

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 Officers



Member of COPS—California Organization of Police & Sheriffs

Member of ICPO—International Conference of Police Officers

VOL. 7

SAN FRANCISCO, AUGUST 1976

204

CIVIL GRAND JURY REPORT ON THE SAN FRANCISCO POLICE

PORAC: A POLICE DISGRACE

by Paul Chignell

The concept of political action within California police departments was first publicly espoused by Jerry Crowley, President of the San Francisco Police Officers' Association in 1973.

With the emergence of political activism on the part of working police officers, a weak, traditional statewide group of police officers has come under fire and is being increasingly exposed as a band of incompetents.

This group is known as the Peace Officers Research Association of California (PORAC). PORAC has recruited numerous small police departments over the years and a lesser number of large departments.

The San Francisco Police Officers' Association withdrew from PORAC in 1969 because we saw an ineffectual organization achieving absolutely nothing in Sacramento. The Board of Directors of PORAC was not responsive to their membership.

To this day, the most glowing articles within the PORAC newspaper show promotions of Chiefs of Police.

However, PORAC has been mildly effective in supporting stricter penalties for habitual criminals, this type of legislation does not require sophisticated lobbying. Most Assemblymen and Senators are either on one side or another.

The telling point in state political power is easily observed in police labor relations legislation.

PORAC, a group that purports to represent rank and file police officers has never actively or successfully lobbied into law any major police labor bill.

In fact, PORAC representatives can't even be found in the Capitol when these bills are debated or voted upon.

In 1974, the California Organization of Police and Sheriffs was formed to truly represent police officers up and down the state. COPS has shown a remarkable penchant for recruiting the large and small associations. Most of the member associations were former PORAC members, who became frustrated and upset over the weakness of PORAC.

To date, close to forty (40) associations now comprise COPS. The latter part of 1976 will show a decrease in PORAC's membership that will ultimately decimate PORAC by the end of 1977. **PORAC continued on page 7**

TO OUR READERS

The POLICEMAN newspaper is forced to raise the subscription rate to \$4 a year, effective on September 1, 1976.

We have tried to absorb the increased postal rates as well as the increased publication rates, but this is not possible.

We hope you will continue your subscriptions and understand we did not want to raise the subscription rate, but rather, we had to. **Editor.**

1975 was a disastrous year for police/community relations. The strike, the considerable acrimony between the Bureau of Inspectors and the Police Officers Association, and the lack of support for the evaluation. Yet, there is considerable hope that the new administration, with an expanded Police Commission that clearly has demonstrated competence as well as concern can come to grips with these problems and reverse the direction of the Department in 1976.

The Grand Jury has studied a number of matters related to the operations of the Police Department and is offering its recommendations in the body of this report. A caveat is appropriate. We have noted below certain problems of the Department which clearly predate the tenure of the present Chief. As well, we have attempted to set forth our ideas as to the wisdom of certain policies Chief Gain wishes to initiate. Let us say at the outset that though we praise certain steps he has taken and find fault with others, we firmly believe that we are not in a position to evaluate his long range policies since he has not been given the opportunity to effect the type of reorganization and implementation of policies that he desires. Therefore, it is in this context that we wish our report to be viewed.

STRIKE

In August of 1975 the Police and Fire Departments went out on strike. The Grand Jury conducted an in-

MARKS ENDORSED

On Tuesday, July 27th, 1976, the Board of Directors of the San Francisco Police Officers' Association endorsed Senator Milton Marks for re-election over his opponent, Supervisor Robert Mendelsohn. The vote was 18-0 with two members absent.

The Director reflected the overwhelming support of Senator Marks within the total membership of the Association.

Senator Marks was first elected to the Assembly in 1960 by defeating George Moscone. In his quest for state office, Senator Marks has defeated not only Moscone but such formidable opponents as John Burton and Ronald Pelosi.

Senator Marks has strong bipartisan support within the neighborhoods of San Francisco.

He has supported mandatory sentencing, collective bargaining and was a driving force behind Assembly Bill 301, the Police Officers' Bill of Rights.

It is now incumbent upon all San Francisco police officers to insure Marks' re-election on November 2nd.

investigation to determine whether the strike was in any manner supported or controlled by any outside forces including national or state labor organizations. We also investigated the apparent lawlessness of the leaders of the strike in evading court process as well as the responses of City officials to charges that the striking policemen had allegedly committed acts of vandalism.

After receiving considerably testimony and reviewing documentary evidence, we found no merit to the allegations that the Teamsters, or any other national union organization, attempted to control the strike. To the contrary, we have concluded that the responsibility for the decision to strike, as well as the supervision of strike negotiations, rests squarely on the shoulders of the president of the Police Officers' Association, Sergeant Gerald Crowley. Sergeant Crowley's action in calling for the strike before receiving the informal sanction of the San Francisco Labor Council evidenced a certain willfulness that characterized many of his actions during the course of the strike. For example, he refused to permit secret balloting of police officers on the question of whether to strike, thereby rendering the results of these polls suspect. For this reason the vote appeared to be less a reflection of true rank and file sentiment than the result of group pressure.

We note that the Fire Department permitted the secret balloting of its members. Also, the specter of a police "bodyguard" thwarting the attempts of the City Attorney's representative to serve an order of the Superior Court upon Sergeant Crowley could only cause the citizens to question the dedication of these individuals to the rule of law. These actions — and we emphasize that they were the actions of a few — brought disgrace upon the entire Department.

We are aware that Sergeant Crowley has apologized to the citizens of San Francisco and that the Police Officers Association has paid his fine to the Court. To our knowledge there still has been no settlement for the acts of vandalism which allegedly were caused by striking police officers. To date no official redress has been taken by either the Department or the City Attorney's office.

*What is even more regrettable is that these ill considered actions on the part of Sergeant Crowley tend to cloud the very real issue that was at the basis of the strike — namely, that the wage setting mechanism traditionally employed by the Board of Supervisors but rejected on this occasion left nothing in its place for the resolution of the wage issue. **Report continued on page 6***

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PAY RAISE

by Mike Hebel

This article is written in an attempt to answer that most frequently asked question: "What about the pay raise?"

Emergency Proclamation Settlement

The 13.05% granted in May Alioto's August 1975 emergency proclamation will be heard by the appellate court on August 11. A written opinion is expected in the middle of September. This 13.05% covers the period of October 15, 1975 to and including June 30, 1976. Upon favorable resolution of this suit, a 4th year police officer will receive approximately \$1700 in back wages. The Association is also requesting 7% interest on this money. An appeal by the Board of Supervisors to the California Supreme Court is an unknown factor at this time. *

August Salary Survey

Per Charter section 8.405 the Civil Service Commission surveys the monthly compensation rates paid to police officers in all California cities of 350,000 population or over. The 4th year police officer receives the rate which is the average paid to police officer classifications in the cities included in the survey. The average rate is \$1538.

The survey shows the following:

City	Maximum Salary
Long Beach	1483
Los Angeles	PtIm II 1582
	PtIm III 1670
Oakland	1595
San Diego	1368
San Jose	1530

Average 1538/month

This is a 10.89% pay raise. All ranks above police officer can compute their raise by using this percentage.

The Charter further states that salary rates for 1st, 2nd and 3rd year of service shall be established in accordance with the general percentage differential between seniority steps found in the salary ranges included in the cities surveyed. The differentials are as follows:

1st year	2nd year	3rd year	4th year
1329	1395	1465	1538

However, the Jund Charter amendment (Prop G) provides that no member of the police department employed before 7-1-76 shall suffer a salary reduction by the application of new compensation schedules, and the rates for fiscal year 1975-76 shall continue until such time as the new schedules equal or exceed the current salary increment schedules.

The 1975-76 monthly rates (presently in litigation) were:

1st year	2nd year	3rd year	4th year
1518	1533	1553	1568

Solo Pay

The average additional salary for 2 wheel motorcycle traffic duty is \$98. However, officers assigned to this duty prior to 7-1-76 will suffer no reduction as a result of the new formula. They presently receive an additional \$145, which will be elevated to \$172 upon resolution of the current litigation.

Pay Raise

- It is anticipated that the 10.89% raise will appear in the September 29 pay warrant.
- The retroactive check (10.89% from July 1 to Sept. 14) will be issued in the latter part of October.
- Once the current litigation is settled (13.05% from Oct. 15, 1975) at least two additional checks will come forth:
 - 13.05% from Oct. 15, 1975 to June 30, 1976
 - 13.05% from July 1, 1976 until date of issue of new rate

Cost of Living

The Charter specifies that the Board of Supervisors may, in addition to the rates established by the survey, increase the compensation by an amount equal to the difference between the average cost of living in the cities surveyed and the actual cost of living increase for San Francisco. The survey showed:

Cost of Living (S. F.)	Cost of Living (Average of surveyed cities)
6.1%	6.3%

There will, then be no additions to the 10.89%. There will be no reduction based on these figures because the Charter does not so provide.

Widows & Orphans

The July meeting was held Wednesday, July 21, 1976 in the Traffic Bureau Assembly Room, Hall of Justice.

The meeting was called to order at 2:10 P.M. by President John Devine with a sufficient number of members present to constitute a quorum.

Treasurer Barney Becker reported the following members had died since the past meeting:

Thomas Carroll - Born in 1912, Tom entered the department in 1942 at age 30. He was assigned to Co. K. He worked there for four years, retiring with a disability pension in 1946. Tom was 62 at the time of his death.

Roy Holmer - Born in 1914, Roy entered the Department in 1939 at age 24. He worked at various district stations during his six years in the department. Roy resigned in 1945. He was age 60 at the time of death.

Anthony McGuire - Born in 1904, he entered the Department in 1936 at age 32. Tony was assigned to Co. D and was there for 15 years. Appointed a Sergeant in 1950, he was assigned to Co. H and spent the rest of his time between Co. H and Co. I until he received a service retirement in 1968. He was 70 at the time of his death.

Leonard Deters - Born in 1928, he entered the Department in 1962 at age 34. Assigned to Co. G and then to Co. F, he was detailed to the Narcotics Bureau. Len was made an Assistant Inspector and assigned to the Juvenile where he worked until the past few months when he was assigned to the Task Force. Was age 46 at the time of his death.

The Secretary reported the following donations:

Merchants Exchange Club - For the fine work of Lee McVeigh and Warren McCormack of Co. K in escorting a busload of children to the Club's annual Baseball Night at Candlestick.

West Coast Salesmen's Association - In appreciation of the fine work performed by the Police Department whenever they hold their Market Week at the Palace Hotel.

Joseph I. Wilson - This month Mr. Wilson made two contributions because he appreciated problems confronting the policeman on the street. Mr. Wilson also sent the following couplet:

"We cannot change yesterday - that is quite clear
Nor can we begin tomorrow until it is here,
So all that is left for you and me,
Is to make today as nice as can be."

Respectfully submitted,
Bob McKee, Secretary

Blood Bank

The function of the Blood Bank Committee is to make sure there are always enough units of blood on hand for, if and when there is demand.

Con Lucey, the Chairman, says he tries to keep a minimum of 400 plus units on hand. If our account drops below that then a Blood Drive is in order.

Con inherited his job from those now retired gentlemen Nick Galousin, Carl Vogelsang and Al Perry. If and when you or your family need blood units, please call the

following numbers:

Con Lucey 583-5289 (home) days
Berit Lamoge, Juvenile Bureau 1322 days
Jay Holle, Co. A, nights 1532

Many thanks to all those members who respond to the special calls of the Irwin Blood Bank when they need your type of blood. Many times the calls come at inconvenient times, but thanks to you we are able to keep the minimum number of units credited to the police account.



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* "Each month the City is accruing a bill in excess of \$50,000 for interest payments on the wage formula in litigation."

THANK YOU LUNCHEON

A Thank You Luncheon for the John Orlando for Officers Giraldi and benefit.

Barry will be held on Wednesday, August 11, 1976 at BIMBO'S. The cost is \$10 per person, No-Host cocktails, 11:30 to 12:15 PM, with "thank you" is for all of entertainment after the work these officers did lunch.

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RETIREMENT DINNER

A Retirement Dinner event will be announced in the next edition of this newspaper. For further information, please contact Lt. Lordan, Extension 1201 or Asst. Insp. O'Flanagan, will be held on September 16, 1976. O'Shea, 1641 or Sgt. Brown, 1061.



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

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President's Corner

BY JERRY CROWLEY



On Thursday, July 29, 1976 the Grand Jury released its report on the San Francisco Police Department. This report, which again thrusts the Department in the public view, has made several positive recommendations which the Police Officers' Association will effectuate through the initiative petition process.

I. COLLECTIVE BARGAINING SYSTEM

The Grand Jury has noted that "the very real issue that was at the basis of the strike" (Police-Fire, August 1975) was the lack of a mechanism to resolve the wage issue.

The Grand Jury has called for a sensible collective bargaining system which would allow police officers to negotiate their terms and conditions of employment.

The Police Association is presently circulating an initiative petition establishing a collective bargaining procedure for the resolution of grievances and for finally settling disputes on non-economic terms (not wages) and conditions of employment. The proposed procedure includes the use of binding arbitration, a proven method of fairly settling labor controversies.

II. CIVILIAN COMPLAINT PROPOSAL

The Grand Jury was critical of the San Francisco Bar Association's proposal for the investigation of complaints against Police Officers. It basically raised the same objections which this Association has brought before the Police Commission. The objections are:

1. There has been no conclusive showing the present procedure (Internal Affairs) precludes a fair investigation.
2. The civilian investigators may well be subject to external political pressure which would interfere with their objectivity.
3. Police Department should not be singled out for special treatment. The initiators of this proposal, the attorneys union, have never sought a civilian review board to oversee its conduct.

III. DEPARTMENT MORALE

The Grand Jury has noted a definite and perceptible low morale in the Police Department. It clearly reported, in part, the source of the problem - lack of commitment of the department administrators to support the patrol officers and lack of sensitivity to the pride and integrity of police officers.

The Grand Jury states that the low ebb of morale has transferred itself into a "slow down." Such is not the case. The facts are that the Board of

Supervisors by un-funding positions and the Mayor by slashing positions have reduced the force to a level whereby services to the public have been dramatically effected, and reflected in the 33% rise in crime. With fewer police officers, it is to be expected that there will be fewer arrests for serious felony offenses. Fewer police result in more routine work for each officer and less time to devote to prevention of serious crime and apprehension of felony offenders.

The Police Officers' Association is presently circulating an initiative petition to prevent deterioration of police service. This petition will restore to the department nearly 200 sworn positions that have been lost since January 1975.

Three (3) INITIATIVE PETITIONS

Sponsored by the San Francisco Police Officers' Association
for the NOVEMBER 1976 Election Ballot

Conflict of Interest INITIATIVE

There is a growing need to identify relationships between those elected and appointed officials in San Francisco, and certain vested financial interests they may have.

Morality in government is important as the legislators cry for moral commitments on the part of public safety employees. This amendment would clearly spotlight conflicts of interest when they occur and hopefully return integrity to government in San Francisco.

Minimum Police Manning INITIATIVE

The rising crime rate inhibits the safety of the citizens of San Francisco. Restoration of two hundred (200) police officers lost in just the past year is critical. This initiative allows the voter to determine the priority of the tax dollar, rather than the legislators who expend the tax dollar for their own political priorities.

Binding Arbitration for Non-Salary Working Conditions INITIATIVE

There must be a way for police officers and their administrators to resolve disputes, controversy, and grievances.

Police Officers must have a say in those things which directly affect them, at the level which they are affected. It is a necessary first step in restoring the pride, dignity and morale of police officers in San Francisco.

SIGNING OF THE PETITIONS

We need 25,000 signatures for each of the above petitions. If you would like to sign a petition, or circulate a petition, please call the SFPOA office 861-5060 for information.

RESPECT FOR THE PATROL FORCE

by Al Casciato, Rep. Co. A

Traditionally the patrol force has been looked upon as a sort of police Siberia. Politicians have used it as a political pawn. Administrators have treated its men with low regard and the men themselves have viewed it as a place to leave from as soon as possible. . .

Yet, it is the patrol force which is on the front line, working nights and weekends, handling the entire spectrum of police work. The manner in which the patrol officer handles a preliminary investigation has a direct bearing on how successful the investigation of an inspector, criminalist, coroner or district attorney will be.

It is imperative that the administrators and politicians act immediately to create an atmosphere of respect and desirability for the patrol force. Action can be taken through good training and confidence building, the issuing of good top notch equipment and most importantly, providing the men with good strong backing and leadership.

Training builds an officer's confidence and provides

him with the knowledge necessary to provide a citizen with excellent service. Many of the complaints received at the Internal Affairs Bureau are a direct result of an officer performing a service in which he is not adequately trained.

Good equipment and servicing keeps the men on the street rather than spending most of their tour at the garage for repairs. It also makes them have a degree of pride in their individual job performance.

Most importantly, the leaders (Capts., Lts. and Sgts.) must be excellent. They must give their men guidance, support and respect. For it is the line leader who sets the moral and esprit de corps mood that effects the immediate performance of the patrol officers.

This is only the beginning of a long continuing discussion but I urge the department's administrators to begin the upgrading of the patrol force for it is the backbone and controls the efficiency of the entire department.

LABOR RELATIONS SEMINAR

On Saturday, August 21, 1976 a labor relations seminar will be conducted for members of the Board of Directors. The seminar will commence at 0930 hours and will conclude at approximately 1600 hours. Lunch will be provided.

The seminar will cover the following topics:

1. Internal Affairs investigations
2. Memorandum of Understanding (G.O. 9-76)
3. Meyers-Milias-Brown Act (public employee collective bargaining act)
4. Grievance Procedure and Handling
5. Constitution and By-Laws of the Association
6. Workers' Compensation and Retirement Provisions

The seminar will be conducted at the Association office. Directors may bring interested Association members to this seminar. However, due to space limitations, only one guest per Director should be invited.

Any questions about the seminar should be referred to Mike Hobel (553-1805).

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STRANGE BEDFELLOWS

by William F. Kidd

After observing Police Commission activities over the last month, the street police officer really must wonder as to just what their priorities are. One certainly cannot count among those priorities the safety and well-being of street cops or those they arrest or detain.

These "non-priorities" came to light with the Commission's adoption, upon the urging of the Chief, of the addition to section P-11-32 of the Patrol Officer's Manual, known by the harmless-sounding title "Rights of Onlookers at Field Interrogation or Arrest." Close examination of this amendment, dubbed the "Witness Program" by its authors, the White Panther Party, reveals it to be a veritable "Pandora's box," and its eager adoption by the Commission represents a major victory for the Panther's in their anti-police campaign.

This policy raises numerous questions and issues, many of which increase the likelihood of danger to both officers and arrestees, an area over which the Commission and the Chief have expressed little concern; but through this lack of concern our administrators have committed San Francisco police officers to circumstances and procedures which made even more hazardous an already dangerous job.

To begin with, the policy is riddled with vague and ambiguous terms which do little to encourage or define what actions an officer may reasonably be allowed to take in circumstances of arrest, detention, or field stop; on the other hand, the wording clearly implies that affirmative action by an officer to protect himself and/or his prisoner or detainee may well result in punitive action against him or her.

The terms "subject to the safety of the person stopped and the member," "provided that...control...can be maintained," and "short, direct inquiry," are all very clear concepts, we are sure, in the minds of Ron Landberg, White Panther spokesman, and Charles R. Gain, but somehow we have the feeling that their opinion as to what is best for our safety and the

safety of our clientele is not going to be any more supportive than it has ever been.

The procedures invite the intervention of uniformed, untrained, irresponsible, and biased parties into situations, most of which always have the potential for violence. The police officer, stuck with the mixed blessing of being a human being, also will not be without his or her biases. But the crucial difference is that the police officer is a trained and experienced mediator; the average citizen is not, despite his or her best motives. The police officer has specific duties and responsibilities in such circumstances; the average citizen does not, or when he does, rarely understands what his responsibilities are.

The reality is, furthermore, that the "average citizen" is not going to intervene in the routine activities of the street officer, basically because the "average citizen" knows, despite the fairy tale propaganda the Panthers and others try to disseminate, if he observes police misconduct, star numbers, car numbers, license numbers, report numbers, line numbers, and other numbers of numbers, along with the flimsiest bits of eyewitness testimony (not even taken under oath), can and do result in punitive administrative actions upon police officers.

Those who will intervene are much more likely to be those who desire to provoke and incident, not preserve the keeping of the peace. And why not? The policy clearly discourages enforcement of penal sections regarding interfering, and what is worse, even prohibits the threat of such enforcement by an officer: "members may only order an onlooker to 'move on' if there is probable cause to arrest." The complete naivete of the Commission regarding the routine functions police officer is the most glaring at this point, as was the ability of the Chief and Landberg to pull the wool over their eyes. If an officer has to allow a situation to deteriorate so far that probable cause to arrest for

violations by onlookers exists, simply ordering parties to "move on" at the point is something like closing the barn door after the horse is out.

The procedures encourage an "onlooker" to stand and walk "in the proximity of the stop or detention." Only the experienced street and someone as perceptive as Ronald Landberg can know how disruptive such a seemingly simple procedure can be made to be. The procedures even hamper officers' attempts to quickly remove a suspect from the scene of arrest by requiring that a witness be allowed to talk with an arrestee, through "short, direct inquiries." The procedures fail, however, to explain how an officer is to control the speech of both the witness and the suspect and still not place himself within jeopardy of administrative punishment. The procedures then go on to emphasize the fact that even when such language becomes "crude and vulgar", (Whatever that means) it seems the officer cannot act unless he or she can prove that "the speech directly threatens the safety of the member or other persons."

These procedures encourage interference in lawful police activities while at the same time they discourage officers from taking measures to protect themselves and arrestees or detainees until a point when the situation is most likely to worsen or result in additional arrests. Even a Departmental committee, consisting of several experienced officers and supervisors, recommended against the proposal, but for some strange reason, the the Chief and the Commission chose to ignore those opinions.

Commissioners Ciani, Hall, Murphy, and Gallegos have managed to place the police officer in even greater jeopardy, both physically and administratively. Because of an understandable lack of familiarity with the police officer and his world, this might be expected. But, in addition, they have succumbed to the strange political liaison of Charles R. Gain and the White Panther Party.

WILKERSON SWORDS

The survey conducted by Officer Mike O'Toole over the past couple of months, shows that just about 250 officers and/or their families are interested in an SFPD Commemorative (Bicentennial) Sword.

If more than 500 had expressed interest, the going price would be \$135.00. Since the survey is only half of that number, I made inquiry to Mr. Coates of the Sword Division of British Ceremonial Imports Limited, and he responded that, "Yes, we could make 250 swords but to compensate, the individual price would have to be raised to \$150 each."

Therefore, if you are interested in a San Francisco Police Department Commemorative Sword, please re-contact Mike O'Toole at 553-1551 to let him know. If enough sincere orders come in with a post dated check for \$150 we can expect delivery of the swords in May of 1977.

Please remember that these swords will be of a limited edition with no possibility of duplication in the future.

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INTERESTING POLICE BADGE



Gestapo was the German contraction for "Geheime Staatspolizei," which means Secret State Police. Above is the badge which would have sent shudders into anyone who'd seen it within Nazi Germany before May 8, 1945. Contrary to the popular misconception, the Gestapo did not wear jack boots, helmets, or uniforms. Our motorcycle policemen don't look any more like Gestapo men than they look like our own members of the Inspectors Bureau. However, the Gestapo instilled fear into the populace in a reverse fashion. During the war, when everyone in Nazi Germany and its occupied territories wore a uniform of some sort — be it military, paramilitary, or party — Gestapo members were conspicuous in that they wore civilian suits. True, on rare occasion they displayed a bit of arrogant playing down of their "plain clothes" status by wearing an overcoat and a fedora over a booted pair of jodpuhrs, the collar of a uniform partly visible inside their great coats.

The badge shown is from the collection of Inspector S. G. Yasinitsky. As was the photo and story last month. It is a white metal oval disc, punched at one end for a string or a chain. In this case the cord is light-blue and white, indicating its Bavarian origin. The obverse side shows the Nazi eagle, the state coat of arms. The other side is inscribed in two lines: "GEHEIME STAATSPOLIZEI" below which is a stamped number. For those who may be offered similar badges for sale, a word of caution: numerous crude and even well-made fakes are available. Be careful. (Photo by Frank Moser).

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by Paul Chignell

With the increasing number of complaints against police officers and the humanistic policing philosophy of Chief Gain, the Board of Directors of the Association urges all members to follow the below listed guidelines:

- 1. Never go to Internal Affairs alone. Always bring your representative.
- 2. If your representative is unavailable, contact the Association office and a representative will be provided.
- 3. Always tape Internal Affairs interrogations to compare the tapes made by Internal Affairs personnel in the event of further proceedings.
- 4. Never submit to an interrogation over the telephone. Don't accept the "I just want to ask a couple of questions" game.
- 5. Never submit to an interrogation by Chief Gain without first contacting the President of the Association.
- 6. Be careful of the situation where criminal suspects are wired by Internal Affairs personnel.
- 7. Support the Association's policy of rotation out of Internal Affairs for Sergeants who have not done street police work in over three years.
- 8. Read the Memorandum of Understanding and utilize the protections embodied in this document.

RETIREMENT FACTS

Members planning to file for a service pension or industrial disability retirement should keep the follow in mind.

- 1. If the member returns all department uniforms and equipment to the Property Clerk, his accumulated sick leave payoff will be received within 2 months of retirement.
- 2. Accumulated vacation payoff will be received within 2 months of retirement.
- 3. Accumulated compensatory time payoff will occur within 1 month of retirement.
- 4. The first retirement check will be received approximately 2 months after the effective date of retirement.
- 5. An application for industrial disability retirement will be heard by the Retirement Board seven (7) months after it is filed. This long delay is occasioned by personnel shortages in the Retirement System and by an abnormal number of such filings.

Current personnel shortages in the Bureau of Personnel and Training may result in a delay in receipt of some of the above mentioned payoffs.

Our Flag



Just who is this patriotic young man?

Dick Grady
Grady CLEANERS
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NEW RETIREMENT SYSTEM PROPOSED

by Mike Hebel

Supervisor John Barbagelata has proposed for the November ballot a Charter amendment relating to retirement benefits of miscellaneous employees and members of the Police and Fire Departments hired after the amendment has been passed by the electorate. This proposal has been subject to two public hearings before the Board's Legislative and Personnel Committee at which time representatives of the Police Officers' Association and Firefighters Union presented numerous arguments in opposition to this proposal. It has yet to reach the full Board of Supervisors.

Dual Systems

The best method of describing the proposed Charter amendment is to compare it with the retirement benefits now enjoyed by present police officers and firefighters.

ITEM	PRESENT	PROPOSED	EFFECT
1. retirement compensation basis	monthly salary of rank at time of termination if rank held for 1 year	average monthly salary during any 3 consecutive years when compensation was highest	reduces retirement compensation
2. disability benefit	365 days of DP for any one injury or illness	date retired but not to exceed 365 days	reduces duration of disability pay
3. death benefit before retirement:			
a. non-duty, after eligible to retire	75% carryover to widow	50% carryover to widow	reduces carryover to widow
b. killed in the line of duty	full salary to widow; 100% carryover of retirement benefit	75% salary to widow; 100% carryover of retirement benefit	reduces compensation to widow of member killed in the line of duty
4. death benefit after retirement:			
a. duty related	100% carryover to widow	75% carryover to widow	reduces widow carryover
b. non-duty related	75% carryover to widow	50% carryover to widow	reduces widow carryover
5. industrial disability retirement	50% to 90% as determined by Workers' Comp. Board	50%	reduces disability compensation
6. service retirement	55% when eligible; 4% per year thereafter; 75% maximum	50% when eligible; 3% per year thereafter; 70% maximum	reduces service retirement compensation
7. cost of living benefit	50% of dollar change in current salary attached to rank	maximum of 2% per year; based on Consumer Price Index	reduces cost of living benefit
8. member's contribution	7% of salary	7 1/2 % of salary	increases member's contribution
9. earnings limitation after retirement	none	prior to age 55 - reduction in retirement allowance if earnings plus allowance exceed salary of rank retired at	reduces value of service pension
10. right to retire	no restriction after age/service eligibility met	retirement rights/benefits forfeited if convicted of a crime of moral turpitude	arbitrarily conditions retirement; probably unlawful

The above display lists the substantial differences between the present system and Barbatelata's proposal. It must be battled. Caution: The proposed Charter amendment will apply to new employees only, that is, City employees hired after it is enacted.

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CIVIL GRAND JURY REPORT cont'd.

There is no need to detail here the course of negotiations which ultimately lead to an emergency being declared by the Mayor and a strike settlement imposed upon the citizens. The voters have responded to this conduct by withdrawing certain powers previously granted to the Mayor. Whether this was wise in light of anticipated labor difficulties remains to be seen. However we are not in a position to pass judgment on these issues. Rather, *we wish to recommend that immediate consideration be given to the implementation of a collective bargaining arrangement that would be consistent with the public need to have emergency services provided at all times.* We do not recognize that public employees who provide emergency services have the right to strike.

The very fact, however, is that they do strike and therefore *we must now*, while we have the opportunity to reflect and to act, *consider the appropriateness of establishing a procedure which would allow the police to negotiate the terms of their wages and working conditions.* It is likely that unless and until a sensible collective bargaining system is developed there will continue to exist the pressure to "unionize" the Department. Although we found no evidence of a desire by police organization officials to affiliate with a state or national union, we are concerned that lacking a method by which the police can express their legitimate demands, there will be a retreat towards militancy which may take the form of an affiliation with a national union.

Therefore, we wish to urge the Mayor, the Board of Supervisors, and the Chief of Police, as well as representatives of all police organizations, to submit proposals for resolving labor disputes. Nothing is gained by recourse to so-called "get tough" ballot measures which are punitive in nature since they do not bring about an intelligent resolution of basic conflicts. Rather, they legislate rigidity into a system when what is needed is flexibility. Both the citizens of San Francisco and the Police Department are entitled to a mechanism which will insure the resolution of labor conflicts without the necessity of resorting to strikes.

ACCIDENT INVESTIGATION BUREAU

For many years the Accident Investigation Bureau has devoted considerable effort in investigating the causes of particular accidents in which there was no ostensible public safety purpose. In these instances where there is no serious physical injury or immediate traffic danger, there appears to be little reason for the police to conduct investigation on behalf of insurance companies. Of course, there will be instances where either arrests or citations have been made and therefore the police, in order to gather the evidence, will have to investigate the cause of an accident. But without these special circumstances, and in light of the urgent need for police in other areas of law enforcement, we recommend a re-evaluation of the duties of this Bureau with the objective of reducing the number of personnel assigned to it.

CRIME LAB

There is no question that the Crime Lab is a disgrace. Exhibits fill every available space including chairs and the floor areas. Frequently evidence is simply stacked on counter tops and has been known to be misplaced. Security, including chain of custody, as a practical matter, is virtually non-existent. Furthermore, analysis equipment is out of date and inadequate to meet present needs. Despite these absolutely intolerable conditions, the personnel, through their dedication and expertise, render valuable assistance to the Police Department and District Attorney's office. However, it is only a matter of time before it will likely cease to function as a necessary aid to these department.

Clearly, the facilities must be expanded and the lab must be modernized. To do this will, of course, involve the expenditure of additional sums of money. No where else in this report have we recommended additional expenditures. Therefore, our recommendations in this area should be viewed in this light and should underscore our deep concern that immediate corrective action is imperative. Additionally, we recommend that the Department explore the possibility of contracting out some of the more sophisticated laboratory work to regional laboratories.

COMPLAINTS OF POLICE MISCONDUCT

The Department is now considering a proposal offered by the San Francisco Bar Association for a new procedure for the investigation of complaints of police

misconduct. This proposal provides for a staff separate and independent of the Department and responsible to the Police Commission.

The Grand Jury recommends that before the Commission abandons the former practice of utilizing an internal affairs bureau, careful inquiry should be made as to whether the organizational structure of that bureau necessarily precludes a fair investigation of these complaints. A major criticism frequently heard has been the charge that the police cannot investigate allegations involving criminal wrongdoing of its members. We note that it is the present policy of the District Attorney to conduct his own investigation into charges of illegal police conduct. We believe this policy is entirely appropriate since the District Attorney is the chief law enforcement officer for the City and County of San Francisco.

What concerns us with the Bar Association proposal is that it delegates certain responsibilities to an agency independent and apart from the Department. It may well be subjected to potentially inflammatory pressures which have no place in the fair investigation of these complaints.

We note with a sense of irony that the legal profession which recommends this proposal has never sought a civilian review board to oversee its conduct. In fact, almost every profession looks, in the first instance, to its own internal controls for reviewing the conduct of its members. We see no reason to single out the Police Department for special treatment absent a showing that the internal affairs bureau could not function in an impartial and thorough manner.

AFFIRMATIVE ACTION

We also recommend that the Department maintain a vigorous affirmative action policy with respect to the hiring of all minorities. It appears to us that the placement of qualified minorities in positions of responsibility is not only just but is as well an intelligent approach for obtaining wider community support for the Department, its actions and policies. Therefore, we strongly recommend to the Chief that he strictly adhere to the guidelines established by the United States District Court in the recent litigation concerning the Police Department hiring policies.

PROSTITUTION

The Grand Jury does not intend to enter into the debate as to what priority should be given the Police Department in the enforcement of laws concerning prostitution. We note, however, that there should be careful consideration by department officials of the effect of a public pronouncement of a policy, whatever that policy may be. Indeed, we witnessed the unhappy spectacle of a considerable influx into San Francisco of "ladies of the night and midafternoon", ostensibly from warmer climes when news of the Department's disinclination to arrest for prostitution became known. We note that the Chief quickly clarified his views that there would be enforcement of these prostitution laws once prostitution became a menace to public safety or commerce.

We do not fault the Chief for initially placing a low priority on enforcement of certain laws. We believe, in light of his recent experiences, that he must now be all too painfully aware that it is not always wise nor necessary to herald a policy decision by means of public pronouncement.

We welcome the joint effort between the Police Department and District Attorney's office to investigate and prosecute pimps as well as apply the prostitution laws equally to male customers.

DRINKING

The policy prohibiting the consumption of alcoholic beverages by on-duty police officers is not new. The reason that it has received so much publicity is because of the present Chief's announced decision that he intends to recommend automatic 90 day suspensions for first time offenders. *We do not quarrel with the proposition that police officers should abstain from drinking while on duty. What we do recommend to the Chief is that he evaluate violations of these rules on a case by case basis before recommending punishment. In some cases certainly the interests of the City as well as the Department would be served by offering the officer the opportunity to participate in the Depart-*

ment's excellent alcoholic rehabilitation program. When this alternative is appropriate, it hardly seems just to deprive the police officers' family of means of support which might amount to nearly \$4,000 and at the same time deprive the taxpayers of the services of an officer who would benefit from a lesser punishment.

MORALE

There is no question that as a result of the police strike and the voters' response by their adoption of certain ballot propositions, and the selection of a Chief of Police from outside the Department who is attempting to institute policies, many of which are departures from well entrenched practices, that the morale of the Department has been adversely affected. What alarms us is that this low ebb of morale has transferred itself into a "slow down" by police in effecting arrests at the time when the crime rate has significantly risen. According to Police Department statistics, crime in San Francisco for the first 5 months of 1976 was 32.6% above the rate for the first 5 months of last year. An increase in the crime rate obviously can be caused by various factors, many of which are not in the control of the Police Department. Still, this increase is even more alarming in the midst of reports of a lack of concern by police and a reduction in the number of arrests for serious felony offenses. We hope that this lack of concern is not the result of a reaction to the police administration.

The selection of a Chief from outside the Department should not be viewed as a reflection upon the quality or integrity of the officers serving within the Department. Clearly there are members of the Department who have demonstrated exceptional leadership capacity which would qualify them for the position of Chief. We understand that the Mayor's decision to select an outside Chief was prompted by a belief that the best way to institute reforms would be to choose someone who had no prior affiliations with the members of the Department rather than signifying an absence of qualified officers within the Department.

Traditionally there is always resistance to change. Change in a bureaucracy, however, is healthy and should be encouraged especially in areas where favoritism becomes the rule rather than the exception. We believe that the resistance in the Department to the implementation of new policies by the Chief results from a lack of understanding by members of the Department of the motivation for these new policies. Apparently the rank and file question the commitment of the administration to support them when they exercise their police duties. We have found no justification in fact for this sentiment. Essentially we have concluded that a dissatisfaction with the Chief may stem more from the manner in which new policies are announced than from the policies themselves.

It is difficult for us not to sound Sunday schoolish when we suggest to the police administration and police organizations that there should be a period when both sides attempt to set aside this resentment. We recommend that the Chief and his immediate staff demonstrate a greater sensitivity to the needs of the personnel to know that since they are risking their lives on a daily basis in this perilous profession they will receive the administration's support that is due them. Similarly we hope that the personnel will fairly evaluate the policies of the new Chief on the merits and not fail to perform their sworn duty because of an imagined fear that their conduct will be unfairly scrutinized.

Lloyd D. Luckmann

Alan A. Rosenbaum

Charles R. Breyer, Chairman

Readers—please note:

Sanction to strike was not asked of the SF Labor Council for the simple reason that the SFPOA is not a member of the Council. While we are a union or a labor organization, the formal procedure of taking a strike vote has never been included in our Constitution and By-Laws.

One person alone does not make several hundred members go on strike. Over 1500 members voted to strike during the voting period of five days, and they did.

The Grand Jury is quite right. The Chief of Police does not have to herald his policies (prostitution and drinking) via the public media.

Editor.

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POLITICAL ENDORSEMENT CONVENTION

POLITICAL ENDORSEMENT CONVENTION SET BY NATION'S ORGANIZED POLICE

Approvals of Presidential, Senatorial and Congressional Candidates will highlight I.C.P.A.-sponsored meeting of Law Officers at Chicago in October.

Washington, D. C., August 4 — For the first time in the nation's history, organized members of uniformed police forces will endorse candidates for this year's Presidential, Senatorial, and Congressional elections.

The approvals of candidacies will come during the First National Law Enforcement Political Endorsement Convention to be held at The Continental Plaza Hotel, Chicago, October 3-5.

Edward J. Kiernan, President of the International Conference of Police Associations, headquartered here, said the Convention is being sponsored by the National Police Union's Political Action Committee. The proposal to underwrite the Political Endorsement Convention was unanimously approved by the I.C.P.A.'s delegate body during the 180,000-member union's recent annual convention at Palm Springs, California.

Jerry Crowley, the San Francisco Police Union President, is Chairman of the I.C.P.A.'s Political Action Committee. Co-chairmen are Douglas Weaving, President, New York City Patrolmen's Benevolent Association, Jack Hawkonsen, President, Illinois Confederation of Police, and Robert Kliesmet, President, Professional Policemen's Protective Association of Milwaukee.

Crowley said Democratic Presidential Candidate, Jimmy Carter and the yet-to-be-selected Republican

Standard Bearer will be invited to address police delegates at the Endorsement Convention. Invitations are also being sent to Senatorial Candidates from both major parties. Candidates for Congress will be asked to respond by mail or telegram to five questions submitted by the Political Action Committee.

Police want to determine candidates' positions on support of a National Public Employees Labor Relations Act, to support a federally mandated Bill of Rights for the nation's police officers and whether — as a potential office holder — the candidate would argue for emergency federal funds enabling the municipalities to maintain adequate police protection.

Candidates will also be asked to declare their positions on federally funded life insurance for police officers and if they would seek to readjust expenditures of the Law Enforcement Assistance Administration to deploy the bulk of that body's funds to police-oriented projects and activities.

The Presidential and Senatorial candidates will be personally interviewed on these and related matters at the Convention. Candidates will also have an opportunity to address the delegates during the three-day sessions.

International union President Kiernan said that delegates to the Endorsement Convention are not required to be members of the I.C.P.A. He said that a majority of the nation's nearly 500,000 law officers belong to organized police associations. These groups, he stated, are being asked to select delegates to the Endorsement Convention.

Before the Convention adjourns, Kiernan said, the assembled delegates will receive detailed instructions on effective procedures to support the chosen candidates in their local election districts.

PORAC Disgrace cont'd.

Historically, we have seen that police associations in the southern part of the state are more politically aware and have established a collective bargaining relationship with their cities.

In contrast, associations in the Bay Area have been politically naive and controlled by strong authoritarian chiefs of police. Numerous Bay Area associations belong to PORAC but are now turning to COPS.

One of the major reasons for a shift in attitude and support from PORAC to COPS has been Assembly Bill 301, "The Police Officers' Bill of Rights".

This legislation is a landmark bill that will affect thousands of police officers and deputy sheriffs.

AB 301 is also a controversial bill politically. Chiefs of Police, the League of California Cities and Boards of Supervisors have lobbied against this legislation for over two years.

COPS and the SFPOA have conducted a massive lobbying campaign on behalf of this bill. PORAC was silent.

After weeks of journeying to Sacramento to talk to legislators, the bill came up on the Senate floor on June 24, 1976.

In the midst of chasing down Senators in the hallway, I ran across Joe Farber, PORAC's legislative advocate. Joe was surprised at my activity and asked what was going on.

With dismay, I told him that AB 301 was close to a vote and that I was rounding up key votes.

Farber had no idea that the bill was up for final vote. No other PORAC representatives were even near the Capitol, let alone on the Senate floor.

Michael Sisak, President of the Santa Monica Police Officers' Association, a new member of COPS, was on the floor nervously watching the debate.

The blame cannot be placed on Joe Farber's lap entirely as no executive officers or any member of PORAC were in attendance for this crucial legislation.

Examples such as the fight over the "Police Bill of Rights" certainly shows which state organization will prevail in the future.

COPS fights for rank and file police officers; PORAC could care less.

DRIVING SCHOOLS

QUALITY IMPORTANT

If you or a member of your family is in the process of seeking a driving school, there are important points to be considered before a decision is made.

A wide variance exists in the quality and extent of instruction offered by competing establishments even though individual instructors and schools are state licensed in both California and Nevada.

Many important aspects of driver education are not taught behind the wheel of an automobile, but in a classroom. The California State Automobile Association (AAA) advises potential driving school

students to take time to visit schools before enrolling. Determine in person exactly what facilities are available. Talk to both management personnel and instructors to be sure personalities won't clash. It is extremely important that classroom plus in-car instruction be coordinated so that each contributes to, and builds on the other in measurable ways. All teaching procedures should be thoroughly organized to the point that instructors are able to determine within a relatively short time precisely how many hours will be needed to produce a fully qualified

driver.

Unfortunately, some schools exist with a single goal of preparing individuals for state driver's license examination. CSAA traffic safety officials are unanimous in their opinion that this is not enough. The objective of a quality driving school should be to produce skilled, socially responsible drivers possessing a total awareness of their obligations to others with whom they share the road.

AAA's guide for beginning drivers "Choosing A Driving School," can make a substantial contribution toward the proper selection.

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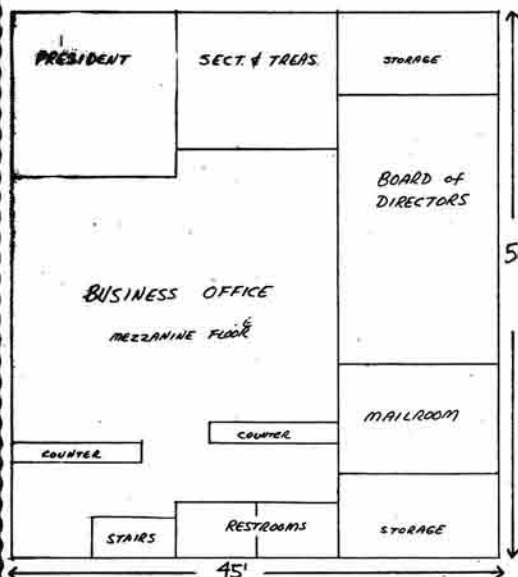
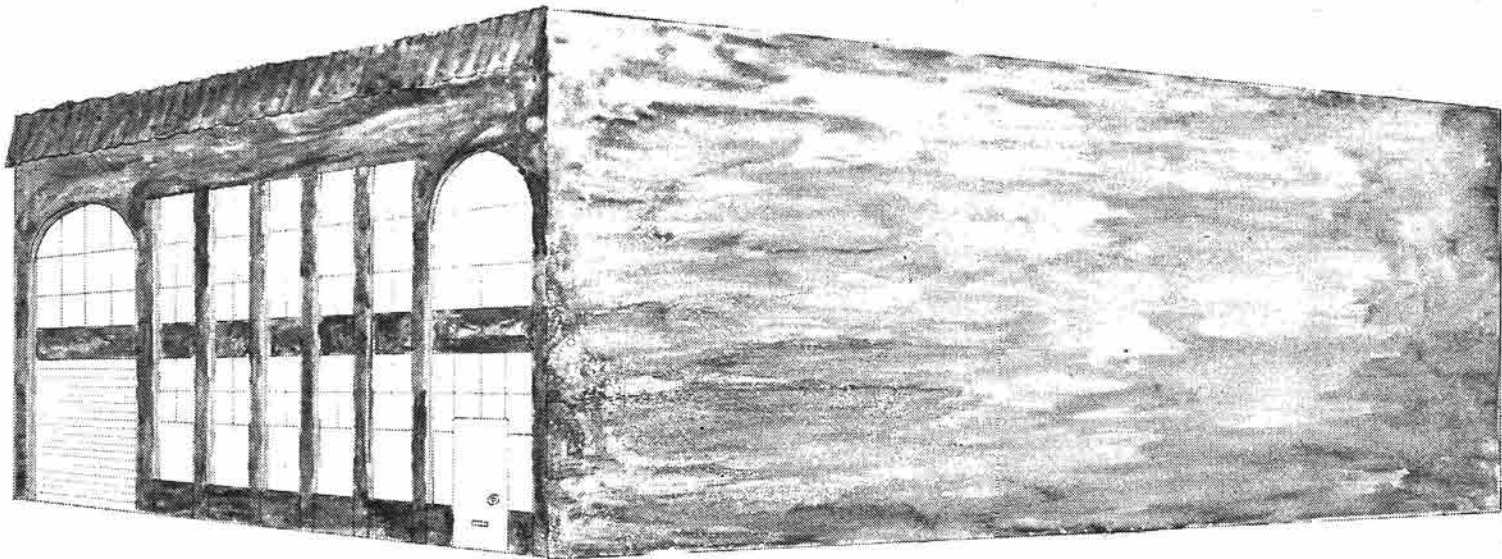
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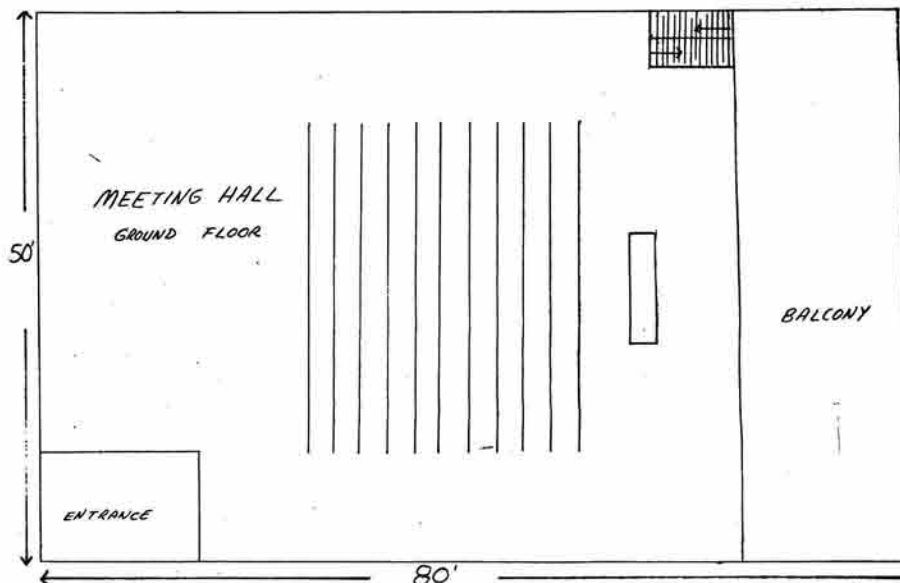
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DRAWINGS BY GALE W. WRIGHT



After three years of looking around, at the direction of the Board of Directors, a suitable building was located just last year which became vacant right next door to the existing SFPOA offices. Negotiations commenced and were carried on for over five months. Finally an option to buy was acceptable to the owners, which was exercised and consummated during the latter days of June 1976. The price was \$100,000.

Most of the SFPOA members have never visited our existing rented offices. These offices are located at 548 - 7th Street and have about 1700 square feet in a long rectangular area of 18 feet by 95 feet. The POA has been located here since 1971, but over the years, we became aware of the limited space, plus all those rent receipts.

The new building offers us over 2200 square feet of office space on the mezzanine (second level) floor area. The ground floor will accommodate all of our General Membership meetings, as well as area for special projects

(sign-making, storage of materials, etc.)

A former Treasurer of the POA years ago, used to say we ought to buy our own building. "That's crazy," would be the reply. Thus that fine gentlemen earned the nickname of Crazy John. Well, John wasn't so crazy. Now finally we have purchased a building and most every body has said either, "That's great," or "It's about time we did."

Certain renovations have been planned for the interior which will take the next few months to finish, so the offices will be just right before we move in.

If you, or if you know of anybody who can donate some lumber, or pipe, or furniture, or a refrigerator, or a furnace and so on to help us do this work, please contact me, Gale Wright, at 861-6020 and leave a message for me.

Our target date for moving is in December 1976.

Thanx, Gale W. Wright

Police Yearbooks

Approximately 60 police yearbooks remain to be picked up by members who ordered and paid for them, but have not as yet claimed their books.

There are another 40 or so books available for those members who failed to buy one last year, or who wanted one but didn't have the money at that time. The price of the

"extra" books is \$18 apiece.

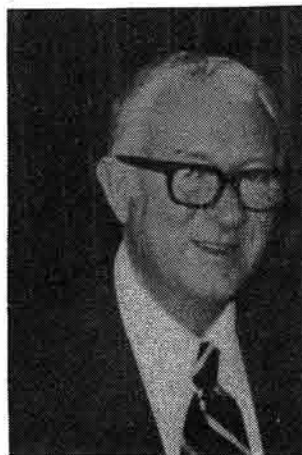
The POA office is open from 0900 to 1600 hours. Please try to come in for your book during these hours.

A few members have stated they never got their portrait packages. Pat Campbell of the Taylor Publishing office in Orinda sent all packages

which were ordered to the POA office last year before Christmas. Gale Wright then sent them to the members via the interdepartmental mails.

If you cannot find your portraits, phone 861-5060 and let the office girl(s) know. We will then send that list to Pat Campbell and try to work out some proper arrangement.

After receiving his degree from the University of San Francisco in June, 1950, Dan entered the Depart-



DAN DRISCOLL

ment in July, 1950. Serving At the present time, Dan in District Stations and the is associated with Charles Accident Bureau, he W. Cunningham, Cunningham Moving and Bureau, 1954. Serving in Storage, acting as Sales that capacity for the bulk of Representative. The firm is his years in the department, affiliated with Smyth Van Dan investigated all felony Lines as Agent. cases committed by and Before your next move, against juveniles and was call the company with irresponsible for the suc- tegrity and experience, cessful investigation and Cunningham Moving & conviction in many major Storage, an insured mover. felonies. He was awarded 3 Dan will be more than commendations for his work happy to provide you with a during this period. In dependable estimate at no October, 1975, Dan retired charge to you and give you and was awarded a advice on packing and Disability Pension. crating.



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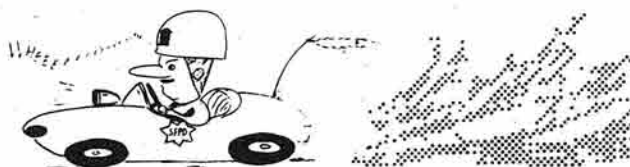
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ON ROUTINE PATROL by S.G. Yasinitsky

The Grand Jury reported a slowdown in arrests by our men, supposedly caused by morale problems. I don't know where they got their figures, but our cops are well-known for their dedication in spite of problems surrounding them (even in spite of not getting the raise promised a year ago). There has been an economy cutback of 200 men, a ten-percent reduction in personnel, which easily explains the ten-percent reduction in arrest. So, to be fair, and in contradiction of the Grand Jury, I cite some of the more interesting excerpts from our round-the-clock endeavors of the past few weeks.

Phil Dito and Larry Barsetti of the Central watched a suspicious type coming out of Harlan Alley. They stopped and acquainted themselves with the guy, who said he was going to a hamburger joint on Bush. After letting him go, they quickly checked him over the radio and found that he was wanted in Seattle on a \$25,000 warrant for robbery. When the suspect came out, Phil and Larry put the arm on him and found that he already had an arm on him, a loaded Colt automatic in his waistband. The guy was an ex-con which made it a felony to pack a gun, hence the additional local charges which were slapped on this bad hombre.

A car burglar was grabbed by his victim on South Drive in Golden Gate Park. The thief pulled out a Buck knife and tried to stab the victim, then smashing him a blow on the lip, and escaping. Al Benner of the Richmond, chased the crook and found him hiding in some nearby bushes. Al grabbed him and his knife. The thief, who denied everything, was already wanted on a burglary warrant.

A suspicious man wearing an orange vest of a street sweeper attracted the attention of Bob Rodriguez and Joaquin Santos, the Northern plain-clothes unit. The man jumped into a friend's car and dropped something to the floorboard. Too late, though, for Bob and Jack saw it, a loaded nine-shot revolver, and grabbed the guy who turned out to be an escapee from C.Y.A. Convicted of rape and robbery, this character ran off when a do-good outfit took him and some other cons on a fishing trip outing. While at the station and before being identified as the fugitive, this baddy offered to snitch on everybody in town, if our men would only cut him loose. The other ex-con, who had driven the auto, was also held.

Mike Edmonds and Bob Donspack of the Northern caught a man for attempted murder after he had stabbed his brother-in-law. The suspect had his pants soaked in blood. But when Mike and Bob took him in he denied everything, explaining the bloody trousers, "That's barbeque sauce." Good try...

Scrooge is a Christmas character who reared his ugly head in the Board of Supervisors this mid-year, preventing George Sully from getting a well-deserved raise commensurate with his promotion to Deputy Chief. Reasoning behind blocking the raise were George's eligibility for full retirement benefits and the age of his young wife. (She conceivably could collect George's salary for several decades if our man should suddenly drop dead.) Well, I don't recall ever hearing a condition preventing a promotion or a raise for anyone who was past his minimum retirement age or who had a younger spouse. Such a rule would have kept most of us from joining this department. And San Franciscans would not have had the services of George Sully who, though a ranking officer, is still seen responding to hot calls and who has been responsible for saving a number of lives during his long police career. For shame, Mr. Scrooge! How many lives have you saved selling real estate?

Bob Huegle of the Sex Crimes Detail, arrested a particularly obnoxious anonymous telephone user, whose obscene calls got him a conviction and a 60-day sentence. But now that the pervert is out, he has been making obscene and harassing phone calls to Bob. And though the fiend is using public pay phones, Bob is on his trail and will get him again soon.

While off-duty, Ed Collins of the Central, saw two hooky looking characters getting off a muni bus and dumping some papers out of a heavy money bag into the bushes in Golden Gate Park. The baddies then returned to wait for another bus. Ed found that the dumped papers were checks paid to the Y.M.C.A. He told his wife to call for a backup, while he boarded the bus with the suspects, and arrested them at Haight and Shrader where Park Station units caught up with him. The money and checks were taken in a burglary a short while before. Eat your words, Grand Jury. Our cops work even though you are not the only bunch down on them. Let's hear a word of praise and encouragement for a change!

More than twenty burglaries by a phony P.G. & E. man came to an end when a building manager on Herman Street called in to find out why a second P.G. & E. inspector came to his house when the first one (a legitimate one) had just left. But the crook almost had the manager and the responding cops, Joe Carlin, Jim McKeever, and Jim Dachauer of the Northern, convinced of his status. Our men double checked on him, anyway. Following the phoney out to his car where he was going to prove his bona fides, our guys weren't too surprised when he broke into a run and sprinted down Herman, crossing Market Street to Guerrero. There

weren't any Olympic try-outs hereabouts just then, so the crook's identity became clear and a chase ensued. Up Guerrero to Duboce, through a funeral home's parking lot, to Clinton Park Terrace fled the burglar. Sergeant Dachauer and Jim McKeever commandeered a car (ah, for the running boards of the olden days), while Joe Carlin continued on foot. The crook ducked into a used car agency and disappeared. Our men surrounded the place and saw him coming out of the rest room, without his black binder. When he was brought downtown and questioned by Gerry McCarthy in the Burglary Detail's dungeon, he copped to two dozen burglaries and was found already to be wanted on a couple of warrants.

A woman surprised a burglar in her home on Chester Street and started yelling. The intruder fled followed by a 66-year-old neighbor, Lewis A. Johnson, our hero, who chased and battled the young burglar at Brotherhood and Junipero Serra. Linda Dean and Al Melendez of the Ingleside responded and arrested the crook. The suspect had a bleeding hand from the window he smashed while breaking in, but he claimed, "Three men jumped me and cut me, because I was fooling around with their girl-friend." (Crooks cop out to the phoniest things!..)

Another woman coming home on Wood Street saw two men carrying shopping bags out of her house and getting into a VW. She noted the license number of the car, which was quickly broadcast to all units by Inge Underdal and Paul McConnell of the Richmond.

Bill Cahill and George Walsh of Crime Specific Force Terrific had recovered this very car in the Tenderloin only a week before. They circled the area and soon the two crooks fulfilled our men's expectations. (Crooks do return to the scene of their crimes. See!) The burglars denied everything. But our men found a clock radio in the car which the victim identified as hers and which had stopped at the very time the burglary was committed. One of the bad guys used a brand new alias, which made him look good till his prints showed that he was wanted under different names for two other burglaries here and for a third one in San Mateo County. The other one didn't need anything but his eleven-page record to impress us with his professionalism in his chosen field.

Officer Dumcop claims that the reason for the increased number of men detailed to Internal Affairs from the Bureau of Investigations is the decrease in the ranks of the Bureau, which caused more complaints to be received about the lack of attention paid to the increased case-load, requiring more investigators to work on those complaints.

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CANCER INSURANCE

by Gale W. Wright

The SFPOA Insurance Committee has approved a contract with the American Family Life Assurance Company to provide our members with CANCER INSURANCE. While the premiums for this type of insurance will not be paid for by the Association, the costs are low. But because this Cancer insurance is sponsored by the Association, the costs are the lowest possible., - just \$1.85 individual or \$2.45 for the whole family, per pay period.

The Committee had sent letters of inquiry to the Attorney General of Georgia, and the District Attorney and the Better Business Bureau of Columbus, Georgia. All replies were good.

Some of the highlights:

American Family Life is the original company to write a cancer policy, beginning in 1958.

American Family Life is listed on the New York Stock Exchange.

They have over 40,000 groups nationwide, including the Department of Defense through their association.

All benefits are paid in cash directly to the insured, in addition to any hospital insurance.

Premium rates are low for all ages, including Retired members. Family Coverage includes spouse and dependent unmarried children to age 21, or age 23 if a full time student.

Mr. George Litz III has assured the Committee that he will make direct contacts for this insurance, and we will not have to rely on mass marketing letters, etc.

LETTERS

(The letter below was received by Officer Bill Langlois of the Task Force, who met the retired police officer from Baltimore, while Bill was taking his meal one night early in July of this year. He thought you might like to read the letter. Editor)

My name is William E. Chenoweth, Jr. My father told me of his meeting with you while on his trip to San Francisco this year and while going through his personal effects I found your card and thought I'd write to you and let you know that me dad passed away on July 18, 1976. I guess he told you he had a bad heart. Well he had a very bad condition and I didn't approve of his traveling as much as he did — but since we lost our mom on Dec. 7, last year it just seemed that dad really didn't care what happened to him.

He had been retired from the Baltimore Police Dept. and had a little business which was run by one of his friends but dad really wasn't interested anymore. He was a police officer 22 years and his heart was always with them. He was hurt in WW II in the Navy and decorated highly a few times and after a year in the hospital he was discharged. After awhile he joined the Police dept. and was again shot up 3 times and received quite a few citations then after three heart attacks he had to retire and I think that had an effect on him too.

After his return from California he spent a few days with me and said he was going up to Portsmouth and spend a few days on his boat. I thought he should stay home and rest for awhile but he went anyway. He had gone up the coast of Maine and On the 18th. of July I received a call to come up to York Harbor that my

dad was in the hospital. He had had another heart attack. By the time I had gotten up there he had passed on. I don't think you can imagine what a loss it is to us. Dad was really my buddy as well as my dad. Also — he donated his body to Harvard Medical school for Anatomical study (which I disliked) but it was in his will so I complied. There was no funeral and also he stated that any and all flowers and contributions be sent to the Disabled Veterans of which he was a member. After his death he wanted to try in some way to help someone by donating his body to Harvard, of course this was nothing new — because that's the way he lived his life — always trying to help someone in some way.

As I said before, he was a policeman from his heart and wherever he went he would seek out and find a friend in some city or country which he might be visiting.

After I straighten out all his affairs I must leave this town and go elsewhere (I am a teacher) because there are too many memories here for me which I don't think I'll get over for some time (if ever). Thank you for befriending my dad on his trip he thought very highly of you even though he said you only met a few times.

Sincerely

William E. Chenoweth, Jr.

(Wouldn't it be a fine thing, if and when our turn comes, for our sons to think so highly of us? Bill Langlois)

MORE FLAK ON THE FLAG

Moscone told the press that chief Gain can do what he wants with his office. Police Dept. not his property. Visitors come to the Dept. on business not pleasure and his office should not be used as a relaxing cocktail lounge.

The Flag is part of our tradition. Built on Dept. years of history, and if the people of S. F. aid the man in Dept. respect tradition, it is not in the public servants power to discord.

People died for this country, and its symbol is the Flag. Salute the man in the Dept. who hve worked long and hard to protect S. F. I also salute their stand on proudly displaying our

SAN FRANCISCO POLICE DEPARTMENT AUCTION SALE

UNCLAIMED PERSONAL PROPERTY SATURDAY Aug. 21 - 9 A.M.

Radios, sporting equipment, musical instruments, tools, clothing, suitcases, auto parts, all sorts of new and used merchandise.

Sale held in Basement of Hall of Justice, 850 Bryant St., S.F.

Oscar D. Kaufman, Auctioneer.

Association Dental Plan

by Gale Wright

The Dental Plan effective and until payroll sponsored by the Police deduction becomes effective. Officers' Association has really caught on. The Preventive Dental Health Foundation verifies that we have over 300 members enrolled in Plan 11, the complete restorative plan, plus their dependents. Overall there are more than 1600 people in Plan 11.

A couple of members have refused to pay the billing. Their position is that when the payroll money comes out, then that is payment enough. Not so, for the Association has advanced some monies to pay the premiums, while expected rightful payment as stated above has not been paid. Some adjustment will be necessary, possibly something drastic.

Enrollment for this year closed on June 30, 1976. Enrollment will be open in the future on an annual basis, possibly in March of 1977. Exceptions to this will be new members of the POA, or a status change, etc.

Some members have failed to respond to the billing after they became enrolled in Plan 11. During the six months of advertising the plan, it was clearly spelled out that "...due to delays with the plan, members signing up for the plan will be eligible for benefits from the 1st of the following month. A billing will be sent out to cover the period from when the plan becomes

In the meantime, I'm please to say there has been a minimum of problems, and a whole bunch of satisfied users of the PDHF Dental Plan.

We have dentists in San Francisco, Daly City, Concord, Colma, Fremont, Petaluma, Novato, Redwood City, San Mateo, Oakland, San Bruno, South San Francisco, San Jose, San Rafael, Weatland and Walnut Creek. Providers have been contacted in Ukiah, Pacifica and more in Oakland, and other East Bay and Peninsula cities.

The number for dentists is 566-2226.

If you want to know about billings, etc. call 861-6020.

Flag. Good luck to you.

If we don't have quick change S. F. will be a paradise for homosexuals and criminals.

Natalie Loginoff
827 46th Avenue
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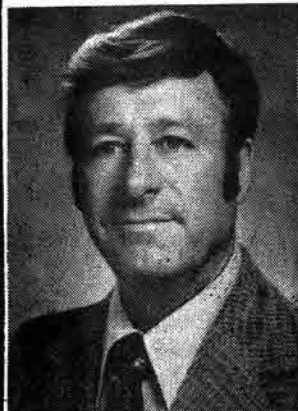
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SPORTS

NEWSPAPER DRIVE

DURING THE NEXT FEW MONTHS THE CREW TEAM WILL BE CONDUCTING A NEWSPAPER DRIVE...ALL MONIES EARNED WILL BE USED TO PURCHASE EQUIPMENT IN ORDER THAT THE ROWING PROGRAM CAN BE EXPANDED...

IF YOU ARE INTERESTED IN HELPING, PLEASE BUNDLE YOUR PAPERS IN 25 lb BUNDLES...WHEN YOU HAVE SAVED 12 or MORE BUNDLES CALL FOR PICKUP...

FOR PICKUP CALL STEVE WOLF AT CO. G... 553-1385... LEAVE MESSAGE...

Northstars M/C

The Northstars Motorcycle Club is having its 3rd Annual SANTA CRUZ street ride on Sunday August 22nd. "Drag out your iron for a day of fun and sun." There will be a poker run, barbecue and swimming.

Meet at 9:00 am at the Doggie Diner at Geary and Arguello, and get underway at 9:30 am.

POLICE PISTOL CONFERENCE

The 18th Annual California State Police Pistol Conference Championships will be held in Tracy, California on the 16th, 17th, 18th and 19th of September.

Individuals and one or more teams composed of four (4) members of a law enforcement agency may compete. Reservations must be made, as it is on a first come, first serve basis.

DO NOT call the Tracy PD, but rather call Norma Crowder at 209-835-8721, Monday through Friday between 1800 and 2300 hours.

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BOWLING LEAGUE TO START IN SEPTEMBER

The SFPD Bowling League will start during the latter part of September. All interested bowlers who can bowl Thursdays at noon are welcome.

The League is open to non-police personnel and is ABC sanctioned. All games will take place at Castle Lanes.

If interested, drop a line to Gary Bertucci at Co. A, 12-8 watch in order to be placed on the notification list.

Form a team of three and join together.

ROWING

ON WED. AUG 11th A REGATTA WILL BE HELD AT LAKE MERCED. AT 9am THE CALIFORNIA POLICE OLYMPIC EVENTS WILL TAKE PLACE.

IMMEDIATELY FOLLOWING WILL BE THE FIRST LAKE MERCED OPEN HOSTED BY THE SAN FRANCISCO POLICE ATHLETIC CLUB. A NOMINAL FEE LUNCHEON WILL BE SERVED AT THE LAKE MERCED BOATHOUSE. ALL ARE WELCOME TO ATTEND..

THANKS
AL

GOLF CLUB NEWS

On Monday, July 26, 1976 the San Francisco Police Golf Club was defeated by the Oakland Police Officers Golfing Association in our annual match held at the Richmond Country Club.

The only explanation I can give for the thrashing we received was that it must have been the pairings that I made. I will say however they are more experienced in playing two man team, best ball matches. Next year we will get our revenge.

I believe a good time was had by all and that is what we were there for. After the golf we had a hamburger bar-be-cue and a few beers in the clubs pool area. Some of the guys even brought their suits and went for a dip. And even some others played a little cards.

The individual results for our club were: Vic Rykoff shot the low gross score for the day a 76. I was next with a 78 followed by Grant Fahs and Dave Minner both with 79's.

Vic was also the low net winner with a 66. Second was Mike Barling also with a net 66. The next four places in order were Al Blasi, third; Ken Car-

stensen, fourth; Jay Parashis, fifth; and Bob Cirimele sixth, all with net 68's. Dave Minner was seventh, Al Matteoni eighth, and Bill Pfister was ninth all with net 69's. Bob Mueller with a net 70 beat out two other net 70's for tenth place.

The hole-in-one was won by Even Lammers with a shot 8'0" from the hole. Tom Ryan was second 11'9" and Axel Lunn was third 16'3" from the hole.

Former Deputy Chief Bill Keays won the guest flight in his first tournament as a new member of the club.

Prior to publication of this we will have played at Marin Country Club. The date of this event is August 6, 1976. In September the club will support the PAL tournament as one of our regular monthly tournaments.

The club membership has reached one-hundred and twenty-six, anyone interested contact either Vic Macia or myself for further information.

Jerry Cassidy, Secretary San Francisco Police Golf Club
C/O Traffic Bureau, Rm 150, Hall

DON'T MISS...

THE 8TH ANNUAL PAL OPEN INVITATIONAL GOLF TOURNAMENT

MONDAY 27 SEPTEMBER 1976 - OLYMPIC CLUB

\$35.00 INCLUDES: GOLF, ELECTRIC CART, SUPER TEE PRIZES, LUNCHEON, OPEN BAR, STEAK DINNER, MORE PRIZES...

MAKE CHECKS PAYABLE TO: SAN FRANCISCO P.A.L.
FORWARD CHECK AND AVERAGE SCORE TO: P.A.L. HEADQUARTERS 2475 GREENWICH STREET SAN FRANCISCO, CA 94123 ATTN: GOLF TOURNAMENT COMMITTEE

FOR ADDITIONAL INFORMATION: CALL 553-1198

PAL GOLF TOURNAMENT

The San Francisco Police Activities League (PAL) under the co-chairmanship of former Police Commissioners Cardoza, Miller, Garner, Clecak, Ferrari, Ladar, Buckley and Maillard, is sponsoring the eighth annual PAL Benefit Golf TOURNAMENT.

Tournament director, Captain George Emil, announced the Olympic Club will again be the site for this popular event, to be held on Monday, September 27, 1976. Both the Ocean and the Lake Courses will be utilized with a shot-gun start.

The proceeds from this event help support the PAL Law Enforcement Division by providing jobs for the youth with our department.

The golf tournament is not only the best of its kind around, it also is the best bargain for all the participants. The \$35.00 tax

deductable donation for policemen includes; golf, power carts, super tee prizes and lunch on the course. In addition to this, it also includes a hosted cocktail party and a steak dinner at the SF Athletic Club, plus many, many more outstanding prizes. All this for a \$35.00 tax deductible donation. It can't be beat! A \$125.00 tax deductible donation fee is charged to all non-police participants. As you can see, their support is instrumental in making the tournament a success.

We are urging all San Francisco Policemen, and especially the members of the SF Police Golf Club, to support this tournament by participating and encouraging others to play.

For further information call Sgt. Steve Spelman at 567-3215.

Jerry Cassidy,
Co. K. Solo's



Opening Day of Pier 41 on June 16, 1976 for the Police Fishing Program. If you are interested in participating in the Police Fishing Program, please call Officer Lou Ligouri at 567-0930.



THE TIME OF ACCEPTING WHATEVER IS THRUST UPON US BY POLITICIANS AND/OR ADMINISTRATORS IS OVER

The San Francisco Police Officers' Association must take the offensive during the next six months. The association is ready to meet the challenge. We need money to fund research in order to present the true economic picture in San Francisco.

We must raise campaign monies to support and/or reject political candidates.

The San Francisco Police Officers' Political Action and Education Committee is sponsoring a raffle for the purpose of raising these funds. Tickets are available for a \$1.00 donation and can be obtained from your station or unit representative as well as the P.O.A. Office — 548 - 7th Street - Telephone (415) 861-5060.

Tickets are in groups of ten. For each nine tickets sold the seller receives one ticket FREE. — The prizes are great

First Prize ..

Caribbean cruise (for 2) \$1000 Value

Second Prize

Victoria Holiday (for 2) \$ 500 Value

Third Prize.

San Diego Holiday (for 2) \$ 200 Value

FOURTH THROUGH FIFTEEN PRIZES

U.S. Savings Bonds Each \$25 Value

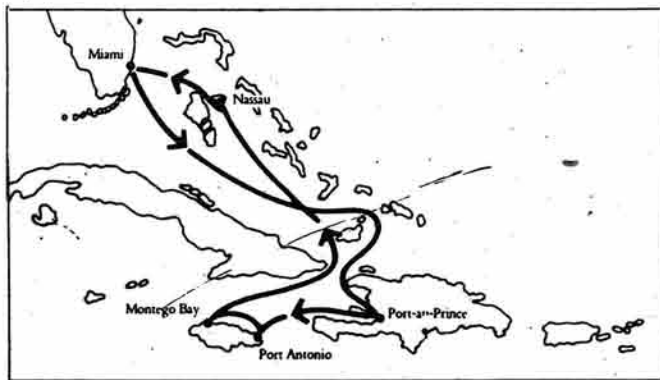
**DRAWING SEPTEMBER 30, 1976
NEED NOT BE PRESENT TO WIN**

Your support is needed for the San Francisco Police Officers' Association Political Action and Education Committee. We need your help so we can help you.

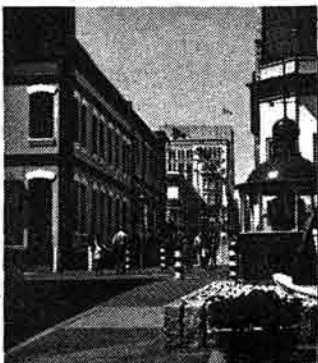
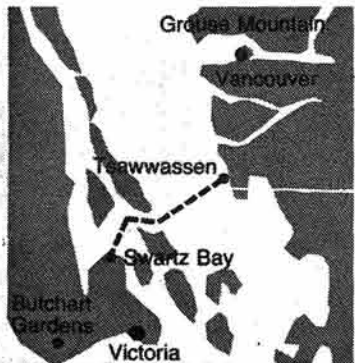
All money, stubs and unused tickets must be in the Association office no later than September 15, 1976.

QUESTIONS? TICKETS?

**Contact Ethel George SFPOA 548 - 7th Street
San Francisco, CA. 94103 (415) 861-5060**



2



1st

the Grand Prize is a fabulous 7-day Caribbean Fly/Cruise, for two, on the M.S. Starward which docks at Port-Au-Prince, Haiti; Port Antonio and Montego Bay, Jamaica; and Nassau, Bahamas. Value of this prize applies to rates through December 11, 1976. The winner has the option to choose another date as well as upgrade their accommodations and pay the additional rate. Reservations must be made at least thirty days in advance of departure.

Included Are:

- 1) Roundtrip Airfare to Miami (Friday departure only)
- 2) All transfers to and from airport and ship
- 3) Hotel room upon arrival in Miami to rest and freshen up before you are taken to a waterfront restaurant for lunch, and then on to the M.S. Starward
- 4) Outside Stateroom with private shower and toilet
- 5) Three meals a day plus a midnight buffet
- 6) Entertainment and dancing
- 7) Two swimming pools, skeet shooting, table tennis, health center, massage and saunas
- 8) Star Planetarium, duty free shopping arcade, optional shore excursions
- 9) Open return and stopover privileges (Walt Disney World, Miami Beach or New Orleans)

2nd

Discover a bit of Old England in Victoria, Canada while staying at the World Famous Empress Hotel for two nights and three days. This fantastic 2nd prize includes:

- 1) Roundtrip Airfare to Victoria
- 2) Transfers by Airport Express bus from the Airport to the downtown terminal and return
- 3) Grand city tour of a motorcoach and ferry trip to Vancouver from Victoria
- 4) Bonus coupons for admission to Prince Albert's Miniature World, Royal London Wax Museum and the Undersea Gardens.

You will be delighted with your elegant hotel, the beautiful sights and perhaps most of all — the warm friendly Canadians.

3rd

Third prize is three days and two nights at the Hyatt Seven Seas in sunny San Diego. When you arrive, after your short flight on PSA, you will have a wide range of sports and entertainment to keep you busy — golf, swim, sail, fish, waterski or just plain relax.

An all-day San Diego City, Tijuana and Harbor Cruise is included. You will also have your choice of two guided tours: San Diego Zoo with narrated tour or sea world with all shows. San Diego truly has much to offer everyone.

Value of this prize applies to all flight schedules except Fridays P.M., Sundays P.M. and certain holidays.

NOTE — Prizes #2 and #3 are based on current tariffs as of June 15, 1976.

DO NOT OVERLOOK

4th through 15th prizes — \$25 U.S. Savings Bonds

In conclusion — many thanks to Christine White, Travel Counselor, associated with Farroads International Travel Tours, 51 Cambon Drive, San FRANCISCO, FOR THE MANY COURTESIES EXTENDED TO THE San Francisco Police Officers' Association.

Questions? Tickets? Contact — Ethel, George, San Francisco Police Officers' Assn., 548 - 7th Street, San Francisco, Calif. 94103 Telephone (415) 861-5060

..... PRIZES DRAWING SEPTEMBER 30, 1976 PRIZES

3

