approval of the budget — which contained the position of "Director of Community Relations" with a \$27,600 yearly salary attached is merely the creation of an unfilled position, such argument flies in the face of reality and is merely a search for a technicality devoid of substance.

The day after the budget was approved both the Chronicle and Examiner announced that "the police commissioners had promoted community relations officer Rodney Williams." At this commission meeting, when Chief Gain was asked by Commission President Siggins if this position could be filled from the rank of Captain, the Chief replied that of all the police captains he did not believe that there is one more qualified than Officer Williams to fill the position.

Along with the very presence of Rodney Williams at this meeting, all facts and circumstance led to the conclusion that if the Civil Service Commission, Mayor and Board of Supervisors ratify the Commission's action, then Assistant Inspector Rodney Williams will be appointed Director of Community Relations and will claim the nearly \$10,000 raise affixed thereto.

### POLITICAL PATRONAGE

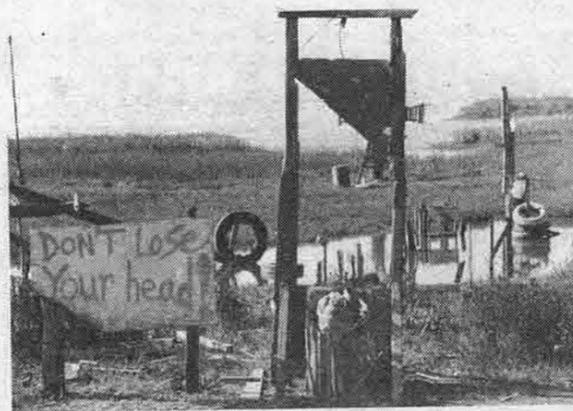
The filling of this directorship with Rodney Williams is an act of political patronage.

Section 8.310 of the City's charter enunciates a declaration of personnel policy when it says: "All appointments in the Public Service shall be made for the good of the public service and solely upon merit and fitness, as established by appropriate tests, without regard to partisan, political, social or other considerations."

Within the department it is well known that two individuals of lower civil service rank have approached Mayor Moscone with a request that they be appointed to positions which would not increase their civil service rank but would increase their salary and their position in the department's order of rank. This is the patronage system working.

An inspection of the approved budget shows that one individual made it while the other did not. A patrolman who wanted lieutenant's pay failed; an assistant inspector who wants nearly captain's pay is on the way to winning. And in so doing, the rest of the department loses. It loses its faith and trust in its leaders.

While some question the propriety of objecting to patronage when it merely affects one position, only the simple and naive fail to see the next patronage group lurking in the background. Failure to object to even one such appointment is an abandonment of a fundamental principle which led police (Continued Back Page)



On the tidelands just east of the Bay Bridge Toll Plaza on Highway 80 is the work of several unknown sculpturists. This one says "Don't Lose Your Head." More pictures on this "different" kind of art can be found on page 10.

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## District Merchants



Alessandro Baccari

Alessandro Baccari is the new President of the San Francisco Council of District Merchants. The installation oath was administered by Supervisor Quentin Kopp before a dinner audience of over 480 San Francisco civic and business leaders assembled at the Presidio Officers Club.

In his acceptance speech, Mr. Baccari said, "In 1976 I would like to see the council become a catalyst for all the diverse economic, social and cultural forces in the City." He said particular attention would be paid to matters of taxation, law

## Install President



enforcement, traffic and the major sewer construction project underway throughout the city.

The Council of Merchants is a citywide organization made up of 26 local associations dedicated to improvements in each of the city's neighborhoods.

Mr. Baccari is the President of the public relations firm of Baccari & Associates, and the representative of the Fisherman's Wharf Merchants Association. He is a native San Franciscan and holds degrees from the University of Santa Clara and U.C. Berkeley.

## rumor bureau

by Al Casciato, Director Co. A.

For years Policemen have heard a variety of rumors via their own ranks and the media. If one were to look back at all those rumors, one would find that 99% of them were entirely false. And, most of those rumors were vicious and slanderous.

Policemen must wake up and realize that rumors are the work of persons who are involved in politics for their own selfish interests. Rumors are used to constantly test an individual or group to find out where they stand and to determine what strategy should be used to accomplish that political end.

If a group is susceptible to rumors, as we are, it is much easier to Divide and Conquer. A panicked group is easy to manipulate.

The rumors are coming

so fast these days it looks like everybody is gasping for air. We are presently being manipulated by persons who are hoping to gain the political plums of the Department, at our expense.

The next rumor you hear, bear down on the rumor-monger. Ask him for his source, when he hears it, and so forth. Do a job on him. Make an investigation. He won't like it. That's great. Maybe he will dry up.

To let you know how far this stupid game has gone, one of the midnight watches has started their own rumor (starting) center. They spend their time dreaming up rumors and then spreading their rumors to the day watch. Then they are really getting a big laugh when the rumors they started get back to them the following evening. Sick, - sick.



The Beachcomber Club is a year-long program offered to organize groups of 250 or more. Presentation of Beachcomber Club cards at the Boardwalk entitles the purchase of special books, containing ride tickets, good on all 19 major rides and kiddie rides. There are coupons for discounts on food, games, entertainment and merchandise.

As you can see, this constitutes a very attractive offer for families and since it costs the corporation or organization nothing, makes for excellent public relations.

We have asked to be included in this fine program and should have the Beachcomber Club cards within the next couple of weeks. Just drop by the Association offices to pick up your card. Incidentally, the card is good for two years.

## REVISED MIRANDA

You have the right to swing first, however, if you choose to swing first, any move you make can and will be used as an excuse to beat the hell out of you. You have the right to have a doctor and a priest present. If you cannot afford a doctor or are not presently attending a church of your choice, one will be appointed for you. Do you understand what I just told you, turkey?

## 80th RECRUIT CLASS — 20TH YEAR REUNION

Any of the class members who are interested please let me know.

Drop me a note at Healy Ins. Agency, This will either be men only, or members and their wives. Please indicate your preference. Majority Rules. I need to know immediately so preparations can be made. It will be held on April 16th or 17th. Remember, Easter Sunday is the 18th. I would like a few volunteers to give me a hand. Call me at 731-9455, Frank Kalafate.

## 3 Day COPS Conference

Representatives of over 17,000 police officers in the State of California attended the three day COPS conference at the Hyatt Lake Tahoe during the week of February 8, 1976.

Collective Bargaining, with strong language against strikes by public safety officers, was the main theme of the conference. It was determined that in order to get Collective Bargaining, we will have to take the matter out of the hands of the politicians, the League of California Cities, and others by using the Initiative Process, and submit the amendment directly to the voters.

Several other subjects of the meeting were well planned and extremely interesting, such as Workers Compensation, Bill of Rights, Budget

Analysis, Negotiations, Case Law Decisions, Public Safety Officer Retirement, Political Action, Collective Bargaining and Insurance Services.

These Regional conferences are important so each member organization can share information on all of the above subjects. The experts who were the lecturers, were all excellent. Their knowledge of our problems and how to best deal with them, benefits the State organization, as well as each member organization for its own jurisdiction.

Without a strong police State organization (COPS) in California, there would be no input on matters affecting police, except from those who feign support but really have their own interests in mind.

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Gale Wright ..... Editor

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

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# from the Secretary

by Joe Patterson

Several weeks ago I was standing in the Lineup room of the Northern Station talking to one of our new police persons, who happened to be assigned there at the time. I found it hard to believe that this charming 4'11", 90 lbs of loveliness was rounding into one hell of a cop. However, according to her Training Officer (and my personal observations) she was doing a darn good job.

Anyway, as I said we were talking and she wanted to know how does one join this prestigious organization called the SFPOA. After divulging that highly classified information to her, she proceeded to reciprocate in kind. She told me that a lot of her peers (both genders) were not joining the Association because of the stand we took regarding the Law Suit that brought them into the Department. They feel the Association is both anti-female and anti-minority because we joined the law suit.

Needless to say, I at once straightened her out on both points and furthermore I promised to explain the Association's position so everyone could read it. Now can you just imagine me, Joe Patterson, being affiliated with an organization that didn't like women or minorities?? Hell, I have even been known to sleep with both (married to a Black woman, HA).

The suit brought by the OFJs, asked that two minorities be hired at the entrance level for every one non-minority, until the minority makeup of the department was commensurate with the composition of the minorities within the City.

Females should also be hired in the same manner. Even the promotional system was attacked. The merit system was to have been done away with. The suit asked for a Sergeants exam to be held for minorities only. Then two persons from this list would be promoted for every one officer on the existing list. The promotions for Lieutenant and Captain would be handled in the same way.

The SFPOA joined the suit to protect the established criteria that is required for 1) the entrance level and 2) the promotional system. We believed that without our joining the suit against the Police Department and the Civil Service Commission, the best interests of our membership might not be protected. It is important for me to repeat myself by stating our interests were not anti-female nor anti-minority.

We did not want to see reverse discrimination. We wanted to protect established standards, and certainly the promotional system for all ranks.

Federal Judge Robert Peckum found both the entrance hiring and promotional practices were not discriminatory. He did, however, order that women be hired as regular police officers and be "tested" for two years. Normal probation for any police officer is one year. Additionally, he ordered that persons under 5'7" also be hired. The SFPD did not have women officers on patrol duties, nor did the Department have persons under 5'7" doing police work. Now we have them, we shall see if all works out well or not.

The SFPOA recognizes and accepts the importance of a well balanced police department. We welcome all races and both sexes. We will, however, make sure that a balance is achieved through a fair and impartial system.

Only through such a system will we be able to maintain the caliber of police personnel, both men and women, that is required to give the citizens of San Francisco the type of service they deserve.

## President's Corner

BY JERRY CROWLEY



San Francisco Police Officers' Association

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



February 19, 1976

The Honorable George R. Moscone  
Mayor of San Francisco  
Room 200 - City Hall  
San Francisco, Calif. 94102

Sir:

It has been the position of the San Francisco Police Officers' Association that a viable and responsive Community Relations Unit is a necessary part of the Police Mission.

It has also been our position that the Civil Service competitive merit system, and the Charter of the City and County of San Francisco be strictly adhered to. The elevation of Rodney Williams to a position of responsibility above the rank of Captain clearly violates both these guidelines.

It is our present position that the appointment of Rodney Williams to the position of Director of Community Relations, under the Rules and Regulations of the San Francisco Police Department is a clear violation of City Charter Sections 3.530 and 3.533

There has been no inconsistency in our position in regard to the protection of the competitive Civil Service Merit System over the past year. There can be no exception to that position if we are to provide equal opportunity for all Policemen in San Francisco.

Respectively

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

GAC/eg  
cc: Board of Supervisors  
Police Commission  
Chief Charles R. Gain

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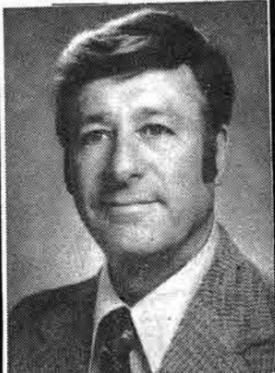
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# REVELATIONS of a former POA Director

I would like to thank the men of Ingleside Station for allowing me to represent them on the S.F.P.O.A. Board of Directors. Although it was only a temporary position for me, one of short duration, it was most educational and revealing. I would like to comment in just what respect.

Prior to the strike, I found myself, like too many other members of our Association, a member in poor standing. I seldom took interest enough to find out what was going on with the Board of Directors or if I did I seldom volunteered to either assist in accomplishing what had to be done, or if I disagreed I did it privately, to myself or among friends, never where the Board could hear any feedback.

Then came the strike. I started attending every meeting I heard about and found out our station was temporarily without representation. After we went back to work I volunteered to fill the empty spot and with no opposition, was appointed by President Crowley. I attended all those meetings during the pre-strike period and during the strike because I was raised in a strong union-minded home and had grown up through numerous strikes.

Strikes in a mining community are not healthy for children or other living things. Needless to say I feared the coming of the strike and felt obligated to find out what was happening. What I found out during this period and after has been most disheartening.

We have all heard the saying that everyone complains about the weather but no one does anything about it. Well, I have concluded that most people feel that way about just about everything, especially the Association. I heard young men expressing fears and complaints constantly but their contributions in time and ability were infrequently given.

Many times I heard some of our older men condemn the President in very explicit terms. When I asked them when was the last time they attended a meeting they couldn't begin to remember. Somehow this Association has become "THE Association" or "Crowley's

Association". The title of the Association is still the "San Francisco Police Officers' Association". If you are a member and don't like it, then voice your opinion. Attend some meetings. Run a candidate.

We have all seen how politicians can sit idly by doing nothing except what they want unless the people they are representing rattle their cages a bit. This is supposed to be an age of political awareness, so become aware. I discovered that there are some very hard-working men within the Association. Not many and certainly not all of the same political persuasion as myself but nonetheless, very hard working and dedicated.

I'm not going to attempt to defend any of the members of the Board. Their deeds should have either convinced you of their rightness or wrongness. The fact remains that very few men are carrying their ideas forward and fewer are carrying this Association on their shoulders.

I have decided not to run for the Board position I now have for several reasons, not the least that I became somewhat discouraged. I also have learned that it is necessary to put in an enormous amount of time to do a good job and I know that the time I am willing to contribute is not sufficient to do a really good job, but I hope that I never again become so disinterested in this Association as I had become a year or so ago.

I hope I can convince other members to show some interest and actively contribute from time to time. There is no logic in destroying your own Association when you have the ability to change it if you wish—or help contribute to its current direction. If there are some of you reading this right now who feel that they can direct a better organization, this Association has elections and its simply a matter of convincing other men that you have the ability to lead them.

Instead of having to build an organization from the ground up, here is one already put together and ready to be led. All organizations need an opposing view. Simply because your point of view is different than

someone else's, it is not necessary for you to speak to only those people who share your point of view or think they do.

Another element of my education was coming in contact with a man whom has been called so many names, both complimentary and hateful, that it is impossible to hear his name without some sort of comment of feeling expressed. Sgt. Jerry Crowley has been assigned to Co. H recently and contrary to some local gossip, he neither breathes fire nor sports a halo. He is a man. A very concerned man.

I have been given reasons by a host of people as to WHY they believe he is concerned but have seen very few of these men show the courage to express to him personally their feelings. Frequently critics have had opportunities to do so but all the criticism seems to have been vented in conversations they have had with me or their friends. The important question that must be asked of his critics is what is their plan and who do they have in mind to replace him? Can their candidate and their plan work for all the men in the department? If so, get your program together and find out.

Lastly, I have learned that we NEED an Association. We do not need any labor organization or union. We are not truck drivers, machinists or longshoremen. We are policemen and therefore different than any labor group. We have the ability to speak for ourselves, to help decide our own future if only we will realize our capabilities and use them. Our responsibilities are far different than other groups of workers and I would like to believe that this group is not just different but somehow better. When the newspapers used to refer to the "City's Finest" we knew who they were referring to, and it wasn't truck drivers or the Board of Supervisors.

I recently was called to St. Paul's on a problem involving a student. When my partner and I arrived we were directed to the principal's office and there on a wooden plaque I saw what should be read by all members of this Association. It said, "If you wish to avoid criticism say nothing, do nothing - be nothing".

by Dennis Bianchi Former Director, Co. H

## ATTENTION New York Life Policy Holders

### NEW YORK LIFE DISABILITY CLAIMS

Almost every day, New York Life receives inquiries from officers regarding their disability claims. We would like to make the following, helpful suggestions which will expedite the service of your claims.

1) The claim form must be sent directly to New York City. Sending them to N.Y.L. in

the City, only delays the service. If you need a claim form, call N.Y.L. at 781-1501.

2) Your policy number must be entered on every claim form. When directing additional bills or correspondence, or on a continuing claim, the claim number is also most important.

3) If you think there is a delay, check with your doctor first before calling

N.Y.L. Many, many times he has not sent in your claim form.

A claim form must be submitted, along with the doctor's statement, when initially filing a D.P. claim. However, N.Y.L. will accept a "Return to Duty" slip to terminate the claim.

4) In general, it takes two weeks to pay the claim directly off of the claim form once it reaches the

New York office. However, if additional statements are required, it may take three weeks or longer. New York Life will notify you when they are requesting additional information to complete your claim.

5) There may be a One, Eight, or Fourteen day waiting period, depending on your D.P. policy, before you are eligible for benefits.

On D.P. policies there is a Ninety-day waiting

period before Waiver of Premium becomes effective.

Life insurance policies require a Six-months disability before one is eligible for Waiver of Premium.

6) If you would like to change your beneficiary, inquires should be directed to New York Life's San Francisco office, 781-1501. Remember to state the full name and relationship when completing the form.

7) The new insurance agent for New York Life is **Gregg Lipanovich** (421-9960). He is the only person authorized by the S.F.P.O.A. Insurance Committee to service or accept inquiries regarding disability (or life) insurance.

8) If you feel that you have a major problem, please contact Harry Bagala (781-1501).

If you will kindly follow these suggestions, your claims will be serviced in a short period of time.

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# INCOME TAX DEDUCTIONS

For the year 1975, the SFPOA dues were \$127.24,

plus \$12 to Community Services.

## to the VETERAN POA by Tony Bell

To: The Veteran Police Officer's Assn.

Inasmuch as I have been selected by the three elected officers in the POA to represent you in the state COPS organization's convention in the Hyatt Lake Tahoe, I will have missed my first meeting of our organization in almost three years.

First, I wish to thank each and every one of you who voted in the just completed POA election, either for me or against me, indicating that you do recognize that the Veteran Police are viable, potent political force, and will become more so as our membership increases in the POA. The final tabulation is Bell, 152; Williams, 71.

Secondly, I want to thank my worthy opponent, Bill Williams for the clean campaign he waged against me, with neither of us resorting to snide remarks, nor sly innuendoes.

For the past six months,

I have been pleading, cajoling, coercing all of us to join the POA. I was laughed at and scorned by some in the statement that the Veteran's do not need the POA, but the POA needs us. Does one spit in the eye of an organization that gave us sufficient funds to win our Prop "H"? To me, that would be the height of scorn and ingratitude. But if all 490 members of our organization joined the POA, can't you realize that we, in a solid bloc, could make any changes we wanted, even the revision of the Constitution and By-laws.

I have tried to introduce legislation to extend the moratorium another six months at least, but the Parliamentarian, (who is also an attorney-at-law) declared said legislation is constitutional. But before my term expires, I will again attempt said change. But if I am successful, I must have your 100% support. And remember this, the active men pay \$13.31 in dues per mo. and you pay \$9 per yr., which amounts to slightly more

than 5%. Just how much representation do you expect for that paltry sum? This is a young man's department and if you were active, would you want a retired man to be president, for instance? Search your consciences and come up with an answer!

With COPS membership of 17,000 police officers, and more departments joining every month, there's a good possibility of the active men subsidizing in part, at least for the dental program for the retired men. Also life insurance and disability insurance at a better coverage and lower premiums due to the numbers involved. But again, only to members of the POA. Sorry about the others!

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## IMPRESSIONS OF CHIEF GAIN

by Paul Chignell

The San Francisco Police Department has its first outside chief in sixty-five years.

With mixed emotions, the department has reluctantly accepted Charles Gain as the new Chief. Most accept his appointment as another manifestation of the August, 1975 strike.

Some individuals within the community believe that Gain will take charge of the department, bring the malcontents into line and reduce violent crime in the City by the Bay.

Others see his leadership as an enlightened change and optimistically point to a cohesion of the various communities and their police force for the common good.

Yet others see Charles R. Gain as an anomaly in law enforcement; that unique brand of liberal cop who will hinder effective law enforcement and make San Francisco an open city for the vices of urban decadence.

The type of leadership, the array of innovative programs and the statistical analysis that we all will watch closely over the next few months and possibly years, will ultimately judge our new Chief of Police.

Some members of the Association hierarchy have completed background checks of Gain. A former sworn side in Oakland describes Gain as an autocratic bungler; another Oakland cop says that Gain was a brilliant administrator who brought Oakland out of the nineteenth century. The latter officer says that the "no confidence" vote was a sham and was misinterpreted by the Oakland P.O.A. as well as the media.

The relationship between Chief Gain and the Association is critical to the success of the new Chief. The vast majority of the department supports the current P.O.A. leadership and respects our negotiating ability.

If the Chief is able to or wishes that he could destroy the effectiveness of the Association, he will suffer as much as the rank and file police officer. On the other hand, if the Chief and the P.O.A. move ahead together, real progress in terms of morale and benefits could well become a reality.

A sad fact has become apparent over the last ten years for various Chiefs of Police: most patrolmen and sergeants respect their Association for more than their statutory leader, the Chief of Police.

Worse yet, proposals initiated by the Associations throughout various police departments are rejected by many chiefs without any cursory examination.

Some of the best deployment proposals leading toward efficient law enforcement have come from Associations. Furthermore, the frustrations and concerns of working police officers are voiced by their Associations, but are continually rejected by Chiefs of Police.

All of this leads to the simple conclusion that various crises will occur within the next few months. Chief Gain will have to deal with these crises as a fair and firm administrator.

The Civil Service Merit system has and will come under attack because of nefarious political considerations within the community.

Police officers in San Francisco will not save in their support and belief in the civil service merit system. It is the ONLY fair system in a police department.

Chief Gain must realize that San Francisco cops believe in the upgrading of Community Relations but will not condone the appointment, politically, of a patrolman to head a major unit within the department.

Likewise, cops are sick and tired of being pushed around by civil service hacks as evidenced by the latest fiasco on the Sergeant's examination.

Furthermore, career development and input upon decision-making are tired and true personnel practices that have never been supported by our previous Chiefs of Police.

The time has come for a chief, even from outside the department to carefully scrutinize the tremendous talent in the lieutenant's and captain's ranks that exist within the PATROL force.

The Chief must leave the fifth floor at times to escape his exempt staff and bring patrol commanders into the management of the department. For too long the men with gold stars in the Patrol Bureau have been locked away, unable to penetrate the inner sanctums of the fourth and fifth floors.

We shall watch Chief Gain as the crises occur and support him wholeheartedly when change is for the good of the department. But when the reverse occurs, we will take a different course of action.

## SFPD Teletype

Company commanders and heads of bureaus appeals concerning the provisions of the examination announcements for classes Q-35 Assistant Inspector, Police Department, and Q-50 Sergeant, Police Department have been received within the time periods provided. The Civil Service Commission staff has reviewed these appeals and the following amendments of the examination announcements are hereby ordered.

(1) Add class Q-20 policewoman to the next lower rank in the examination for Q-50 Sergeant, Police Department.

(2) Amend the beginning date of examination for Q-50 Sergeant, Police Department, and Q-35 Assistant Inspector, Police Department to June 5, 1976.

(3) Amend the last date for filing applications for both classes to March 31, 1976.

The rules of the Civil Service Commission provide that requests for reconsideration of this order may be filed up until 1200 hrs. noon, February 26, 1976.

Personnel/George Eimil, Director of Personnel  
Message 1129, 02-19-76, 10-30 hrs. Charles R. Gain, Chief of Police.

## Synopsis of the Uniform & Safety Equipment Committee

The Uniform and Safety Equipment Committee met on 21 January 1975 at 1000 hours in the Bureau of Planning and Research. Attending for the Administration were: Deputy Chief William Keays and Captain Hugh Elbert. Absent: Director George Eimil. Representing the San Francisco Police Officers Association were: Sergeant Gale Wright and Officer James Hughes. Absent: Officer Tom Jones.

1. The Committee examined the shirt samples submitted by the City Purchaser on Bid Proposal 165. It was the unanimous recommendation of the members that the product brand "Flying Cross" be awarded to bid on the basis of correct color and styling.

2. The Committee examined the footwear submitted by the City Purchaser and selected the sample item brand "Red Wing." The selection was made based upon the apparent superior construction quality of the product and the lack of past complaints.

3. The committee reviewed a memorandum received from Sgt. James Dachauer suggesting that the necktie be eliminated from the police duty uniform. The request is based upon the need to dissipate the body heat build up caused by wearing the bullet resistant vest and to avoid the problem of the vest riding up into the necktie when the wearer is in the seated position.

The Committee unanimously recommended that the necktie be eliminated from the uniform in view of the fact that the wash and wear shirts were designed to be work without a tie and that the dissipation of body heat build up while wearing a bullet resistant vest could be reduced. The Committee also recommended that the necktie be worn with all Class A uniforms. If the Administration approves of the recommendation, it is further suggested that the uniformed members only be allowed to wear white colored undershirts which are not frayed around the neck line. (COP Gain subsequently approved this recommendation. Apparently a formal date will be announced.)

4. The Committee discussed the present practice of members wearing mixed uniform classes in the various patrol and traffic units. It was recommended, in hopes of improving uniformity, that photographic posters depicting the wearing of Class A, B, C, and D uniforms be made available for posting in each patrol and traffic unit.

The Committee adjourned and rescheduled to meet on Wednesday, 4 February 1976, in the Bureau of Planning and Research at 0930 hours.

Secretary Robert Bernardini

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# LETTERS

President  
San Francisco Police  
Commission  
My dear Commissioner  
Siggins:

As you no doubt are aware, Officer John M. Orlando is terminally ill with leukemia and is presently undergoing his third chemotherapy treatment at Kaiser Hospital. On June 16, 1976, he will have 10 years on the San Francisco Police Force.

It has come to our attention that fellow officers at Central Station are trying to volunteer enough of their sick leave benefits to enable him to accumulate enough time to qualify for his retirement benefits. By the end of March, 1976, Officer Orlando will have used up his sick leave and vacation only 48 days short of his 10th year anniversary.

Officer Orlando is only 38, married with four small children under the age of 13, and has little or no outside sources. We named him Police Officer of the Year in 1975 because of his fine record of service to our district and because of the great respect and affection which he has generated both in the community and with his fellow officers.

The Nob Hill Association would be very appreciative if there is anything you can do to assist his comrades in the force in allowing them to make available their sick leave for his benefit. We realize that there are rules and regulations which must be observed, however, there is a real human element here and we feel it is a very exceptional case.

Thanking you in advance, I remain

Sincerely yours,  
C. Edward Head  
President

Editor:

I wish to thank the POA especially our attorney Stephen B. Bley for their help during my disciplinary hearing.

Appreciations also goes to the new Police Commission, Chief Gain and a special thanks to Director George Eimil and Captain McInerney for their understanding and concern.

Officer Ray Portue  
Crimes Specific TF

Mike Hebel  
Dear Mike:

This morning in the post, I received a letter from the Police Department and Controller containing a check for my accumulated back sick-pay.

I wish to thank you and the association for putting the pressure on the Controller to issue payment for accumulated sick payoff for retired members.

I wrote the letter to the controller as requested in the *Policeman* requesting payoff on the 1st day of Jan. this year. However they were a little late, since this is the 17th, but I guess the association won't hold that against them.

The association is growing stronger and without the support of the association, the city would have waited for a couple of years to make payment.

As of this date, I have heard nothing about my request for membership in the retired members. Could you please check into it.

Again, I wish to thank you and the association for all you have done for me and other retired members.

Yours for a even stronger association

Don Drake

Dear Mike,

I wanted to take this opportunity to express my sincere thanks to you for the efforts you put forth on my behalf in the matter of my disability retirement.

Although as police officers we talk a lot about retirement, when the day arrives we usually meet it with mixed emotions. This seems especially true in cases, such as my own, where the decision to act was made for me by my injury and not of my own volition. It frightened me when I realized how little I had prepared myself for it, but mostly, I was astounded at how little I knew about the procedures involved in the process.

Fortunately, about this time I got some good advice—"Go talk to Mike Hebel. He can help you." This may be some of the best advice I've ever received. I intend to pass it along to other police officers who find themselves in my position.

The effort that you put into the preparation of the legal approach to be used so my wife and I would receive the best benefits was far more time consuming than the necessary appearances you made on my behalf at the Retirement Board.

There is much more I could say about the work you did on my behalf and the personal interest you took in my case, but suffice it to say that my wife and I appreciate that the P.O.A. made such a sincere person with the expertise you possess available to us.

With best regards and personal thanks,

E D W A R D  
McLAUGHLIN

*Following is a letter received by Joe Mollo, President of the San Francisco Police Athletic Club. He felt it should be shared by all of you who knew and loved Inspector Dan Nilan. For those of you who didn't know Dan, your loss is as great as ours.*

Dear Joe:

This letter is long overdue but things that affect me emotionally are not easily done.

Through the *POLICEMAN*, I learned that the Football team has a "Dan Nilan Memorial Trophy" and the crew members named their new boat "The Dan Nilan," and of course I knew that you and Jim White had the "Dan Nilan Memorial Tennis Tournament." I know there is nothing that would please Danny more than to be remembered in this way, because, as you know, sports were an important part of his life and especially within the Department. Since I could not thank all the men individually, please convey to them my deep appreciation and gratitude for expressing their esteem for my beloved Danny by honoring his name with these memorials.

Most Sincerely,  
/s/ Marth Nilan  
(Mrs. Dan Nilan)

P.S. My congratulations to the football team on having won the game against the San Francisco Fire Department this past season and thereby returning the Trophy to the San Francisco Police Department.

God Bless all of you:

I am an inmate at FCI, Oxford, Wisconsin in which I'm serving a three (3) years sentence, but I read in the paper where forty (40) policemen is donating a sick day to a fellow officer (John). I want to say that I was moved by that and I want you all to know that I'm praying for John to overcome his illness and I hope that God will be with him and his family.

I was surprised to know that the board wouldn't accept that, but more power to Attorney Hebel, in not giving up and I hope that you will not let the board action stop you.

I've done wrong and I am in confinement here at the Federal FCI but I have always wanted to help the police in which I did in Detroit, Michigan. But I went wrong somewhere, but I do not have any ill feeling towards the police. And I do hope that I could receive a letter from all 40 of you plus John and if any of you have a photo to spare I would appreciate it and tell John I will continue to pray for him and his family and send me a photo if he has one to spare.

I wrote this hoping that it will help in some small way, please give it to John and his family and please, some of you keep me informed of John.

I will be praying for all of you. God bless all of you highly.

BENTON COLVIN  
Box 1000  
Oxford, Wis. 53952  
FCI Reg. #30319-117

Editor:

On January 30th, a friend and I were walking down 18th St., towards Castro. At 18th and Hartford we were accosted by a gang of youths who confronted us with verbal abuses trying to incite a physical confrontation.

We called the police who responded immediately to our aid. The officers were quick, concerned and respectful. Frankly we were a little surprized they were so helpful. There are now at least two homosexual men who have gained a lot more trust and respect for our law officers.

Thanks very much  
Sincerely yours,  
Daniel Histo  
Jim Crandel

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## WHAT WAS ACCOMPLISHED?

### Police Commission

examinations.

The obvious point is, that one is not stuck in Patrol. Patrol officers are just like anybody else: he can move if he wants to, or he can continue as a patrolman. The choice is up to the individual.

Now take the case of an officer who is on the Solos. He too has all of the options just listed. But for him, as a rule, being on the Solos is the way he wants it. He is generally not interested in promotions or what have you. He trained for six weeks to become a proficient rider. The California Vehicle Code becomes his bible. He operates alone and makes several traffic stops every hour he works. Not all of which, I might add, end in unpleasantness for the citizen he has stopped.

The men on the Solos provide the greatest mobile strike force in the entire police department. They can be pulled off of their present assignment in minutes and sent to a given location to restore order, protect lives or whatever. To reduce their numbers would be like cutting off the fingers on one of your hands.

What else do the Solos do? They respond to calls of burglaries, holdups, alarms, thefts, kidnappings, fires, homicides, demonstrations, gas explosions, as well as searches for lost children. Over the past few years the Solos have handled a large number of traffic accident investigations and reports. They have received proper training in order to make comprehensive investigations and they provide a fine service that many citizens would not otherwise get due to the demand for services of the Patrol units and the lack of officers either trained or on duty to supply that demand.

Some people in administration complain that the Solo hazard pay is too high, or that everybody should get it, or some even say there should not be hazard pay. Hazard pay is covered by the Charter, so it's there.

**A Survey:** I've conducted a brief survey of several members in Patrol. They were asked, "If you could get assigned to the Solos, 1) Would you take the job, and 2) How would you feel about leaving that assignment at the end of 5 years?"

Many responded that the job was too hazardous. They personally did not want to put themselves in jeopardy of broken legs or arms or worse.

Many said their wives would have no part of it. That is, there would be marital problems if they accepted the job. Others said they would like it, but knowing it would last only 5 years was not their idea of job security. Still others said they were going to school and they liked their hours now; or they were interested in promotionals and not the Solos.

Last but not least, I found in my survey that for those officers who said they were already on the waiting list for the Solos, that they believe the present system of waiting was fair, and that they knew it would take awhile to move up on the list. The list, incidentally, is open for inspection anytime they wanted to see it.

In my closing remarks, please allow me to direct your attention to the officers presently on the Solos. Those officers who through no fault of their own, may be forced to leave that job through the Chief's plan to reduce their numbers.

The Solo Officers pay more into the Retirement System than do other officers because of the additional hazard pay. Will he get back the additional sums he has paid into the System? Will he get it back with interest? Or, is he to lose these pension benefits?

The salary and hazard pay come to an officer in one check. He is not unlike you and me, he reads the amount of the check and buys accordingly. Many officers have bought homes, cars and so forth based on the increased spending power he earns via the hazard pay.

*No matter how you cut it, those officers who may be forced off of the Solos because of the Chief's reduction plan, will be taking a pay cut. On top of that you can figure another pay cut all of us will get because of Proposition "P"*

There is no favoritism used to become a Solo Motorcycle Officer. I would hope that you agree that the present system to get onto the Solos is fair and sound. Furthermore, if you determine the number of Solos must be limited, then please also be fair, and do it through Attrition.

The presentation provided a foundation upon which the Police Commission could base their questions to the Chief, if they didn't happen to have many of their own, since they are new to the Police Department.

The chief was asked several questions, including could he get the reduction he wanted by using the attrition method.

Chief Gain said that if the numbers of men quoted to him of between 15 and 19 officers retiring or otherwise by July 1, 1976 was correct, then yes he could handle it that way.

When it was pointed out to him that perhaps another 6 to 8 Solo officers are expected to be promoted to Sergeant if the list comes out in October of this year, he was asked if he could wait until that time to finish the reduction. The Chief was also agreeable to that point.

And finally, before the open hearing on this matter concluded, President of the Police Commission, Richard J. Siggins, again asked the Chief how he was going to handle the reduction, the Chief responded with basically the same answers as above.

Our congratulations to both the Commission and the Chief for their compassion in how to best reduce the number of Solo officers.

Gale W. Wright, Editor

Supplemental Report to the Police Commission

by Several Solo Officers

Clarification on the Chief's statement that the Solo officers only average 5.5 citations issued during their tours of duty is necessary. We are concerned that he may have presented a false impression. This often happens when a statement is given without any explanation.

The Solos have had many additional duties in the last few years, given to them by the Administration, which cut drastically into their ordinary patrolling time for traffic enforcement.

In 1975 fourteen members of the Accident Investigation Bureau were transferred to the stations. The Solos fell heir to do this work. Besides that, numerous details included Station duty, Opera details, Towaway, Ball games, Parades, Releases for Towaways, Special Crime details (Operation Purse Snatch) and others have been given to the Solos.

To give a fair estimate on the number of citations that are written, one must have all of the facts. All of these records are open for the Police Commission to review. Check each officer's Daily Report and it will become evident that a great deal of time is spent performing other duties, and not specifically traffic enforcement.

**No purpose is served by issuing a large number of citations. Quality, not quantity is the desired formula for good traffic enforcement.**

By now you have approved the Chief's request to cut 27 officers from the Solo assignment. We believe he is defeating his own purpose to fight major crimes, because 27 officers, who are radio equipped and mobile, can better respond to crime situations faster and more frequently than can radio car personnel. 27 officers spread around much better than 8 radio cars throughout the City. Most radio car officers have to spend a great deal of their time on service calls and in fact have very little patrol time.

Costs can also be misleading. Captain O'Brien stated that the Police Department made no contributions to the City's revenues with the exception of charges made for police reports and fines collected for citations issued.

A Solo Motorcycle officer through his enforcement returns to the General Fund four to five times what it costs the City for his salary, and equipment which includes his motorcycle, each year. In reality then, these officers are not costing the City any money to employ them. In fact, they are creating a profit. This may not be the goal, but many thousands of dollars are generated for the General Fund, through fines for citations.

## Police and Fire Mass

### 30th Anniversary St. Mary's Cathedral

**Sunday, March 28, 1976  
9 AM**

Officers and their families are invited to attend. Assembly will start at 8:30 a.m. All are invited to stay for breakfast after the Mass. Prices will be announced next month.

★ ★ ★

This luncheon is being held to raise money for recently deceased Police Officer Don Laufer. All proceeds will go to his family. Don was a classmate of John Orlando's, both of whom do not have/had the minimum 10 years in the Department.

## BENEFIT

All proceeds go to the  
Widow and Children of

### OFFICER DONALD LAUFER

A Luncheon will be held on  
Friday, February 27, 1976  
1100-1600 hours.

**\$10 A PLATE**

- \* Cioppino
- \* Linguini
- \* French Bread

### SNEAKY PETE'S

2526 LOMBARD

★ ★ ★

John Michael Orlando: A raffle is currently in progress to raise some money for John and his family. Tickets have been distributed to every station. If your assignment has not been covered, leave a message for Larry Frost or Sherman Ackerman at Co. H, Ext. 1603. Tickets cost \$1 each and the drawing will be held on April 1, 1976.

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# BOARD OF DIRECTORS MEETING

Board of Directors Meeting 12/16/75

Forest Lodge

Present: Casciato, Jones, Amiot, Fikkers, Chignell, Bell, Lynch, Svirsky, Wright, Merkley, Wode, Balentine and Crowley.  
Absent: Bianchi, Hebel, Lucey & T. Bell.

Treasurer's Report: Legal bills to former attorneys of O'Byrne & Bierne amounts to \$7800. Current bills to Steven Solomon come to \$17,000. We are up to date with Stephen Bley. Treasurer's Report Approved.

Dave Christensen has officially resigned as Secretary. President appointed former Treasurer and continued hard worker for the POA, Joe Patterson, to complete the one year term of Secretary. Discussion to pay the salary of the President was lengthy, but finally tabled. President's salary not to be paid by POA.

LEAA wants to award a grant to investigate complaints against police officers. Motion passed to oppose such a grant.

Sgt's Exam: April 3rd appears to be the official date. Mike Chan: He is still in the hospital as the result of a savage beating by a hype who was caught as a burglar. Motion passed to have the Awards Committee honor the gentleman who saved Mike's life. Entertainment '76 Books: \$12.50 each and each Director was given sample books for his station.

GENERAL MEMBERSHIP MEETING 7:45PM  
Nominations for Board: Names submitted to the Nominating Committee were announced. A/Casciato, B/Toomey, C/Amiot, D/Fikkers, E/Chignell, F/Bell, G/Lynch, H/Ackerson, I/Delmus and Lim, K/Wright and McVeigh, FP/Merkley, Hdqtrs/Hebel and Carlson, Insp/B. Huegle and Lemos, Ret/Bell and Williams.

Report by Stephen Bley: There are only four or five cases coming out of the Strike. Men are being called down to the IAB, not in a discovery area but in an accusation situation. The Police Commission decides three or four weeks in advance what the decision will be. The COP even goes into the side room with them during recesses. Personnel folders are viewed and it is decided in advance of the trial what kind of fellow the defendant is.

Michael Chan is a four year veteran who was savagely beaten by a narco user who was caught burglarizing a tire shop. Mike had the suspect up against a wall when the suspect turned on him and beat him nearly to death. A resident of the apartment house came to Mike's aid by hitting the suspect on the head with a piece of tree branch. Mike's nose is all over his face. He has broken ribs and other internal injuries. We are having colored pictures taken of him to show the visible extent of his multiple injuries.

Pay Raise: A hearing on Dec 22 will decide on the \$19 million bond we are requesting. Interest is accruing at 7%. There is no limitation on how long that interest can be earned.

A further pay suit may be filed by the POA to extend the pay raise back to July 1, 1975. Attorney Steven Solomon would handle this case on a contingency basis.

COPS: S.B. 1294 will be heard in Sacramento on December 13, 1975.

Propositions E and M: We will join the Fire Fighters in filing a demurrer.

Dental Plan: The PDHF Dental Plan was explained and approved for the Retired members too, provided an increase in due is passed to offset the costs involved for Plan I. (Later, although such a motion passed, it was declared illegal as the procedures of raising the dues did not conform to the POA Constitutional outline for raising the dues. Therefore there will be no raise in dues for Retired members.)

ICPA: Vic Wode - The following benefits are being pursued for the police across the nation via the ICPA.

1. Pay for services provided locally for the President of the USA.
2. \$50,000 Police Officer death benefit.
3. Police Officer Bill of Rights.
4. Either terminate or elect to end or have Social Security.
5. Firearms Control Bill.

Gale W. Wright  
Acting Secretary

The meeting opened with roll call and the following Directors were present. Co. A Casciato. Co. C Amiot. Co. D Fikkers. Co. E Chignell. Co. G Lynch. Co. H Ackerson. Co. I Svirsky. Co. K Lucey and Wright. Special Task Force (CPs) Merkley. HQ Hebel. Retired Bell. Treasurer Ballentine. Secretary Patterson and President Crowley. A quorum was present.

The regular order of business was suspended to allow Attorney Steven Solomon to bring the Board up to date on the negotiated pay raise and Proposition "P". Solomon stated that the status of the pay raise is that it is still in the District Court of Appeals pending oral arguments from both the appellants and defendants. If we win at the appellate level, the city will probably take the suit to the State Supreme Court. The State Supreme Court could take sixty (60) days to decide whether to hear it or not, then up to a year to decide what to do with it.

In order to circumvent these anticipated delays and to overcome the present delay, Mr. Solomon is preparing a petition to file with the State Supreme Court, asking an immediate hearing of the pay raise based on two points. These being that our pay rate for the fiscal year 1976-77 will be predicated in part, as per Prop. "P", on our pay rate for 1975-76. However, at present, no one knows what our current rate is because of the suit. The second point is that the delay is costing the city (tax payers) approximately \$1 Million a year in accumulative interest on the money that is being held back.

In summary, the association, through attorney Solomon, is doing everything it legally can to expedite the pay raise. However, the Judicial process is cumbersome and tedious and it may take quite awhile yet before this thing is settled.

In regards to Proposition "P", the language is very ambiguous and as of the moment, no official interpretation of it has been adopted. A request for clarification of "P" has been made through the President of the Board of Supervisors. He in turn asked that we draft a letter to him covering all of the points that we felt needed clarifying and/or would be beneficial to us. He in turn would incorporate this with his questions and get a ruling from the city attorney. The Civil Service Commission has recommended that the highest paid fourth year Patrolman in each locale be used in setting our pay rate and that S.F. be considered as one of the cities used.

Brother Ballentine asked Solomon if he felt that Prop. "P" met all the requirements of present law prior to being placed on the ballot and would it stand up under a court test. Solomon stated that Prop. "P" did not meet the requirements of the Meyers-Milias-Brown Act in that its authors did not meet and confer with the affected employee organization (SFPOA) as to the wording, effect, etc. Section 3500 of the Government Code covers this also. It is his opinion that Prop. "P" is technically illegal.

Solomon also stated that on January 9, 1976, he filed a petition to the District Court of Appeals asking for a decision as to whether or not we have any legal contracts with the city and Police Commission. A decision should be rendered on this sometime this year. A favorable decision would again give us a full time President for the duration of the contract.

In summary, Solomon stated that he is very optimistic about our chances on the strike settlement and all other legal matters we are involved in. He along with your Association officers are using all available means to bring these matters to a successful conclusion.

The next speaker was Charlie Oates, a retired Lieutenant of Police of the Torrance Police Dept. and presently the Legislative lobbyist for the California Organization of Police and Sheriffs (COPS). Charlie spoke on SB 1294 and gave its present status and what we could do to help get it passed. Unfortunately, this discussion has now become null and void because of the events of a few days after this Board meeting. This was explained in a bulletin of January 23rd.

The regular order of business was resumed and Brother Hebel, Welfare Officer, gave a report on Retirement and the Labor Relations Committee. Highlights of both reports are: Since January 1, 1976, approximately forty (40) people have applied for retirement. The lump sum payment for accumulated sick leave is once again being paid to members. Two members with less than ten (10) years have incurable diseases and are in the hospital. There was a motion by Hebel and seconded by Amiot to support Leon Bruschera, Secretary of the Firefighters Union, for election to the Retirement Board. This motion passed.

Bro. Hebel also said that money for LWLP Sergeants has run out and eighteen of the twenty-four LWLP Sgts. have applied for retirement. A supplemental budget request has been submitted to continue the LWLP for Sgts. Mike also brought us up to date on the status of the upcoming Q-50 examination as it relates to the Q-20s. This was discussed at length as to the official stand of the Association on the matter.

Finally a vote was taken to table pending further information. Subject was tabled.

Bro. Ballentine gave Treasurers Report. Your Association dues will decrease by \$3.32 per pay period beginning Feb. 3, 1976. He suggested that we adopt the recommendation of Attorney Solomon and retain his firm at \$2,000.00 per month and save the Association some money. This was taken under submission, but no vote was taken at this time. The Board expects to take action on this next month. The current fees for Solomon's firm averages around \$4,000.00 per month.

We lost a quorum at 1945 hrs. and the meeting was adjourned to an informational meeting.

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

## S.F. POLICEMAN FINANCIAL STATEMENT Month Ending December 31, 1975

BALANCE - November 30, 1975		
General	\$2,671.81	
Pre-Paid Ads Reserve	871.00	\$3,542.81
REVENUE - December		
Subscriptions	56.00	
Ads	2,569.95	
SFPOA Salary Subsidy	677.50	3,303.45
WORKING CAPITAL - December		
		\$6,846.26
LESS EXPENSES - December		
Commissions on Ads	892.10	
Misc.	59.91	
Printing (Paper)	1,188.32	
Mailing	300.00	
Salaries (Office)	477.50	
Salaries (Executive)	200.00	
Utilities (Telephone)	96.53	
Credit Union Loan	160.00	3,374.36
BALANCE - December 31, 1975		
General	2,314.90	
Pre-Paid Ads Reserve	1,157.00	\$3,471.90

## S.F.P.O.A. BALANCE SHEET Month Ending December 31, 1975

MEMBERSHIP: ACTIVE 1422	RETIRED 407		
ASSETS		LIABILITIES & RESERVE	
Petty Cash 101	\$ 150.00	Payroll Taxes Payable 399	\$ 979.38
General Fund 103	2,382.28	Unexpended Reserve 501	13,478.19
Legislative Fund 105	11,846.73		
Emergency Fund 107	78.56		
	\$14,457.57		\$14,457.57

## S.F.P.O.A. INCOME STATEMENT Month Ending December 31, 1975

INCOME:			
Dues - Active	001	\$26,367.17	
TOTAL			\$26,367.17
EXPENSES:			
Administrative Expenses	701	785.00	
Accounting	723	44.34	
Equipment Rental	728	176.25	
General Membership	740	27.00	
Janitorial Service	753	78.44	
Mailing	771	16.25	
Public Relations	772	2,588.50	
Rent	773	325.00	
Salary - Office	776	1,761.00	
Salary - Executive	777	900.00	
Supplies - Office	781	56.02	
Supplies - Administrative	782	38.35	
Tax - Payroll	783	208.97	
Utilities	792	638.19	
			\$ 9,641.31
Committee Expenses:			
Grievance	825	15.00	
Health Svc/Retirement	830	250.00	
Insurance Committee	835	993.63	
I.C.P.A.	840	2,063.96	
Legislative	845	47.84	
Labor Relations	850	56.00	
Screening	860	13,975.00	
Publications	865	1,141.66	
C.O.P.S.	870	259.80	
			18,802.89
			26,444.20
			\$ 777.03

## S.F.P.O.A. BALANCE SHEET Month Ending January 31, 1976

ASSETS		LIABILITIES & RESERVE	
Petty Cash 101	\$ 150.00	Payroll Taxes Payable 399	\$ 711.64
General Fund 103	5,232.64	Unexpended Reserve 501	16,596.25
Legislative Fund 105	11,846.73		
Emergency Fund 107	78.56		
	\$17,307.93		\$17,307.93

## S.F.P.O.A. INCOME STATEMENT Month Ending January 31, 1976

INCOME:			
Dues - Active	601	\$26,203.24	
Dues - Retired	603	117.00	
TOTAL			\$26,320.24
EXPENSES:			
Administrative	701	819.71	
Accounting	703	8.85	
Annual Election	723	42.66	
Equipment Rental	728	176.25	
General Membership	740	27.00	
Janitorial Service	753	94.96	
Maintenance (Equip)	761	29.35	
Mailing	771	270.60	
Public Relations	772	1,350.91	
Rent	773	325.00	
Salary - Office	776	300.50	
Salary - Executive	777	200.00	
Supplies - Office	781	518.88	
Supplies - Admin.	782	75.23	
Tax - Payroll	783	546.51	
Utilities	792	16.76	
			4,857.07
Committee			
Blood Bank	805	187.82	
Civil Service	815	20.40	
Health Svc/Retirement	830	510.50	
Insurance	835	630.50	
Legislative	845	1,337.10	
Labor Relations	850	2,099.44	
Screening	860	11,513.01	
Publications	865	695.00	
COPS	870	1,213.30	
Prop. E. (refund)	880	(362.00)	
			18,345.07
			23,202.14
			\$ 5,118.10

# PREVENTIVE DENTAL HEALTH FOUNDATION PLANS Update

By now you have received a rather thick envelope from the SFPOA containing a letter about the Preventive Dental Health Foundation plans, enrollment cards for Plan I, Plan II and the \$2500 Life Insurance program. If you didn't get the envelope, it's because we do not have your correct address. Phone 861-5060 today and we will send you the material the same day.

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

### COVERAGE:

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

## 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.

(If you see the dentist under Plan I, and learn you need some restorative work, you can still join Plan II if it is to your advantage, providing you get into Plan II before the 90 day enrollment period expires).

In addition to the rates quoted below, you must understand there will be a surcharge (co-payment) for the particular work to be performed, if it is not covered by the premium (check the brochure). For instance, if you were to have a gold crown, the charge is \$53 additional to be paid by you. (The average fee in California for this service is \$120). Check the complete list of surcharges in the brochure.

### 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

- |  |                           |
|--|---------------------------|
| <p><b>A. Diagnostic - 100%</b><br/>Examination, X-Rays, Emergency, Study Models (As shown in Basic Plan)</p> | <p>Covered by premium</p> |
| <p><b>B. Preventive Care</b><br/>Phrophy, Flouride Treatment, Home Care preventive instructions,</p>         | <p>Covered by premium</p> |

- |  |                           |
|--|---------------------------|
| <p>Sealants, Preventive Home Kits (As shown in Basic Plan)</p>   | <p>Covered by premium</p> |
| <p><b>C. Restorative</b><br/>Silver fillings - one or more surfaces<br/>Composite Restoration - one or more</p>  | <p>Covered by premium</p> |
| <p><b>D. Special treatment services</b> are available upon effective date of coverage. The co-payment (Patient Fee) schedule for these services are listed in your brochure.</p> |                           |

**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 the effective date for service can commence on April 1, 1976.

If you then enroll in Plan II, the payment of \$1.75 will be discontinued in lieu of the premiums for you in Plan II.

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

If you have any questions, please call us at 861-5060. Or better still, call the PDHF office at 800-252-0230 (toll free) and they will answer your inquiries.

\$2500 Life Insurance is paid for by the SFPOA. Just complete the application for it in order to have this extra coverage. Active members only.

## The DENTAL Plan is for RETIRED MEMBERS too

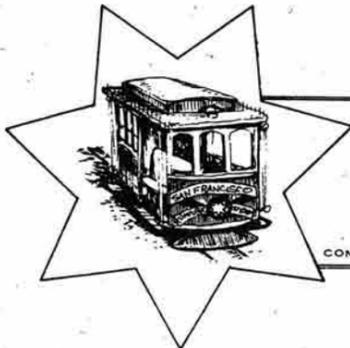
**Retired Members of the SFPOA can also participate in the Preventive Dental Health Foundation Plans.**

**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



SAN FRANCISCO POLICE DEPARTMENT  
BUREAU OF CRIMINAL INFORMATION / TECHNICAL SERVICES

# C.A.B.L.E. - GRAM:

COMPUTER ASSISTED BAY AREA LAW ENFORCEMENT INFORMATION / COMMUNICATIONS SYSTEM

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.

In the afternoon of 12/03/75 Solo Motorcycle Officer Williams #197 was in the 200 block of Mason Street. He observed a double parked vehicle interfering with the flow of traffic. There was an occupant seated on the passenger side of the vehicle. He questioned the occupant and learned the driver had gone into a building in the area. He made a CABLE check on the vehicle. Two parties associated with the vehicle had warrants. The Officer had the occupant identify himself. The name given was one who had traffic warrants. When informed he was under arrest the suspect gave another name, stating the first one given was not him. The driver returned and proved to be the party with traffic warrants, \$239's worth. The occupant was again checked through CABLE, using his new name. He was wanted by the Contra Costa Sheriff for auto theft.

On 12/05/75 Officers Bosshard #1334 and Marr #1629 in 3C6 were on patrol in the vicinity of 3rd and Bancroft Streets. They observed a vehicle being operated in an erratic manner. They stopped the vehicle. They questioned both the driver and his passenger. A CABLE query was made on both. The driver was wanted by this Department for battery. The passenger was wanted by this Department and by the Richmond Police Department on traffic warrants totaling \$400.00.

On 01/03/76 Officers Robinson #1698 and Esget #753 were in the 2200 block of Irving Street on patrol in 3I 36. They observed a party who they knew to be a narcotic addict. They made a CABLE query on the subject. He was wanted for violation of parole, burglary, enroute to the Department of Corrections.

In the morning of 01/07/76 Officers Hickson #2044 and Gregory #1262 were in 3D30 on patrol in the vicinity of Dolores and Market Streets. They observed a vehicle in a traffic violation. They stopped and questioned the driver. He was checked through CABLE. He was wanted by the Alameda County Sheriff for speeding and for giving false information to the police.

On 01/07/76 Solo Motorcycle Officer Sandstrom #569 made a traffic stop in the 2800 block of San Bruno Avenue. A routine CABLE check on the driver and the vehicle showed that the driver was wanted by the Oakland Police Department for Contempt of Court, the San Francisco Police Department for Contempt of Court, and the vehicle he was driving was reported as stolen.

In the early morning of 01/08/76 Officers Bosshard #1334 and Payne #64 were in 3C1 in the vicinity of Arleta and Bayshore Boulevard. They observed a vehicle being operated in an erratic manner. They made a traffic stop. A CABLE query revealed that the

vehicle had been stolen. The driver of the vehicle stated he had no knowledge of the vehicle being stolen and that it had been loaned to him by his stepson. The time of theft of the vehicle was known and the suspect stated he was out of town at that time. The officers were able to confirm this alibi. The stepson was identified and made the subject of a CABLE query. He was wanted by this Department for auto theft. The officers went to his home and made the arrest. The suspect's mother stated he had come to her home with the vehicle and had been using it. The date of theft and the time that the suspect appeared with the vehicle coincided.

On 12/15/75 Officers Zanardi #2021 and Derby #1090 in 3D1 responded to a dispute in a restaurant on the 400 block of Castro Street. A customer was refusing to pay for his meal. During the investigation the officers made a CABLE query on the suspect. The suspect paid for his meal, but was wanted by the San Jose Police Department for cruelty toward children and displaying a weapon in a rude and threatening manner.

In the early morning of 12/17/75 Officers Hickson #2044 and Gregory #1262 were on patrol in the 2300 block of Market Street in 3D1. They observed a vehicle being driven at a high rate of speed. The driver was stopped and made the subject of a CABLE check. He was wanted by the Marin County Sheriff for failure to provide support, by the San Rafael Police Department for traffic warrants and by the San Anselmo Police Department for traffic warrants.

On 12/17/75 Officers Keys #2042 and Payne #64 were on patrol in 3C2 in the area of Toland and Jerrold Street. They observed a vehicle violate a traffic law. They made a traffic stop. The driver had neither a driver's license nor other identification. He was taken to the Southeast Station in an effort to identify him. He gave the officers his name and birthdate. He also gave them the telephone number of alleged his wife so that the information could be verified. The party they spoke to gave them the suspects correct name and date of birth. He was wanted by this Department for twenty three traffic warrants and by the Emeryville Police Department on two additional traffic warrants.

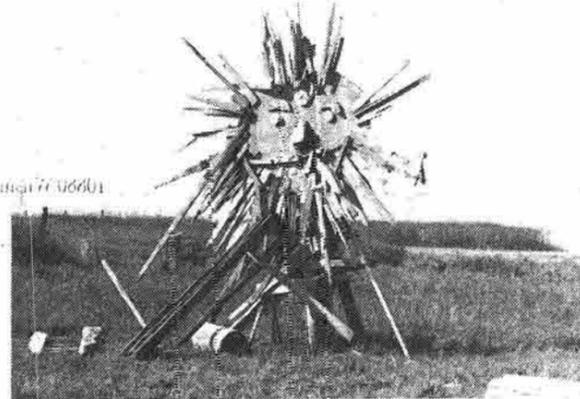
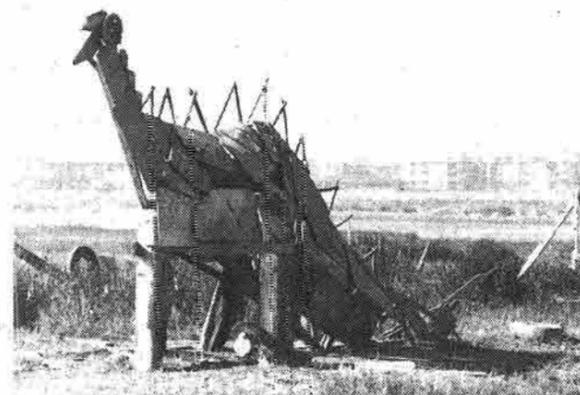
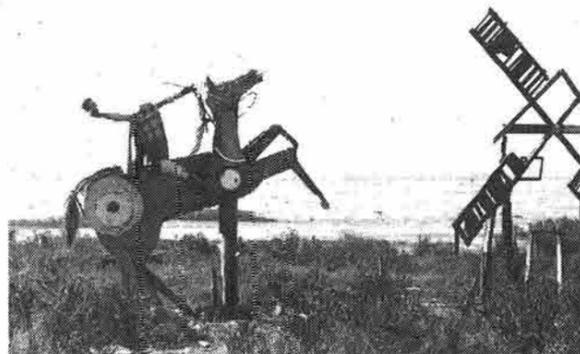
On 12/17/75 a party walked into the Southeast Police Station to make a Malicious Mischief report. During the course of the interview the subject was checked through CABLE. He was wanted by this Department for, you guessed it, Malicious Mischief. He was also wanted by the Berkeley Police Department on a traffic warrant. Officers Brown #1730 and Keys #2016 took him into custody.

On the afternoon of 12/18/75 Officers Peralde #1862 and Vannucci #673 were in 1S15/4 and on viewed an altercation in the unit block of Turk Street. They abated the disturbance and made CABLE queries on the parties involved. The female was wanted by this Department for loitering about schools and annoying those in attendance.

## SCULPTURES

We thought it would be fun for you to see some of the "sculptures" only visible to those people who travel Highway 80 approaching the Bay Bridge Toll Plaza from the Richmond or Berkeley side of the Bay.

Hopefully, you will see in these photos the Headless Horseman, Dinosaur, A Sun burst face, a cheapie Harley-Davidson cycle, a Helicopter and anything else.



**POWELL'S HYDRA-MATIC TRANSMISSIONS**  
588 So. Van Ness Avenue  
San Francisco

**ROTO ROOTER SEWER & DRAIN SERVICE**  
3239 Balboa  
San Francisco

**KALMAR TRADING CORPORATION**  
901 Minnesota Street  
San Francisco, 94107  
**RECREATION, CAMPING SPORTING EQUIPMENT**

**Immendorf & Co.**  
INVESTIGATIONS  
3542 California Street  
San Francisco, California 94118  
(415) 563-2888  
**SUPPORTS THE S.F. POLICEMAN**

**HEISE PLUMBING AND HEATING**  
548 Castro Street  
San Francisco

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

# The 13.05% Pay Raise, WHERE IS IT?

2nd Civil No. 38224

IN THE SUPREME COURT OF THE STATE OF CALIFORNIA

NICK VERREOS, an Individual Taxpayer,

Plaintiff/Appellant,

vs.

CITY AND COUNTY OF SAN FRANCISCO, a Municipal Corporation; JOSEPH ALIOTO, Mayor of the City of San Francisco; THE BOARD OF SUPERVISORS OF THE CITY AND COUNTY OF SAN FRANCISCO, a Board of said Municipal Corporation; JOHN C. FARRELL, Controller of said Municipal Corporation; THOMAS SCANLON, Treasurer of said Municipal Corporation; POLICE OFFICERS ASSOCIATION OF THE CITY AND COUNTY OF SAN FRANCISCO; LOCAL 798 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (AFL-CIO); DOES 1 through 1,000, inclusive,

Defendants/Respondents.

BOARD OF SUPERVISORS OF THE CITY AND COUNTY OF SAN FRANCISCO,

Appellants/Cross-Complainants,

vs.

CITY AND COUNTY OF SAN FRANCISCO, a Municipal Corporation; JOSEPH ALIOTO, Mayor of the City of San Francisco; JOHN C. FARRELL, Controller of said Municipal Corporation; THOMAS SCANLON, Treasurer of said Municipal Corporation; POLICE OFFICERS ASSOCIATION OF THE CITY AND COUNTY OF SAN FRANCISCO; LOCAL 798 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (AFL-CIO); DOES 1 through 1,000, inclusive,

Respondents/Cross-Defendants.

MOTION TO TRANSFER APPEAL FROM COURT OF APPEAL TO THE SUPREME COURT; POINTS AND AUTHORITIES IN SUPPORT THEREOF; DECLARATION OF JACK BALLENTINE

STEPHEN WARREN SOLOMON, INC.  
RICHARD GOLDMAN  
10880 Wilshire Blvd., 19th Floor  
Los Angeles, California 90024  
(213) 474-6594

Attorneys for Defendant/Respondents  
San Francisco Police Officers Association

**Petition to the Supreme Court of the State of California to hear the Appeal on the 13.05% pay raise for Police Officers and Fire Fighters. We are told the Supreme Court will render a decision in about three (3) weeks as to whether or not they will hear the matter.**

## AMERICAN



## LEGION

POLICE POST #456

Members present at the December meeting voted to sponsor a San Francisco Police Post Pipe Band, and membership is not limited to veterans. Any member of the Department is eligible. A committee is considering the possibility of including members of the Emergency Ambulance Service and the Fire Department in the band.

No practice or further organizational meetings will be held until after the sergeant's exam. If you are interested, send a 3 x 5 card with your name, address, home phone number and assignment and whether you have any prior experience as a piper or drummer, to Sgt. Hess, Ext. 1278 Crimes Specific.

The January meeting . . . Members are requested to contact their members of the Legislature regarding A.B. 1782 which will raise the limit on Cal Vet Loans from \$30,000 to \$35,000.

June 5th is the date set for the Police and Firefighters Post Joint Dinner Dance to be held at the Italian American Hall. Tickets are \$13.50 per person, including dinner, dancing, wine tax and tip.

The dinner/dance will be commemorating the 50th Anniversary of the founding of the Service Post which originally consisted of both Police and Firefighters.

See Stan Scheld, Co. C for tickets. There are only 210 tickets for both Police and Fire so you had better call soon.

Another Stan Scheld project is Boys State, June 19 to 26. The Police Post and the Footprinters jointly sponsor three boys. Requirements are the candidate must be a high school junior, going into his senior year, be a good student and be approved by his principal. Ken Sullivan and Thomas Page have been selected. We need one more boy. Contact Stan Scheld, Southeast.

## Widows & Orphans

President Frank Jordan called the meeting to order on January 21, 1976. The Secretary reported the following donations:

LA BOURGOGNE RESTAURANT - their usual Christmas donation.

DAVID NASH - a person who appreciates policemen and donates constantly.

MR. & MRS. HARRY EDWARDS - in appreciation of receiving copies of the S. F. POLICEMAN newspaper.

JOSEPH WILSON - a constant contributor.

The Treasurer reported the following deaths:

AUSTIN KEEGAN, entered the Department in 1933 at the age of 27. He served at the Northern and Mission before transferring to the Traffic Bureau. He was on Fixed Post at Mason and Market. He resigned in 1944. At the time of his death he was 70 years of age.

GEORGE T. O'BRIEN. He too was 27 years old when he joined the

Department in 1915. He served at many of the several stations during the next 35 years before he retired in 1950. George lived to the fine old age of 87 years.

New Business:

President Jordan turned the meeting over the Past Presidents Mike Barling and John Dolan, who installed the officers for 1976.

President: JOHN F. DEVINE. Vice-President: MARK HURLEY. Treasurer: BERNARD BECKER. Secretary: ROBERT McKEE. Trustees: ROBERT KURPINSKY and JAMES STURKEN. The other Trustees are George Jeffery, Andrew Quaglia and James Pigott.

New Members Accepted: M/made and passed to accept 43 new members, who are: Christopher M. Anderson, Susan C. Asaro, Kevin T. Bouey, Elizabeth M. Droher, Joseph L. Dutto.

Jr., Donald J. Evans, John M. Farnham, Arlene M. George, Terrye A. Ivy, Barbara J. Jackson, Gladys M. Jackson, Jacklyn M. Jehl, Michael L. Kelly, James M. Lubey, Daniel G. Marr, James J. McBride, Michael A. McElligott, James McKeever, Jeanne C. McVeigh, Donald M. Moorehouse, Michael J. Morello, Dennis L. Newcomer, Michael C. Norman, Paula A. Norris, Jo-Ann Oldnam-King, Eric L. Olsen, Samuel R. Osborne, Melinda J. Pengel, Joseph H. Perrone, John M. Shine, Catherine A. Schulda, William J. Simms, Wayne J. Smith, Susanne M. Sorge, Joyce A. Watkins, Lawrence J. Wong and Joseph A. Zabmaghi.

Next meeting is Wednesday, February 21, 1976 at 2 pm.

Place is the Traffic Assembly Room, Hall of Justice.

Respectfully submitted, Bob McKee, Secretary

**AMERICAN CONTAINER**  
45 Grove Street  
Oakland

**Belmont Florist**

Fillmore & Washington  
567-2140

**S. F. BAR PILOTS**  
San Francisco

## 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"

## QUESTIONS

### ABOUT CHIEF GAIN

by Gale W. Wright

Not a day goes by, but someone asks me what is my opinion of Chief. For what my opinion is worth, here goes.

He is intelligent, concerned, apparently sincere, open, frank, hard-working, diligent, and willing to listen. One of his favorite phrases is "Sound Management Practices."

Since he has said the Solo Motorcycle officers numbers could be reduced through attrition, and therefore he will do it that way, I would have to say also that he is reasonable.

On the other hand, I find him to be most inconsistent in the matters of Reno Rapagnani and Rodney Williams. In Reno's case, the Chief has said that if the job calls for a Lieutenant, then let's put a lieutenant in the Property Clerk's Office, and not just pay a Patrolman a lieutenant's salary to do the job. (Chief Gain has since detailed a Captain in charge of the Property Clerk's Office).

In Rodney's case, the Chief says yes, let's appoint an Assistant Inspector to the rank of Director, with commensurate pay of Captain of Police. Why? He says there are no Captains of Police who can do the job of Director of Community Relations, therefore, Rodney must be kept there, upgraded in rank (9th in the Department) and in Pay (over a \$10,000 jump).

Simply put, the reader knows very well that if you don't want to do something, you can find all of the right reasons for not doing it. And of course, if you do want to do a thing, all of the 'right' reasons are stated, over and over again. I call that inconsistent.

The Chief has let it be widely known that if you want a rumor answered, just call his office 553-1551, state your questions and you will get an answer, if it is known. Not bad, really. On Thursday, a seven (7) point typed paper was circulated, allegedly notes taken at the Police Commission meeting of the previous Wednesday. That same night, the Chief put out a teletype answering each one of those seven 'outright lies'.

Both papers are reprinted for your perusal and determination. What do you think of his answers? The Chief deserves much credit for taking the bull (not bad!) by the horns, but his answers to "their point #4" and his point #3, could have been more fully explained.

What ever you think, remember he is the Chief, and he is meeting, talking, doing and behaving like a Chief of Police.

## THE FLYER

Police Commission Meeting Feb. 18, 1976

Chief stated the following to the Commission.

1. No drinking on or OFF duty. He understands this is a big problem and will fire anybody who does.
2. He wants the Permit Bureau abolished and he does not believe it is a police function. The people from the Permit Bureau are not sure if it's a police function.
3. Internal Affairs is to be expanded and reorganized.
4. He is going to reorganize the top of the department, three (3) deputies and cut back on Captains, Lieutenants and Sergeants.
5. He is going to have 6 male and 6 female recruits advise on how the Academy should be run.
6. Chief wants to do away with all Civil Service lists and appoint persons to positions with minorities three to one. He wants no entrance exam.
7. If #6 doesn't materialize, the upcoming Sgt's Ex. will be on June 5th, 1976.

(Editor: This flyer was unsigned, no letterhead, poorly worded.)

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## THE TELETYPE

To All Stations, Units And Bureaus

The following is a statement by Chief of Police, Charles R. Gain to the members of the department. The statement is in response to a flyer that has been disseminated throughout the department in the last 24 hours.

At the Police Commission meeting of February 18, 1976, I reported the following matters to the commission.

#1. That within approximately three weeks, I would be recommending to the commission an interim reorganization plan. I related that there is an immediate need to restructure the top command functions and ranks so as to narrow the span of control, and perhaps to eliminate some of the present titles we have and adopt more appropriate ones. Appropriate personnel, e.g., officers of the several employee organizations and ranking officers, will be conferred with regarding the plan during various stages of its development and before it is submitted to the commission.

#2. That I will be appointing persons to exempt positions in approximately three weeks in conjunction with, or at an appropriate time following the adoption of, the interim reorganization plan. The appointments will be made in accordance with charter sections 3.533 and 3.501.

#3. That a training committee, comprised of male and female officers from the 126th and 127th recruit classes, training staff, and persons from project agility, are developing a continued recruit class curriculum for the 126th and 127th classes.

#4. That in-depth surveys are being made of the Internal Affairs Bureau and the Permit Bureau. I stated that procedural and other changes are needed in the I.A.B. process. As regards to the Permit Bureau, I related that there are some problems attending the issuance of the various types of permits — as, for example, how they are being issued in the several district stations and the Hall of Justice — and that I want to ensure uniformity. I stated that there are questions to be answered in the survey, e.g., whether police personnel should be issuing permits, whether, perhaps, non-sworn personnel could be utilized, or whether the permit issuance process should remain in the police department. If changes in either bureau function is warranted, appropriate recommendations will be submitted to the commission.

#5. Lastly, I stated to the commission that a drinking on-duty problem exists within the department and requested that the following resolution be adopted — which it was —

"While the Police Commission cannot pre-judge disciplinary cases that may come before them, we cannot foresee any circumstances that would permit us to continue the employment of an officer found guilty of intoxication on-duty. We further feel that strong action must be taken to eliminate drinking while on duty, or whether on or off-duty, to such an extent that an officer will not always be prepared to exercise police powers and be entrusted with the performance of police duty in a calm, deliberate and efficient manner."

I related to the commission that I would be issuing a memorandum to all personnel regarding the prohibition against drinking on-duty — which will be done shortly —

The reason for relating the foregoing information is that someone distributed a seven paragraph statement containing outright lies and distortions of fact.

Please bear in mind that other efforts may be made to cause unrest and adverse morale. Don't believe such apparent unfactual statements — just keep cool until you inquire of the right person as to what the facts are. That is, the office of Chief of Police 553-1551.

### CENTURY ELECTRIC CONSTRUCTION

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# POLICE YEARBOOK

On Saturday, February 21, 1976 I met with Frank McGovern and Pat Campbell of the Taylor Publishing Company, in Orinda to give final approval of all the materials submitted for the SFPD Yearbook.

On Monday the 23rd, the entire package was delivered to Los Angeles, where the book will be printed. The usual printing time for these types of books is eleven (11) weeks. However, I have requested them to cut this time since we have been waiting such a long time.

Hopefully the books will be in my hands by the end of April so that distribution can be made to you. My apologies for the delays, but a few mistakes were made which caused the delays.

### Testimonial Dinner

Honoring the promotion of

Capt. Rene Aufort

and retirement of

Gonzalo Morales

Dick Akers

Bill Abbey

Jim Ward

Al Johnson

George O'Brien

Ed Murry

Tuesday, March 9, 1976

S.F.A.C. 1630 Stockton St.

Cocktails . . . 6:30 p.m. dinner . . . 8:00 p.m.

\$12.00 per person

dinner-tip-tax-wine-gift-

-open bar-

for tickets — Bob Cirimele —

Tom McDonald - Tom Easton

## CROSS ONLY AT CORNERS

"He just popped out from nowhere." How often police hear this comment after an auto accident involving jaywalking.

The brief time it takes to walk to the corner might make the difference between serious injury or worse. The California State Automobile Association (AAA).

## CROSS ONLY AT



## CORNERS

To simply say that jaywalking is risky is understating the chances of being hurt or killed. This is particularly true on crowded downtown streets. The time it saves just isn't worth the risk. Go to the corner — wait for a green light or the pedestrian "walk" signal.

It is extremely important that parents and teachers instruct youngsters, especially those very young children inexperienced in traffic situation, that the safest place to cross a street is at the nearest intersection. Children should be made to understand that crossing at intersections is what motorists expect and, therefore, are prepared to stop when necessary. On the other hand crossing in mid-block presents drivers with an unexpected situation that all too often ends in disaster.

CSAA reminds drivers that they share responsibility for pedestrian safety by being always alert. A ball, skateboard, or other toy rolling into the street is usually a signal that a preoccupied child is not far behind.

We all make mistakes. The pedestrian on the street is without protection, so give him the right of way even when he is wrong.

YOU CAN START PACKING WHEN YOU LIST WITH

GEM REALTY

282-5210

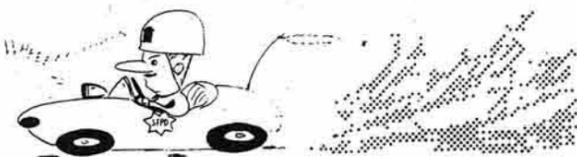
CALL

HONEST JOHN BULEN, BROKER  
RETIRED S.F.P.D.

SOLD

SOLD

**ON ROUTINE PATROL** by S.G. Yasinsky



On Ashbury Street Mike Gannon and Jim McBride of Park Station took a Grand Theft report that brings back the days of the old Haight-Ashbury madness a decade ago. It seems that the landlady's tenant wasn't paying rent and otherwise not complying with rental agreements. She went up and found a woman guest in the rented apartment, wearing only bikini panties. Horrors! . . . Then a man with long hair and beard, wearing a gold cape and a maroon floor-length tunic, introduced himself came up to the landlady and admired a ruby pendant she was wearing round her neck, asking to see it up close. She handed it to him, at which the tenant bit off the jewel and swallowed it. "Give it back!" screamed the landlady. "Later," resounded the tenant. (The ruby hasn't been eliminated for corpus delicti yet). But the fun wasn't over. Next, the landlady found a life-sized voodoo doll at her front door. And her tenant proclaimed her a witch, threatening to burn her for her transgressions. (Back to Massachusetts with him . . .) Poor Rich Leon of Burglary, assigned this strange case, is contemplating a trip to Haiti, to learn how to handle this type of situation. (Is this why we have noticed him wearing those loud, striped shirts lately?)

A recently observed personalized license plate, AH SIN, does not extoll the pleasures of wrongdoing; it merely states the name of its Chinese-American owner. But it is a goodie.

Ernesto Miranda is dead, murdered; but his name lives on the lips of the law enforcement agents and lawyers, as much as I hate to admit it. Here was a bad hombre whose lawyer made legal history in 1966 when the Supreme Court declared that a suspect must be advised of his rights before being questioned. And since then these Constitutional rights to which all of us have always been entitled, were labeled "Miranda Rights." Even a verb has evolved from it: to "mirandize" a suspect before questioning. Well, let's stop this immortalization of a kidnap-rapist, professional criminal, by misnaming the rights guaranteed to us all long before Miranda ever committed his first crime. Why, 30 years ago, while in the Military Police, we had to follow a cardinal rule: advise a suspect of his rights to

silence and to counsel before questioning him. Yes, in the Military Police! . . . Civilian courts were just a little slow.

Burglary's Len Deters is now on the new crime prevention unit, the Crime Specific Task Force, where he deters crime. An appropriate assignment.

Ah, Fra Diavolo, not on the stage of the Opera House, but outside, in its surrounding streets where a mysterious sap-wielding robber kept relieving gentlemen of their wealth and sending them to the hospital on occasion. But we have our own Lorenzo and Beppo in the persons of Dan Foley and Joaquin Santos, the Northern Robbery Team. They watched the area and grabbed a suspicious-looking character who turned out to have neither a sap nor anything else to tie him to the robberies. He wasn't a complete loss, though. Our men booked him for numerous neglected traffic warrants. The following night, at the same spot, Dan and Jack saw this character accosting another guy and engaging him in a loud and fierce argument. The new face — being berated for being the cause of his friend's last night's arrest — turned out to match the description of the bandit perfectly. He got nervous and was found to have a card belonging to one of the Opera House victims. He said he'd found it. Well, he made the slammer, of course. And at station he tried to hide some credit cards that had also been taken from the bandit's victims. There were no more robberies around there after this. But Dan and Jack got no curtain calls. The policemen's lot, you know . . . George Guglielmoni of Burglary was assigned the case of a thief arrested and taken to General Hospital because of a minor ailment. He was returned to court where the charge was reduced to a misdemeanor, and was taken back to the hospital in a police wagon. But he was soon released by the medics and, not having a guard, being a misdemeanor prisoner, took a bus on his own, back to City Prison. There the startled prison keepers asked him, "How come you came back? The honest crook replied: "Well, the rent is reasonable."

On that snowy morning earlier this month I was crossing a busy intersection when a youngster in the car coming toward me leaned out and threw an immense

snowball which splattered all over my windshield. Chasing down this crazy kid, I discovered that his father was a Driver Safety Ed teacher. (Maybe he has his son going around, proving how accidents can happen.)

While off duty, Dale Wong of the State Police, recognized his friend's stolen sports car, with new and phony license plates, being driven near Kezar Stadium. He followed, giving directions over his hand radio. Sergeant Gordon Hendrickson with Ike Nelson, of Park Station, took up the pursuit. From Waller and Ashbury a hot chase led them up and down the hills, when on 17th Street they thought they'd lost him. But helpful bystanders — bless them — were pointing downhill for our forlorn coppers — who'd stopped, their siren still screaming. On they went, joined by Ron Martin and Charlie Ciani, also of the Park, back over hill and dale, when finally the crook got nabbed at Parnassus and Stanyan. But wait, there's more. The Auto Detail discovered that the thief, an old pro, had switched license plates and the serial numbers on the stolen car with a set he'd lifted off a salvaged wreck of the same type. — Grand Theft. But, would you believe it, they slapped the baddy with the lesser charge of simple Auto Theft, because they felt it couldn't be proved the crook had actually stolen the car and intended to keep it.

The recent big discovery made by Cal Nutting and me, the biggest in my S.F.P.D. career, amounted to \$150,000 in jewelry and more than \$10,000 worth of musical instruments and other property almost didn't happen. My radio car had been taken away from me and given to the Crime Specific Task Force (a tongue twister that). Yet, my assigned district, the Richmond, is more than a two-minute walk from the Hall of Justice. So I hitched a ride with another officer, then used the radio car of Captain Clem DeAmicis, the boss of the Richmond, and got back downtown in a black-and-white. The next day I went around in Cal's own car and even got a lift from the new Assistant D.A., Billy Hunter. I'd ride a bicycle; but conquering those hills on the way to the avenues is something else.

Officer Dumcop has a riddle: Why does a gas station have a rest room? Answer: because it first has a tire room . . . Get it? Get it?

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For additional information -  
Phone PAL: 567-3215

# POLICE ACTIVITIES LEAGUE



### SOCCKER

The 1976 PAL Jr. Soccer Program is scheduled to kick off Saturday, April 3rd. Boys, 8 to 18 years of age, are encouraged to contact the PAL (567-3215) and sign up to join this increasingly popular sport. Entries on the team level will be accepted through March 12th. Entry forms will be mailed to interested parties upon request. Inform your youngsters and start them on a world wide KICK! Play PAL soccer!

### PAL-GAL VOLLEYBALL

The San Francisco Police Activities League (PAL) announces the sign-up of teams from the 6th, 7th, 8th, and 9th Grades from schools throughout the City for the Annual Girls Volleyball League. Recreation Centers and Clubs are also invited to participate.



Uniforms, equipment, officials and scorekeepers will be provided by the PAL at no charge. There are no registration or league. Volleyball Courts are provided through the cooperation of the Board of Education.

### PAL PEE WEE BASEBALL TRAINING LEAGUE SIGN-UP

Boys 8, 9 and 10 years of age may sign-up for the PAL Pee Wee Baseball League on Saturday, February 7th, 12:00 Noon to 3:00 PM, Glen Park Playground, Chenery and Elk Streets, at the foot of O'Shaughnessy Boulevard. Sign-ups will be held rain or shine.

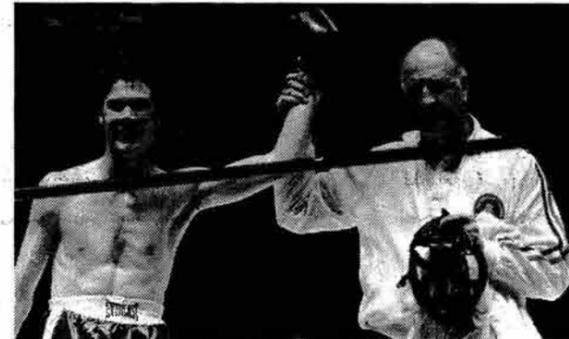
In this PAL Pee Wee Training League, boys will learn the game of baseball while playing against other teams. There is plenty of action, but without the pressure. An adult coach does the pitching for his own team and in the process the boys learn to hit and field the ball, run the basis and acquire the basic rules of baseball.

After the sign-up, boys will attend baseball clinics until formed into teams at which time they will be issued baseball caps and shirts. There is no charge for participating in this program.

Adults wishing to coach, instruct or keep score in this Pee Wee Training League should report to the sign-up location or call the PAL for information at 567-3215.

### BOXING

The San Francisco Police Activities League (PAL) announces that its boxing center is open and available for young men who wish to compete in the upcoming Jr. Olympic Boxing tournament and the Golden Gloves Tournament.



Boys 10 years of age through 15 years, who are interested in the Junior Olympic boxing competitions which will be held in April, are encouraged to sign up now for training.

Young men 16 years of age and up who wish to compete in the Golden Gloves tournament are also encouraged to sign up now.

The PAL Boxing Center which has the finest boxing facilities on the West Coast is located at the National Guard Armory, 14th and Mission Streets and is open Monday through Friday from 12:00 Noon to 8:00 PM. A boxing instructor is always on duty.



### BOYS BASKETBALL

The 1975-1976 Basketball Season which involves 56 teams from the 6th grade through 9th grade level is coming to a close. The playoffs will be held on February 14 at Luther Burbank Jr. High. The championship games will be the following Saturday, February 21st, also at Luther Burbank.

### SOCCKER OFFICIALS SCHOOL

In keeping up with the demands of an increasing sport, the PAL will sponsor an officials school during March. Classroom instruction followed by field application is in store for the interested individual. Also, coaches are invited to attend to learn more about this game. The instruction will be provided by a FIFA recognized official, Mr. Rigo Bolanos, who will be able to impart years of playing and officiating experience to those who attend the school. There are no fees for the instruction.

\*\*\*\*\*  
FOR ADDITIONAL INFORMATION ON THE FOLLOWING SPORTS AND ACTIVITIES CONTACT THE PAL HEADQUARTERS, 2475 GREENWICH STREET. THE OFFICE IS OPEN MONDAY THROUGH FRIDAY, 9 AM TO 5 PM, OR PHONE 567-3215.

### PAL SPRING SCHEDULE

#### Pee Wee Baseball (Boys only):

Ages 8 thru 10 years  
SEASON: APRIL TO JUNE — Continuous sign-up  
Coaches and Managers Meeting in March

#### PAL Umpire School and Clinic:

Candidates: 16 thru 21 years  
SESSIONS: FEBRUARY AND MARCH

#### PAL-GAL Volleyball (Girls only):

6th Grade, 7th Grade, 8th Grade, and 9th Grade  
SEASON: MARCH AND APRIL

#### Soccer Officials School & Clinic:

Candidates: 16 years and older  
SESSIONS: MARCH

#### Soccer (Boys only):

Under 18 Division	Under 16 Division
Under 14 Division	Under 12 Division
Under 10 Division	Under 8 Division
SEASON: APRIL AND JUNE	

### PAL SUMMER SCHEDULE

#### Baseball (Boys only):

Pee-Wee League (ages 8, 9, 10)  
CONTINUOUS SIGN-UP, JUNE THRU JULY  
Bantam League (ages 10, 11, 12)  
SEASON: JUNE, JULY AND AUGUST  
CAL-PAL League (ages 13, 14, 15)  
SEASON: JUNE, JULY AND AUGUST  
Jo DiMaggio League (ages 16, 17, 18)  
SEASON: JUNE, JULY AND AUGUST  
Coaches and Managers Meetings in May

#### PAL-GAL Softball (Girls only):

Major League (ages 12, 13, 14)  
SEASON: JUNE, JULY AND AUGUST  
Coaches and Managers Meeting in May

#### Track & Field (Boys and Girls ages 8 through 17):

Jr. Olympic Track & Field Trials  
Application Forms Forwarded to All Schools  
JUNE: TWO DAYS TRIALS (SAT. & SUN.)  
All-Comers Meets  
SEASON: SATURDAYS DURING JUNE AND JULY

Jr. Olympic Regional Finals — Trials Finalists July  
Fishing Program (PAL Boys and Girls, ages 8 to 18 years):

SEASON: JUNE THRU NOVEMBER  
Backpacking/Hiking/Camping (Boys & Girls, ages 10 thru 18):

SEASON: APRIL THRU OCTOBER  
Sailing (Boys and Girls):  
Introductory Course — Ages 12 thru 18  
Lake Merced — San Francisco Police Range  
SEASON: JUNE, JULY AND AUGUST

### AUTUMN SCHEDULE

#### Basketball Officials School & Clinic (Boys & Girls):

Candidates: 16 thru 21  
SESSIONS: SEPTEMBER  
PAL-GAL Basketball (Girls only):  
6th Grade, 7th Grade, 8th Grade and 9th Grade  
SEASON: OCTOBER AND NOVEMBER

#### Football (Boys only):

Jr. Midget Division (ages 10, 11, 12)  
Weight: 70-110 lbs.  
Midget Division (ages 11, 12, 13, 14)  
Weight: 90-125 lbs.  
Jr. Batan Division (ages 12, 13, 14)  
Weight: 105-145 lbs.  
Sign-ups in August (Practice & Conditioning)  
SEASON: SEPTEMBER, OCTOBER AND NOVEMBER  
Basketball (Boys only):  
6th Grade - not to exceed 11 years by 9/1/76  
7th Grade - not to exceed 12 years by 9/1/76  
8th Grade - not to exceed 13 years by 9/1/76  
9th Grade - not to exceed 14 years by 9/1/76  
SEASON: OCTOBER, NOVEMBER AND DECEMBER

### PAL SCHOOL YEAR SCHEDULE

#### Law Enforcement Division (Boys & Girls):

Sophomores, Juniors and Seniors in High School  
SEPTEMBER TO JUNE  
Sophomores, Monday night, 7:00 PM, Hall of Justice  
Juniors, Tuesday night, 7:00 PM, Hall of Justice  
Seniors, Wednesday night, 7:00 PM, Hall of Justice

### PAL ALL-YEAR SCHEDULE

#### PAL Rifle Team (Boys and Girls):

Sophomores, Juniors, Seniors in High School  
Hunter-Safety Program (Boys and Girls):  
Ages: 10 thru 17 years  
5 Training Sessions each year  
Continuous Sign-up

#### Judo (Boys and Girls):

Junior Division (ages 8 through 16)  
Hall of Justice, 5th Floor, Police Gym  
SESSIONS: SATURDAYS, 11:00 AM - 12:30 PM

#### Boxing (Boys only):

Junior Division (ages 10 thru 15)  
Senior Division (ages 16 thru 21)  
PAL Boxing Center, National Guard Armory, 14th & Mission Streets; Mon. to Fri., 12:00 Noon to 8:00 PM  
SEASON: YEAR-ROUND

#### Kung Fu (Boys and Girls):

Ages: 12 thru 18  
Sign-ups: one per year  
SESSIONS: 827 Stockton St., Tues. & Thurs., 7 PM to 9 PM

#### Hobby & Handicrafts (Boys and Girls):

Ages: 8 thru 18  
SESSIONS: 827 Stockton Street

#### Photography:

Photo-Workshop - 827 Stockton St.  
SESSIONS: 6 to 10 PM, Tues. to Fri. and 12 to 6 PM Saturdays

#### PAL Recreation Centers

PAL Chinatown, 827 Stockton St. - Full time  
PAL Boxing, National Guard Armory - Full time.

# SPORTS

## GOLF CLUB NEWS

On Wednesday, January 28, 1976 the San Francisco Police Golf Club held its first monthly tournament of 1976 at Cypress Hills Golf Course.

Even though there were many long faces due to the recent changes in the department a good time was had by most and the scores were pretty good.

Low gross score of the day was a 68 by George Ferris followed by Jerry Cassidy with a 69. Tom Gordon had a 76. Tom Ryan and Paul Kurpinsky had 77's. Pete Alarcon, George Gamble and Olin (Putts) Allgire had 79's.

Low net winners were: Sol Weiner with a net 56. Second was George Jeffery with a net 58 followed by Jerry Cassidy and George Ferris with net 59's. In fifth place was Ernie Raabe with a net 61. Sixth was Ed Castiglioni with a 62. Ken Davis was seventh and Jim Curran eighth with 63's. In ninth and tenth places respectively were Paul Kurpinsky and Virgil Vandevort with net 64's.

The Hole-In-One winner was also George Ferris with a shot 7'9" from the hole. He was followed by

Olin Allgire a distant 25'7", and Pete Maloney 28'1".

The schedule for this year is almost complete, and if I say so myself we have a fine assortment of courses. Walnut Creek is next, February. Hopefully we will have Lake Merced for March but this has not been confirmed. April we will play The Presidio, May is Harding, June is Santa Rosa Country Club and July we will play against the Oakland Police Club at Richmond Country Club. In August we will play Marin Country Club, September is Alameda, October is Sharp Park and November and December haven't been verified.

At this time sixty-six members have paid there 1976 dues. This includes seven new members. There are still 46 members from last year who haven't paid this year dues.

If anyone is interested and wants further information call either myself as below or Lt Vic Macia at the PYP office (567-0930). We will send you an application or answer any questions.

Jerry Cassidy,  
K&F Solo's

## LYNCH DOES IT AGAIN

On January 23, 1976 a group of our hardy crew members left from the Dolphin Club at Aquatic Park and rowed to Sausalito. That's 38 minutes as the rower rows.

The crew indulged in the open breakfast at the Lighthouse Cafe, which was suprisingly good. Next stop was Zack's for a Ramos Fizz. The return trip took a little longer (fighting the tide, you know) but as usual, all arrived safely.

Who were these hardy men? The adventurous crew was led by John Lynch of Co. G. Joining Lynch's folly were Dennis Newcomer, Gene Travasero, Steve Wolf, Mickey Griffin and Forrest Fulton, all of Co. G too. Al Casciato of Co. A completed the full crew.

Post Script: John Lynch still had energy to burn, so he went for a dip in the bay and swam around the Aquatic Park Cove. BURRRRRR.....

Rm 150, Hall of Justice or  
237 San Marin Drive  
Novato, Ca 94947

## Richmond Champs



L to R: Dito, Gonslin, Serhondo, Bouey.  
Kneeling: Mahoney, Lynch, Moses, Lujan.

## RICHMOND UPSETS CENTRAL

by Jeff Barker

In the Basketball League just completed, Central Station finished the round robin with a perfect 8 and 0 record, and had the advantage of having to be defeated twice in the playoffs, if they were going to be knocked off.

In the first semi-final game, Central met the 4th place Inspectors. Gerry Calgero and Tony Rodriguez scored 32 and 26 points respectively and

(7 & 1) defeated Park (6 & 2) in the other semi-final game by the score of 83 to 75. Mark Porto's 22 points, Joe Curtin's 20, and Bob Barnes' 14 paced Park in a fine effort.

In the first game of the playoffs, Richmond's Leon Serhondo hit a 15 foot jump shot with one second to go, which gave Central its first defeat 67 to 65. Joe Dutto had the high for Co. G with 23 points, while Central's Gerry Calgero led all scores with 32 points.

The Championship game was a see-saw battle with Richmond pulling away late in the 3rd quarter for a final 74 to 65 victory. All five of the Richmond starters scored in double figures, led by Kevin Bouey with 26

points. The game's Most Valuable Player. — KEVIN BOUEY.

The fine defensive work of Rich Moses on Ed Rodriguez, Charlie Mahoney on Tony Rodriguez, and Joe Dutto on Gerry Calgero was the key to victory, as all were held to their lowest point totals of the playoffs.

With the close of the league, the first and second All-League Teams were chosen. The First Team consisted of six players and the Most Valuable Player for the League.

**Most Valuable Player:**  
Center Gerry Calgero of Central

**ALL LEAGUE FIRST TEAM:**

- Guard Kevin Bouey Richmond Station
- Guard Mark Porto Park Station
- Guard Tony Rodriguez Central Station
- Forward Charlie Mahoney Richmond Station
- Forward Bob Puts Southern Station
- Center Leon Serhondo Richmond Station

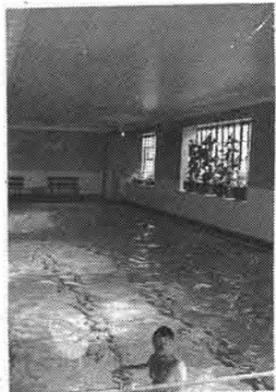
**ALL LEAGUE SECOND TEAM:**

- John Sully Inspectors
- Rich Leon Inspectors
- Joe Curtin Park Station
- Chuck Collins Mission
- Ed Rodriguez Central Station
- Frank Walker
- Southeast Station

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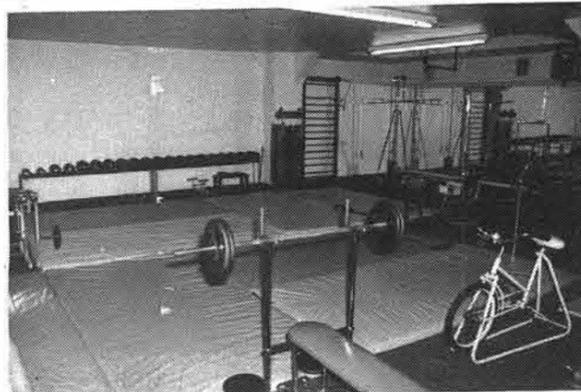
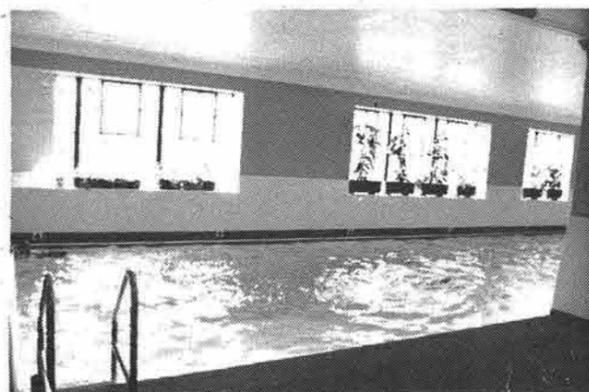
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officers to write and vigorously work for passage of Proposition "E" in 1971. Only constant vigilance will insure that patronage once put to rest will stay at rest.

**CHARTER VIOLATION**

While it cannot be stated that the police commissioners have presently contravened the charter, an appointment by them of Rodney Williams to the position of Director of Community Relations in July of this year would be violative of Charter Sections 3.530 and 3.533.

If Rodney Williams were appointed Director of Community Relations under the recently approved budget he would be appointed to a rank and position above that of captain and his appointment would result in his holding a lower civil service rank (assistant inspector) while supervising members holding a higher civil service rank (captain). Such appointment is not in conformity with the charter.

While it is clearly recognized that Rodney Williams presently supervises sergeants, an exception to the general rule enunciated in Section 3.533 was created for assistant inspector Williams and a former director of traffic so as to allow them to remain in their positions after the passage of Proposition "E".

An attempt to apply this exception now to justify the anticipated appointment of Rodney Williams, is an attempt which grossly misreads and misuses the exception.

The appointment of Rodney Williams would result in the creation of a new position and therefore the exception is no longer applicable.

The position which Rodney Williams held when Proposition "E" passed had the following characteristics: Title — Commanding officer; Salary and rank-Assistant inspector; not specifically listed in the department's order of rank; authority to supervise members of a higher rank was limited to the Community Relations Unit; he supervised sergeants; he was subject to supervision of sergeants, lieutenants and captains when functioning outside the Community Relations scope (rules 2.07 and 2.45); he was not in line to be the acting Chief of Police by virtue of his position as Commanding Officer of Community Relations.

The positions which Rodney Williams will hold if appointed to the rank of Director of Community Relations on July 1, 1976 will have the following characteristics: Title - Director; Salary - above lieutenant, but below captain; Rank - 9th in the department's order of rank, specifically so listed; the position will become a rank; may now supervise captains, lieutenants, and sergeants (rules 2.07, 2.45 and 0.01) regardless of their assignment; he is now eight positions away from the acting Chief of Police position by virtue of his rank.

Civil Service Rule 2.17 defines "position" as: duties and responsibilities assigned by an appointing officer to be performed by one employee." The publication "Position Classifications in the Public Service," printed by the Public Personnel Association, and respected by Civil Service Administrators, defines "position" as: a

group of current duties and responsibilities assigned or delegated by competent authority requiring the full time or part time employment of a person. In his January 28, 1975 reply to the Police Commission regarding the Director, Community Relations Bureau, Berni Orsi, General Manager of Personnel characterized that directorship as a "new classification" and as a "new exempt rank."

**NEW POSITION CREATED**

The position which Rodney Williams held at the 1971 passage of Proposition "E" is not the same position which he will be appointed to in July 1976 (assuming that Mayor Moscone and the Supervisor's powerful Finance Committee allows this new position to come into existence). Indeed he will be appointed to a "new" position with "new" duties and "new" responsibilities.

This appointment is prohibited by Charter because: 1) appointments to non-civil service ranks above that of captain must be filled by a captain (section 3.530); and 2) no appointments shall be made which results in a member holding a lower civil service rank supervising a member holding a higher civil service rank (section 3.533). No exception to these rules apply when the position was not in existence (and held) one year prior to July 1, 1972 - effective date of this portion of Proposition "E". Rodney Williams has never held the "new" position to which he now seeks appointment.

**DEPARTMENT'S POSITION SHAKY**

Chief Gain cited an October 1974 opinion by City Attorney Thomas O'Connor as the authority allowing Rodney Williams to be appointed Director of Community Relations. A reading of this quite brief opinion shows no analysis of the "position" issue; shows no awareness that duties and responsibilities are to be greatly expanded; and limits itself to a discussion of rank.

If the department wishes to rely on the City Attorney to justify its actions, it should, in fairness to Mr. O'Connor, provide him with sufficient information so that he may reach an "opinion" based on all relevant facts and circumstances. His October 1974 opinion resulted from a December 1973 department request which did not present all relevant facts and circumstances.

In the discharge of their administrative duties, the police commissioners must act in accordance with the Charter (Charter, Section 3.500).

Both Chief Gain and the Police Commission are requested to take a second look at the Director of Community Relations position.

# LIMITED EDITION

WILKINSON SWORD LIMITED EDITION  
Proposed SFPD Commemorative Sword

Negotiations are currently in progress for the manufacture of a Limited-Edition SFPD Sword.

The sword will be made in Britain by the world-renowned cutlers, Wilkinson Sword Ltd., and modeled after Commemorative Blades made for the Royal Canadian Mounted Police and certain other police forces.

The grip will be made of hand-turned rosewood. The Pommel, cross-piece and shell-guard will be 18-carat gold-plated. A SFPD cap badge will be mounted on the shell-guard. The hardened, tempered blade, also handmade, will be etched on one side with scenes depicting force activities over our long history. Decorative scrollwork will interconnect the various images. All etchings will be gold filled.

Each sword will be numbered and registered in the purchaser's name, in London, England. Five hundred swords will be made, No. 1 to be retained by Wilkinson Sword, No. 2 will be presented to the Chief of Police and No. 500 to the Police Museum.

This final presentation will be complete with original silk-screen thereby eliminating the possibility of duplication and a consequential reduction in the value of these artifacts.

Purchase of the swords will be limited to force members and their immediate families who may wish to present a sword to a force member. In the event that the complete edition is ordered, preference will be based on receipt date of order. If the complete edition is not ordered, civilian personnel will be extended the privilege to purchase.

The cost of the sword will be \$135. Delivery is estimated for November 1976.

Please ensure all uniform members of your command are contacted and indicate the number of personnel who are interested in the purchase of a force sword. Please advise Officer Mike O'Tool prior to March 16, 1976.

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