

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

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204

The NEW OFJ Federal Lawsuit

by Don Goad

Chairman, Federal Litigation Committee

Another title for this article might as well be "Don't Rely on Statements made by a Federal Judge in Chambers."

The Federal Court Lawsuit brought by the Officers for Justice versus the Civil Service Commission and the San Francisco Police Department has been going on for three and one half years to date. We have made all of the court appearances with counsel, as well as attending meetings in the judge's chambers.

The facts became obvious that the entrance and promotional tests were less than perfect. Your Association put up \$15,000 for a study to improve these tests.

The questions of women police officers came up time and again. Each time we, the experienced officers, expressed our doubts that females could perform all of the necessary duties. However, we finally agreed to an order which would take in forty (40) women on an experimental basis for a period of two years. (These women, incidentally, would not have been admitted under the same standards applied to males.)

The judge then ordered a "test" of 60 female officers. At the same time in his chambers, in front of all parties to the litigation, stated, "I am not inclined to order racial quotas."

To this date, the experiment is still undergoing study, but as yet nothing has been brought to my attention that has removed my original doubts.

Then on December 6, 1976 (again in chambers) the Public Advocates (attorneys for the OFJs) petitioned for a hearing on quotas for the entrance and promotional levels. They also wanted to change the ground rules from the original 1864 Civil Right suit to Title Seven. Judge Peckum granted both requests.

APPEAL

On 1/7/77 Federal Judge Robert Peckham issued an Order of No Quotas for recruit hiring, but a one-to-one ratio in the promotion of Temporary Sergeants.

On January the 10th, your Association Federal Litigation Committee met and subsequently voted to direct our attorneys to file a Motion to Stay that order, whether or not the City Attorney joins in this motion.

Our attorneys will also be filing a Notice of our intent to appeal the Judge's latest decision.

In order to get more opinions on these very important matters, new members have been added to the Federal Litigation Committee. One of the other biggest problems to solve, is whether an Assessment will be needed in the near future to pursue our interests in this Federal Court litigation.

I had to wonder why the rules were being changed late in the fourth quarter and several reasons surfaced:

1) The public Advocates are planning to bill the City for over \$100,000 for partial payment of their fees. (The SF Charter provides for attorney's fees when the City is sued and the plaintiff wins.)

2) Without new rules, and this is most important, that unless intended discrimination is proved, quotas could not be instituted. (Continued Back Page)

DEPUTY CHIEF MC INERNEY RESIGNS

Twelve months ago a new Chief of Police was named for our Department. The immediate reaction was astonishment, for the new Chief was an outsider. Today, he is still an outsider. He is his own worst enemy.

The sad truth is that while he stays, we have lost many fine, experienced, capable officers of all ranks who have either retired or resigned to rid themselves of the new Chief.

On January the 6th, Deputy Chief Mortimer F. McInerney resigned his number two post in the Department. The shock waves are still being felt. What would prompt a Deputy Chief to resign? For all intents he had it made. His history proves he worked very hard throughout his career to earn the right to be the number one or number two man in the Department.

Please note that McInerney entered the Police Department in 1947 and just eight years later (1953), he was promoted to Sergeant. The average time then was 12 to 14 years to that first promotion. He continued on through the competitive examination route and gained promotion to Lieutenant in 1962 and Captain in 1965. That would mean he was just 39 years of age when he made Captain.

In 1970, he was promoted to an executive job as the Captain of Inspectors (our Detective Bureau). Just two years earlier, he was graduated from the FBI National Academy. After the Academy, he enrolled at the University of San Francisco Law School, where he attended night classes four nights a week. He reached another goal via USF when he was awarded a Doctor of Jurisprudence degree. In 1972 he passed the State bar examination. (Continued Back Page)

PRESS CONFERENCE GAIN TRANSFERS VICE OFFICERS

The SFPOA Press Conference of December 30, 1976 was yet another strong protest against the administration of Police Chief Charles Gain. President Jerry Crowley told the assembled media reporters that the transfer of one particular Vice Crimes officer and the intimated transfer of other officers from the same unit (Prostitution) was an act of cowardice by the Chief.

Officer Richard Adkins, a 7 year veteran of the force, recently appeared before the Board of Supervisors at a Hearing on Crime, where he explained that the inadequate administration and poor attitude of Charles Gain made it difficult for him and his fellow officers to be 100% effective in controlling prostitution. Consequently, Officer Adkins was summarily removed from his position in the Bureau of Special Services by Chief Gain. (Continued Back Page)

1976 — A YEAR FOR THE ASSOCIATION

by Paul Chignell

The San Francisco Police Officers' Association can truly look back at 1976 with tremendous pride.

We are beset with certain troubles under the leadership of Chief Charles Gain and Mayor George Moscone's board of Police Commissioners.

But when all the acrimony is analyzed and the gains minus losses are tabulated, the membership can look with pride at our accomplishments.

Jerry Crowley has now been President for four years and four months. Under his leadership we are a political force to be reckoned with, both on the local and state level. Many of the policies and programs of this Association were created and implemented under his direction. To be a leader of a police union today takes tremendous courage. Jerry is a hero when events finalize in success, but catches hell when police officers lose a benefit or a court decision. He has proven time and time again that he has the leadership qualities to withstand defeat and humbly accept victory. I wish him well as he begins another two year term unopposed by any other member in the January elections.

Joe Patterson, our number two man, contributed to a significant legislative victory in 1976. Through the efforts of Joe's Vice-Presidency with the International Conference of Police Associations, the \$50,000.00 death benefit for police officers killed in the line of duty, was signed into law by President Ford. This was not a minor accomplishment and we all know of the tireless efforts by Joe in the past year to get this bill passed.

Our Treasurer, Jack Ballentine, was truly indispensable in the year 1976. Jack handled the finances with professional efficiency and served on all the key committees. His knowledge of city officials and the low-keyed power of persuasion that he employs were vital elements in the year 1976. Jack seems to have a native ability to mediate differing factions on the Board of Directors and to polish together the rough drafts that come out of policy-making meetings.

The two work horses of the Board of Directors are Gale Wright and Mike Hebel.

Gale puts out a truly professional publication each and every month. The SAN FRANCISCO POLICEMAN is respected in our community as well as across the nation. The best testament to the paper is the controversy that is stirred up every month when the POLICEMAN rolls off the presses. Though published only monthly, Gale always has the most current information available to police officers as well as the public. Legislators, judges and the powers to be in San Francisco read the POLICEMAN studiously. I have always maintained that an Association's paper is the true forum — and the main reason we are respected is because of the SAN FRANCISCO POLICEMAN under the journalistic leadership of Gale Wright. (Continued Back Page)

Widows & Orphans

The meeting was called to order at 2:05 P.M., Wednesday December 15, 1976 in the Traffic Bureau Assembly Room, Hall of Justice. **President John Devine** presiding. A quorum was present, including several Past Presidents, **James Diggins** and **Williams Parenti** and the below business was transacted:

Treasurer **Barney Becker** reported the following members had passed away in the month of December:

RAYMOND MC LAUGHLIN - Born in 1919, Ray entered the Department in 1950 at the age of 30. He served at Co. C for 5 years, transferred to the C.W.B. in 1955 where he served for 4 years, returning to Co. C for 10 more years. From 1969 to 1975 when he retired on service, Ray was once again in C.W.B. He was the man to see if you wanted any information regarding foreign warrants. He was 67 at the time of his death.

JOSEPH RYAN - Born in 1909 Joe entered the Department in 1938 at age 28. Joe worked at the various district stations, mostly Northern and Southern, until he was promoted to Sergeant in 1953, after which he served at the Park and Mission Stations. Joe was an avid golfer and his death occurred at San Geronimo Golf Course. Joe had been retired since 1970 and was 67 at the time of his death.

The Secretary reported the following donations received:

The Members of the Bureau of Investigation - The **Edward Anderson Family**, **Ken and Jean Smith**, **Mr. & Mrs. Paul Lawler**, **Lieut. & Mrs. George Dyer**, **John McHugh** — All of these donated in the memory of Kelly Ryan, daughter of Lieutenant and Mrs. James Ryan.

Mrs. Ida Edwards - For services performed by Parking Controlperson Dolores Glynn, assigned to Richmond Station.

Olga Butler - For the excellent work of the police in San Francisco.

Joseph I. Wilson - A continued supporter of the police and one who is attempting to get more police in the Tenderloin.

West Coast Salesmen's Association - Their quarterly donation for the work performed by members of the Department.

Mrs. & Mrs. Leonard Crary who contribute regularly for the outstanding services performed by the members of Northern Station.

Mr. B. Rolin - In appreciation of Officer James Strong, Ingleside Station, who helped him recover merchandise that had been illegally removed from his store in Diamond Heights.

Under unfinished business: Motion by Pigott, 2nd Quaglia that the Secretary be authorized to cast a unanimous ballot for the following officers who were unopposed for office. **PRESIDENT: MARK HURLEY** - **VICE PRESIDENT: ANDREW QUAGLIA**, both of these elected officials to serve for one year term.

TRUSTEES: GEORGE JEFFERY, FRANK JORDAN, WILLIAM PARENTI, elected to serve for two years. The other two Trustees who did not have to run this year are **ROBERT KURPINSKY** and **JAMES STURKEN**. The Treasurer and Secretary have one more to serve on their term. The above elected Officers and Trustees will be sworn in at the January meeting which will be held Wednesday, January 19, 1977 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

Any members who retired during 1976 and who have sent checks into the Hibernia Bank which have not as yet been cashed, please contact Bob McKee at 587-4570 S.F. or Barney Becker 897-3727 Novato.

Fraternally yours,
Bob McKee
Secretary

LOW TURNOUT OF BLOOD DRIVE

by Tom Vigo

On Thursday, December 16, 1976 the SFPD held its annual blood drive at the Irwin Memorial Blood Bank. Blood needs for that day included two cancer patients, three open heart surgeries, two premature babies, a stab wound victim and an auto accident victim among others. How does that relate to you? Hopefully it doesn't, but realistically any of us could have a dramatic need for blood at any time.

Although in past years the blood drive has netted well over 100 units of blood, we had only 46 pints donated this year. To those who responded, the Blood Bank Committee wishes to express our thanks.

While trying to determine why there was such a relative small turnout for the blood drive, my mind dwelled on several thoughts. Was the temporary return of the 18th amendment the reason? Was there sufficient notice of the drive? Are the members of this Department aware of the vital day to day need of blood donors?

Policemen have responded all too well in the past, to emergency situations, to give much credence to the prohibition thought.

Posters were sent to all stations and details in early December inviting all to participate in the blood drive. In addition the November and December issues of this paper carried ads of the drive. On December 15 a teletype was sent out and on December 16 Communications broadcast reminders over the air that the blood drive was in progress.

As policemen we are acutely aware of the need for blood in emergency situations. Obviously, the only source of blood for transfusion can come from people. In the United States there are approximately 100 million people eligible to be blood donors. Yet it is estimated only 3% of the eligible populations provides the more than 6.5 million units of blood transfused annually in this country and that these donors give repeatedly. In our area the percentage is only slightly better (5%) than that of the national average. Think about sharing the load.

As you may have assumed, I could not determine the cause for the low turnout. While I hope your blood needs are minimal, I do hope you will consider making a regular habit of donating blood. Remember, "The rarest type of blood is the type that's not available when YOU need it."

The next blood drive will also be well advertised and I hope you will respond.

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SFPOA SURVEY

All ACTIVE members of the Association were sent surveys two weeks ago. This survey was determined to be the best way to get your honest feelings on several subject which we need to have in order to correctly represent you.

The subject deals with morale, rising crime, administration of the Department, Meet and Confer subjects, a group of specific benefits to pursue, collective bargaining and one-man radio cars.

Naturally, if we don't have your current address,

you probably didn't get this mail. Phone 861-5060 and one will be sent to you via the departmental mails, if you state your assignment to us.

Or, contact your Station Representative and he will get one for you. However, if you still have it at home, please complete it today and send it in, in the self-addressed envelope provided.

Only a few over 400 have been received so far and we are still looking for the other 1100. PLEASE HANDLE THIS REQUEST TODAY.

A RETIRED MEMBER WOULD LIKE HIS STAR

I would like to locate my original Patrol Drivers Star #27. I turned it into the Chief's office when I retired. I later was informed that it went to the property clerk's office. From there I was informed that it probably was given to someone who collects police memorabilia.

I will pay \$20.00 reward, plus another original

patrol drivers star #3 in exchange.

If anyone has any information or can locate this for me it will be greatly appreciated.

Contact me:

Joe Bellatoni
745 Cayuga Ave.
San Francisco 94112
Phone 587-4208

the San Francisco

POLICEMAN

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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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ANOTHER VIEW

by Gale W. Wright

Too often we allow ourselves to get caught up in the "instant news" or the "What is the bottom line?" syndrome. Case in point is the renewal of the Officers For Justice suit wherein they claim discrimination in the hiring and promotional practices of the Civil Service Commission and/or the Police Department.

Admittedly, this article too, will try to capsule some of that suit for you, but you should really read the 23 page suit for yourself, as well as the judge's 14 page response. However, I will try to make you aware of a few things, beside the bottom line.

The Civil Rights Act of 1964, Title VII, is where the Public Advocates are hanging their hats. Thus in November of 1973, Judge Peckum found that defendant's previous hiring practices discriminated on the basis of race. The tests at the entry level and promotion to sergeant operated to disqualify a disproportionate share of minority applicants because they were not substantially job related.

The San Francisco Police Officers' Association gave \$15,000 to the City to validate an entry level examination. This was done, and the subsequent list of successful applicants showed a 38% minority representation. That fact plus the anticipated hiring led the Judge to withdraw a ratio hiring order of three minorities to two non-minorities.

But in the meantime, since 1973, due to budget cuts and hiring freeze, the department has not been able to hire many new officers. While the Plaintiffs make a pretty good case, the Judge sees the freeze as just about over and thus he has ordering **No Quota Hiring at the Entry Level.**

While the present rehearing was going on, many of us thought we might get relief from the **Washington v. Davis** case, on the basis that this was the reverse discrimination case. But "As noted by the Davis court, Under Title VII, Congress provided that when hiring and promotion practices disqualifying substantially disproportionate number of blacks are challenged, discriminatory purpose need not be proved. . . . Thus, with respect to Title VII, or other statutes importing Title VII standards, intentional discrimination need not be found."

In other words, the Judge says it doesn't apply.

Sergeant's Promotions

"The use of temporary promotions to the level of sergeant has been necessitated by defendant's failure to produce a non-discriminatory examination with which to establish eligibility lists for permanent promotion, in accordance with this court's 1973 finding that defendants' prior discriminatory practices had virtually excluded minorities from the rank of sergeant. Although the court imposed at that time a one-to-one minority to non-minority quota on permanent positions to the rank of sergeant, the opinion was silent with respect to temporary promotions."

"Subsequently it has come to light that defendants' sole criteria for making such temporary promotions is seniority, although no statute or ordinance commands it."

1) According to our attorney in this case, William Beirne, the judge's opinion could not be challenged or appealed, but rather an opinion must be an order. Now that the judge has ordered one-to-one promotions to sergeant, including temporary and non-civil service promotions as well, we can appeal his order.

2) The court finds with dismay that the use of seniority is discriminatory criteria.

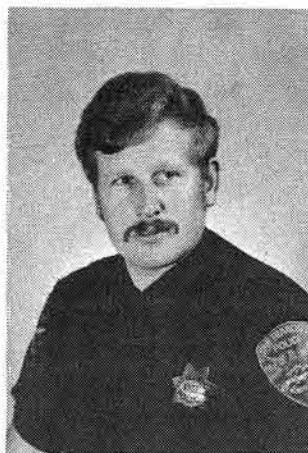
"The fact that these promotions are merely temporary is of no consequence. They involve significant pay differentials. Those who gain experience as sergeants may possess a substantial advantage in taking examinations for permanent positions, if such examinations are in fact job related. Promoting a proportionate share of minorities, even on a temporary basis, may facilitate their assimilation within the police department. Finally, such promotions has a significant symbolic value which defendants have unfortunately chosen to forego."

"We therefore order that our ratio hiring requirement with respect to permanent promotions to sergeant be extended to encompass limited tenure promotions and non-civil service promotions as well."

"In conclusion, we wish to address some comments to the broader context of this litigation. As we noted in our 1973 memorandum, the issues presented by the instant case are extraordinarily sensitive. They involve the vindication of extremely important civil rights

KIDD AND DEMERRITT FOR RETIREMENT BD

by Mike Hebel



Bill Kidd

Bill Kidd has been an active member of the Police Officers' Association for over seven years. He has aggressively worked on such ballot campaigns as that which produced the big victory in November, 1974 (Prop. H and M). He participated in the writing of this favorable legislation and followed up to see it enacted.

Bill now serves on the Association's Legislative and Labor Relations Committees. He has just completed a massive study on the comparative benefits currently being administered by the Retirement Board. His research has examined numerous ways to improve rates of return on System investments.

His pledges to protect and enhance employee contributions to the Retirement System, to secure fair treatment for the uniformed forces, and to seek improved benefits merit endorsement and support for his election.

An important election for two employee seats on the City's Retirement Board will be held from January 24 to February 17, 1977. Members are asked to cast their ballots for Bill Kidd and Warren DeMerritt.

Since this Board both safeguards and invests our retirement monies along with considering injury and retirement cases, the two employee seats must be filled with dedicated and sympathetic individuals. Kidd and DeMerritt meet the challenge.



Warren DeMerritt

Warren DeMerritt, an incumbent, has served on the Retirement Board for the last eight years. He actively and vigorously supported the November, 1974 Charter amendments (Prop. H and M) which helped retired members and increased active members maximum benefit to 75 % of final compensation while also adding an attractive cost of living formula to assist in combatting the effects of inflation.

During DeMerritt's tenure on the Retirement Board, he helped increase the interest rates from 4 1/2 % to 5 1/4 % (effective 7-1-77), has made substantial improvements in the System's investment program, and assisted in the move from Ward 45 to the modern Franciscan Treatment Room.

His past performance merits endorsement and support for his re-election bid.

VOTE - JAN. 24/FEB. 17

through the intervention of federal courts in matters of peculiar local concern.

"By now, the objectives sought to be achieved in litigation such as this are endorsed by all enlightened portions of the citizenry. That minorities are entitled to equal opportunity in securing public employment is hardly subject to doubt; and it has become a truism that all citizens profit when the city achieves an integrated force of qualified individuals sensitive to diverse problems, and accepted by all portions of the population."

"Rather, it is the choice by means by which such objectives are to be achieved that creates the controversy. Admittedly, the intervention of federal courts is only a poor substitute for enlightened leadership by city and police officials; but such intervention occurs only when these officials have already defaulted. Then, courts are faced with the enormously complex task of eradicating the effects of decades of discrimination, while delicately balancing a variety of equities."

"Only with great hesitation are remedies such as a quota imposed upon a reluctant municipality; but such remedies will be imposed where necessary to vindicate important rights."

"Plaintiffs' motion for a quota with respect to entry level Q-2 positions is hereby denied, but plaintiffs' motion for a quota with respect to temporary promotions to sergeant is hereby granted."

"SO ORDERED."

Dated: January 7, 1977

s /Robert F. Peckham
United States District Judge"

What is the bottom line? Who knows? Why wasn't the Sergeants exam validated?

Your Association might as well close the shop if we abandon this case. I can honestly say our Association is not bigoted. We encourage every officer of the Department to become a member and join in the collective benefits. No race criteria exists nor are race prejudices practiced by the Association.

Furthermore, it is my honest opinion that if we had not joined the suit in the beginning, almost all issues would have been settled a long time ago in favor of the Public Advocates, and that would be the way it is, like it or lump it.

We may be staggering in the battle, but we have not lost the war. The monies left from the last Federal Litigation assessment are about exhausted. You had better start making up your mind about contributing to the anticipated assessment to hang in there.

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AROUND THE DEPARTMENT

by Al Casciato

A tremendous round of applause must go to *Al Squir Co. C. Mickey Gerald Co. A and Ethel George*, the P.O.A. Office Manager, for their efforts in providing lodging and entertainment for some 25 blind teenagers from Los Angeles who recently visited San Francisco.

Rich Weick of Co. A's 2 car really cares for the people on his beat. Recently Rich has been spending most of his off duty time attempting to find a safe and decent home for an elderly man who lives in a crime infested downtown building.

Captain Don Taylor has informed me that it was he and *Lt. Beene* who hand picked the new crime unit. Thanks for owning up Capt.

By the way, the new unit has taken on the Barretta decoy modus of operendi and will no longer be a detail but rather a permanent assignment. OK! All you actors get your requests in soon, it seems that some of the detailed men really like the acting on the street. Who knows, a movie career may be launched yet.

Forrest Fulton was recently assigned to Co. G. While at Co. G. Forrest went to school to learn Chinese. After learning the basics of the language he requested a transfer to Co. A hoping to work Chinatown and learn more. He was promptly transferred to the Spanish speaking Mission district. Back to School. "No way" says he.

The day to day operations of the P.O.A. is increasing daily. In fact when we move to the new building we will have a reference library. So if you are interested in a 10 hour day, time and half for overtime, seniority problems, Federal litigation, grievance procedures, etc., etc., come on down and start working on whatever turns you on. The representatives will help you as much as possible; remember they can't do it all.

The reports are in; the annual *Tony Rodriquez* (Co. A) Christmas party was a smashing success.

The basketball czar of this department is *Jim Deignan* who reports that our basketball players will travel to Reno, Nevada on January 18, 19, 20, for a tournament with the dealers and pit bosses. This tournament was organized by *John McGowan* the proprietor of a tavern by the same name which is located on our Fishermans Wharf. What a sneaky way for John to get to Reno. I was going to wish the team luck but since they're going to have so much fun, I'll just fly up too. Send bail monies, says Bumper Morgan.

The Grievance Committee is presently investigating some complaints regarding the waiting lists for the solo's, horses and dog units. If you are involved or can help with info, call the P.O.A.'s Grievance Committee.

Short thoughts: ...The Patrol Force has no esprit de corp....Will the new head of Community Relations continue to wear his clenched fist tie clip...Police Commissioners, why don't you do something about time and a half for overtime and crime rather than civilian review board...Most complaintants are usually criminals ...Prostitutes are the visible barometer of crime in a city...Will racial quotas accomplish anything...Unsigned note at the P.O.A. office... "Hope you're feeling better Off. Len Engel (Co. K Solo's) It's nice to have secret admirers..."Bigfoot Title" unchallenged goes to *Tom Donohoe* Co. A with his size 16's...

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BAR ASSOCIATION PROPOSAL

Police Commissioners Visit Two District Police Stations

by Gale W. Wright

In the small assembly room of Richmond Police station on Sixth Avenue were gathered the day-watch personnel to hear Deputy Chief DeAmicus explain the Bar Association's proposal for an Office of Civilian Complaints versus the present setup of the Internal Affairs Bureau. This took place on Tuesday 01/04-77 at 0800 hours.

Also present were Police Commissioners Ciani and Hall, with tape recorder, and four officers of the Police Association Board of Directors. The troops numbered around twenty-five.

The reason this meeting was taking place said the Deputy Chief was so that Commissioners could meet informally with the members of all stations (other stations were on the schedule) to hear what they thought about the Bar's proposal.

SFPOA President Jerry Crowley interjected that he strongly suspected other reasons for such a meeting, and the obvious one was to circumvent the collective bargaining system by not meeting with the SFPOA Labor Relations Committee on this subject, as well as other subjects, but by going directly to the members who in all honesty are not well versed on the subject. "If you discuss this proposal with these Commissioners, you will be doing exactly what they want, and when in fact they adopt this new

procedure, they will be able to state 'We have talked to the officers about this and received their views.' (on tape for the record)."

Commissioner Ciani denied Jerry's accusations and went on to make some other opening remarks. Jerry's admonitions didn't reach everybody as one officer led off with an excellent question about the technicalities of a Search and Seizure arrest and how was a Hearing Officer going to decide what takes the Courts months, if not years, to decide.

Commissioner Ciani didn't field that question very well at all. "I don't think he would get into that," she said. Who really knows? Another officer wanted to know how the investigators would be selected, and who would appoint the Hearing Officer, and a Director and so forth and so on. REAL answers were not forthcoming. After fuming for over forty-five minutes while listening to the exchanges, Jerry couldn't remain quiet any longer. In a rather large voice, he told the assemblage that they had just witnessed one of the most subtle ways employed to circumvent the collective bargaining process.

Commissioner Ciani told him that he was not recognized. An officer then told her that he was not a member of the POA but he would like to hear what Jerry had to say. Now

it seemed that everybody was listening to Jerry and when he was done, a Sergeant called for an immediate vote to see just who was in favor of the Bar proposal. No one said a word.

Finally another officer made a motion to adjourn, which was quickly joined by a Second and a Third and everybody walked out.

The meeting had lasted one hour and ten minutes.

The same type of meeting got underway at Park Police station at 1600 hours. However, Deputy Chief DeAmicus told the officers there would be no meeting because he had found that section 3.5 of the Charter forbids any

meeting of any board or commission which is not open to the public, regardless of the number of Commissioners present.

Thus, no "informal meetings" could be held and all such scheduled meetings would be cancelled.

Before everybody went back to work, Commissioner Hall told the officers "...that he would have liked to have heard from them individually, but since that was not possible, they should make their views known to their union and they can tell us when we meet with them."

Maybe some good did come out of this process after all.

THE IMPORTANCE OF A WILL

by Gregg Lipanovich

I've learned, in talking to many members of the SFPOA, that the majority of them do not have a will. I think this is mainly due to a misunderstanding of what a will can do. A will can eliminate many problems and misunderstandings in the settlement of your final affairs. No matter how large or how small your estate, a carefully drawn will is an instrument you should seriously consider.

A will allows for the distribution of your property according to the needs and capabilities of those you leave behind. It enables you to carry out YOUR purposes over a period of years through the creation of trusts. You may also wish to appoint a guardian for minor children where there is any doubt about the health or judgment of relatives who would be expected to raise them or manage their property.

A will can cover many other contingencies, such as taking advantage of the maximum marital tax deduction, the continued operation or orderly liquidation of a business providing a legacy for charitable institutions. It can avoid many problems concerning the transfer, wills.

lease, or acquisition of property.

If one dies without a will, the will written by the California State Legislation is used - and when was the last time they did something exactly the way you wanted it done? State intestacy statutes allow no flexibility and the wife of the testator sometimes receives the smaller share of his real and personal property. The children may receive the remainder. If there are no children, it is generally shared with the deceased's surviving parent or parents. The problems created by intestacy are obvious.

The preparation of a will is a serious, highly technical task. It involves the laws of wills and estates, the laws of trust and future interest, the law of real and personal property and the law of taxation. It should be prepared by a lawyer.

Once drawn, a will should be reviewed often. Changes in federal and state laws and regulations, property values, and possible financial status of heirs make this imperative.

In any event, when preparing your will, consult your attorney ... avoid "do-it-yourself" wills.

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Reflections of a cop

by Reg Murphy

Reprinted from S.F. Examiner

He didn't look like the stereo-type of a cop, beefy and grim and hard. His hair had some grey in it, and his dress was impeccable. If he had done any drinking, it hadn't gone to his nose and burst the tiny blood vessels there. If he had spent too many hours sitting waiting to testify, he hadn't fattened and slowed him.

For his adult life, he had perserved, through the force, through law school, up the political ladder that must be climbed to get anywhere on the force. He knew protocol and he knew loyalty. His world was of administrative decisions and patience with the foolishness that surrounded some of those decisions.

But there was another element in his face now. It was slow, controlled, burning fury. The world he was proud of, the world of the San Francisco policeman, was falling apart. His frustration was so great that he had to tell somebody about it, and his bitterness at the stupidities of his superiors was a burning hurt.

Not all of his colleagues were innocent. It has become a tainted force. Maybe there always were a few cops on the take in the gin mills and in the hock shops and around back of the hotels. But this was different. As many as 30 policemen might be indicted for various crimes associated with taking money to look the other way.

Another group of policemen were being dispatched, hither and yon to chase the prostitutes while 80-year-old women were being beaten to death in the streets. The sounds of submachine gun fire could be heard in the early morning hours as the pimps shot it out for control of the streets he was sworn to protect.

"I don't think I can take it anymore," he said. "Just let me get out. Gain (Chief Charles Gain) won't even talk to the men who know what's going on. He's always tied up with some community group and nobody can even get in to see him."

His eyes turned hard. "I'm going to take my retirement," he said. "I don't have to take this anymore. My wife would be happier. My kids would be happier. I might be miserable, but at least it would be better than this."

Somebody tried to point out to him that not all the policemen were being accused of bribe-taking, not every cop was a pig, not every citizen wanted to abolish the force, not every San Franciscan thought law and order was an inherently bad phrase. There were still many who wanted him to do his job honestly and directly.

To be sure, they thought it silly that his people had to get their cars painted baby blue in the midst of a wave of violence. Many had lost all respect for the man brought in to run the Police Department. Many thought that change was urgent. And many would have no respect for the department until its leadership was changed.

But this was not the time to leave, it he really loved San Francisco. This was the time to help The City. It was acquiring a national reputation for violence and for police incompetence. This was not the time to leave.

He thought about it and shook his head. "I'm retiring," he said. "I can't take it anymore."

The next day he went back to the cop shop and resigned. It was one of the saddest days he could remember.

McInerney's decision to resign

Reprinted from
S.F. Examiner

The resignation of Deputy Police Chief Mortimer F. McInerney is a serious loss to the San Francisco Police Department.

It will not be well received by the men and women in the department, where he is held in wide regard as an accomplished police officer with an extensive capacity for head work.

Behind McInerney's polite letter of resignation lay deep differences with Police Chief Charles Gain. This is significant because when Gain first took over, a controversial figure even then, McInerney urged that he be given a chance to prove his theories of police management.

Since that time, the Examiner was informed, he has suffered a series of disillusionments, most recently with Gain's handling of the prostitution emergency and his quixotic transfer of Rodney Williams from the Community Relations Bureau.

The latter incident was particularly striking in view of the chief's earlier efforts to promote Williams into a higher slot with a \$10,000-a-year pay raise. If this remarkable reversal of judgment bewildered McInerney, it left us similarly baffled.

Mayor Moscone, who appointed Gain and described him as "the best police chief in the country," went to the extraordinary length of urging McInerney to stay.

No one is indispensable, and that goes for McInerney, but the department will miss his steady hand, and so will Gain.

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We arrange a loan secured by a trust deed on the property. The trust deed is recorded in your name. You hold the trust deed. We arrange to collect the monthly payments and issue a check to you. You earn 10% on your invested funds. We arrange all the paperwork and the details. You get monthly statements showing the balance due and the amount paid to principal and interest.

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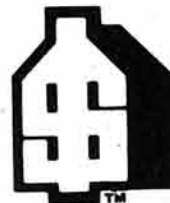
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Earl R. Gagnier has been appointed senior account director in the San Jose investment department office. He will work in conjunction with Ernest Felice in San Francisco.

Active in the community, Gagnier is president of the Millbrae Rotary Club; director and past president. San Francisco Fire Dept. A retired lieutenant of the San Francisco Fire Department with 25 years of service, he had been an insurance broker for the past five years. He holds numerous awards from the City and County of San Francisco for outstanding service.

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BOARD OF DIRECTORS MEETING
December 21, 1976

The meeting was called to order at 1815 hours with the Pledge of Allegiance to the flag. (Flag not present). A roll call showed eighteen (18) members present and two (2) absent. Those absent were Ackerson and Merkley.

The meeting opened with the Secretary's report. It was approved as printed in the last issue of the Policeman.

Next was the Treasurer's report. It also was approved as printed in the Policeman.

Al Benner then gave a presentation of the new purposed Field Officers Training Program. This program is based on one that has been used in the San Jose Police Department since 1972. Under this program, Field Training Officers would be selected to act in that capacity and they would be given forty (40) hours of intensive training on evaluation and teaching techniques. They would be then assigned a recruit that has finished the Academy and act as his or her training officer. More on this later.

Jack Delmas told the board that in conjunction with his work on the Media Campaign, he talked to a representative of the telephone company who told him that perhaps we should set up a non-profit tax exempt organization to do our own research and that such an organization or foundation could possibly get a Federal Grant to fund such a Foundation. He asked the board's permission to set up such an organization through the Legislative Committee to seek a grant. The board approved.

Bob Barry gave a presentation on our Media Campaign. He also told the board about some of the things that needed to be done by the individual board members themselves that would make our Association more effective. He was well received by the Board and I hope some of his ideas are implemented. He also asked the Board to see that each member he represents fill out the survey that was mailed to them and send it to the office.

Gale Wright gave reports on the Publication Committee, the Insurance Committee and our newly acquired building. For those of you who did not read it in the Policeman, Gale reminded the board about an article on page six (6) of the last edition where the Skylawn Memorial Park is offering a FREE burial space to all law enforcement officers. I hope we don't burn this out like we do everything else that if offered for free. All of Gale's reports were warmly received and approved. After Gale finished, the Board of Directors meeting adjourned.

GENERAL MEMBERSHIP MTG

The General Membership Meeting was a repeat of the board meeting with these exceptions:

The Nominating Committee, as appointed by the President, was not present at the meeting. Therefore, to comply in part with Article V, Section 3 of the Constitution, the Secretary gave their report. Letters of intent to run for office were received from the following members. For President, Gerald Crowley; Secretary, the honorable Joe W. Patterson; (I write this stuff, Ha!); Co. A. Al Casciato; Co. C. Layne Amiot; Co. D. Michael Hebel; Co. E. Paul Chignell; Co. F. Michael Gannon; Co. K. William Hardeman; Headquarters, Ray Carlson; Retired, William Hemby. After these were presented, the President opened up the nomination for nominations from the floor. From Co. B, Joe Toomey; Co. H, Sherman Ackerson; Co. K, Gale Wright; Co. I, Jack Delmas; Headquarters, Harlan Wilson; Bureau of Inspectors, Gary Lemos, Bob Huegle; Treasurer, Jack Ballentine. The nominations were closed with no other nominations offered. The membership approved the proposed Constitution and By-Law changes as they were printed in the last edition of the Policeman and they will be mailed out to all members of their approval or rejection.

With no other business to come before it, the meeting was adjourned.

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

BILL OF RIGHTS WATCH DOGS NEEDED

Assembly Bill 301 is a premanent part of the Government Code effective January 1, 1977.

AB 301 was affectionately titled the Police Officers' Bill of Rights during the struggle for its passage in 1976.

Finally, members of Internal Affairs Bureaus of police departments

throughout the State of California will be punished for violations of police officer's rights.

Prior to gaining a state statute, many police internal affairs investigators openly violated contractual relationships in this state.

Hopefully, the force of law will change that



George B. Gillin
Sumitomo Bank of California
365 California Street
San Francisco, CA. 94104

Dear Mr. Gillin:

We represent the San Francisco Police Officers' Association who, in turn, represent the policemen of the City of San Francisco. We have been advised that you have sent an advertisement, a copy of which is enclosed, to each San Francisco policeman offering specified services by your bank. Attempts by Jerry Crowley' President of the San Francisco Police Officers' Association, to ascertain from you the source of your information as to the names and addresses of the San Francisco policemen have been futile.

The concern of the Association is that police officers' wives, families and property would be in severe jeopardy should the list of the patrolmen and their addresses fall into the wrong hands. Thus, please case and desist from directing communications to the policemen at their home addresses and return the list of the policemen and their addresses to:

Jerry Crowley, President
San Francisco Police Officers' Association
548-7th Street
San Francisco, CA. 94103.

If you have already returned this list, our client would be most interested in ascertaining the source of your list so that steps can be taken to protect the safety of the Association's members.

The attractiveness of your banking services can be better communicated to the San Francisco policemen by an open letter to them to be posted throughout the station.

Thank you in advance for your cooperation.

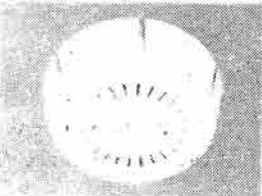
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TO THE BOARD MEMBERS

The San Francisco Police Officers' Association survey is necessary and vital so that we may reflect the desires of the membership. The surveys are coming in at a clip of 10-15 a day. This is wholly inadequate. In contacting the members of my station I find that many have left the survey at home or have thrown it out. Please contact every member of your station or unit and have them fill out

the survey or get another one from office manager, Ethel George. Thank you. On another matter, I Kidd and I are in the process of writing a letter (comprehensive) to all non-members of this department from the 126th and 127th recruit classes. This letter explains the benefits and accomplishments of the Association. If you are contacted by one of these people that receive the letter, please help in the recruitment effort. We must get these people into the Association.

Thirdly, let's all get together on the mailing list. Please contact all of your members personally and see if they are receiving Association mail. If not, get their new address and give it to Ethel, Laverne or Louise. Thanking you for your cooperation in advance. I remain: Fraternally, Paul C. Chignell Member' Board of Directors Northern Police Station

S.F.P.O.A. BALANCE SHEET
Month Ending Dec 31,

MEMBERSHIP: ACTIVE 1373		RETIRED 570	
ASSETS		LIABILITIES & RESERVE	
Petty Cash	101 \$ 150.00	Payroll Taxes Payable	399 \$ 898.77
General Fund	103 6,388.16	Unexpended Reserve	501 32,502.84
Legislative Fund	105 26,160.33		
Assets (Fixed)	299 703.12		
	\$33,401.61		\$33,401.61

S.F.P.O.A. INCOME
Month Ending Dec 31, 1976

INCOME:			
Dues - Active	601	\$21,849.10	
Dues - Retired	603	27.00	\$21,876.10
EXPENSES:			
Administrative Expenses			
Awards & Donations	705	225.00	
Dues Collection	723	68.85	
General Membership Meetings	740	31.35	
Insurance & Bonding	744	535.00	
Janitorial Service	753	111.65	
Mailing	771	559.09	
Public Relations	772	145.92	
Rent	773	1,144.00	
Salary-Office	776	3.06	
Salary-Executive	777	2,388.00	
Supplies-Office	781	152.35	
Supplies-Admin.	782	94.78	
Tax-Payroll	783	368.85	
Utilities	792	65.13	
Building (510 - 7th)	794	1,218.43	
		\$7,111.46	
Committee Expenses			
Blood Bank	805	92.00	
Health Svc./Retirement	830	694.90	
Insurance	835	1,010.60	
I.C.P.A.	840	260.00	
Legislative	845	184.62	
Labor Relations	850	1,746.49	
Screening	860	2,904.50	
Publications	863	702.28	
C.O.P.S.	870	1,039.72	
		\$8,635.31	
		15,746.77	
		\$ 6,129.33	

STREET SERGEANTS PROPOSE FIELD TRAINING PROGRAM

by Mike Hebel

The Police Department has embarked on a new Field Training Program. It has its roots in training and accountability.

On Thursday, December 16, 1976 twenty street sergeants, detailed to a supervisory course, presented a Field Training and Evaluation Program to the Chief. The program was given the green light.

The program started as a work project for the sergeants who were evaluating a supervisory training course and making recommendations to the Commission on Peace Officer Standards and Training. From the work project developed a realization that this program was definitely needed in the department and secondly would work in the department. The sergeants not only developed and proposed the program but desired to take an active role in its implementation.

The Proposal

The proposal is based on the concept that officers must be properly trained for police work and must be observed performing the job so that necessary corrections can be made. It is a program that builds upon the previous field training experience in the department.

The program will both function out of and be administered by the Patrol Bureau. The entire focus is upon training, observation and evaluation in a real life environment. It is out in the street that the recruit will convert his academy knowledge into job performance with the assistance and direction of a field training officer.

The program will commence immediately upon the recruits leaving the academy and will last for 14 weeks. Each recruit will rotate through all three watches and will be trained by a team of field training officers. The recruit will receive training segments while being evaluated in the field. This training will be street related and will include such items as field stops' auto stops and arrest techniques.

Field Training Officers

At the center of the program is the field training officer. He is the person who can not effect improved performance in the patrol force. All field training officers will receive 40 hours training at a location removed from San Francisco. This training will prepare the FTO for the responsibilities he is about to assume.

In addition field training officers will have first priority for any training courses which become available to the department.

Applications for the assignment will be circulated throughout the department in the near future. The complete program will be explained at the stations at which time questions about the program will be answered. FTO's will be solicited from throughout the department.

Field Training Stations

In order to standardize the exposure of the recruits, two district stations have been selected for this program. The stations (Mission and Northern) will provide the life laboratory in which the recruits will be trained and evaluated. They provide a variety of police experiences and will expose the recruits to nearly all situations which they are likely to encounter.

All reasonable efforts will be taken to keep disruption at these two stations to a minimum. The program will be designed to fit into the present working arrangements at the stations.

In addition to his training responsibility, the field training officer will evaluate the recruit on a daily basis. Evaluations will be based on established job performance tasks. These observation reports will identify to the recruit and to the department areas of needed improvement to reach acceptable performance. Extra training will be provided and evaluation will continue with the end result - a capable police officer or a recommendation for termination from police service.

ELSEWHERE

by W. A. Tennant

Everyday events occur in law enforcement and police sciences that are of interest to many officers. There are important court decisions, developments on labor relations, interesting newspaper and magazine articles, and helpful books on new educational opportunities. But who has time for them? This column will explore some of the things that are happening elsewhere today that will affect your tomorrow.

A Peaceful SWAT Team in Los Angeles

Sheriff's specialists in Los Angeles are forming a special negotiating team to work with suspects holding hostages. The team, formed with the help of mental health workers, will operate in conjunction with the regular SWAT teams beginning in the spring.

The team was formed after a 40 hour confrontation with Lafayette Pruitt and ended with the parolee killing his hostage wife and himself. The 40 man team will operate like a SWAT team, but will talk instead of shoot.

Sheriff Capt. Bob Amill explained the strategy: "Any suspect holding a hostage has many anxieties. The idea is to neutralize those anxieties, establish a rapport and to negotiate, to trade off." "A negotiator," Amill adds, "should be a people liker."

It is certain that the new team will get plenty of practice, as the Los Angeles SWAT team had 47 similar cases recently with several other cases involving beat officers and the Sheriff's Department.

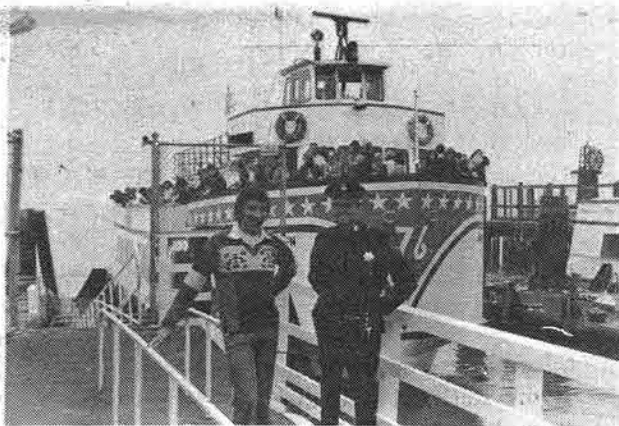
The Supreme Court

The United States Supreme Court has agreed to decide two important cases for policemen.

The court will hear arguments on a controversial appeal by Iowa that the "Miranda Ruling" should be liberalized or abolished. The bases of the argument is an Iowa appeal on a lower court ruling that reversed a conviction in a 1968 sex-murder of a 10-year-old girl on the grounds that the police used "trickery" to induce the suspect to lead them to the child's body.

The court could overturn the 1966 "Miranda Ruling" which has become controversial because it has resulted in overturning convictions in spite of conclusive evidence of guilt.

A second case will decide whether an automatic death penalty can be imposed for the murder of a policeman. The justices will decide whether this would be an exception to the general rule against mandatory death sentences handed down by the court last July. The case is based on an appeal by Harry Roberte who was convicted under Louisiana's automatic death penalty law for the 1974 slaying of a New Orleans policeman.



On Wednesday, January 28, 25 kids from the Braille Institute of Anaheim, gathered in San Francisco for a post-Christmas holiday. The picture above is Al Squir of CSTF and Bob Barry of Co. A insuring that there was smooth sailing aboard the S.F. Harbor Queen. This was a tour of the Bay donated by Harbor Tours at Fisherman's Wharf that Mickey Gerald, Co. A managed to get donated. Gerald also assisted in having the Holiday Inn of San Francisco sponsor a free dinner. With the group being short of funds to properly enjoy their holiday, the POA also assisted in sponsoring their rooms. A big thanks to the POA and Mickey for making their trip a memorable one.



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**SEND TO: THE SAN FRANCISCO POLICEMAN
548 7th Street - San Francisco, Calif. 94103**



For additional information -
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE



Because of the continued financial support provided by the business community and general public, the San Francisco Police Activities League (PAL) will continue to provide and expand its present athletic, recreational and educational programs for boys and girls throughout the City of San Francisco, wherever the need arises.

The San Francisco PAL started 18 years ago by police officers who were interested in working with youngsters continues to grow and serve the needs of the youngsters in the many neighborhoods of this City. The miracle is that over 400 civilian coaches under the direction of the PAL police officers volunteered their time to coach and instruct over 8,000 youngsters in the many PAL programs this past year.

The San Francisco PAL provides at no cost or charge the following programs: Baseball, Volleyball, Soccer, Softball, Track and Field, Fishing, Basketball, Football, Boxing, Judo, Rifle Team, Hunter Safety, Officials Schools and Law Enforcement Courses.

It is important to point out that in addition to no registration fees, all uniforms, equipment and officials fees are provided at no charge.

Youngsters wishing to participate on an individual basis along with school teams and organization teams are urged to contact the PAL. Coaches, instructors and officials wishing to participate are also urged to contact the PAL for information.

PAL SUMMER SCHEDULE

Baseball:

Pee-Wee League (ages 8, 9, 10)
CONTINUOUS SIGN-UP, APRIL THRU JULY
Coaches and Managers meeting in March
Bantam League (ages 11, 12, 13)
SEASON: JUNE, JULY AND AUGUST
CAL-PAL League (ages 14, 15, 16)
SEASON: JUNE, JULY AND AUGUST
Joe DiMaggio League (ages 16, 17, 18)
SEASON: JUNE, JULY AND AUGUST
Coaches and Managers meetings in May for Bantam, CAL-PAL & Joe Dimaggio Leagues

PAL-GAL Softball (Girls only):

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

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

Jr. Olympic Track & Field Trials
Application Forms forwarded to
All Schools and Rec. Centers
SEASON: JUNE - TWO DAYS TRIALS (SAT. AND SUN.)
All-Comers Meets and PAL Traveling Team
SEASON: SATURDAYS DURING JUNE AND JULY

Fishing Program (PAL Participants only)
SEASON: JUNE THRU NOVEMBER

PAL AUTUM SCHEDULE

Football (Boys only):

Jr. Midget Division (ages 10, 11, 12)
Weight: 70-110 lbs.
Midget Division (ages 11, 12, 13, 14)
Weight: 90-125 lbs.
Jr. Bantam Division (ages 12, 13, 14)
Weight: 105-145 lbs.
Sign-ups in August (Practice & Conditioning)
SEASON: SEPTEMBER, OCTOBER AND NOVEMBER

PAL WINTER SCHEDULE

PAL-GAL Basketball (Girls only):

6th Grade, 7th Grade, 8th Grade and 9th Grade
SEASON: OCTOBER, NOVEMBER AND DECEMBER

Basketball (Boys only):

6th Grade, 7th Grade, 8th Grade and 9th Grade
SEASON: OCTOBER, NOVEMBER AND DECEMBER

PAL SCHOOL YEAR SCHEDULE

Law Enforcement Division (Boys and Girls):

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

PAL ALL-YEAR SCHEDULE

PAL Rifle Team (Boys and Girls):

Ages: 12 years and older

Hunter-Safety Program (Boys and Girls):

Ages: 10 years and older
5 Training Sessions each year
Continuous Sign-up

Judo (Boys and Girls):

Junior Division (ages 8 through 15)
Senior Division (ages 16 and older)
Hall of Justice, 5th Floor, Police Gym
SESSIONS: SATURDAYS' 11:00 AM - 12:30 PM

Boxing (Boys only):

Senior Division (ages 16 and older)
PAL Boxing Center, National Guard Armory,
14th & Mission Sts.,
Mon. to Fri., 5:00 PM to 8:00 PM

For additional information on the following sports and activities, contact the PAL headquarters at 2475 Greenwich Street. The office is open Monday through Friday, 9 A.M. to 5 P.M. or phone 567-3215.

PAL SPRING SCHEDULE

PAL Umpire School and Clinic:

Candidates: 16 years and older
SESSIONS: FEBRUARY AND MARCH

PAL-GAL Volleyball (Girls only):

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

Soccer Officials School & Clinic:

Candidates: 16 years and older
SESSIONS: March

Soccer:

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

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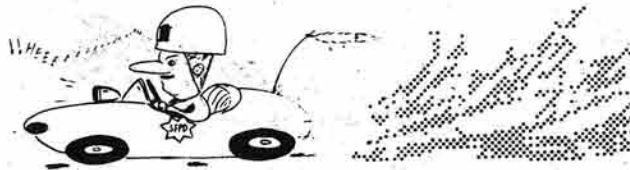
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ON ROUTINE PATROL by S.G. Yasinitsky



Northern's Ed McDonough and Dan Boden were taking a theft report on Hayes Street when a man passed them dragging a burning mattress down the stairwell, igniting the stairs as he went. Our men tried to intercept him, but he went on out of the building. Ed and Dan rushed upstairs, each taking a different floor and arousing the tenants. They had to kick in doors, Ed bringing out two women trapped inside one room, and Dan carrying out a man and a woman from their rooms on his floor. Both our men had to go to the Central Emergency afterwards; but they are okay. Their alarm brought the Jakies, who quickly put out the blaze and prevented another possible tragedy.

Bill Carlin of the Accident Bureau booked a scofflaw on a Drunk Driving Bench warrant which was issued, according to Hank Eidler, the Central Warrants Bureau chief, because the baddy had failed to comply with the sentence of the court: "To write 'I will not drink and drive' 3,000 times." I wonder if such a sentence couldn't drive a man to drink. And will the court now impose the more severe penalty of making him stand in the corner until the clock strikes the hour? Strange that with our tough courts we still have so much lawlessness around.

Al Mould, of the Park, rushed to a damsel in distress on Loyola, where a stranger had started kicking in her rear door, failing to smash it down completely only because she had it barred with a sturdy two-by-four. Al grabbed the ex-convict who quickly contrived the story that he heard someone getting shot inside the apartment, and Al ought to go there and investigate (letting him go in the meantime, of course). But the story did not stand up too well, when three youngsters from the apartment above identified the burglar as the prowler whom they had surprised inside their home rummaging through drawers, when they'd returned there a short while before.

Animal lovers, rejoice! The sick horsies at the Police Stables are getting better. Hostler Tony Pereira said that only half of them were still out of action when I talked to him earlier this month. Tony denied, however, that they had swine flu, not even equine flu. They were just a little hoarse, he said.

Dave Kranci and Al Phillips of Park Station, bothered by the numerous stolen late-model Fords being dumped in the Duboce Park area, gave it a lot of attention. It paid off when another car was found abandoned there one early afternoon. While recovering it, they spotted yet another hot Ford coming by with two misguided youths inside. The boys took off on seeing the policemen, going six blocks at high speed, on Steiner, chased by Dave and Al. After smashing into six cars and injuring three people, the joyriders abandoned the car on Oak and took off on foot. Dave caught up with one car thief on Fillmore, while Al chased the second one to Fell Street. The bad pair had 16 different keys to Fords, but cried that that they had never stolen a car before. "First time! Man. Give us a break, Man." However, a credit card (stolen out of a similar Ford earlier) found on one of these juveniles cast a pall of suspicion on their denials. Faced with this development, the two claimed they couldn't speak English. Al and Dave are happy to report that the auto theft spree at Duboce Park came to an end with this capture.

I like the shade of blue on our new light-blue cars. And a compromise apparently has been reached, because while the City Seal and "POLICE SERVICES" appear on the doors, the back of the radio cars still sports the SFPD star. New York police cars have had this shade of blue for years now, after having had green cars for a while. And why do we find it so difficult to accept innovations? If we had pale-blue cars originally that were changed to black-and-white, there would have been a wail just the same as there was now. Consider the advantages, too. A young man, who works nights on Market and Seventh Street, told me that when he first saw a new blue police car he suddenly felt friendly towards the cops in it. He said, "It wasn't as forbidding as the black-and-whites. And police cars in Philadelphia were all fire-engine red when I was there some years ago." But I prefer light-blue myself, especially if it makes our work a little easier. A feminine voice over Communications broadcast a call to "Eppy Fanny" Street, and was sharply corrected by anonymous radio car man. "Epiphany! Don't you go to church?..."

A prowler on Church Street wasn't ready for the fast response from Mission's Frank Machi with Rebecca Rule, and Roddy Glover with Steve Venters of the Ingleside. He was quickly and professionally sealed off and captured nearby with all the loot from the burglary. And the victim wasn't even aware of what had happened to him until our men, pardon me, our people told him and showed him the recovered goodies. "Hey, what happened? That's my stuff there..."

Our computerized reports don't stop amazing me even when they start spewing out a report starting in the middle, interrupting it with a message from an outside department, and then continuing with the report as if nothing had happened. But last week I hit a winner. My dictation about Yale locks became "yellow" locks. And the thief's agreement to a polygraph test was transcribed: "He agreed to a phonograph test."

Joe O'Sullivan, formerly with the Narcotic Detail, who somehow went wrong when he passed the Bar and started practicing Law, says that there is a lawyer for every 108 adults in San Francisco. That's quite a difference from having one policeman for every 700 citizens in the City as the odds stand at this time. No wonder the bad guys are winning. And, by the way, lawyers were considered automatically beyond redemption by the church in Medieval Europe and were kept excommunicants. But sometime during the Renaissance either a sharp lawyer won his case or the Vatican needed legal brains within its system, and the lawyers were admitted to the Sacraments.

Bob Van Dis and Sam Osborne of Ingleside were loading up their wagon with \$10,000 worth of recovered porcelain dishes on Cortland when the arrested suspect plunged into the job himself. He expertly loaded the 30 cases into the van, carefully making sure that none of the fragile contents would be broken, then proudly stood back and smiled at the policemen who packed him in as well, though not unappreciatively.

Tull Tales: Bill Tull of the Burglary complained during the recent rain. "It's raining cats and dogs outside. Poodles everywhere..." Getoutahere, Tull, or I'll sic Dumcop on you!

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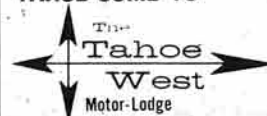
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valid to May 1, 1977



(Photo by Frank Moser)

AN INTERESTING SAN FRANCISCO BADGE

by S. G. Yasinitsky

This San Francisco Fire Department's Battalion Chief's badge was loaned to us by Jeff Levine, Chief of Public Safety, University of San Francisco. It is made of nickel with a pin-back attachment on reverse where it bears the hallmark "IRVINE, WIRTH & JACHENS, 2439 - 1908."

MARKET ST., S.F." According to Irvine and Jachens, they were at this Market Street address for about two years after their Kearny Street building collapsed during the Big Fire and Earthquake of 1906. So we can date this badge to having been used by the Jakies around 1907

SPORTS

POLICE BEAT FIREMEN

by Dave Maron

With less than three minutes to play and the score Fireman 12, Police 7, **Mark Porto** fired a 25-yard touchdown pass between two fireman defenders into the hands of **Dave Fontana** thus giving the police the go ahead points and final victory 14 to 12.

As the score indicated, the game was close. Going into half time we held a slim 7 to 6 lead. **Jack Minkel** had provided our first six points when he raced around left end for 15-yards and the touch-down. **Mark Porto** than ran around right end for the extra point. The firemen came right back with a touchdown pass but their extra point try failed.

In the third quarter the firemen scored their second and final touch-down on a one yard plunge but again missed their extra point try. **Fontana's** touchdown grab and **Jeff Barkers** extra point catch in the fourth quarter proved to be the difference.

As is usually the case, this game was decided in the trenches. Offensive lineman **Bob Barnes**, **Charlie Tedrow**, **Art Tapia**, and **Ed McDonough** gave quarterback **Mark Porto** excellent protection in throwing to receivers **Marion Jackson**, **Herman Clark**, **Dave Fontana**, **Jeff**

Barker, and **Ray Schaffer**.

Defensive linemen **Dave Maron**, **John Blessing**, **Herb Lockner** along with linebackers **Bob DelTorre** and **Al McCann** not only shut off the firemen's running game but also pressured the fireman quarterback into throwing four interception. The defensive backfield of **Mike Lawson**, **Dan Lawson**, **Jim Taylor** and

Kevin Bouey made it a miserable day for fireman receivers.

This victory before a crowd of 1,000 gave the police a 3 to 1 edge in the series since the **Dan Nilan Perpetual Trophy** became part of the festivities.

Also playing for the police were **Nick Rubino**, **Jerry Donovan**, **Mike Shubin**, **George Koniaras**, and **Joe Perone**.



1976 POLICE FOOTBALL TEAM

BENEFIT FOOTBALL GAME RAISES \$6,000

The First Annual Benefit Football Game played between the policemen and firemen was a tremendous success. The charity chosen this year was The Recreation Center for the Handicapped located at 207 Skyline Blvd., S.F. A raffle was held at halftime to raise the donations. The total mount raised for the event is \$6,000.00.

This is the first time the game has been played to raise donations for a charitable cause and we hope to continue this in future years. Listed below are those people who have helped us for the game and also listed are the winners of the raffle.

Mr. Don Wehr - Music City - 817 Columbus - 673-9700
Mr. Carle H. J. Carle & Sons - 635 Clay - 781-5090
Carlo's Liquors - 2080 Chestnut - 921-5632
Fior D'Italia Restaurant - 621 Union - 986-1886
Montclair Restaurant - 550 Green - 362-5188
The Hearth Tavern - 4701 Geary - 751-0200
Officer Michael Gerald - Central Station

Winners of Raffle

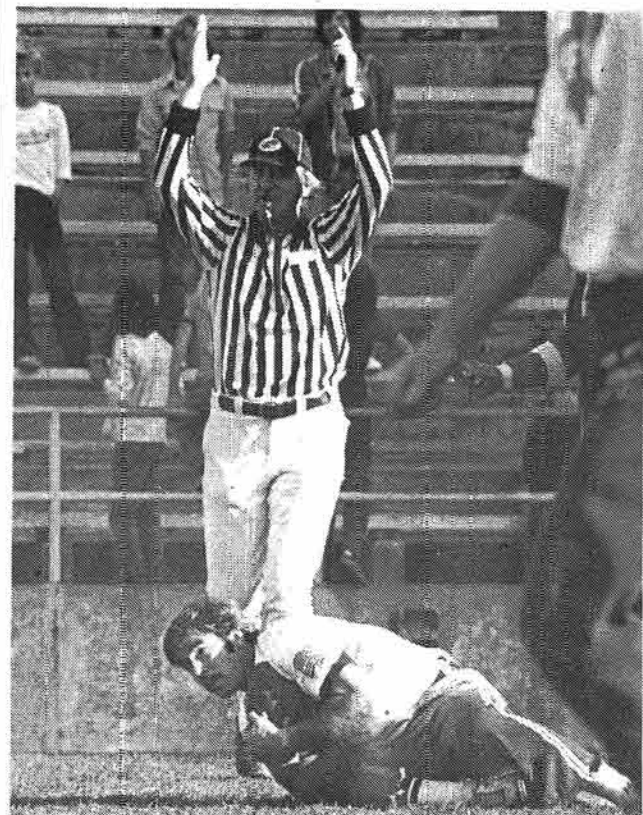
First Place - Robert Parker
Second Place - Lea McCann
D. Ooghe
Third Place - John Barden
Paul Davis
Fourth Place - Paul Husby
Fifth Place - Paul Wikstrom



Linebacker Bob DelTorre stops this screen pass before it even started.



Dave Fontana makes a diving catch for the winning TD. Jack Minkel is congratulating Dave.



Jack Minkel scores first touchdown on a fine 15 yard run.

SPORTS REPORT

by Sheila Mullen

The 1976 Christmas Relays were held on Sunday, December 19, 1976, on one of the most scenic runs I've ever seen, on the highway from Santa Cruz to Half Moon Bay. Thousands of spectators lined the highway. It was brilliant running weather, bright, clear and sea-breezed — absolutely made to order.

Approximately 200 teams ran, including two from the San Francisco Police Athletic Club. Another team from Mission Station was scheduled to run, but had to forfeit due to last minute difficulties. I would have liked to have seen a women's team from the SFPD; perhaps we can rectify that next year.

Remember, the relays are open to all, so you don't have to be a sworn member to run. You don't have to be a pro, either. Lots of people were out there just having run. We have the preliminary results of our guys listed below and will publish the final results next month.

HAPPY NEW YEAR!!!

AV/PER/MI

7:39
7:31.8
7:17.4
5:53.4
6:52.8
6:46.2
6:22.8

OPEN

Michael Sullivan
Kent Dalrymple
Art Gerrans
Joe Mollo
John Prentice
Tom Mulkeen
Roger Major

AV/PER/MI

6:55.8
7:11.4
7:54.6
7:07
6:57.6
8:10.1
8:15.6

40/OVER

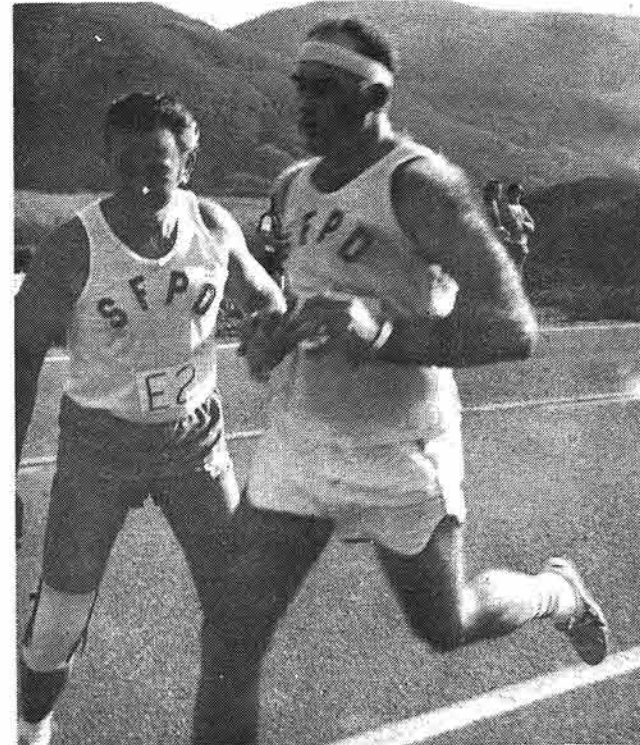
Bill Shoaf
Lloyd Cunningham
Ray Crosat
Ray Minkel
Willie Frazier
Dennis Devlin
Gene Simmons



Ray Crosat burning up the highway.



Willie Frazier nearing a strong finish.



Dennis Devlin tagging Gene Simmons.

SPORTS

ATHLETES WANTED

It's time to start thinking again about the Athletic event of the year — the Police Olympics. This year it will be held in Santa Ana, California, during the month of July, at the Southcoast Plaza Inn. (In 1978 Humboldt County will do the honors.)

The Olympics are open to all sworn personnel. For the past ten years or so, most participants have been over 40. At this point we'd also like to encourage the under 40 group to contribute more (especially women, who up to now have been very poorly represented.)

Please look over the following list of sports and if you are into any of them, please consider lending your talents to this exciting event. Any questions, call Joe Mollo, Police Gym' Ext. 1520.

- | | |
|---------------|----------------------|
| Archery | Racquetball |
| Arm Wrestling | Rifle-Large Bore |
| Badminton | Rifle-Small Bore |
| Basketball | Sailing |
| Billiards | Scuba |
| Bowling | Service Dogs |
| Boxing | Skeet |
| Crew | Skin Diving |
| Cycling | Softball |
| Diving | Surfing |
| Golf | Swimming |
| Handball | Table Tennis |
| Horsemanship | Tennis |
| Horseshoes | Track & Field |
| Judo | Trap |
| Karate | Volleyball |
| Motocross | Waterskiing - Slalom |
| Pentathlon | Waterskiing - Speed |
| Pistol | Wrestling |
| Powerlifting | |

GOLF CLUB NEWS

Happy New Year! Nineteen seventy-six is now history and was a very successful year for the San Francisco Police Golf Club. Our third year ended with a total of one-hundred and twenty-six members. We had an average of 58 members and 2 guests play in our twelve regularly scheduled monthly tournaments. This average participation figure is a little low (less than 50% of the members) and it is under consideration to penalize those members who do not play more frequently.

It is not fair to base a handicap on only a couple of rounds per year. Therefore, we may make those members who don't play in at least four tournaments a year play in the guest flight.

So far we have nine new members for 1977. The dues which are \$5.00 per year are now payable. Any active or retired policeman who is interested, send a check made out to San Francisco Police Golf Club, to me along with your name, address, phone, detail or company or indicate if you are retired. I will send all instructions and next year's schedule and a 1977 membership card.

So far I have confirmed on Marin Country Club, Richmond Country Club, San Jose Muni, Walnut Creek, Santa Rosa Country Club, Diablo Creek (Concord), and a two day tournament in Reno (details to come out in the Club Bulletin). We are hoping once again to play Lake Merced and are also waiting for confirmation on Half Moon Bay and Alameda Muni.

The first tournament won't be until February as I need a little rest and time to get the schedule for next year completed. Hoping to see all of last year's members back as well as many new ones.

Jerry Cassidy, Secretary
S. F. Police Golf Club
Co. K Solo's, Rm. 150
Hall of Justice (553-1336)

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Heavenly Ski Fling

LET'S DO IT! The recent storms have put a three foot snow base on the Heavenly Valley ski slopes, and more snow is on the way.

The POLICEMAN newspaper is pleased to sponsor the 1st Annual Snow Trip for police officers and their spouses or friends, via the Heavenly Ski Fling.

Plan now to join your friends over the weekend of March 11, 12 and 13. We will depart from #2 Embarcadero Center (Front and Sacramento) at 6:45 P.M. on Friday the 11th and return on Sunday the 13th at approximately 9:45 P.M.



Round trip transportation is by all new restroom equipped deluxe motor coaches. Seating capacity is a maximum of 46 passengers per bus. Also included would be wine, ice and mixes, compliments of Heavenly Ski Fling.

Near Sacramento we will stop for a late snack, and arrive at Heavenly around midnight. We will also stop for dinner on the trip back Sunday night. (Cost of food stops not included in below prices.)

Our lodging will be at the Waystation Motel with priority accomodations. Each room is a double / double with color television. There is a restaurant, sauna, ski lockers, a full service ski shop, and vans which provide convenient transportation to the Heavenly Valley as well as to the casinos.

Other goodies include a \$1 discount on lift tickets, a \$6 Bonus Book good at restaurants and shops in the area, plus a special Casino Bonus Book valued at \$35 per person and \$13.50 in cash.

Skis, poles and boots can be rented for two days at just \$14. If you desire lessons, group instructions are available for \$10.00. This is a full day of instruction. Also available for your fun are snowmobiles, the tram or bring your own toboggan or saucer. Whatever!

Each bus will be accompanied by a fully trained, paid escort from the Heavenly Ski Tours to make sure the trip goes along smoothly all weekend, (such things as no waiting in lines for lift tickets at Heavenly).

The price for this 1st Annual POLICEMAN Snow Trip is:

DOUBLE: \$45 per person
TRIPLE: \$42 per person
QUAD: \$40 per person
SINGLE \$65 per person

You won't have to worry about driving, chains or gas. Just sit back and let the escort do the worrying. The more people we have, the more fun we will have. Just think how great it will be to just get away from the everyday things and really enjoy yourself for a couple of days in the snow country.

Cut out the below form and send it and your check to us **NO LATER** than February 18, 1977.

The POLICEMAN
c/o The SFPOA
548 - 7th St.
S. F., Ca. 94103

YES, I PLAN TO GO ON THE
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HOME: _____
AMOUNT ENCLOSED: _____



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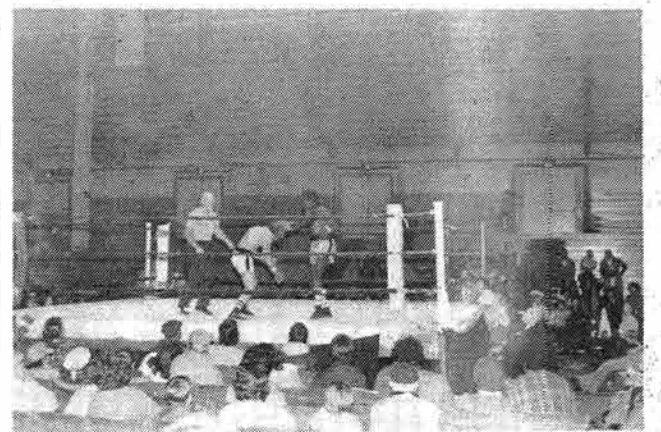
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NEW OF J SUIT

The reader should know that the United States Supreme Court rules on quotas in the Washington versus Davis case. In subsequent cases where quotas were mandated, the Court sent them back to the lower courts to be re-evaluated under the Washington versus Davis case.

It certainly seems to me that the intent of the U. S. Supreme Court is being circumvented with these last second rule changes.

On the 30th of December the judge indicated that he was going to give the rule change and make quotas mandatory.

What can we do? The most important question for you to ask yourself is, "Do you as a member of the Police Officers' Association wish to continue the fight against quotas?" It will cost more money to stay with this fight and another assessment will be necessary.

MC INERNEY RESIGNS

My experience knows that other Captains of Police have leveled off after passing that last promotional step. McInerney seems to have never stopped. Now he will start a new career in the practice of civil law.

The above picture may be heavy-handed, but for a good reason. McInerney is not one you would like to lose. With everybody crying for professional police, whether it be street work, detective work or administration, McInerney exemplifies all of the right qualities and credentials. And now we have lost him.

He is a classy guy who has stuck to his official statement of why he resigned instead of copping out to his friends and close police subordinates. "I've served 30 years in this fine department, serving the citizens of San Francisco," McInerney wrote in his letter of resignation. "I feel it's time for a change. I've passed the bar. I'm going into the practice of law."

Reg Murphy, Editor and Publisher of the San Francisco Examiner, strongly indicates some of the real reasons that McInerney resigned, if you assume he is writing about the resigned Deputy Chief, for his name is not mentioned.

Their Editorial of the next day is also well said. I would like for you to read both of these reprints and draw your own conclusions.

As for myself, I must ask "How much longer can things keep on going downhill for the SFPD and consequently for the citizens of San Francisco before the Mayor of San Francisco admits he appointed the wrong man as Chief of Police."

by Gale W. Wright

VICE OFFICERS

"Officer Adkins has an impeccable and impressive record of over 3,000 arrears in his career in the Vice Squad with a 90% conviction rate before new policies were involved." President Crowley continued, "But now this officer's career is ruined because he told the truth and spoke out against the connivings of Chief Gain and District Attorney Joseph Freitas. Connivings which have flooded the City with prostitution and the violence that surrounds it."

"The citizens of San Francisco will get a very good chance to let their feelings be known on January 13, 1976 at a special meeting of the Board of Supervisors. This is a Special Meeting on Crime. The meeting is set for 2 P.M. and we want everybody there," concluded Jerry Crowley.

Editor's Note: Within the next three days, four more officers were transferred out of the BSS. However, on January 4th, Chief Gain re-assigned Captain Gerald Shaughnessy to head the Vice Crimes Bureau, a position he had for six years prior to July of last year. If the Chief is really serious about making prostitution arrests and getting convictions, maybe, just maybe he will allow Captain Shaughnessy the pleasure of transferring Officer Adkins and the other four officers back into the Prostitution Squad to get immediate results.)

But Gale doesn't stop with the paper. In addition to his duties as director from the Traffic Bureau, he has been responsible for bringing a free life insurance policy and an innovative dental program to the membership. The whole Insurance Committee, in all fairness, worked on these programs but Gale was the catalyst and has acted in 1976 to the needs of the membership which is the epitome of an excellent member of the Board.

Mike Hebel in the year 1976 has emerged as the brains of the Board of Directors. He represented Headquarters Co. well, acted as an in-house legal advisor and rules interpreter.

Mike, along with Lou Calabro, were responsible for the success in defeating Chief Gain's proposal for a huge salary increase for Rodney Williams. Mike's legal expertise was magnificent before the Civil Service Commission.

But Mike's accomplishments were many in 1976. He acted as our Welfare Officer before the Retirement Board and was personally responsible for gaining disability retirements for countless members of our Association.

Ask any member who was represented by Mike and you will hear glowing praise. His efforts have generated thousands of dollars for retired brothers and the widows of officers too.

He has gained prominence as one of the best advocates before the Retirement Board and will certainly be appointed to his position as Welfare Officer again for 1977.

What can we say about our two attorneys in assessing a track record for 1976? In two words. UNPARALLELED SUCCESS!

Stephen B. Bley, our criminal and administrative counsel provided a 24 hour a day legal service for the membership. When a policeman was in trouble or was appealing a suspension, Steve performed as well as any attorney in the city. Bley was able to dismiss cases that should never have gone to trial in the first place.

He won the Hurley-Sugrue case with a forensic ability unseen before the San Francisco Police Commission.

Steve handled the day to day work — sometimes minor to observers but life and death matters to the officers involved.

We are truly lucky to have such a fine attorney as Steve Bley on our side and I'm certain that he will be in our employ for many years to come.

Stephen W. Solomon, our labor attorney, has yet to lose a case. That fact cannot be challenged and the membership is probably the luckiest group in the state to have Solomon in the Courts representing them.

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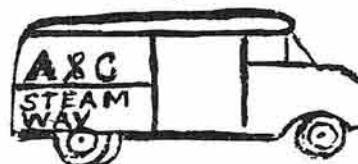
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