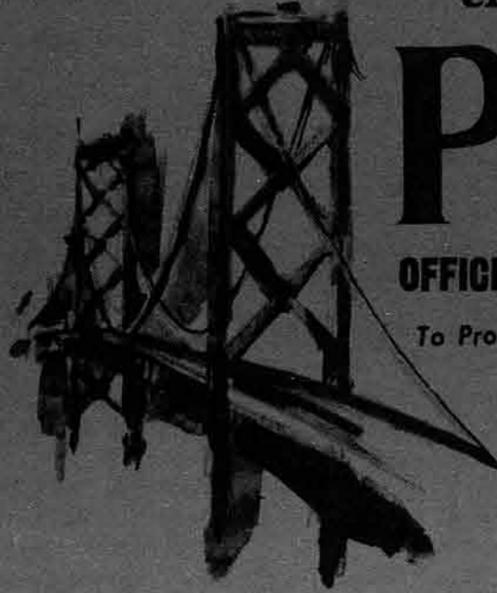


POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

To Promote the Efficiency and Good Name of the San Francisco Police Department and its Officers



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

VOL. 7

SAN FRANCISCO, APRIL 1976

204

CHIEF GAIN FINALLY TALKS TO PATROL

by William F. Kidd

TRAGEDY STRIKES THE 103RD

by Mike Hebel

On June 6, 1966 I along with fifty-four other individuals walked into the Commission hearing room on the fifth floor of the Hall of Justice. Ten minutes later we were asked by then Chief Thomas Cahill to raise our right hands. After swearing to uphold the Constitutions of the United States and of California, we proudly joined the ranks of the San Francisco Police Department as the 103rd recruit class. Standing very near to me during this sanguine moment were Don Laufer and John Orlando.



Officer Don Laufer Officer John Orlando

DONALD LAUFER

Don began his police career at the "big apple" — Central Station. He served there from 1966 to 1969. Upon leaving this assignment, Don went to the Crime Prevention Unit for the next two years. Thereupon, in 1971, he was transferred to Northern Station where he served with distinction until January 31, 1976.

During the nearly ten years that Don served as a police officer, he received twenty-two (22) department citations for outstanding police work performed. In December, 1967 he received a Meritorious Conduct Award because he was instrumental in saving many tenants from death or injury when they were trapped in a 3rd alarm downtown hotel fire. In April, 1972 he received a Bronze Medal of Valor for rescuing an infant child who had a gun placed to its head by a robbery suspect.

Don, prior to entering the department, had received an Associate of Arts degree from San Francisco City College. He served honorably in the United States Navy where he was awarded the National Defense Service Medal.

Don was considered by his superiors to be an outstanding officer. His department performance ratings were consistently above average. He was known by his peers as an officer of mature judgment and compassionate demeanor. (Continued on Back Page)

POLICEMEN QUITTING BLINDLY

by Al Casciato
Representative Co. A

San Francisco newspapers are full of information regarding low police morale, early retirements and resignations of young officers. The columnists imply that San Francisco policemen are cry babies and quitters in the face of an adverse social and political climate.

I disagree. The majority of San Francisco's finest are on the job, working diligently with no intention of leaving.

Policemen who leave under adverse political pressure capitulate to the political bosses. Politicians want policemen to have low morale and low productivity; for if this is the case, the Police Department becomes an easy political scapegoat to be manipulated and its members sacrificed to satisfy the political whims of special interest groups in bids for re-election.

Chief Gain, a member of the Moscone-Burton-Brown political machine, has conducted a psychological campaign designed to make men quit in anger. The Chief's controversial stance regarding Department policies is the tool by which morale is driven down. His refusal to deal in good faith with the Association reinforces the validity of his disdain for the men. He hopes officers will quit the department as a result of his policies.

Men who quit create job vacancies. The politicians want this to happen for they must quickly use up the present civil service hiring list. After the list is gone, all job vacancies will be filled, not from a new (Continued on Back Page)

This observer managed to attend three of the station visits made by the Chief in the weeks past. If one might be allowed the privilege of some observations, there were a number of interesting occurrences.

At the outset, a few looked forward to his appearance at their particular station, for a variety of reasons, while many either purposefully avoided the visit, or could not have cared less. While it was commendable of the Chief to grace us with his presence, it was a little late in coming. When queried on this at the Ingleside, he brushed the issue aside, stating that he felt his contact with numerous citizens prior to that with sworn personnel was of great advantage to him, intimating that he was afforded "insights" he might not otherwise have had.

It appeared that Chief Gain was making a determined effort to show the men that he would stand firm on certain issues, and presumably he desired to hammer this home by conspicuously refusing to wear a uniform to the stations. The Mission, where he undoubtedly received the greatest "heat" from any group of bluesuits, produced questions in regard to his feelings about the uniform, as well as the flag, the "damned fools" pronouncement, the criteria for retention of female officers, the new drinking policy, ten-hour shifts, and a myriad of others.

Gain maintained that he had no disdain for the uniform, but that civilian clothes allowed him and staff members to move freely about the City in the course of their daily activities, without attracting undue attention. On "appropriate" occasions, he said, he had, and would be happy to don the uniform. The only such occasions as yet were the Chinese New Years' Parade and a pose for the press; the Orlando funeral apparently did not qualify as "appropriate."

While the Chief displayed clear philosophical differences from many of us, such as in regard to the intent of Proposition E, the effectiveness of the Internal Affairs Bureau, the propriety of the appointment of an Assistant Inspector to a command position, and the employment of spies to delve into the private lives of police officers, he did not hesitate to address himself to even the most emotional of issues.

Despite the fact that we heard responses that weren't as we would have liked them to be, it was a distinct and refreshing change from the m.o. of past Department administrators, notorious for their ability to beat around the bush.

Gain gave at least the impression that he was listening to suggestions, occasionally taking notes and promising to look into areas such as the 4-10 concept. It also seems that the Chief is one of those individuals who always manages to be misquoted. In any event, he offered plausible explanations of his statements on several publicized instances, including his branding of Supervisors Nelder and Barbagelata as "damned fools," which he claims was taken out of context and improperly applied to police officers. You may choose to believe him or not, but recounting the countless distortions and blatant lies propagated by the media — predominantly the San Francisco Yellow Journals — last August, September, and October, they have hardly established a reputation for reliability regarding police matters. After the brutal treachery perpetrated upon us in the past year, it seems somewhat ironic that some of us are so willing to accept news reports as gospel, simply because they agree with us about someone we don't like.

All in all, there has never been a San Francisco police chief so openly called to task for his actions by his men. While Chief Gain has brought this upon himself through his inimitable personality and technique, we never dared to speak out in such manner with prior administrators, despite some horrendous incidents of bureaucratic bungling and mismanagement. Let's hope we still express as much concern when Gain is long gone.

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REFLECTIONS

There is something strangely out of joint
 In these present times.
 And this medley of muddled thinking has
 Even found its way into areas once ruled
 By reason — but alas, that was another
 Time, another season.
 A time when two and two made four and four
 And four equaled eight.
 A time when those who had 'borne the heat
 Of the day' didn't hesitate to have their
 Say — when the common good was threatened
 By new fangled ideas or so called 'new
 Directions.'
 What's at issue here is not Police pay or
 What best serves the man on the beat, but
 Rather you and I, the ordinary man in the
 Street and the safety of all those we love
 Near and dear.
 In closing let me say, let's not scuttle
 What has served us so long so well —
 Having ever in mind the quality of life
 Much as the tone of a well cast bell, —
 Lest the City become even more of a living
 Hell.

Thomas Warren Powers

IN DEFENSE OF A CHIEF

by William Hemby

In last month's S.F. Policeman, Paul Chignell our director from Northern Station, wrote a scathing article against San Francisco's Board of Supervisors.

I don't much care about his evaluation of the Board's effectiveness, but I must take exception to Paul's statement concerning Supervisor Al Nelder.

Chignell called Nelder "a was wash-out as Chief of Police". I believe his opinion is unjustified.

During Nelder's term as Police Chief we came closer to being the professional department we should be than at any time before or since.

Under Cahill's regime the Bureau and Plainclothes were King. The rest of the department stagnated. When Al Nelder took over, the Department became a "uniform department" "blue bellies" were noticed again.

It was during his term as Chief our First Memorandum of Understanding was implemented. The POA Was allowed time to do Association work and when we had problems we could work with him.

At times I was one of our most outspoken critics of the police administration, however, I admit the department moved to correct many of our problems.

I have become a close personal friend to Al Nelder since his election as a city Supervisor. Even during the strike our relationship remained friendly and courteous. Our discussions during that labor strife always concerned the welfare of our department and you, its police officers.

Chignell certainly has the right to his opinion, however, in this instance I think he is totally wrong.

When Nelder resigned because of underhanded dealings by Alioto, his Police Commission and some of the Police brass, none of us stood up in his defense.

I for one, want to stand up and be counted in his defense now.

I thought then and I do now that Al Nelder was one of San Francisco's greatest Chiefs.

For that matter I would like to see him back there, rather than the chief who currently occupies that office.

Widows & Orphans

Both the February and March meetings were held in the Traffic Bureau Assembly Room, Hall of Justice, with President John Devine presiding in both cases.

Treasurer Barney reported the following deaths:

Howard L. Dieterle - Born 1889, entered the Department in 1913 at age 23. He served at Headquarters Company before resigning in 1918. Was 87 at the time of his death.

Donald Laufer - Born in 1934, entered the Department in 1966 at age 32. He served at Co. A, the CP's and at Co. E. Don was only 42 at the time of his death.

George T. O'Brien - Born in 1888. He entered the Department in 1915 at age 27. George was in Headquarters Co., the old Bush Street station. He retired in 1950 with a service pension. Age 87 at the time of his death.

Frank Stegelich - Born in 1912. He was 31 when he joined the Department in 1943. Frank worked at Co. A for many years, also Northern, retiring from Ingleside in 1971 with a disability retirement. Age 64 at death.

John Thomas - Born in 1904, he was 24 when he joined the Department in 1928. John was detailed to Headquarters Co., then transferred to Co. A where he served for 25 years. He received his service retirement in 1958. Age 71 at death.

Bernard Mullinix - Born in 1928, he entered the Department in 1953 at age 25. He was assigned to Fixed Post Traffic and then to the Solo's where he received an injury and was granted a Disability Retirement in 1962. He was 47 at the time of his death.

Percy Kenealy - Born in 1893. He was 32 when he joined the Department in 1925. After working out of the Chief's Office and Special Services he was appointed an Inspector in 1934. He was made Director of the Bureau of Special Services in 1944 and served until 1948. Perc retired on service in 1950. He was 82 at the time of his death.

Fred Bohr - Born in 1890, joined the Department at age 24 in 1914. Was promoted to Sergeant in 1923, full inspector in

1930. Fred served in the Hotel Detail for many years until he retired on Disability in 1949. He was 85 at his death.

Patrick Hallisy - Born in 1884. Joined the Department at age 29 in 1914. Promoted to Corporal in 1923, Sergeant in 1929. Pat worked the various stations until he was granted a Disability retirement in 1942. He was 91 at death.

Thomas McInerney - Born in 1891, joined the Department in 1917 at age 26. Promoted Corporal in 1923, Sergeant in 1928, Lieutenant in 1936. He served as Night Chief in 1938 and 1939. Prior to that he was in charge of Communications. Tom spent his last years in the Traffic Bureau, prior to retiring on service in 1956. He was age 82 at death.

The Secretary reported the following donations:

SPENCER CROSSLEY - for aid extended to him by Officers Padilla & Schuman of Co. D.

WEST COAST SALESMEN'S ASSN. - they contribute quarterly when their trade show is held at the Sheraton-Palace.

WILLIAM E. PREDHOMME - a donation thru the Chief's Office.

The trustees retained the Hibernia Bank of their Agent. This was done after carefully comparing rates and services offered by the Crocker Bank and the Bank of America. They are now charging for their investment services, something that had been donated in the past. Any savings that we can obtain by yearly payments by retired and other persons on cash accounts will be passed along to us. We therefore ask all of those who have not yet paid in full of 1976 to forward your dues to the Hibernia Bank, Trust Department, Rincon Annex, P. O. Box 3808, San Francisco, California 94119.

Anyone who has paid their dues in full for the year and the Bank has not cashed your check, do not fear. You are paid and the check will be cashed as soon as you are taken off the payroll deduction and placed on cash. Any questions, call Bob McKee, 587-4570.

Respectfully submitted,
 Bob McKee, Secretary

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STRIKE OUT REICHERT'S PROPOSAL

by Paul Chignell

Irving Reichert, the Executive Director of the San Francisco Bar Association, has once again meddled into the affairs of the Police Department.

Reichert has presented an incredible proposal of a civilian review board to the San Francisco Police Commission.

The proposal contains an Office of Citizen Complaints with civilian hearing officers and non-police investigators.

When studied in detail, Reichert's plan becomes more obvious. Reference is made to the notification of all criminal suspects that an attorney should be consulted before filing a complaint. I assume that Reichert would like to be the Director of Office of Citizen Complaints; and that feathering of attorneys' nests is a high priority.

Incredibly, the rights of police officers are noticeably absent in this disgusting attack upon police officers. All investigative techniques are allowed except those that are "overbearing".

If an officer has a serious misunderstanding of departmental directives, he should be reassigned immediately. What in the hell is a serious misunderstanding of departmental directives?

It is unbelievable that an institution such as the Bar

Association would promote civilian review of the police. For years the Bar has refused to allow an impartial body to investigate and discipline the indiscretions and unethical conduct of attorneys.

Now these barristers have the gall to promote a civilian review board that would emasculate the police department and render law enforcement ineffective in this city.

I have not been a fan of our Internal Affairs Bureau over the years. They have overstepped the bounds of legality on many occasions zealously.

But in general terms, the IAB has performed the role that was conceived for them. Police officers who violate clear, constitutional rules have been disciplined. The bad apples have been weeded out of the barrel!

Civilianization of this process will destroy credibility in the impartial investigation of citizen complaints.

Mr. Reichert's proposal, unfortunately, will be studied carefully and an attempt will be made to adopt this document by the present commission.

We will have more to say on this issue within the coming months. For now, Reichert's civilian review proposal should be tossed in the garbage can where it belongs.

the San Francisco **POLICEMAN**
 OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION
 548 - 7TH STREET, SAN FRANCISCO, CALIFORNIA 94103
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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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WHAT MANNER OF MAN?

"We have a new Chief and a new Police Commission. Let's give them a chance" said Jerry Crowley, President of the SFPOA. That was back on January 13, 1976 and he was further quoted by the SF Examiner.

In the same article Chief Gain said he will make the Department cohesive and seek to heal the wounds from the strike. He wants response from the whole department, including the Police Officers' Association.

Crowley, speaking for the Association's position did not commence relationships with the Chief in an adversary position. However, the Chief has not healed any wounds, rather he has poured salt on them. His actions of late have been controversial, to say the least.

Speaking of action, let's take a look at some of his action thus far. First of all we'll forget about the flag bit. We won't even discuss that because it was no big thing, stupid perhaps, but no big thing. I really hope that everyone disregards the rumor—that he was influenced to remove them because he didn't see one in Cecil's office, because that's no big thing and we will not discuss it. Keep that up and the next thing you know, someone will be asking if he eats apple pie or hot dogs or drink coca cola or drives a Chevrolet. Well, that's the American way of life though, we don't like losers. Gee, I wonder how he feels about baseball.

Enough of that nonsense, we were talking about action and back to action we go. However, it is easy to get worked up behind Old Glory. Like the man said, he wants response from the department including the POA. Well, he got it from us several days prior to putting out that famous, unethical and dictatorial Permanent Order #5. Our response to that order came at a meeting between the Chief, the Association, the OFJ's and SOA. At this meeting he in essence said that we were a bunch of drunks and that drinking was the most serious problem facing this department and that he was going to put an end to it. The way he talked about our so called drinking problem, would lead one to believe that we hold our lineups at 6th & Mission and at 16th & Valencia, or that perhaps the roundups are really transportation for the change of watches. He, or course is going to put an end to this by having us spied upon and by imposing the maximum penalty he can impose under the law. I sat very near him during this meeting and I observed him very closely when he was explaining his feelings toward this so called exuberant drinking problem. To tell you the truth, what I saw frightened the hell out of me. Frightening in the sense that I saw a man obsessed with an unfounded idea and he was going to take unnecessary drastic measures to alleviate the problem and nothing or no one could change his mind. That type of thinking my brethren and sisteren is frightening. I kept thinking, what kind of man is this, just what in heavens name have we been cursed with now.

After he talked to every non-police group in the city, appeared on every television and radio whow he could appear on, he decided he would get into some real action and visit his troops. If the reports I have received are correct, he really got some action at each and every stop he made. According to those reports, he was shown no one wanted him around. However, I don't think this guy's ego will allow him to accept that fact. Among the many things he was asked about at Northern was, of course Per. #5. In the discussion of that, he had the audacity to stand before a large group of men and emphatically state that our former Chief of Police, his predecessor, one Donald M. Scott had a drinking problem. Now I have been with Chief Scott on many occasions at various social functions where a lot of people were getting bombed, including yours truly, and believe you me the man was nearly a teetotaler. I have never seen him have over two drinks at any one time. At that point I started looking for that halo that apparently was over Chief Gain's head and I really couldn't find it. However, I did see something on his head, but it wasn't a halo.

Well, I don't feel that he endeared himself to anyone by his visits. In fact, the impression I get from talking to the troops is that they wish he would do the decent thing and leave them alone, or if he would get real decent and just leave he would become a saint in everyone's eyes.

President's Corner

BY JERRY CROWLEY



San Francisco Police Officers' Association

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



Richard J. Siggins,
President Police Commission,
Hall of Justice - Room 505,
850 Bryant Street,
San Francisco, Calif. 94103

Dear Mr. Siggins:

Since our initial meeting with your body, it is apparent that you have abrogated your responsibility in not negotiating with the Police Officers' Association over non-economic items. We feel this activity on your part is not only inappropriate, but in direct violation of the Meyers-Miliias-Brown Act.

We are therefore directing the appropriate letters to the Board of Supervisors to intercede on your behalf.

Very truly yours,

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

GAC/eg

cc: Members Police Commission



San Francisco Police Officers' Association

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



April 6, 1976

Honorable Quentin L. Kopp,
President Board of Supervisors,
Room 235 - City hall,
San Francisco, Calif. 94102

Re: Meet and Confer - Non-economic Items

Dear Supervisor Kopp:

For approximately one and one-half years, the San Francisco Police Officers' Association has been negotiating with the Police Commission to work out the terms and conditions of employment dealing with non-economic items. Since the recent election, the newly appointed Police Commission has refused to negotiate with the Police Officers' Association over non-economic items.

Since it is apparent to us that the Commission is abrogating its responsibility, request is made either upon the Board as a whole, an appropriate committee, or its professional negotiator to stand in the place of the Police Commission and immediately commence negotiations over non-economic items.

Very truly yours,

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

GAC/eg

cc: Members Board of Supervisors

THE TEN PLAN WILL WORK IN SAN FRANCISCO

Effectiveness, efficiency and economy as well as safety for the public and the policemen show a need for the Ten Plan. This plan was implemented at the Ingleside and Mission stations for a period of two years. Statistics during that period indicated an increase in efficiency and a major boost in the morale of the Patrol Force. The men working the Ten Plan were overwhelmingly in favor of retaining this plan. The Police Administration at that time terminated the plan simply by saying that it detracts from efficiency and causes disciplinary problems. The San Francisco Police Officers' Association has documented proof that these assessments were short of facts.

It is the Associations' position that we will provide both research and substantive arguments to support the reinstatement of the 10 plan.

The high morale, increased efficiency, increased response and service justify the implementation of the TEN PLAN. The community is deeply involved in the benefits of the plan. Accumulated studies from twenty two cities indicate that this program has thoroughly been evaluated in many different social and geographic environments. Increased deployment of manpower as well as increased security can only prove to be a substantial improvement in Tactical Efficiency.

The Association has updated the TEN PLAN report and will submit this plan to the Police Commission as part of the negotiations which will be resumed shortly.

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A FEW BICENTENNIAL PHOTOS FOR YOUR PERUSAL



Muni Streetcar



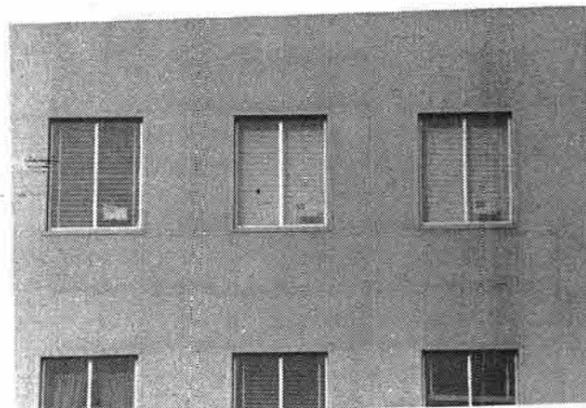
Bank of America at 4th & Market



Sunset Scavengers truck



Police Vehicles with their little flags



Hall of Justice window with flags



Flags?? What Flags?????



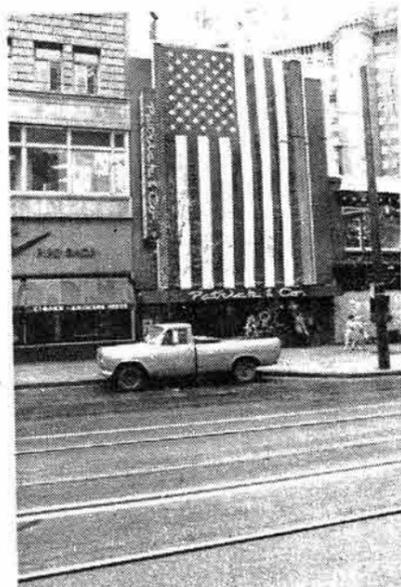
Chief Scotts former office



Muni Bus



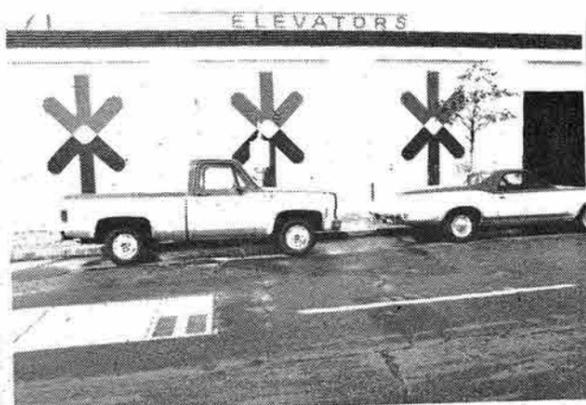
Chief's outer office



Patrick and Co. on Market St.



Sparkies Deliver Service van



American Eleyator Company



"Here Comes Bode"

"I hope the Chief has a sense of humor."

Editor

from the POA Insurance Committee

by Gale W. Wright

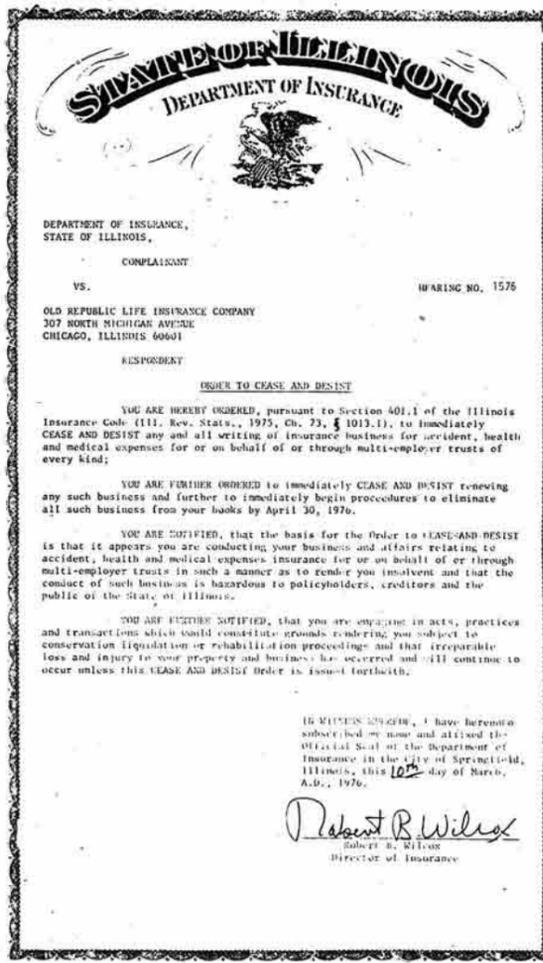
Cease and Desist Order takes Insurance Committee by Surprise

This Cease and Desist Order arose because of insolvency in the group accident and sickness policies, as well as medical and dental policies. Insolvency arises when the company pays out more money in claims than it takes in through premiums for those policies.

What is being done? Since the 1st day coverage in the Accident and Sickness area is so popular with our members, we asked the Healy Insurance Agency to locate another carrier who would write this coverage. They did, and the new company is the Great Southern Insurance Company. Please check the rates on this page. Also Healy has sent every affected policyholder a personal letter on this subject.

Secondly, as you may know, Old Republic has not accepted new members for their dental plan for over one and a half years. But as you should also know, we do have a new dental plan through the Preventive Dental Health Foundation. Enrollment is still open until May 30, 1976. While it certainly was not planned this way, the POA Insurance Committee can help those of you in the old dental plan to convert to the new plan. The rates are about equal, but that nonsense of claim forms, deductibles, tables of allowances and preauthorization is eliminated.

Please call 861-6020 for information on how to switch from the old plan to the new plan for dental care.



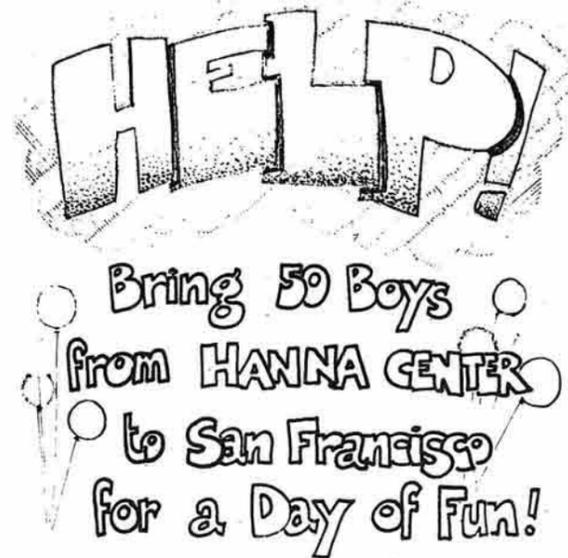
OUR PAY RAISE

by William F. Kidd

Supervisor Diane Feinstein has advised some of us that we can expect our pay raise within three weeks.

In view of the fact that we haven't seen a pay raise since September, 1974, we certainly look forward to this and appreciate the fact that the Board of Supervisors has finally seen its way clear to stop subverting the patently legal and proper strike settlement.

Oh, by the way, the Supervisor made this prediction back in FEBRUARY. Don't hold your breath.



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To all S.F.P.O.A. Members:

We have just received notice that the State of Illinois has ruled that Old Republic Life must terminate their contracts for all accident and health policies throughout the country. This includes the disability policy as offered to members of the San Francisco Police Officers' Association.

Healy Insurance is offering a replacement policy based on an individual, rather than a group program. Although the rates for this policy are somewhat higher than the Old Republic rates, it can be tailored to meet your particular needs. **FIRST DAY ACCIDENT AND SICKNESS COVERAGE IS AVAILABLE.** It is **GUARANTEED RENEWABLE**; waiting periods may be altered to adjust the premium, and benefits are payable in addition to any other benefit you may have. **YOU CAN CONTINUE TO USE PAYROLL DEDUCTION. THE INFORMATION ON FILE, AT THE HEALY AGENCY, FROM YOUR PREVIOUS APPLICATION, WILL EXPEDITE YOUR TRANSFER TO THIS NEW PLAN.**

Be assured that any money taken out of your pay after MAY 1st (typo error on individual letters reads April 1 — should read MAY 1ST), for Old Republic will be reimbursed and that any claim incurred prior to April 30th will be honored.

For further information contact the Healy Agency at 731-9455.

EXAMPLES OF PLANS AND RATES

Plan I:

Life Time Accident
3 year sickness
Payments Begin:
1st. Day Accident
15th. Day Sickness

Rates:*

21-30 \$4.15/\$100/mo.
31-35 \$4.55/\$100/mo.
36-40 \$5.15/\$100/mo.
45 \$6.40/\$100/mo.

*slightly higher for motorcycle officers.

Plan II:

Life Time Accident
3 year sickness
Payments Begin:
1st. Day Accident
31st. Day Sickness

Rates:*

21-30 3.85/\$100/mo.
31-35 \$4.20/\$100/mo.
36-40 \$4.65/\$100/mo.
45 \$5.70/\$100/mo.

BENEFITS

- Life time accident benefit.
- 3 year sickness benefit.
- Partial disability payable at 50% of monthly benefit for up to 6 months.
- Waiver of premium after 90 days.
- Pays in addition to any other benefit.
- First day accident is available.
- Individual policy NOT GROUP. Guaranteed renewable. May be taken with you even if you left the department and went to work elsewhere.
- Payroll deduction available through your Association.

A SPECIAL ACCIDENT ONLY PLAN IS AVAILABLE

Rates: 1st. day accident. Age 21-50: \$2.45/\$100/per month.

BENEFITS

- Lifetime accident benefit.
- Partial disability payable at 50% of monthly benefit for up to 3 months.
- Pays in addition to any other benefit.
- First day accident.
- Individual policy NOT GROUP.
- Payroll Deduction available.

Sgt. Jack Young — Hanna Center Day Saturday, 1 May 1976

10:00 AM Mass - St. Joseph's Church
10th & Howard Streets S.F.
Brunch immediately following at Simpson's 10th Avenue & Clement Street (\$4.00)

Police officers will accompany the Hanna Center Boys for a full afternoon at the S.F. Zoo. Please donate your time or support to this worthwhile project by donating \$1.00 for a drawing to help defray the anticipated expenses.

DRAWING
1st Prize - 1 case I. W. Harper
2nd Prize - \$50.00 U.S. Savings Bond
3rd Prize - \$25.00 U.S. Savings Bond
For additional information, contact:
Mortimer F. McInerney - Chief of Insp
Frank M. Jordan - Public Affairs
Dan Foley - Northern Station
Joe Cotla - Property Clerk
Mike Duffy - Traffic Bureau

Have YOU Named Your Beneficiary?

As of April 1, 1976 every ACTIVE member of the SFPOA has \$2500 more life insurance coverage than they had before. The SFPOA pays the premiums out of the members' dues. If you haven't named your beneficiary as yet, and you happen to die, the money will go to your estate instead of the person you want to receive it. So please complete the application today.

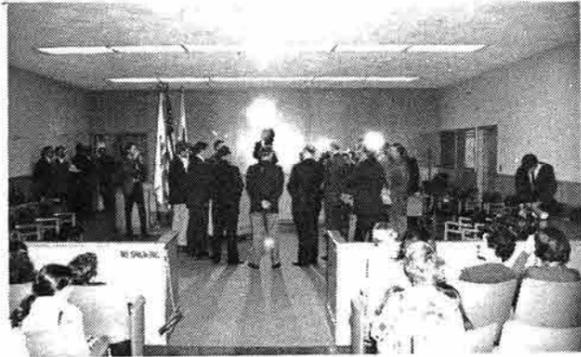
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Chief Gain Makes NEW Appointments



Finally, after two and a half months in office, Chief Charles R. Gain decided who he wanted on his management team. Wednesday April 7th, 1976 was a very happy day for Captains of Police Clement D. DeAmicis, Mortimer F. McInerney, Mario Amoroso, George Sully, Donald L. Taylor and Robert C. Seghy, for these men got the top jobs in the Department.

Thursday was also a very happy day, as the Chief officially swore the men into office. Beaming proudly were the families of each of the Captains. TV cameras and still cameras worked busily as the ceremonies progressed.

•Deputy Chief - Clement D. DeAmicis, age 47 with 24 years in the PD.

•Chief of Inspectors - Mortimer F. McInerney, age 50, with 29 years on the force.

•Director of Traffic - Mario Amoroso, age 47, and a 24 year veteran.

•Department Secretary - George Sully, age 58, and 33 years in the Department.

•Supervising Captain - Donald L. Taylor, age 43 with 21 years experience in Police work.

• Captain of Traffic - Robert C. Seghy, age 48, who is a 22 year veteran.

Congratulations! To one and all.

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VACANCIES CONTINUE

by Paul Chignell

No one will disagree with the fact that morale in the Department is at an all-time low. The strike and its aftermath continue to plague the members of the Department.

However, a disconcerting tone has been set by the new administration of the Department.

Police officers have been told that if they abide by the civil service system and work within that system, they will move up the ladder of success.

But assistant inspectors have found that the present system has been derailed by Chief Charles Gain. There are currently fifteen vacancies to the position of full Inspector. It has been anticipated that the number will pass twenty by the end of April.

The question to be answered is why the delay in appointing assistant inspectors to full inspectors?

It has always been the practice that when a vacancy occurs in the Inspector position, the senior assistant inspector fills the vacancy.

The Charter prescribes this procedure and previous Chiefs have diligently abided by the Charter language.

It is absolutely unfair to the members of the Bureau of Inspectors that Chief Gain refuses to make these appointments.

The Mayor has indicated that all vacant jobs are defunded pending a review of city finances; however a request by the Chief to fund this small amount of money would surely be honored.

If Chief Gain would start relieving the morale problem amongst his Department instead of building a political base in the community, the Department may function in a more efficient manner.

SAN FRANCISCO CHRONICLE QUESTIONNAIRE ABOUT

THE SAN FRANCISCO POLICE DEPARTMENT.

1. Are you satisfied with the performance of the police department? Please elaborate
2. What would you, and the members of your association, most like to see in terms of improvement of the police department? Please elaborate.
3. Do you like what Police Chief Charles Gain is doing, so far? Please elaborate.
4. What is the most common type of crime in your neighborhood?
5. Are there any instances of irregularity in the behavior of police officers that you and/or your neighbors can explain in detail? Please elaborate.
6. Any comments. (Please continue on reverse side if necessary.)

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WHAT DO YOU HEAR?.....

The Department is plagued with auto accidents, yet an on-going Driver Safety program is not in effect. (Sgt. Sheehan had one damn good program going, but had to beg for the few dollars it took for gas and oil and a few parts). The costs of repair and injury cost about 1,000 times as much as a good program would . . .

The backbone (Patrol) of the Department needs more recognition and awards for bravery and outstanding police work . . .

Why is it that the Patrol Captains don't have the same influence and authority that the Staff Captains have? . . .

Who knows the name of the Department's Alcoholic Prevention Officer? Who knows where his office is? Why is it that he is never seen around the stations? . . .

Our best community relations unit is the Mounted Patrol (Horses to you) and they are slowly being phased out. Let's spend Rodney Williams' new raise instead to keep an excellent public relations function going with a full compliment of officers and horses . . .

Incidentally, wouldn't it make a lot more sense for the Department's Community Relations officers to work out of the district stations? For it is at the district stations that all of the controversy rages . . .

Reports indicate that \$12,000 worth of portable radios at the Northern cannot be used by the officers because the Department can't get the money budgeted for new replacement nickel cadmium batteries . . .

Dr. Steiner calls the Kettle Black

by Retired Sergeant Joseph P. Donegan
as told to Gale W. Wright

The Police Surgeon, Dr. Norman Steiner, should be the last person to complain about anybody moonlighting, including police officers. In the twelve (12) years I worked with him as the Department Sick Sergeant, I know he moonlighted at several jobs, both on duty and off duty.

He was getting a patrolman's salary as the Police Surgeon, but he only worked a couple of hours a week at the job. In the meantime, he moonlighted on private

house calls, saw his private patients, visited the old Southern Pacific hospital (later Harkness and now closed), the Saint Francis hospital, the Pacific Medical Center and the Presbyterian hospital.

Although he was a full time police doctor, he did not work at it very much. I know that all the work done when I was there was done by police personnel.

Dr. Steiner's statement to the Police Commission that he is opposed to police officers moonlighting is like the pot calling the kettle black.

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TO THE UNIFORM & SAFETY COMMITTEE THE "NO TIES" ORDER

Your recent recommendation regarding the uniform necktie has left me in a somewhat disturbed state of mind. As many of you have, I have witnessed the evolution of our uniform over the years to its present state. When worn properly it is an attractive and functional uniform. Improperly worn, it is sloppy and reflects poorly on the whole Department. Recent years have shown a noticeable decline in the general appearance of the Department. The first visible sign was the absence of the uniform tie, followed shortly by the disappearance of the uniform cap, and finally, to put the finishing touch, long sleeve shirts were rolled up one or two turns, "Navy style." Now we were no longer neat appearing but "salty" looking.

I feel strongly that the

deterioration of our uniform standards is a reflection on the leadership of the Department at all levels above the rank of Patrolman, who did nothing to prevent the erosion of our present sad state.

Spare me the reasoning behind your decision as I have no doubt heard them all and have found them to be lame excuses that will not stand without the support of ineffective or lackluster supervision and leadership.

Your recommendation as to the uniform tie was not a change of policy because with few notable exceptions the tie was not being worn. Your recommendation merely shouted out . . . "We surrender. We can't supervise you . . . we have failed. Throw away your necktie."

As I inspected my watch

this afternoon, I observed a variety of under garments protruding above the neckline — white teeshirts, hair shirt, blue teeshirt, blue with white stripe and even a red one, colorful, but not uniform.

Please consider this at one of your gatherings and provide me with some written direction.

In closing, I want to take this final opportunity to remind you of the seriousness of your decision and recommendations. A neat appearing officer commands respect and reflects one's pride in belonging to an organization. The next time you look at yourself in uniform, ask yourself if your appearance reflects your attitude. Are you proud?

Cornelius P. Murphy
Lieutenant, #1263
Co. E



The FIRST Black and White unit

IS YOUR POLICE CAR SAFE?

by James Hughes

When was the last time that you got in a police car and while driving down the street noticed that the car pulled to the left or right when the brakes were applied. Did the brakes fade when you put them on or did you notice another problem that made the car difficult to handle?

So you know whose at fault? You are. Nobody in this department will make you drive an unsafe car, so if you do, it's your fault if anything happens

The CHP turns over their cars at 75,000 miles

because they feel that the operational stresses on their cars have begun to weaken at this mileage and that those cars should not be used for pursuit purposes. When do our cars become unsafe? The garage people say that it's about 60,000 miles, but let's be generous and give them 65,000 miles. When your car hits or exceeds 65,000 miles you should take a close look at your car for it could be that your car and not a man with a gun or a nut in the street may be your killer.

No one will force you to

drive a car that you feel is unsafe but if they do make a C.Y.F. Report (A scratch-Cover Your Family) and then see what happens. It's my bet that you are not going to drive that car.

You risk your life each day just doing police work, don't risk it on a car that may end your career.

THINK!

If you still think you have to drive, do one thing. Ask your partner "How lucky do you feel today?"

If you have any doubt, remember that one great individual once said, "United We Stand And Divided We Fall".

P.S. If it's just dirty, you can get it washed at the three minute car wash at 16th & South Van Ness and don't worry—the department pays for it.

Ellis Brooks Chevrolet
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LETTERS

Commissioner Jane
McKaskle Murphy
San Francisco Police
Commission

Dear Commissioner
Murphy:

On behalf of all San Francisco police officers I would like to thank you for the kind consideration you showed for the wife and children of Officer John M. Orlando at the Commission's March 31 meeting. Your sympathetic concern for this outstanding officer's family was not unnoticed.

Unfortunately your fellow commissioners did not exhibit the same compassionate spirit. I hope and trust that their inability to support your motion was not the result of an uncaring disposition.

In the near future police officers from Central Station will be contacting you and your colleagues requesting your help in their attempt to assist the Orlando family.

Again, thank you and please do not become discouraged from attempting to aid police officers when tragedy suddenly strikes.

Very truly yours,
Michael S. Hebel
Welfare Officer

March 15, 1976

Dear Jerry:

On behalf of the entire community I would like to thank you for sponsoring Delancey Street's first Bicentennial Neighborhood Hero party for Pat Nolan.

More than ten thousand people — among them hard hats, politicians, socialites, movie stars and seniors of all races — had a great time with not a single untoward incident. Tremendous tension was taken from the Mission District as ethnic groups rose above diverse loyalties to eat and drink and dance together.

I would like to see the same unity of purpose prevail over other endeavors to which we as Americans are committed.

Warmest regards,
John Maher

Mr. Joseph C. Mollo
President
San Francisco Police
Athletics Club

Dear Joe:

Having received your letter this date that my membership is up in your organization, I wish to let you know at this time that I have no intention of continuing my association with an organization that does not have annual elections for officers.

As to the threat that I would not be able to participate in any athletic, social or travel activities, I wish to let you know at this time that I will compete in the up-coming Olymics; I will socialize with whom I please, and travel when and where I want.

As to my participation in health, dental, and other insurance plans, I find that the San Francisco Police Officers' Association Insurance Committee, of which I am a member, has taken care of my insurance needs in a suitable manner for the past eleven years.

I am letting you know at this time that I have no intention of renewing my membership. When the club started, the late Dan Nilan had organization. I am sorry to see these ideals destroyed.

Sincerely,

Daniel P. Lynch

Gentlemen:

May I take a minute of your valuable time to comment on the "Revised Miranda Card"? I have often been accused of having a rather weird sense of humor. Mebbe so. But to my mind the "Revised Miranda Card" is the funniest and most apropos (?) piece of writing I have seen in a long time. No doubt, to the stuffy, no nonsense legal mind, it may have other connotations, but to me it is the essence of humor.

I can just see some half-swacked, would-be fighter, after being questioned by an Officer for some reason, reading the card and saying, "OK, fellers, which way's the wagon."

Yours in stitches,
Bert Hutchinson

Supervisor J. Barbagelatta
Supervisor A. Nelder
Supervisor Q. Kopp

During the past ten years, the American Public has been subjected to a continuous barrage of unpatriotic and traitorous rhetoric and actions by various segments of our society.

Most of this deplorable behavior has come from left wing, misfits, who have displayed various modes of behavior such as burning the American Flag, wearing the American Flag on the seat of their pants and using the American Flag for curtains in their homes.

These insults to the American people and to our country have been tolerated to the point of absurdity.

Now, to add to this outrage the San Francisco Police Department has a Chief, who because he "does not want to intimidate people who visit him" has removed the American Flag from his office. This act, by an ultra-liberal Police Chief is an insult to every American Citizen and in particular to the thousands of servicemen who have suffered on the battlefields in our many wars so that this country and Chief Gain remain free.

Chief Gain should be censored for his behavior and admonished that if people feel intimidated by viewing our American Flag they don't have to visit him.

James Pera
S.F.P.D.
Member of American
Legion
Police Post 456

Editor:

We see no harm with your revised "Miranda" and would like to print it in our national youth newspaper because there are still young people who support the police officers of this Country.

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THE TAIL-WAGGING DOG

by Lieutenant Henry L. Lasher

In the S. F. Examiner's EDITOR'S MAIL BOX, of March 25, there appeared a letter from a JAMES FOSTER. In it he finds it "indredible" that the personnel of the Department is at "issue" with Chief Gain in his removal of certain flags, etc. from his office. He continues on with a blast that "the issue is returning

the SFPD to a credible law enforcement agency, which it has not been for many years." He then continues, citing a figure, 87%, of criminals getting away with their crimes. Then in his omnipotence he states, "I say the time has come to get the police out of the bars and doughnut shops and back to work."

It never ceases to amaze me that so many non-police persons have all the answers as to how to improve and to solve the police problems. The only person not consulted is a police officer. This is the person who supposedly is trained and has been entrusted with the badge and the power to solve these daily problems.

Whether Mr. Foster's statistics are correct or not makes little difference. The existing laws and the permissive stance of the judicial system's revolving-door policies coupled with bleeding hearts, and a super-liberal, apathetic citizenry is far more responsible for the rise in crime than any street-cop.

However, I will concur with Mr. Foster on one point. I, too, would like to see the return of the SFPD to a credible law enforcement agency. I do not see this happening with the present trend.

It seems to me we have lost sight of the reasons for the creation of a police department. I have always been under the impression that the cop-on-the-street is what its all about. In my 27, plus years as a policeman and in all the books I ever read on the subject, this seems to be the idea. For him, the cop-on-the-street, the rest of the department exists. This includes the office of the Chief, and all other units are secondary and supportive.

Now, however, we are expanding in every other area. Except street patrol. I won't go into the fact that we are presently supplying a 'royal guard' that saps the manpower of street patrol, for that is not my immediate criticism. Our present status, and/or the trend toward a status of lost goals is my present concern.

The expansion of the Community Relations Unit. The fixation and truly Frankensteinian growth of the Internal Affairs Bureau at the expense of the cop-on-the-street, (the drain of manpower, etc.). This is where the light of reason should shine.

If we keep building "empires" for certain individuals or political factions there won't be any street cops to frequent the above mentioned bars or doughnut shops, much less handle the daily street police work for which he was created.

Report to Veteran POA

by Tony Bell - Retired Rep

This report can be a half hour long, but so many things have happened in the past month and you are all aware by the sometimes slanted news media what has and is happening day by day.

Even though I spend on a voluntary basis one day of the week at the POA offices, I couldn't possibly relate to you every incident that occurs daily. Just today, for instance, (Apr. 4.) I received a bulletin from the POA that the all-important Assembly Bill 301, has cleared the Assembly by a vote of 45 to 19 and goes to the Senate floor for a vote on April 7, '76. It is called the Police Officer's Bill of Rights and is our proudest legislative achievement. There was an urgent appeal to all police officers to flood their respective senator's office to urge a YES vote on this bill.

But how could I inform every member of our Association of the urgency to phone his senator requesting a YES vote on this bill? We must devise a better system of immediate communication to all our members regardless of where they live in the state. I would suggest that each member of our Board of Directors pick 20 names from the roster, obtain their addresses and telephone numbers, and when an important piece of legislation especially pertaining to retired officers is to be introduced in the legislature, the board member shall attempt with every means at his disposal to inform him or her of the necessity of immediate action. A copy of AB 301 shall be retained by our president or secretary for your perusal.

Now you may ask, "What has this bill to do with us, the retired men?" And the answer is obvious. The stronger we make the POA, and in a broader sense the State organization, COPS, the stronger we are politically. We can no longer be an island, independent and

self-sufficient. Whether we like it or not, we are in politics. It also follows that the stronger and more vocal we are the more the politicians will listen, because as I've also said, and pardon the repetition, "United we stand, divided we fall!" And it has never been more true than these days.

THE DENTAL PLANS
I am very happy to report that the Dental Plans we have been screening carefully and espousing to the members is about to become a reality. But the sign-up period will end May 30. We have already signed up the minimum of 500 participants but the more we sign up the cheaper the rates or the greater the services will apply. If you sign up before the 15th, the services will become implemented May 1st. Let's not repeat the apathy shown when the moratorium was in effect and ended Dec. 31, 1975. A word of caution. No mail-out will be sent. If you have lost or misplaced yours, come to the POA office and obtain one. I have several applications for the plans here. Don't delay.

THE MORATORIUM
I have been quietly exploring the possibility of another moratorium, but it will only be for the retired men, and if I am successful in its implementation, don't let me, or yourself down.

THE BOARD OF DIRECTORS MEETING OF MAR. 16
Barbagelata postponed his explanation of NO PAY CUT on his amendment. No reason was given, but the answer is obvious to everyone, the result of the strike.

Motion made and passed that we hire Crowley as full time president. He waived pension contributions and cost of fringe benefits. Things are running more smoothly at our headquarters — It is true that about 200 members of

the POA resigned but about 1/4 of them returned due to the beneficial insurance and dental plans. And contrary to unfounded rumors, the membership now stands at 1337 members of the POA on payroll deduction, 20 on prepaid, and 400 retired men, making a total of some 1900 members. And the POA is the bargaining representative for the department. All our attorney's fees are paid, except those still in the hopper.

A discussion giving Chief Gain a vote of "No Confidence" but was successfully argued that it would serve no purpose. Several obnoxious General Orders were issued but were later rescinded by the Chief.

Motion made and passed that the Board give approval to Gale Wright to negotiate the purchase of the building next to the POA present site, which is 510 7th St. or another suitable building in the immediate area. Since our lease is running out, it's imperative that we seek other quarters. Gale successfully negotiated for 510 7th St., (much larger quarters) for \$100,000, a 30 yr. loan, and limitation of \$10,000 for additional furniture, carpentry, and few alterations.

THE PAY RAISE

The Association filed a petition with the Supreme Court to hear our pay raise but they declined to hear it. As of March 16, 1976 the Appellate Court has the case. To date we have not even heard when they will decide the case. If and when we get the raise, it will have been accruing 7% interest.

Thanks for listening.

Tony Bell

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BOARD OF DIRECTORS AND GENERAL MEMBERSHIP MEETING — TUESDAY, MARCH 16, 1976

The Board of Directors met at 1700 Hrs. Roll Call showed Bell Co. F and Bray Co. G were absent. It was motioned by Wright and Seconded by Amiot that a letter be sent to Director Bell as per the Constitution and Bylaws since this was the 3rd board meeting he had missed. Motion Passed, however, I received a letter of resignation from Bro. Bell prior to sending out the notification. This was Vote #1.

Bro. Fickers brought up the subject of paying the President's salary so that he can work full time for the Association. There was some general discussion of this issue prior to any motion or vote. President Crowley stated that he realizes the financial burden it would place on the Association to have to pay his salary plus retirement. Therefore, we would except the offer only if the Association pays his salary minus retirement. The Treasurer stated that we could afford to pay a Sergeants salary without being hurt too much financially. Bro. Ballentine asked our legal advisor Bro. Hebel if a vote of the Board of Directors was all that is required to pay the President's salary. He was told that a vote of the Board was all that is needed. After the discussion, it was motioned by Bro. Chignell and seconded by Bro. Patterson that the Association pay its President's full base salary, which is that of a Sergeants, at this time until the next Association election, subject to an approval of a leave of absence from the Police and Civil Service Commissions. This was Vote #2 and the motion passed. Bro. Hebel made a motion that the Board of Directors urge the Police Commission to grant a leave of absence to President Crowley. The motion was seconded by Bro. Patterson. This motion passed by voice vote.

President Crowley then asked Hebel to bring the board up to date on the contract negotiations with the Police Commission and the status of the appointment of Rodney Williams. He stated that the Commission was still trying to resolve who is the recognized employee organization and whether or not all of our

bargaining sessions should be held publicly as if they were a public meeting. He further said that the Commission at its last meeting directed the Chief and Captain O'Brien to submit a supplementary budget to cover the cost of hiring a Labor Attorney and a Labor negotiator for that because they don't feel that they can do the negotiating themselves and under the Brown Act cannot meet with the Association privately. Therefore, there are no negotiations going on at this time.

As for Rodney Williams, the Commission had passed a supplementary appropriation that would place him at a Civil Service exempt rank above the rank of Captain and equivalent to a Captain in pay. There will be public hearings on this matter on March 24th. The Mayor signed the supplementary appropriation and sent it to the Board of Supervisors. The Chief also appeared before the Civil Service Commission and requested that they make the Director of Community Relations an exempt position so that there would be no examination for the position and the Chief could appoint anyone who wanted it even after the present Director vacates the position. No decision on this has been reached as yet.

Bro. Wright gave a report on the project that the board had given him in regards to finding a suitable building in the area where we are presently located, so that the Association could purchase it for its offices, meetings and banquet hall etc. He had done a yeoman's job on the property next door to our office at 510 - 7th St. He had diagrams and pictures of various views and levels of the building. He also had the property appraised. After much discussion and motions and amendments on this subject, it was finally motioned by Wright and Seconded by McVeigh that the Association make an offer of a maximum of \$100,000.00 for the building and appropriate a maximum of \$10,000.00 toward any renovation, if necessary, to make the building suitable for our purpose. This building being the property at 510 - 7th St. This was vote #3 and it

Department. The second has been a proposed change in Departmental rules to tighten up the language precluding secondary employment while sick with pay, or disability leave with pay, or while on light duty.

It should be noted that secondary employment through the Department might not be all bad. Some departments already utilize this method, and some advantages exist, such as higher pay, disability coverage, liability protection, etc., but we would have to examine such a proposal in depth.

In the meantime, it is not clear at this point exactly

passed unanimously. The Board of Directors meeting was adjourned at this point.

The General Membership meeting opened. The printed agenda was suspended and the meeting opened with the discussion on the expected City employees strike and what role we will play in it and what will be expected of us. This was conducted by President Crowley.

After that, Bro. Hebel have a report on the Chiefs proposed reorganization plan, which can be viewed by anyone that goes to the Planning and Research office. He stated that the Chief's plan would eliminate seven Captain's jobs and of course that means Lieutenants and Sergeants also. A motion was made, seconded and passed that we reconvene our old reorganization committee and draw up our reorganization plan and present it to the commission.

The membership was informed of the new proposed General Order that the Chief intended to put into effect. The General Order was put out in the form of a Permanent Order #5, the new unethical, and dictatorial drinking policy. We were able to delete some of the garbage out of the order, but it still stenchs to high hell.

After extensive talks about the drinking problem, the regular order of business was resumed with the Treasurer giving a report. Among other things, the Treasurer stated that as of the moment, all of our legal bills have been paid off and our only legal expenses are the regular monthly bills we normally get. A detailed treasurer's report will be in the next issue of the Policeman.

A motion was made and seconded that the Minutes of the last Board Meeting be suspended. The meeting then turned into a general discussion of various issues, and after which was adjourned.

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

what Commissioner Ciani has in mind. But after more than five years without a Sergeants examination, two years without a raise, conspiratorial abuse by the Board of Supervisors, the media, and conspiratorial abuse by the Board of Supervisors, the media, and the old Commission, and a tradition of abdication of leadership in the Department, it is incomprehensible that the Commission would desire to further hack away at the rapidly deteriorating quality of working conditions for San Francisco police officers by diminishing their opportunities for supplemental wages.

NOTORIOUS SECONDARY EMPLOYMENT FLAP

by William Kidd

Undoubtedly you have heard of it. Attention was first focused on secondary employment, to our knowledge, at the Police Commission meeting of March 17, when Commissioner Ciani requested clarification of Chapter 10B of the Administrative Code (S.F.) The section deals with the utilization of uniformed personnel at "public facilities", the services of said personnel to be purchased by private organizations, and the costs paid to the City. (Not to the Police Budget, by the way, but to the General Fund; don't be surprised if that turns out to be significant).

The section was specifically prepared for the purposes of policing Candlestick Park during Forty-Niner football games; the 49ers obtained uniformed police officers, for which they paid the City and county of San Francisco wages and benefits per diem per officer, plus a 20+ % administrative fee.

The Commissioner queried the Administration as to the possibility of all employers of police officers in security type capacities being required to obtain these services in like manner, through the Bureau of Personnel; the employers would then have to reimburse the City at the current wage and benefit rates, instead of paying the simple wages as are paid now.

Captain Eimil scoffed at the idea that private employers would find that anything but highly undesirable, for obvious reasons. When asked for his thoughts, the then Supervising Capt. J.P. Taylor, stated that it was his opinion that secondary employment clearly detracted from the quality of job performance by members of the Patrol Division. In typical Department tradition, Taylor offered no documentation to support his conjecture; on the other hand, neither did the Commission request any documentation. One would hope that they did not accept this unsupported allegation on its face.

Commissioner Siggins noted that it perplexed him that officers would find it necessary, or even desirable to work in a secondary capacity for as little as \$5.50 an hour.(!) Chief Gain expressed doubts as to the constitutionality of any attempts to restrict or preclude officers from working at outside jobs, but Ciani indicated that her primary concern was in regard to situations where there might be "conflict of interest" with officers performing public safety services for private concerns.

To date we know of only two formal actions which have been taken by the Commission in this regard. One has been the transmittal of written inquiries to various employers of off-duty police as to their receptiveness to a proposal for obtaining services directly through the

S.F.P.O.A. BALANCE SHEET Month Ending February 29, 1976

ASSETS		LIABILITIES & RESERVE	
Petty Cash	101 \$ 150.00	Payroll Taxes Payable	399 \$ 838.73
General Fund	103 1,829.93	Unexpended Reserve	501 45,919.49
Legislative Fund	105 44,699.73		
Emergency Fund	107 78.56		
	<u>\$46,758.22</u>		<u>\$46,758.22</u>

S.F.P.O.A. INCOME STATEMENT Month Ending February 29, 1976

INCOME:			
Dues - Active	601	\$ 50,894.40	\$ 50,894.40
TOTAL			
EXPENSES:			
Administrative Expenses	701	165.00	
Accounting	705	148.15	
Annual Election	723	41.40	
Dues Collection	728	216.19	
Equipment Rental	740	355.00	
General Membership	753	78.44	
Janitorial Service	761	25.00	
Maintenance (Equip)	771	223.59	
Mailing	772	40.93	
Public Relations	773	325.00	
Rent	776	2,156.00	
Salary - Office	777	600.00	
Salary - Executive	781	354.25	
Office - Supplies	782	111.16	
Admin. - Supplies	783	250.68	
Tax Payroll	792	367.38	
Utilities			\$ 5,438.17
Committee Expenses			
Board of Supervisors	810	5.00	
Health Svc/Retirement	830	429.85	
Insurance Committee	835	965.51	
Labor Relations	850	577.05	
Screening	860	12,420.62	
Publications	863	550.00	
COPS	870	1,184.00	
			<u>16,133.01</u>
			<u>21,571.20</u>
			<u>\$ 29,333.20</u>

S.F. POLICEMAN FINANCIAL STATEMENT Month Ending January 31, 1976

BALANCE - December 31, 1975			
General	\$2,314.90		
Pre-Paid Ads Reserve	1,157.00		\$3,471.90
REVENUE - January			
Subscriptions	52.00		
Ads	1,022.45		
SFPOA Salary Subsidy	630.00		1,704.45
WORKING CAPITAL - January			\$5,176.35
LESS EXPENSES - January			
Commissions on Ads	495.72		
Misc.	23.77		
Paper (Printing)	682.77		
Salaries (Office)	430.00		
Salaries (Executive)	200.00		
Office Supplies	431.54		
Utilities (Telephone)	104.98		
Credit Union Loan	160.00		
Advance for Buckles	525.00		3,053.78
BALANCE - January 31, 1976			
General	1,319.57		
Pre-Paid Ads Reserve	803.00		\$2,122.57

S.F. POLICEMAN

FINANCIAL STATEMENT Month Ending February 29, 1976

BALANCE - January 31, 1976			
General	\$1,319.57		
Pre-Paid Ads Reserve	803.00		\$2,122.57
REVENUE - February			
Ads	1,345.00		
SFPOA Salary Subsidy	490.00		1,835.00
WORKING CAPITAL - February			\$3,957.57
LESS EXPENSES - February			
Commissions on Ads	448.00		
Paper (Printing)	973.20		
Paper (Misc.)	53.58		
Salaries (Office)	290.00		
Salaries (Executive)	200.00		
Office Supplies	8.68		
Utilities (Telephone)	82.76		
Credit Union Loan	160.00		
Advance for Ent. '76 Books	240.00		2,456.22
BALANCE - February 29, 1976			
General	812.35		
Pre-Paid Ads Reserve	689.00		\$1,501.35

S.F. POLICEMAN

FINANCIAL STATEMENT Month Ending March 31, 1976

BALANCE - February 29, 1976			
General	\$ 812.35		
Pre-Paid Ads Reserve	689.00		\$1,501.35
REVENUE - March			
Subscriptions	136.00		
Ads	2,406.75		
SFPOA Salary Subsidy	517.50		
Entertainment '76 Books	287.50		
Rein. from Buckles	525.00		3,872.75
WORKING CAPITAL - March			\$5,374.10
LESS EXPENSES - March			
Commissions on Ads	975.22		
Insurance	375.00		
Paper (Printing)	720.91		
Mailing	56.41		
Salaries (Office)	317.50		
Salaries (Executive)	200.00		
Office Supplies	6.88		
Utilities (Telephone)	100.36		
Advance for Dental Mailing	382.73		
Returned Check	70.00		
Credit Union Loan	160.00		3,365.01
BALANCE - March 31, 1976			
General	794.09		
Pre-Paid Ads Reserve	1,215.00		\$2,009.09

SPORTS

GOLF CLUB NEWS

Our March tournament, played on Thursday, March 25, 1976, saw the largest number of members participating this year. I'm sure the blue skies and the great condition of the course at Lake Merced County Club had a great deal to do with bringing out 88 hackers

Scores were fairly high, another tribute to Lake Merced's demanding course. We did have three players in the seventies all three of which placed in the low ten net scores. Darol Smith took first place with a gross 76, net 67, followed by Jay Parashis gross 98, net 67 also. Al Esperance was the third place finisher with a gross 88, net 68. In fourth was Even Lammers, gross 77, net 69. Bill Grosward (again) was 5th, gross 87, net 70. Vic Macia was 7th, gross 85, net 71. George Effisimo was 8th with a gross 78, net 72, followed by Dick Klapp, gross 93, net 72. The 10th spot belonged to Joe Buckley, gross 83, net 72.

In the guest flight we had five winners. First place was won by the "comeback kid," Denny O'Connell. Denny netted a 72 and was pursued by Mort McInerny's net 74. John Tuers nailed down 3rd with a net 74 also. Mike Mahoney was fourth and Larry Frost 5th, both with net 75's. All ties are decided by the lowest score posted on the highest handicap holes.

The hole-in-one was won by deadeye Charlie Beene

with a shot 5'0" from the hole. He was followed by Charlie Anderson who was 9'7" away and Virgil Vandevort who was 12'2" away.

Our April tournament is scheduled for Friday, April 23, 1976 starting at 0800 hrs. at the Presidio Golf Club. We were very happy with the response we got from our request to get your money in early for these tournaments. There were still a couple of people who were late so keep trying.

The golf clubs membership has risen to a three year high of one-hundred and ten members. Anyone interested and who doesn't know about the club, here is a brief idea of what it is. The club is open to all active and retired members of the San Francisco Police Department. We play monthly tournaments on different Bay Area golf courses. We establish handicaps (using the N.C.G.A. method) based on tournament play. We give prizes on a handicap basis from a fund established in excess of usual green.

If anyone wants any further information call either Lt. Vic Macia at the PYP office (567-0930) or myself, Jerry Cassidy at Co K (553-1235) or at home (8970226). Or if you prefer send a check or money order for \$5 made out to the S.F. Police Golf Club with your name, address and phone, and I'll send you a schedule, etc.

TIME RUNNING OUT FOR HAWAIIAN TRIP

Although this year's trip to the Hawaiian Islands is still more than three months off, time is running out.

A limited number of seats are still available for the San Francisco Police Athletic Club's July flight, but as time goes by, so does the amount of time in which to pay.

For those who have already sent in their deposits, they still have until May 6, (60 days prior to departure) to pay the balance due.

But, for those who are still sitting back and trying to make up their minds, time is running out and it won't be too much longer that if you want to go, you'll have to come up with the entire amount.

And in case you've forgotten, that amounts to \$264 per person, based upon double occupancy.

That amount gives you the round-trip air-fare, via a United Airliner; a chartered bus from the Honolulu Airport to the hotel upon arrival, and return ride back to the airport upon departure; and a week's stay at Del Webb's Kuilima Resort Hotel and Country Club on the north shore of Oahu Island.

Remember, our departure is scheduled for the morning of July 6 and we'll return during the late evening hours of July 13.

A TREAT FOR ALL S.F.P.D. VS ADIDAS

By Malcolm Glover

Volunteers are badly and urgently needed for a special exhibition to be held next month.

No, I don't mean that you have to be an exhibitionist!

What I do mean is that the San Francisco Policemen's Olympic Team . . . if there is such a creature, ha, ha . . . has been challenged and unfortunately it's already been accepted . . . by the ADIDAS, the U.S. Women's National Champion Volleyball Team.

Being the male chauvinist that I am, it's difficult for me to imagine that our stout-hearted men . . . (sounds like something out of a Jeanette MacDonald - Nelson Eddy movie of years gone by) . . .

would fall prey to a group of women . . . unless of course it's the kind of women that both Chief Gain and D.A. Freitas have more-or-less given the green light to.

But of course when I look at the record of members of the ADIDAS team . . . (and no, it's not their arrest record) . . . then maybe I should reconsider . . . like for instance:

Four 1st Team 1975 All-Americans; two 2nd Team 1975 All-Americans; Most Valuable Player, 1975; Rookie of the Year, 1975; two Rookie Team players, 1975; and one Honorable Mention, 1975, All-American.

Anyone . . . men preferred . . . who is interested in upholding the tradition of the men in

BOWLING



Ken Waite congratulates Gary Bertucci on victory.

The 75-76 SFPD Bowling League saw a down to the wire finish in which Ken Waite, Dave Winn and Bob Lazaretto were forced into a play-off situation against Gary Bertucci, Lou Ligouri and Al Casciato in order to pull first place out of the bag.

Ken Waite had the high series for the league which is held at Castle Lanes yearly. Lou Ligouri captured high game honors while Al Casciato received the most improved bowler award. This year's league was by far the toughest, most competitive league ever. With the anticipated return of all of this year's bowlers, we hope that many of you out there will be ready to come out in September when the competition resumes.

Les Adams, Dennis Costanzo and Joe Allegro were the third place finishers who were in the competition up until the second to the last game when their hopes were dashed by John McGowan, Jim Strange and Mike Estapine. If this finish is any indication of what next year's league will be like, watch out you old-time bowlers!

Keep an eye on the newspaper for information regarding the league.

CREW

by Al Casciato

blue, should contact Joe Mollo at the Police Gym, 553-1530.

The game, with proceeds going towards the expenses of the ADIDAS, will be held at the San Rafael High School Gym in San Rafael, at 7:30 p.m. on Sunday, May 2. It should be entertaining, if nothing else, and it is hoped that a good turn out will be in the stands to cheer the underdogs on.

As of March 23, 1976 a mileage chart was posted on the bulletin board at Lake Merced. all rowers will now be keeping track of their individual miles rowed. In October all mileage will be totalled and prizes awarded. JOIN THE COMPETITION!

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(Continued from Pg. 1) Don was certainly a popular and respected policeman. He was highly thought of not only by other officers but also by the citizens he served. The numerous complimentary letters the department received from city residents praising his performance attest to this fact.

Don Laufer died on January 31, 1976 from brain tumor complications after a long and painful illness. He had served the department and the citizens faithfully and effectively for nine years and seven months. His wife Betty and his three children (Karen, Donna and Raymond) were left without a pension since Don's tragic death occurred a mere five months prior to ten year's service.

JOHN MICHAEL ORLANDO

John, who liked to be called Mike, started his police career at Central Station. Nine years and nine months later it ended at Central Station.

During the nearly ten years that Mike served as a police officer, he received fourteen (14) department citations for outstanding police work performed. In August, 1968 he received a Bronze Medal of Valor for his calm and deliberate action in pursuing an auto theft suspect into an alley; the suspect pointed a loaded revolver at Mike and threatened to kill him. Mike subdued and arrested the suspect.

In 1975 Mike received the coveted distinction of being named "Policeman of the Year" by the Nob Hill Association. This award is based on service to the community above and beyond that required by duty.

Prior to entering the department, Mike had served honorably in the United States Army where he received the National Defense Service Medal.

In February 1975 Mike discovered an unusual bruise on his leg. When he had it examined at Kaiser Hospital, it was diagnosed as Leukemia. This began his heroic, but often nightmarish, attempt to complete ten years' service while undergoing physically traumatic and debilitating chemotherapy treatments. He reported for duty with a neck brace and in a very weakened condition during his last months on the job. When the drug treatments caused his hair to fall out, he still persisted in his valiant and courageous attempt to reach that tenth year of service; he reported for duty.

Mike was judged by his fellow police officers to be second to none in bravery and dedication to duty. He always received above average job performance ratings and was considered by his superiors to be an officer that required little supervision. Letters from citizens commending his work are abundant.

Mike Orlando died on March 29, 1976. He worked up until the 27th of March at which time he entered Kaiser Hospital and went into a coma. He had served the citizens and the department faithfully and effectively for nine years and nine months. His wife Vera and his four young children (Anna Marie, Christine, Michael and Paul) were left without a pension since Mike's untimely death occurred a mere two and one-half months prior to 10 year's service.

REMEDY REQUIRED

Charter Section 8.559-3 requires the completion of ten year's service before a police officer qualifies to receive a 33-1/3 pension. Had Don Laufer and Mike Orlando completed their ten years, their families would have received the 33-1/3 pensions. As it now stands, unless a death in the line of duty award is made by the Retirement Board, the families will receive the officers accumulated contributions to the Retirement System plus a lump sum payment equal to six months pay.

The tragedy of watching Mike report to duty without hair and completely weakened by drug treatments and the tragedy of seeing Don report to work and suffer small seizures on a continuing basis demands that action be taken to amend the retirement system provisions. Both were trying desperately to protect their families knowing that death was certain and soon to call.

San Francisco Police Officers urge the Board of Supervisors to place a Charter amendment on the November 1976 ballot which, if passed, would retroactively qualify the families of Mike Orlando and Don Laufer for the ordinary disability retirement. They gave all they could. Proper consideration for the well-being of their wives and children is not an unreasonable prayer.

Anchor Cafe
515 Columbus
San Francisco 981-7330

Policemen Quitting

(Continued from Pg. 1)

list but rather by political hocus pocus. The present power politicians have made high sounding promises to special interest groups regarding hiring. These promises must be kept for they are the legal political payoffs.

You are wondering how people can be hired politically when we have a civil service system? Think of an expanded police reserve program where the chief has the authority to appoint whom ever he pleases. The next step would be to somehow blanket the reserves on to the pay roll. Hence, the political debt is paid. So, San Francisco Police Officer please quit soon so the power machine can pay off its debt. But the finest are staying and fighting the machine.

FREE "COACHING" for SGTs EXAM

by Gale W. Wright

Six years ago when the Sergeants Examination was announced, several of the Lieutenants and Captains got together and decided to give free coaching lessons to those patrolmen who were preparing themselves for that examination.

It must have worked as list came out and since that list expired, 135 officers have been promoted to Sergeant.

This time no one has come forward to help the officers with their studying. That is, no one until Mr. James Franz presented himself to me at the Association offices.

We rapped for about half an hour and I found him to be a personable

young man, who has a great deal of experience in hypnosis, and demonstrated to me that he can help almost anybody to improve themselves.

In the case of those officers who are spending hours and hours with the books, the drudgery of all that concentration can be non-productive if you are tense, tired, or lack the confidence in what you are doing.

Mr. Franz agreed to give a free "coaching" course for you on May 5, 1976 at 6 P.M. in the Traffic Bureau Auditorium. He will be able to help you improve your memory, concentration, confidence and to relax so that all of your

work is not in vain. I recommend you plan to attend. What have you got to lose?

James Franz Hypnotist

A way to: create desired habits, improve memory, destroy fears, eliminate stress, instant relaxation, concentration and confidence. Attend a FREE "coaching" session on the

May 5, 1976 6 P.M.
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KGO EDITORIAL

RUBBER STAMP COMMISSION

The new police chief of San Francisco has caused quite an uproar since his appointment to that office in January. This shouldn't surprise anyone, since controversy and confrontation were involved in his departure from similar positions in Oakland and Florida. That his views, values, and vibrations raise the hackles of many citizens is not hard to understand.

He evidently believes that sitting in a room with an American flag makes people feel very uncomfortable whereas dealing with gay policemen won't. After just two months in office, he has decided to reorganize a police department with a fine national reputation, even though the Florida paper recently reported that "his chain of command was often blurry, and he remained cold, distant figure to the police he commanded." Until this week, he had not yet personally visited any of the district police stations, but he had made himself readily available for other groups, especially any that alleged police misconduct. Being appointed from outside the department, he doesn't know many of the rank and file cops, but he has created the impression that those unknowns have tremendous drinking problems.

It is not hard to understand why such an outlook creates tension, resentment, and dissension within police departments. But it is hard to understand why the new Police Commission felt that the Police department in San Francisco needed all this trouble. According to our sources, Mr. Gain was the only person formally interviewed for the Chief's position by the Commission, so his appointment was a rubber stamping of political patronage rather than a choice of professional excellence. It makes us wonder why Mr. Gain was really hired.

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