

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



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ASSOCIATION WINS BENEFITS FOR MEMBERSHIP

by Paul Chignell

Many Association members are not informed of the day-to-day victories of the POA.

It has not been my policy to blow the horn and publicize the little things that take place week after week but events now dictate that the cynics be informed.

With two lawsuits awaiting a hearing on past pay raises denied by an uncaring city government and the black cloud of a lengthy Federal Court trial alleging discrimination, pessimism on the effectiveness of the POA is at an all time high.

Looking through my notebook for the past year, I can count over two hundred officers who have received substantial help from the Association in grievances, disciplinary hearings, workers' compensation, civil suits, etc.

Two incidents occurred last week that normally would not be publicized. One involved a line-up at the Northern Station and the other the holiday order from the administration.

An internal affairs complaint had been filed against an unknown officer at the Northern Station on the midnight watch. The complaint concerned alleged verbal abuse by one of the officers. After observing the photographs of all officers on the watch, the complainant could not identify anyone! Internal Affairs then scheduled a live viewing of the lineup when the watch

fell in at 11:00 p.m. Objections were immediately made to the Association. Within four hours a meeting was scheduled with the Chief of Police, objections were heatedly made to a demeaning lineup in an administrative matter.

Chief Gain phoned Internal Affairs, stopped the lineup and some four hours later called to state that the lineup would not take place at all.

The second matter concerned the problem of holiday compensation. Under a poorly constructed order, officers not working on a holiday were required to take another day off within the same pay period. When inquiries were made, the administration's viewpoint was that compensatory time could not be given due to the fact that "some" officers had already accumulated one hundred sixty hours compensatory time. A lame explanation indeed!

The Association's viewpoint as made to the Chief was that officers with less than 160 hours should be allowed to accumulate the holiday time for use at a later date. Within an hour, Deputy Chief Taylor had issued an order via teletype to that effect.

Week after week, the Association wins benefits for the membership such as those stated above. The Association achieves these benefits because we have the inclination, the power and the access through other than normal channels.

HEART PRESUMPTION SURVIVES

On September 13, 1978, the California Supreme Court upheld the constitutionality of a statute which provides that police officers who develop heart trouble in the course of their employment may not be denied workers' compensation benefits because they allegedly joined the police force with a heart disease.

The Court first said: "For nearly forty years, Labor Code section 3212.5 has provided that when a police officer who has been employed for five or more years develops 'heart trouble,' the condition is presumed, subject to rebuttal, to have arisen out of and in the course of his employment and thus to be compensable under the workers' compensation law. In 1959, the Legislature amended the section to provide that an employer may not rebut section 3212.5's presumption, and thus may not defeat an ailing police officer's workers' compensation claim, on the basis of evidence attributing the officer's heart trouble to a pre-existing heart disease."

In upholding the 1959 amendment to Labor Code section 3212.5, the Court said: "(W)e conclude that the California Legislature did not act arbitrarily or unconstitutionally in concluding that, in light of the continuing medical debate over the causal relationship between stress, exertion and progressive heart disease, police officers with over five years' experience should be given the benefit of the medical doubt and should not be precluded from obtaining workers' compensation benefits when the only basis for finding the employee's heart trouble nonwork-related rests on evidence that the employee came to his employment with a heart condition."

The 4-3 decision was written by Justice Mathew O. Tobriner joined by Chief Justice Rose Elizabeth Bird and Justices Stanley Mosk and Frank C. Newman. A dissenting opinion was written by Justice Frank K. Richardson joined by Justices William P. Clark and Wiley W. Manuel.

The court rejected a challenge by the City and County of San Francisco which had taken the position that the 1959 amendment was unconstitutional.

Minority program ruled illegal

Berkeley affirmative action

A state Court of Appeal decision ruling Berkeley's affirmative action plan unconstitutional could cost the city a minimum \$31,000 in attorney's fees and back pay for three white firefighters who lost promotions to less-qualified minority group members.

Berkeley City Manager Elijah Rogers said yesterday the city had not received a copy of the opinion and could not comment on a possible appeal.

Ron Yank, the lawyer who filed suit against the city on behalf of the Berkeley Firefighters Association, said he will seek at least \$30,000 in legal fees and expected the three fire department employees — all of whom eventually were promoted — to receive between \$300 and \$750 each.

The appeal court upheld a 1975 ruling by Alameda County Superior Court Judge Lyle Cook, who declared the city's affirmative action plan unconstitutional and enjoined the city from implementing it.

The appellate court directed the lower court to determine the amount of legal fees to be paid to the

firefighters' lawyer.

Yank praised the ruling as "extremely thorough and thoughtful."

"The court dealt with the Bakke issue, but in the context of employment," he said. "It's obvious a lot of thought went into the opinion."

The court agreed with the lower court's ruling that the city's affirmative action plan, adopted by Berkeley in 1972 and ended by court order in 1974, was unconstitutional because of the use of quotas in the hiring and promoting of city employees.

The plan required a city department head to obtain a waiver from the city manager if a white male was to be promoted or hired in a category in which minorities and women were under-represented in proportion to their population in the city.

The firefighters' association sued the city after two minority persons were promoted to captain and lieutenant over white firefighters who scored higher on oral and written examinations.

ANNOUNCEMENT

Examination for Q2 Police Officer has been tentatively set

for January 20, 1979. Applications will be received at Civil Service, City Hall, October 30 through November 10, 1978.

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WIDOWS & ORPHANS

The September meeting was called to order by Pres. Andrew Quaglia on Wednesday, October 20, 1978 at 2:10 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. All officers were present. Trustee M. Hurley, excused; Trustees Jeffery and Jordan absent.

By motion of Parenti, 2nd McKee, the following were accepted as new members effective October 1, 1978:

Richard N. Aceret, Francis A. Achim, Jr., Richard G. Alves, David Ambrose, Thomas Argo, Peter Balestreri, Robert P. Bohanan, Mel P. Cardenas, Vincent A. Catanzaro, John S. Colla, Michael P. Collins, Gary J. Constantine, James Cunnane, William B. Davenport, Gary P. Delagnes, Roger B. Dela Rosa, James E. Drago, Mark C. Donzelli, Maurice E. Edwards, Joseph Finnigan, Daniel P. Gardner, Michael K. Garner, Michael Gonzales, Mark R. Hawthorne, Charles Houston, Mark E. Laherty, Robert K. Lee, Ronald Lewin, Rene John Mariluch, Steve R. Marques, Thomas J. Martin, Alfred A. Martinez, Timothy Mayer, Tom O'Conner, Henry Parra, Jr., Teddy M. Querubin, Edward J. Rosas, Alejandro Serrano, Manuel Serrano, Daniel P. Sheridan, Michael B. Slade, Robert A. Srock, Lindsay B. Suslow, William B. Sweeney, Morris Tabak, Rickey R. Terrell, Joseph L. Weatherman, Daniel S. Wells, Alex T. Williams, Jere M. Williams, Donald W. Woolard, John V. Wayman, James P. Zerga.

Treasurer Barney Becker reported the following deaths:

LEO FERROGGIARO— Born in 1914, Leo was 27 when he entered the Department in 1941. Stationed at Co. I for one year and Co. E for 4 years, he was transferred into the Bureau of Inspectors in 1946, being made an Assistant Inspector later that year. In 1949 he was appointed full Inspector and served in the Pawshop Detail until his retirement for service in 1971. He was awarded a Captains Commendation in 1944 for the arrest of a suspect in an auto theft and assault case, 1st class in 1945 for response to and assistance in the arrest of a suspect in the shooting of a woman, the same year a Captains Commendation for the arrest of a suspect in a rape case, in 1954 a 2nd Grade for arrest of a suspect in an armed robbery, 1958 a Captains Commendation for the arrest of a suspect in armed robbery of a jewelry store and in 1960 a 2nd Grade for the arrest of two suspects in an armed robbery and assault. Leo was 64 at the time of his death.

DONALD HUNTER — Born in 1920, Don entered the Depart. in 1948 at age 28. After completing his stay in the Academy he was assigned to Co. H. Don served at various district stations during which time he received an injury that forced his retirement on disability in 1954. Don was 58 at the time of his death.

MICHAEL MORELLO — Born in 1953, Mike was 22 when he entered the Department in 1975. After completing the Academy he was sent to Co. I where he served for two years, picking up two Captains Commendations along the way. He was transferred to Co. H where he was working at the time of his death at the young age of 25. Mike's unfortunate death occurred in the Stanislaus River while he was on a short vacation trip.

In the absence of Bro. Jeffery, the Secretary gave the Trustees Report. At the meeting with the Trust Department of the Hibernia Bank, October 6, 1978 at 6:00 p.m., the increase in the value of the portfolio showed a gain of \$30,000.00.

There being no further business to come before the membership, the meeting was adjourned at 3:00 p.m. in memory of our three departed Brothers.

Fraternally,
Bob McKee, Secretary



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POST POLICE #456 NEWS

While some people might accuse us of being on a nostalgia kick, we can't help but reflect on some of the old timers who are still making themselves useful. Case in point, Dave Novembri and Dave Greene. May they continue a long and useful life!

Congratulations to Stan Scheld who was recently appointed to the Department Commission for Boys State. This is in recognition of a lot of hard work.

Police Post #456 has one of the largest memberships in San Francisco Legion Posts. It is the largest in the 7th District which, with the 8th District, comprise all of the Legion Posts in the San Francisco area. Police Post #456 has given many hard working Legionnaires to every office, whether it be on a Department Commission County Council or 7th District office.

Keep your eyes open for your bulletins but remember that Post meetings are held at the POA Building at 7th & Bryant on the 2nd Tuesday of every month.

John Payne got a call back to the National Convention in New Orleans which is a feather in our hat.

Don Carlson is again a technical advisor on the Convention Commission.

This is one reason why Police Post #456 should stay in the forefront and keep your membership up.

See you at the meeting.

SICK LEAVE PAYOFF

by Leon Bruschera, Secretary
S.F. Fire Fighters/Local 798

Reprinted The Main Line

In my lifetime I have been exposed to various incentive programs, either through actual experience or exposure by word of mouth.

For instance, prior to entrance in the Fire Department, I drove a truck, and as the driver-salesman I had an incentive program which came in the form of a cash award for units sold above a pre-established figure.

Also, for a time I worked in a brewery and there were incentive programs for workers in the form of cash awards for employees who made improvements on the machines there.

Moreover, there exists today in private industry incentive programs for safe driving in cab companies, trucking firms, muni man-of-the-month, etc., and again, cash awards are made. Car salesmen have these cash awards as well as insurance salesmen and countless other examples can be made.

The point is, the argument could be forwarded, why pay people something extra for work they are being paid a salary to do?

In a career such as civil service, there are no sales incentives, no bonuses, no Christmas presents (which are all cash awards for doing your job) primarily because it is a different type of work in that there are no products to sell and no profits to be made as it exists in private enterprise.

It does not follow that there shouldn't be incentive/efficiency programs established in civil service. The public has been saying they want efficiency in government all along.

One such incentive/efficiency program was Lump Sum Sick Payment for unused sick leave. Simple, it is a plan to encourage employees not to use sick leave, even though they have a specified amount of sick leave each month, thus benefiting the employer (as in all incentive/efficiency programs) in one way or another and also the employees in the form of a cash award 30 or 40 years down the line when retirement occurs! Most important, when a person has accumulated 6 months, he ends up "giving" the city days if he does not use his allotment during the year. A great dollar savings to the city!

What happens if everyone (22,000 employees) takes all their sick leave is obvious. Disruption in the office, short crews everywhere, including Fire and Police, more missed bus runs in the muni and other costs to name a few things. In the current atmosphere of hate and legislation against city employees this does not make sense because further negative legislation I'm afraid will produce negative reactions. That will only compound current problems of low morale and inefficiency.

VERY IMPORTANT...

A reminder to all members who have retired on disability retirement to fill out and send in the questionnaire sent to them by the Retirement Board, answering ALL questions or retirement checks will stop...



SAN FRANCISCO

Fellowship of Christian Peace Officers

September 19, 1978 Meeting

by Art Gerrans

Our meeting started at 7:30 p.m. and Vern Auborgost of Teen Challenge gave our opening prayer. We had music ministered by Joyful Noise, a group of singer musicians led by Verna Moser, wife of Inspector Frank Moser of the San Francisco Police Department. These officers will have bibles available to them and visit police officers who are injured in the line of duty or sick. Any members interested contact Jim Crowley or Jim Higgins, Inspectors Bureau.

Jim Crowley talked about a bible class that will be given every Wednesday at noon time at the Police Academy, Room 16. The bible class is available to police and civilian personnel who wish to attend during their lunch period. Director of Personnel, Captain Shannon, is making the facilities at the Police Academy available to us every Wednesday.

The Fellowship is attempting to have representatives at every Detail and the Concord Christian Police Station in the

Department. Our speaker was Dennis Shehan, Pastor of Light of Christ Church in Los Gatos. Pastor Shehan talked about God's love for Christians, especially policemen. He talked about Philippians and Apostol Paul spending time in jail where he ministered to the guard. Our next meeting will be October 17, 1978, at 7:30 p.m. at the Bethel Lutheran Church, 2525 Alemany Blvd., San Francisco. Our speaker will be Pastor Bob Arrowsmith. Music will be by Shalom of the Concord Christian Center.

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- 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 two pages, typed, double-spaced.

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You Decide: Good Arrest or Not?

In 1973, I was found civilly liable of **FALSE ARREST** and **FALSE IMPRISONMENT**, by a jury in the court room of the Honorable Judge Glickfield and assessed \$20,000 in punitive damages.

On April 3, 1978, having taken my case to the Court of Appeal, for review, I was informed that my appeal had been rejected by a panel of three judges and that I was civilly liable and would have to pay the \$20,000 in punitive damages. In making their decision the three judges stated that they did not wish to "second guess" the original jury and that furthermore, in reviewing evidence on appeal, an appellate court will not disturb a verdict if the evidence which supports it is in conflict.

On Saturday, May 31, 1970 at approximately 2:30 a.m., while assigned to Mission Station, my partner and I observed what appeared to be a burglary in progress at a liquor store on 16th St. between Valencia and Mission Streets.

The circumstances which aroused our suspicions were as follows: 1) We observed that the front door of the liquor store had the glass broken out of it, and that there was an individual moving about inside. 2) We observed approximately 15 full bottles of liquor just outside the door to the liquor store. 3) We observed two men seated in an auto, facing east on 16th Street towards Mission across from the liquor store.

Bearing these factors in mind, my partner and I felt we had reasonable cause to stop our police vehicle and investigate. Furthermore, there were no other individuals on the street or in the vicinity at the time these observations were made.

My partner and I exited our police vehicle and approached the liquor store, at which time the suspect walked out the front door towards us, his arms filled with liquor bottles. He was immediately placed under arrest and ordered to stand against a wall next to the li-

quor store. While I prepared to conduct a pat search of the burglary suspect, my partner crossed the street to bring the two men in the parked car back for questioning so that we could determine whether they were involved in the burglary.

When my partner returned with the two men they were ordered to stand against the wall next to the liquor store while I completed my search of the burglary suspect. After completing my search of the burglary suspect, I handcuffed him and placed him in the back of the patrol vehicle. I then returned to where my part-

The Bill Taylor Drawing has been extended to November 1, 1978, Wednesday, at 1700 hours.

All persons holding money and ticket stubs, please have same turned into the SFPOA by no later than October 31, 1978.

At last accounting, only \$1,350 worth has been sold. \$10,000 is needed. Anyone who wishes to solicit for this raffle, please contact the S.F.P.O.A. 861-5060

A large thanks to those persons who have contributed time and energy to this raffle.

ner was watching the other subjects and requested identification from both of them. One of the subjects readily cooperated with me, but the other one became argumentative and verbally abusive and refused to identify himself.

Identification was finally acquired from the second individual and a field check was made over the radio with Communications. It was determined that the uncooperative subject, Skalko, was wanted on a drunk driving warrant out of San Mateo County. Equipped with this information I approached Mr. Skalko and in-

formed him that there was a warrant out for his arrest for drunk driving, out of San Mateo County and that he would have to come to Mission Station for booking.

Upon hearing this information, Skalko came away from the wall, where he was standing, and attempted to strike me in the face with his elbow. I was able to block this aggression and after a vigorous struggle with the suspect, who had become increasingly violent, I was finally able to handcuff him and place him in the patrol wagon which had just arrived on the scene. Mr. Skalko was then taken to Mission Station, along with the original burglary suspect and was booked for being drunk, resisting arrest and on a bench warrant from San Mateo County charging him with drunk driving.

Subsequently, all local charges against Mr. Skalko were dropped by the District Attorney's office, without any conferral with me which is an all too common occurrence within the criminal justice system in San Francisco. After charges were dropped against Mr. Skalko, I was informed that I was being sued civilly by Mr. Skalko for **FALSE ARREST** and **FALSE IMPRISONMENT**.

The three justices completely disregarded Section 43.5a of the Civil Code which states "There shall be no liability on the part of a peace officer (or the public entity employing him) where the officer acts without malice and in the reasonable belief that the person arrested is the one referred to in the warrant."

Since I was executing a legal warrant, signed by a judge, I am dismayed and wonder how three other judges can uphold a verdict of false imprisonment and false arrest against me.

How are we as police officers going to function in the future if we know that we will be held liable for enforcing legal court warrants or otherwise legally performing our sworn duties?

KEENE-WORNUM IN MARIN

by Paul Chignell

Two candidates for state office deserve the active support of San Francisco police officers.

Incumbent Democratic Assemblyman Michael Wornum deserves re-election in his Marin-Sonoma district and is facing the political battle of his life.

Democratic Assemblyman Barry Keene is attempting to secure the 2nd senatorial seat being vacated by retiring Senator Peter Behr.

Locally and statewide we, as police officers, must support the candidates who best reflect our goals for a better career in law enforcement.

Assemblymen Keene and Wornum have consistently supported the police labor movement despite opposition from their local chiefs of police, city council members, county supervisors and city managers. They both voted for the historic AB 301, which mandated a police bill of rights on local agencies. Without the help of these two legislators and their Democratic colleagues, there would be no bill of rights of police officers.

Both Keene and Wornum recognize the importance of binding arbitration as a means to resolve police labor disputes with local government.

Assemblyman Wornum is locked in a major struggle to retain his Assembly seat. First elected in 1974, Wornum narrowly won re-election in 1976 against a San Rafael city councilman. This year his opponent is Marin Water Board member, Bill Filante. Earlier this year I had the opportunity to interview both candidates at length. Filante will not support binding arbitration and though an accomplished politician, does not understand the needs and desires of the rank and file police officer.

We have asked little of Assemblyman Wornum but have always received prompt answers to our questions and support in the issues that concern us.

The second senatorial contest has been called by political commentators the key State Senate race in California. The Democrats are attempting to improve on their 26-14 edge in the State Senate in order to secure a 3/4 majority in the upper house. Assemblyman Keene's opponent is Republican Supervisor Gary

Giacomini of Marin County, a crafty politician who has a penchant for saying different things in the northern part of the district than in the south.

The district covers six counties from the Golden Gate Bridge to the Oregon border. Keene holds a moderate edge in the polls but must collar more Marin votes to win comfortably.

Both candidates were interviewed in Sacramento recently by delegates of the California Organization of Police and Sheriffs. Assemblyman Keene received the unanimous endorsement of COPS after Giacomini stated that he opposed binding arbitration.

There are hundreds of active and retired San Francisco police officers residing and voting in Marin and Sonoma counties. Many of you are registered Republicans. I urge all of you to support two good Democrats; support the candidates who support our current heart presumption, the police bill of rights, and arbitration — support Assemblyman Michael Wornum and soon to be Senator Barry Keene!

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AROUND THE DEPARTMENT

by Al Casciato

... During the month of October, the P.O.A. membership will vote on whether or not to affiliate with the AFL-CIO. Though I have some reservations about "unionizing", I will advocate a YES vote from the membership because at this stage of police history, unionization is necessary for the economic bread and butter items that mean survival to the officers and their families. I have studied the materials concerning the affiliation with the AFL-CIO and find that affiliation under the terms presented are acceptable. I also remind all the membership that if we become dissatisfied with the AFL-CIO in the future, withdrawal would be quite easy...

... On the issue of safety equipment: Why has the purchase of the assault teams bullet proof vests been held up for weeks by the Bureau of Administration? Mr. Gavin of the controller's office has told the assault team officers that all he needs to make the purchase is a letter from the Chief of Police. Curious isn't it how a simple request for vital equipment takes weeks to process, when submitted through channels at the Bureau of Administration. That's the red tape that leads to frustration and low morale...

... Wouldn't it be nice if somewhere in San Francisco there were a non-demoninational police-fire memorial chapel and museum administrated privately by the Association and the fire local for their memberships. Perhaps someday such a chapel will become a reality and in the meantime, I'll just pray that someone will be blessed with the energy of undertaking such a project...

... The OLDE Gavel, located across from the Hall was the sight of quite a promotional party for new Asst. Inspector Greg Corrales. Owner Charlie Perkins provided a cake adorned with a Mexican sombrero which Greg and friends danced around prior to eating. A truly ethnic party and fun...

... Looks as if a future pro football player was born to the police family this past month. Captain Jim Shannon's daughter, Maureen and husband Rick, proudly presented to Grandpa, Jeremiah Patrick Rudder, 11 lbs. 9 oz., 23 inches. What a big one...

... Along the baby boom, Bob and Sue Martinez welcomed Corine Michele, 6 lbs. 3 oz. while Jim and Luci Selby were blessed with Stefanie Lynne, 7 lbs. 6 oz. The happiness being displayed by the proud Dads really reflects that these 'lil ones are off to a good start in life. Congratulations to all...

... With the arrest of that Record Room employee last month, it seems that the Department of Justice has taken some interest in the case. It will be interesting to see if any corrective measures are taken or if the matter will be swept under the carpet.

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SAVE THAT SICK LEAVE

by Mike Hebel

Amongst the 24 propositions to be decided by San Francisco voters at the November 7 election will appear Proposition F. This proposal would end, with specified exceptions, the present practice whereby city employees collect cash payments for unused sick leave when they retire.

This proposition will have no effect on sick leave payoffs due to city employees who have retired (service or disability) prior to its effective date — December 1, 1978.

Charter Change

This proposition will amend Charter section 8.363 by adding the following language. "Those persons who are officers and employees on the effective date of this amended section may receive a cash payment only for unused sick leave accumulated prior to said effective date and remaining unused on the date of the officers' or employees' retirement, or death or separation caused by industrial accident. Those persons who become officers and employees after the effective date of this amended section shall not be entitled to or receive a cash payment or compensation of any type for accumulated unused sick leave."

This establishes a cut off date for sick leave accumulations which will be paid off at retirement. Sick leave accumulated prior to December 1, 1978 will be paid off at the date of retirement (service or disability). Sick leave accumulated on or after December 1, 1978 will not be paid off at retirement. Accumulations of up to 130 days of sick leave is still allowed; payment at retirement is altered.

A city employee interested in a payoff would not use sick leave until after December 1978 thereby accumulating sick leave which will be bought back at retirement.

Legal Challenge

Should this proposition become law, it is anticipated that a legal challenge will immediately arise. The theory of challenge will focus on the concept of maturing and vesting of the right to accumulate sick leave and the right to a buy back at retirement.

It is clear that the rules could be changed for employees entering city service after the effective date of this proposition. It is unclear with respect to present city employees since they may be entitled to a new retirement benefit if the sick leave pay off is to be stopped.

DISABILITY PENSION SURVEY

by Mike Hebel

At the May 3, 1978 meeting of the City's Retirement Board, a motion was passed ordering a survey of the approximately 1000 former police officers and fire fighters who are presently receiving disability retirement benefits and who are under the age of 60.

Benefit Revocation

Retirement Board member (and president of the Board of Supervisors) Dianne Feinstein proposed the survey to determine if these retirees should be returned to City service. The Charter provides that "if his disability shall cease, his retirement allowance shall cease, and he shall be restored to the service in the rank he occupied at the time of his retirement."

The survey document, mailed with the September pay warrant, asked the retired employee to list: present medical care, treated condition, attending physician, and gainful employment.

The Board approved his survey to determine if retirees are doing work which indicated that their disability has ceased.

Employment Issue

At that meeting Deputy City Attorney Donald Garibaldi properly stated to the Retirement Board that there is nothing illegal about holding a job while receiving a disability pension. The issue is whether the retired police officer/fire fighter is able to perform the city job from which he was retired due to an occupationally caused disability.

The survey asks the retirees to list their dates of employment' name of employer, employer's address, title of position, monthly salary and duties performed.

The Board is requesting voluntary compliance of the retirees in completing this form.

If the completed form indicates that the retiree is performing a job similar to the one from which he retired, the Board could take steps to return him to active duty.

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SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

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DO YOU LIKE THE WAY THE POA IS HANDLING MATTERS?

by Brother Ted Schlink III
Director, CSTF-SCU

As we are all quite aware of, the City has been quite slow in paying us our overtime monies due us. What I find even more interesting, is that the City has already budgeted the \$1.8 million dollars to pay us the overtime in the form of the Extended Work Week. Naturally, in light of the current overtime situation, everyone wants to know what the POA is going to do to speed up the payment of overtime monies due us.

The POA is going to do everything within its powers to obtain our overtime monies for us within a reasonable time frame, from when overtime was worked, but did you ever stop to think as to who was going to do it?

I have been a Director now for 9 months, and prior to taking the post, I had no idea how much time it would take away from my leisure hours. For those of you that don't know it, a member of the Board of Directors is not paid for the time he puts in, and aside from the self-gratification, there is no other benefit, or privilege to be gained from being a Director.

Well, one way or another, this current elected Board of Directors will do everything it can to insure us payment of overtime monies within a reasonable time period, and as a matter of fact, this Board was fully prepared to explain our proposed course of action before the General Membership at the September

meeting. For those of you that were there, a total of 19 of you members showed up to find out what was going on, and you 19 members are fully aware of what went on.

For those of you that didn't show, I personally take the apparent lack of interest to indicate a couple prevailing attitudes that seem to exist within our organization. First of all, maybe the lack of members at the General Membership meeting indicates that either everyone is happy about the method in which we are paid our overtime monies, and the POA has once again pursued an issue that is apparently unpopular with the membership, or, your lack of concern may indicate your total disgust with the manner in which the Board conducts its business, because you feel that we are going to do it our way, even if our plan is contrary to yours.

If you chose the latter, as I know a lot of you did, then my only suggestion to you is to become more involved with your POA, and in some cases, I would suggest re-joining the POA, otherwise, you will in fact have to live with the outcome of someone else's labors, and furthermore, the Board will continue to do things as we see to be right, because the apathy of this POA dictates no other solution.

Let me point out to all of you, that your own apathy in regards to your Association is your worst enemy, and

as long as that apathy is displayed to people like myself, I personally will find it very difficult to continue to afford my off-duty hours to working for you and your best interests.

I have taken it upon myself to insure that the members of the CSTF-SCU are consistently informed as to what is going on, and I encourage feed-back from the members as to what they think should be going on, because for God's sake, no unit is so large that a Director cannot relate back to the Board the true feelings of the constituents he was elected to represent. Furthermore, if your particular POA Director is not doing his job, as he was elected to do, well then, elect a new one this coming December and for that matter, don't elect anyone else in our POA that does not represent your best interests.

Secondly, this newspaper is another vehicle used by the POA to inform members as to current happenings in and about this Department, but never forget the fact that everyone has the right to use this newspaper to express your own views in matters relating to your opinions, or those opinion of this membership.

Let us unite in the true spirit this Association was formed for in the first place, and let us forget our apathetic attitudes that plague the very values for which we are united.

GUY WRIGHT/In and out, in and out

Reprinted S.F. Examiner

Just before noon on Tuesday of last week a paroled cop-killer, Edgar Allen Jr., was arrested with a gun in his hand in a Market Street savings and loan office. He was charged with bank robbery.

That same afternoon he walked out on bail, leaving police with a phony name.

The very next day he was arrested again by cops working a different armed robbery. That time he gave his true name, but again he was allowed to post bail and leave in time for dinner.

He might still be free if

he hadn't turned himself in to his parole officer two days later.

What this sick comedy demonstrates is an incredible breakdown in the paperwork of criminal justice that undercuts, demoralizes and unnecessarily endangers the cops out on the street, not to mention the general public. Here are the exasperating details:

In 1969 Allen was convicted of the murder of Patrolman Peter McElligott and sentenced to life in prison. You know what that means. The gibbering idiots on the parole board turned him loose as

soon as the law allows. That was last November.

What is there left to say about the members of the Parole Board, except that if brains were money they would be paupers? Some day we will dump them and start over. Until then we must endure their lack of judgment.

But how did Allen manage to waltz out on bail when he was arrested for robbery two days in a row?

After the loan office stickup he was fingerprinted. But before the fingerprint readout came back, revealing his true

identity, he had made bail and skedaddled. That's one of the oddities of living in an era that regards instant bail as an inalienable right.

What happened the next day is even harder to swallow. Since he gave his true name at the second arrest, a routine check should have revealed that he was on parole for murder.

Was the check forgotten? Botched? Deterioration in the police records section is one of the simmering scandals in the Hall of Justice. However, Captain Bill Conroy says subsequent inquiry shows that the check was made and Allen's prior record established.

Even so, Conroy insists, Allen couldn't have been

denied quickie bail unless his parole officer put a hold order on him. That may be debatable. But in any case, it was simply a matter of someone picking up a phone and calling the parole officer. That phone call wasn't made.

The street cops put their lives on the line to arrest Allen. In the loan office there was a very tense moment when the armed cop-killer and Officer Alex Fagan stood eyeball to eyeball across the counter, and Allen didn't surrender his gun until he looked around and saw that three other officers had him in a cross-fire.

The second arrest was made by two sharp-eyed patrolmen who recognized the getaway car in a two-week-old robbery of a U-

Haul agency, even though it had been freshly repainted a different color.

If the cops working the streets can show that kind of guts and gumption, surely the desk people have an obligation to follow through on the paperwork and phone calls.

Both times Allen was set free on "standard bail". That means he didn't even have to go before a judge. At the Hall of Justice there's a chart listing the amount of bail for every conceivable offense. You just run your finger down the chart, find out how much, make a deal with a bail bondsman and walk out the door.

That's how Allen did it. There's no justification for a system that lets him get away with it.

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For Tickets Contact:

P. Kotta - Auto Detail - 553-1261

C. Thollander - I.A.B. - 553-1407

J. Meehan - Taraval Station - 553-1612

M. Nevin - Auto Detail - 553-1261

M. Hebel - Academy - 553-1805

Association urges YES Vote on AFL-CIO Affiliation

by Michael G. Pera

Within a short period of time our organization, the San Francisco Police Officers' Association, will have the opportunity to affiliate with the AFL-CIO. The benefits from this alliance, to our Association and its individual members, are many. Due to the far reaching potential of this action, the possibilities are vast. But what I want to write about are the immediate and direct issues related to this affiliation.

The predominate benefit will be the fact that our representatives will be supported by the AFL-CIO while working towards local and state legislation. Our lobbyist will be recognized by labor supported elected officials. Whether you like it or not, we have to live with circumstances that are the result of political decisions. We have to make it politically advantageous for elected representatives to vote in our favor.

I think it is obvious that with the political climate in San Francisco there are intentionally fabricated obstacles between us and what we rightfully deserve. They are political problems that need a political solution. Our affiliation with the AFL-CIO may give us that solution. We have to go around the problem (to Sacramento) or directly at it with a lot of clout. This affiliation may give us the possibility of doing both.

At this point I would like to comment on an area of confusion that always comes up when police officers talk conditions of employment. Individual rights and privileges, and conditions of employment have nothing whatsoever to do with dedication to duty. They are two distinct circumstances that can only be artificially crossed. You can fulfill the demands of the job while demanding a decent living standard.

There's not even the slightest justification to suggest (as many have) that a "good cop" takes minimum outdated benefits and shuts-up. Seeking appropriate conditions of employment, including an adequate pay scale, does not in any way diminish dedication. Another tactic that has been used against us is: where local officials capitalize on the general public attitude of being unsympathetic towards the police function. Politically, representatives can get away with denying police officers proper benefits. In other words, they extend the daily punishment beyond you individually, to your family.

We must counteract the tactics of our political foes. Affiliation with a 13.8 million member organization will help correct some past problems.

Our pay scale and significant benefits come from outside of the department. We must rectify this indifference expressed toward the deficient standards at present, by those in a position to correct this deficiency. The added dimension of AFL-CIO affiliation to our representation may very well help change the indifferent attitude.

From within the department, the taking away of police jobs, also referred to as "civilianization" will be limited. What started as probably a good idea some years ago has become a monster. A monster that stands between the police and high level efficiency. AFL-CIO affiliation will spell "hands-off" to other unions looking to fill these positions.

Let me put some basic concerns to the side:

- 1) We will remain autonomous as far as by-laws to the Association and Association policy.
- 2) The cost is minimal.
- 3) The arrangement will not and cannot touch the pension system. Except that it may help to improve it or defend it at a later date.
- 4) We will remain completely independent where strike conditions or picket lines are concerned. There is no question that we will and must act according to the law, and our obligation when involved in such a circumstance. The AFL-CIO expects and wants us to perform as police officers in such situations.

The alliance is a very practical approach to adding a needed element to our struggle. No matter how good and proper an idea may be, one person or one small organization cannot be heard as well as the collective voice of millions.

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Co. K

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WEEK. BUT, (SIGH!) WHO WANTS TO
BE A SERGEANT ANYWAY?

OH REALLY, OFFICER! A
LITTLE PROMISCUITY NEVER
HURT ANYBODY!!!



Endorsed with enthusiasm
by GALE WRIGHT
(President of S.F. Police Assoc.)

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GEORGE HOWARD
BOB LENZIO
MORRIS MARTINDALE
TONY PIAZZA
RAY OSUNA (TO BE CARRIED S.P.
AFTER THE SPEECHES)

PROMOTED:

SGT. LOU BARBERINI
LEN BECKER
JIM GRIFFIN
BOB HANKINS
HARVEY HARRISON
HOMER HUDELSON
JOHN "SUDS" MAHONEY
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ISSUES/BENEFITS OF AFFILIATION

SAN FRANCISCO POLICEMAN - Page 7

October 1978

MESSAGE FROM

BOB GORDON, ICPA

1. Total independent Charter to ICPA from AFL-CIO

(a) The ICPA will be recognized by the White House and leaders of Congress as the one voice for police officers. We presently share recognition on the national scene with various other national organizations claiming to speak for police officers.

(b) We will be protected from raiding by any affiliated union of the AFL-CIO including such unions as AFSCME, who only as recently as 4 weeks ago, signed up 200,000 CSEA employees of New York. We will be further protected from the SEIU, IBPO, Paper Workers, Machinists, Meat Cutters and the numerous other unions that profess to represent police officers. Many of you are aware that the Labor Reform Act is presently pending before the United States Senate. When passed, this legislation will permit unions to organize in every state in the country that presently have no collective bargaining.

We anticipate a drive by these aforementioned unions to recruit police officers into their ranks.

(c) We will lobby with the support of the AFL-CIO for legislation on the local, state and national level to benefit police officers. We will be recognized by local, state and national elected representatives who are supported by labor.

2. No other union interference including AFL-CIO in our local affairs and total independence regarding labor disputes where strike or picket lines are concerned.

(a) I believe the most important question relative to our affiliation is our guaranteed autonomy where strikes or picket lines are concerned. Police officers must take action when we are called in to preserve law and order in a time of labor strife. The AFL-CIO expects us to perform as police officers in this situation.

3. Only police and sheriffs as per state P.O.S.T. standards.

The national union will be only composed of police officers with peace officers' qualifications. The union will be run by only police officers for police officers and not be a part of any other occupational group.

4. We will be affiliating with a 13.8 million member union and we will seek a seat on the Executive Council of the AFL-CIO.

5. The ICPA will have full participation in the Public Employee Department of the AFL-CIO which will afford us a strong voice on Federal legislation affecting police officers.

6. We will lobby with the support of the AFL-CIO for legislation on the local, state and national level to benefit police officers. We will be recognized by local, state and national elected representatives who are supported by labor.

7. Our research programs will benefit through the assistance of the Public Employee Department in compiling data for our various surveys. We will have ready access to information from the Department of Labor.

8. We will be afforded the use of the AFL-CIO College located in Washington, D.C. Individuals attending this college receive credits toward a labor relations degree.

9. We will be officially recognized by other trade unions as being a part of the labor movement through affiliation with the AFL-CIO. Millions of dollars of grant funds will be available to us through the Department of Labor to conduct studies into the stress and health conditions of police officers.

**THERE WILL BE NO DUES INCREASE
FOR S.F.P.O.A. MEMBERS.**

There is no doubt in my mind that if this affiliation takes place, you will hear the greatest outcry of opposition from management and even from some of our members. We can overcome these objections by continuing to do our jobs as before but at the same time we will have the clout of a 13.8 million member union to obtain better benefits and to retain the benefits we have fought long and hard for. I refer specifically to the benefits that have recently come under attack such as the heart and lung bill, pensions, 20 year retirement, etc. At the same time, we can, and I repeat, **we can and will** retain our own autonomy. The AFL-CIO will not dictate policy to this International nor to our local member associations. In reality, nothing that is presently in our bylaws will alter except for our dues structure, and the addition of six letters to our name — AFL-CIO.

We will at long last enter the main stream of organized labor and in a few short years I sincerely believe we will be in a position to elect or defeat candidates for national, state or local office.

I for one have always been vehemently opposed for over 25 years to police officers affiliating with organized labor. I always believed that we were a power unto ourselves. However, I have come to the conclusion that this type of thinking is a myth and unless we affiliate with organized labor, we as a viable international union, will go down the drain. Ed Kiernan and I have reached this decision along with several ICPA Vice Presidents. As many of you know, up until two years ago, Ed and I disagreed totally on this subject and some of you may now say, why the change? In all honesty I can tell you that the change has come about due to our inability to convince numerous state, local and national elected officials of our so-called political power. We witness time and time again, those elected representatives who openly oppose our legislation being returned to office. I changed my views when I saw the Teamsters signing up police officers and other national unions laying claim to legislation that we worked long and hard for. I changed my views when I realized that the services that this International was attempting to provide were not being realized.

Ed and I agree that in order to convince our members to adopt this resolution to affiliate with the AFL-CIO and to increase our dues, a far greater service must be afforded to our members.

I strongly believe that we have arrived at a point in time where we can't continue to believe we really are a force to be reckoned with until we utilize that force collectively with 14 million other union workers. Police unions are here to stay and management is well aware of it. They pray as each day goes by that we will not join the ranks of national labor while we sit by and wait another 60 years to be recognized.

I pledge to each and every one of you that our staff, Ed and myself will do everything in our power to represent your best interests knowing full well that we will have to answer to you if we fail to reach our goals in this endeavor. If we fail, then I will be the first to appear before this body to recommend that we withdraw our affiliation with the AFL-CIO

President's Corner

BY JERRY CROWLEY



AFL-CIO affiliation is not a revolution but hopefully a mature realization among police officers and sheriffs that there must be a single identity, image and voice for police officers in the United States.

This Association has always been deeply committed to the concept of a strong local statewide and national police union.

The chief threat to one unified national police union has traditionally been the fact that non-police unions have attempted to portray themselves as spokespersons for police.

A separate AFL-CIO charter granted to the ICPA will guarantee that there will be one police union run by police for police officers only.

A vote for affiliation will be a loud and clear message to those who seek to keep police and sheriffs fragmented and without political power at the local state and national level.

The San Francisco Police Officers' Association is not alone in this endeavor. San Francisco police officers are no different than officers in Phoenix, Chicago, Cleveland, Washington D.C., Minneapolis, Milwaukee, Memphis, Las Vegas, Newark and many other major American cities who have already voted for affiliation. They have the same hopes, problems, and fears for the future as do San Francisco police officers. We are not unique and we are definitely not alone in this undertaking.

The membership of this Association has always acted with boldness and courage when difficult decisions were to be made. I am sure that this vote will again demonstrate your willingness to challenge the future and play a leadership role in the national police movement.

RIGHTS CHANGE?

The below petitioned change in the Constitution & By-Laws of the SFPOA, was submitted in time for the October 30, 1978 POA Election via mailed ballot. The membership shall decide.

Bold indicates additions

ARTICLE VIII

1. Membership in this Association shall be limited to sworn members of the San Francisco Police Department having full peace officer status as defined in Sec. 830.1 of the Penal Code and covered in the retirement section ((1.8.545)) **8.544, 8.559 and 8.586** of the City and County of San Francisco.

6. No member shall be allowed to receive any rights, privileges, or benefits of this Association until he has been a member for one year or he has been a member of this Association since his entry into the police department. Entry into the police department shall be defined as the first six (6) months of employment. **Except that no member shall receive representation from or by this Association in matters relating to action brought by the Police Academy during the basic recruit course or the Field Training and Evaluation Program regarding rated or established performance standards.** Members on military leave of absence without pay as provided in Article III, Sec. 10, of this Constitution shall be placed in the inactive status on such leave, within thirty (30) days after returning to the police department.

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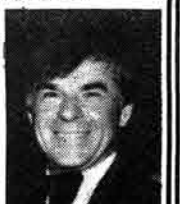


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Scope

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- San Francisco
- Marin
- Napa
- Solano
- Shasta
- Siskiyou
- Modoc
- Trinity

All 52 hospitals in these counties depend on Irwin to meet the total blood transfusion needs of their patients.

Need

Over 100,000 pints of blood are needed each year. 500 pints a day are needed on weekdays when hospital orders are heavy. Blood is used in the treatment of cancer, in exchange transfusion for infants, in the treatment of gastro-intestinal bleeding, hip replacements, anemia, hemophilia, traumatic injury and for other illnesses. Blood is vital for major surgery. Open heart surgery alone requires 8 to 12 pints of blood. In the past 22 years Irwin has provided over 184,000 pints of blood for more than 17,000 open heart surgery patients.

Donor Services

The Blood Bank, at 270 Masonic Ave., is open seven days a week to donors. In addition, it operates four Blood Centers:

- Marin Blood Center, 805 "E" St., San Rafael
- North Bay Blood Center, Wilson & Tennessee Sts., Vallejo
- Shasta Blood Center, 2420 Athens Ave., Redding
- Downtown Donor Center, 760 Market St., San Francisco

Mobile units are dispatched to groups and communities throughout the service area.

Irwin Memorial Blood Bank of the San Francisco Medical Society

270 Masonic Avenue
San Francisco, CA 94118
Phone (415) 567-6400

Donor Hours
Mon.—Fri. 11—7; Sat. 8—3
Sun. 10—3:30

Who Donates?

In 1977 fewer than 60,000 individuals donated blood to Irwin Memorial—many giving multiple times. This represents less than 5% of the population. Obviously, more people must become donors if the Blood Bank is to meet rising needs.

Donors come from all walks of life, all races and backgrounds. They include the 17-year-old donating blood for the first time and the senior citizen who has given more than Ten Gallons. Over 50% of all donors are under age 35. Men outnumber women by more than 3 to 2.

Voluntarism

All donations made to Irwin are voluntary and no one is paid. The Blood Bank has a strong record of encouraging volunteer donorship in the United States.

Blood Components

Today it is possible to treat as many as four patients with the components extracted from one donor's blood donation. Blood components provided by Irwin include:

- **Red cells**—to control anemia. Red cells may be processed as **leukocyte-poor red cells** (removal of the white cells for people who are sensitive); **washed red blood cells** (removal of plasma proteins); **frozen red blood cells** (for longer preservation of rare blood cells).
- **Platelet concentrate**—to control bleeding. Platelets are frequently transfused to leukemia patients and others receiving cancer chemotherapy
- **Plasma**—to restore blood volume or to treat certain deficiencies in proteins, gamma globulins, clotting



When little Caitlin needed blood for open heart surgery, blood was there for her.



Donors give blood in a bright and spacious procurement area at Irwin headquarters.



Mobile units visit companies and organizations throughout the service area, including this blood drive at Standard Oil.

Auxiliary Blood Bank Centers



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Phone (415) 391-6468
Donor Hours
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MARIN BLOOD CENTER
805 "E" Street
San Rafael, CA 94901
Phone (415) 454-2700
Donor Hours
Mon., Wed., Thurs., Fri. 11—7
Second Sat. of each month 10—2

NORTH BAY BLOOD CENTER
Wilson and Tennessee Streets
Vallejo, CA 94590
Phone (707) 643-2163
Donor Hours
Tue., Thurs. 11—6

SHASTA BLOOD CENTER
2420 Athens Avenue
Redding, CA 96001
Phone (916) 246-2400
Donor Hours
Mon., Wed., Fri. 1—6
Third Sat. of each month 10—1

MOBILE UNITS:

For the location of a mobile unit serving your area, please contact the nearest Blood Center.

GAY COPS

by W. A. Tennant

In the past few weeks there has been, once again, a great deal of confused thinking about the issue of gay cops.

In the past several years, the gay community has emerged as a viable social and political force. As part of their social demands, gays see gay cops as a further legitimization of their new-found "respectability". Because of their political strength, many administrations and candidates have indeed promised to hire gays as law enforcement officers in return for gay votes. Some officers have opposed the idea, sometimes because homosexuality offends their particular religion or moral beliefs, other times because of their ignorance of the facts. Both sides have had lots to say, usually based on emotions rather than facts.

There are, and seem to always have been, a few gay law enforcement officers. People in any department seem to know one or two, usually not the same one or two. Some are superb officers who have won the highest awards. Others are totally unsuitable and are quite destructive. Most however are just average officers who put in their time doing the job.

One problem for some of the newer gay officers around the country has been manipulation by administrations. In San Francisco, gays were specifically recruited for the sheriff's department. According to some successful applicants, they were encouraged not to join the Deputy Sheriff's Association, promised that Hongisto would lead them into the "new, humane, department", and assured that they were "special" and that the other deputies were stupid, red-neck, and anti-gay. Their experience was that most never saw Hongisto again, they lost the chance for the association to learn about them and they about the association, they saw Hongisto take a big hike to Cleveland and found out too late that many of the deputies would have evaluated them fairly if given the chance. Many have resigned, some under pressure.

We think that this type of political manipulation is cruel. It is unfair to the department and unfair to qualified gays. Gays have no special talents for law enforcement work, but have no special liabilities either.

They deserve no special consideration, nor do they need it. The police movement is working hard to insure that officers are evaluated solely on their basis to do the job. They should not be evaluated positively or negatively on the basis of such characteristics as race, union activity, sex, residence, personal off-duty behavior, a sexual orientation. It is for this reason that the POA, COPS, and the ICPA have supported non-discriminatory hiring practices in the past, and will continue to do so. The idea that the city has no business prying into the private lives of officers is fundamental to the police movement. We are working to turn that idea into reality.

Recently, a small group of gay police officers, sheriffs and highway patrol officers from around the nation formed the Law Enforcement Support Group. Almost immediately it became clear that their legal skills, political experience and financial support were needed to assist many non-gay officers. The group became involved in the cases of married officers who were terminated for dating other women, officers who were suspended for criticizing the administration and several cases of officers wanting custody of their children, the most recent case involving a non-gay officer from Oakland. 85% of the current cases involve non-gay officers' 100% of the cases involve issues which are important to every officer.

In the group, gay and non-gay officers are working together to build a department in which every officer is given support and dignity. Our experiences on this and other departments has convinced us that given a chance, many officers are neither pro-gay or anti-gay. They simply don't care. What they do care about is wages, working conditions, three square meals and all the other things an Association is concerned with.

Most gay officers across the nation have not given their fellow officers a chance. It takes constant courage and personal strength to acknowledge being gay in law enforcement, but mature officers admire that courage and are willing to give support to each other.

Gays will continue to come into, and come out in, the department. It is still a new experience for almost everyone and requires patience, humor and the realization that there are many important jobs to be done. Each member, gay or non-gay, is needed, valued, and has a part to play in building a strong Association.

THE PEARL & THE SPOILERS

by Bob Geary
Central Station

Several years ago, *Time* and its fellow publication, *Life*, ran full color pictures of the Earth taken by the Apollo moon crew. There was our Earth — floating majestically through space, green and blue with cyclonic swirls of purest white cloud.

It was a sight never before seen by human eyes, and probably by no eyes at all, for in all the reaches of the solar system, there is, outside the Earth, hardly a drop of organically usable water, nor a plant nor a living creature. Man is alone, and except for the things of this Earth, friendless. The Earth is, as somebody once observed, a space ship carrying us on a journey, supplying us with food, water and oxygen. It is a green and blue oasis in the midst of a vast indifferent universe whose indifference is not that of toleration, but of simply not caring whether life freezes, fries or dries up and curls like a potato chip.

Thus seeing the earth from a distance gives us a truer perspective of its reality and its value. The sensible mind, seeing the Earth's beauty and uni-

queness, would suppose that to be in possession of such a valuable thing would be a sacred trust; that those entrusted with it would not only cherish and preserve it, but, in joyful gratitude, try to make things as pleasant as possible for each other.

Yet, violence is one of the most characteristic human modes of behavior, and one of the least recognized. There exists almost no serious study of violence as such. Although mankind indulges freely in such idiocy, apparently even sociologists are ashamed of it.

It is as though a boorish family of Jukes and Kallikaks were given a beautiful house, the cupboards stocked with food, and then proceeded to break up the furniture and kick holes in the walls while fighting to keep food away from each other. All the while they are sneaking glances over their shoulders. Although they do not have the strength of character to stop themselves, they know they are desecrating a trust.

It was seeing the beauty of the earth in space that made me realize the cosmic nature of this trust.

LETTERS

Re-Election

Dear Friends:

I want you to know how much I appreciate your support of my campaign for re-election.

Since I was unopposed in the last election, this year is the first time I have had to campaign for office. While it would have been preferable to avoid a campaign, it was a gratifying experience to receive the support and encouragement from so many fellow citizens, both within and without the legal profession.

Again, thank you very much for your vote of confidence in my work.

Sincerely,
Ira A. Brown, Jr.
Judge of the
Superior Court

Hunters Safety Course

I would like to take this opportunity to thank Officers William Leet and Retired member Tom Morris, for the time they spent instructing my nephew at the PAL Hunter's Safety Course. I've been to several of this type of Safety Courses and by far this one was the best.

I was amazed to learn that our own members do not take advantage of this instruction. They are missing a good deal. With duck season and upland game seasons around the corner, any member who has a son or daughter or relative who would be going for his or her first California Hunting License, should take advantage of this course.

Again, thanks again Bill and Tom for your own time helping others. Keep up the good work.

Sincerely,
Dennis V. O'Connell
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FIRE PREVENTION WEEK

A Good Time to Check Your House

The second week of October is National Fire Prevention Week, a time when the California State Automobile Association Inter-Insurance Bureau (AAA) feels it is appropriate to remind everyone that home fires occur at a rate in excess of two-thousand every day. That's an average of over 1.5 every minute.

These fires result in a needless and tragic cost in human lives totaling over 5,000 every year, plus about six times that many in injuries. The annual monetary residential property loss is well in excess of a billion dollars. (Total monetary loss from figures in the U.S. comes to over three billion dollars.)

These figures can be reduced. The key to lowering such frightening statistics can be summed up in a single word, "prevention". Fires can often be prevented simply by getting rid of "fire traps".

CSAA-IIB suggests you make an inspection of potential danger spots in your home weekly.

Some of the common hazards to guard against are:

- Be sure that curtains, paper towels and flammable materials are not located directly over the kitchen stove.

- Be sure that rubbish is disposed of regularly. Don't empty ash trays into waste paper receptacles.

- Have heating systems cleaned and checked by an expert before the winter season starts. If fuses tend to blow-out repeatedly, have a qualified electrician check circuits for overloading and other problems.

- Check fire extinguishers. It is recommended that UL approved ABC dry-powder extinguishers be located in the kitchen, garage and workshop, all in very accessible locations.

- Make sure your home has at least one approved smoke detector and that it is properly positioned and in good working order.

Be sure every member of your family is totally familiar with a pre-arranged escape plan. Practice your plan by having periodic fire drills.

And finally, write the number of your local fire department near the telephone, and be sure that all members of the family know it's there and how to use it.

Fire prevention is up to you. Start your fire prevention campaign in your home today.

Jogging has become one of the fastest growing forms of exercise in America. Men, women and children can be seen in almost every park at any time of the day participating in this physical activity. Golden Gate Park, Ocean Beach and Dolores Park are a few of the favorite places for city joggers, but they also seem to have attracted another type of person, the rapist.

In a recent case a young woman was jogging in Golden Gate Park when she was attacked by a rapist. He came from nowhere, without warning or hesitation. The suspect had been waiting for someone who was jogging and this unsuspecting woman became his victim. She was off the main road, isolated, with no one to

help her. She did nothing to provoke such an attack and like so many other people had simply found a scenic place to run.

In the last three months there have been at least eight jogging related rapes. The crime of rape has increased almost 10% in San Francisco so far this year and it is commonly known that many rapes go unreported.

Some arrests have been made. Recently a suspect was captured by the U.S. Park Police after he had committed three rapes at the Ocean Beach. In several cases during the past year the suspects have also worn jogging apparel.

The San Francisco Police Department through the Crime Preven-

tion Education Unit encourages exercise and physical fitness. A person who is fit not only feels better but is also more alert.

When picking a route to jog, do it wisely. Avoid isolated areas and locations that can afford someone an unusual amount of concealment and when jogging, stay alert. A small shrill alarm which emits a high pitched sound can be carried easily in the hand and may scare off an attacker. These alarms can be purchased in many

drug and variety stores. When possible jog with a friend and avoid jogging at night or during early dawn or late dusk. It's also a good idea to alter the route occasionally and if you see someone who is suspicious or makes you apprehensive, avoid them and if necessary call the police.

Jogging is both healthy and fun. But stay alert and keep it a positive experience! Don't put yourself into a situation where you may have to "run for your life".

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NOVATO CANDIDATE

by Robert Bernardini

Gail Wilhelm, Marin supervisorial candidate from Novato, does not believe that binding arbitration will provide police officers with an equitable solution to their wage and benefit problems. She stated, "They should strike when all else fails."

The petite, soft-spoken candidate opposed big business which was hell bent on overbuilding Novato and bitterly fought her opponent, Arnold Baptiste, Marin County Supervisor, who seems determined to force the Novato to build a commercial airport.

San Francisco police officers who live in Novato, Ignacio, or Marinwood, should give some consideration to this candidate who bravely stands out before the crowd and states that she supports the right of a policeman to strike.

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- About 23% of all persons 60 years or older live below or near the poverty level.

Source: H.E.W. Administration on Aging

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on an equal footing ... at age 65

1 will have \$10,000 or more • 4 will have \$2,000 to \$4,000 • 5 with no estates will be working • 54 will be dependent on relatives, friends and charity • 36 will be dead

Source: U.S. Dept. of Commerce Bureau of Labor Statistics

In other words 9 out of 10 were either DEAD or DEAD BROKE when they reached age 65.

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SPORTS

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5th Annual

DESTRUCTION DERBY



HEAT #1

1st-#11, Lee "VIOLENT" Violet, San Mateo P.D.
2nd-#99, Dan "1/2" Price, El Dorado S.O.
3rd-#8, James "TINY" Clark, Burlingame P.D.

HEAT #2

1st-#82, Frank Span, San Mateo P.D.
2nd-#28, Bill "RODENT" Wehe, San Leandro P.D.
3rd-#35, "DASTERDLY" Dick Davies, Livermore P.D.

I would like to take this opportunity to thank all those who participated in our 1978 Hangtown Police Destruction Derby. It was very much a success and largely because of the excellent participation.

As many who attended the Derby felt, there was a mistake made in judging the Best Decorated Car event. There has been no change in the criteria for this event, there simply was a breakdown in communications: I hope everyone can understand that. This mistake will absolutely not be repeated. We are contemplating having two categories for Best Decorated Car: one for 'Most Authentic Police Car' and one for "Best Funny Car" — or something of that nature. However, this is only in the planning stages and will not be determined until a later date. We have had numerous problems with this, so it may just be cancelled.

As I said before, this year's event was very successful. We felt it ran very smoothly and hope in future events (if there are future events) things will go as well. We would very much like to hear from anyone who has suggestions or criticism to offer.

Again, thank you to all who participated in our Derby, spectators as well as drivers and pitmen. It was exceptional and we hope to have more such Derbys.

Sincerely,
Bobbie Steele
P.P.A. Destruction Derby

HEAT #3

1st-#33, Dennis "THUMPER" Mattocks, San Mateo P.D.
2nd-#14, "ROTTEN" Roger Kruger, San Mateo P.D.
3rd-#42, Richard "ORDERING" Frazier, San Jose P.D.

HEAT #4

1st-#10, Tony "FEARLESS" Fajardo, San Mateo P.D.
2nd-#18, Nancy "PINK PANTHER" Anderson, San Mateo P.D.
3rd-#49, Dick "BLAZE" Lockwood, Placerville P.D.

MAIN EVENT

1st-#11, Lee "VIOLENT" Violet, San Mateo P.D.
2nd-#18, Frank Spann, San Mateo P.D.
3rd-#72, Arlon "THORNEY" Thornesberry, Lodi P.D.

BEST DECORATED CAR

#18, Nancy "PINK PANTHER" Anderson, San Mateo P.D.

RUNNING THROUGH MY MIND

by Walt Garry

The fall season is one of the best times of the year to be running. The temperatures are about right, the heavy rains haven't arrived and there are numerous races you can choose from to test your abilities.

The Founders Day Run at Rohnert, September 10th, found Nelson Thomas, Pawn Shop, running the 5.8 mile course and Chuck Gretton, Co. C on the 13.1 circuit that covered part of the course for the upcoming Sonoma Marathon. An unseasonal rain turned a portion of the race into muddy going, but it was great cross-country practice.

Mike Dempsey Co. D, his brother Kevin and a couple of friends ran the Whiskey Town Relays on the 24th. Mike said the 21 mile course was a real challenge, circling Whiskey Town Lake, covering fire trails and crossing streams, the team made a good showing with a 2.42 time.

The Oakland Fire Department Brass Pole Run from Lake Temescal to Jack London Square had over 3,000 runners entered, including hundreds of firemen from all over the Bay Area competing in a Fire Fighter Team Division. There were some police department represented, judging from the shirts I saw, but only three from the SFPD, Gustafson Co. C, O'Connell Co. A and Garry YSD.

After the race at the brunch hosted by the SFPD, some of the Fire Laddies asked if we'd be interested in a relay race between departments, possibly at the Christmas Relays in December, adding, that's if we could get enough men together. I said I'd pass it on.

Thinking about it, we could run a Hot Shot Team, a masters and several station teams. You might even challenge your local fire house. Let me know if you are interested. This isn't a one man operation and it has to be started soon. The Jakies might have a surprise in store if we muster all our troops.

BAY BRIDGE RUN '78

DATE Sunday, November 12, 1978

STARTING TIME 8:00 a.m.

STARTING LOCATION Bay Bridge Toll Plaza

COURSE DESCRIPTION

6.4 miles — beginning at the Bay Bridge Toll Plaza, crossing the entire length of the Bridge, and ending at the Ferry Building in San Francisco.

ENTRY FEE \$5.00

REGISTRATION

On or before November 3, 1978. No post entries. Complete instructions will be sent to entrant after registration.

ENTRY FORMS

Available in the October issue of SAN FRANCISCO MAGAZINE, through SAN FRANCISCO MAGAZINE, 631 Howard St., San Francisco, 94105, The Conservatory of Music, 1201 Ortega St., San Francisco, 94122, Sporting goods stores throughout the Bay Area.

PRIZES

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TRIBUTE

Officer Douglas Gibbs was killed in the line of duty just over one year ago. In his honor, there will be a dedication of a fishing pier named for Doug, at the Lake Merced Boathouse on October 19, 1978 at 11 a.m.

Ceremonial Guard will consist of:

The 6th Army Band
SFPD Mounted Color Guard
6th Army Color Guard
SFPD Crimes Specific Task Force Color Guard

All members, their families and the public are cordially invited to attend these ceremonies. Police officers are asked to attend in Class "A" uniform.

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Golf Club News

by Jerry Cassidy

On Monday, September 11, 1978 the San Francisco Police Golf Club played Marin Country Club in Novato. It was a typical Marin County day with beautiful weather. The temperature was about 85-90 degrees with clear skies and mild breezes. The course was in excellent condition which doesn't give anyone an excuse for playing poorly.

We had thirty-seven players which was our lowest number all year. Even with this small number, a good time was had by all.

Dennis Martel had the low score of the day, a 76. Low Net winner was Joe Allegro, Jr. with a score of 96 minus 32 (handicap) net 64.

Flight winners were: First, George Gamble and Dave Minner. Second, John Dubose and Bill Grosword. Third, Pat Pfeifer and Harold Schwartz. by Bill Grosword with a shot 6'5" from the hole. Les Adams was second, 120" away.

The guest flight was won by Al Gallegos, the owner of Estrada's Spanish Kitchen on outer Mission St. Al is Homer Hudelson's father-in-law. Homer was just appointed Sergeant. Now Al has two sons-in-law who are sergeants, one in San Francisco and the other in Oakland. on Monday, October 30, 1978 at Round Hill Country Club. In November we play Santa Rosa Country Club and in December we conclude the year 1978 with a turkey shoot at Sunnyvale Municipal.

As of now, we have one hundred and thirty members in the club. Next year's schedule is in the process of being completed. Because of the increased expenses, we are returning to more municipal courses and cutting out some of the more expensive private courses. It still will be a good schedule with a lot of nice courses. Anyone interested, give me a call at the Traffic Bureau.

NEW PROCEDURE TO PROTEST PARKING CITATIONS

Effective 1st February 1978, if you wish to protest your parking citations you must sign up for "Instant" or "Same day" Hearing.

Your personal appearance in Room 101, Hall of Justice, is required to place your name and citations on the protest calendar.

The scheduled Court times and times of required appearance are as follows:

For 9:00 A.M. Calendar, Monday through Friday:

Appear after 8:00 a.m., but not later than 8:45 a.m.

For 10:00 A.M. Calendar, Thursday and Friday:

Appear after 9:00 a.m., but not later than 9:45 a.m.

For 11:00 A.M. Calendar, Monday through Thursday:

Appear after 10:00 a.m., but not later than 10:45 a.m. NOTE: The 11:00 a.m. Calendar is very limited. If this calendar fills early, you may have to return and sign up at a different time.

For 2:00 P.M. Calendar, Monday, Tuesday, and Wednesday:

Appear after 1:00 p.m., but not later than 1:45 p.m.

In those cases involving multiple citations (five or more) or lost citations involving much office research you may be requested to return at a later date.

For those of you who wish to be heard on a Thursday evening at 7:00 p.m. you must appear in Room 101, Hall of Justice, between the hours of 8:00 a.m. and 5:00 p.m. Scheduling for Thursday evening cannot be made on the same day.

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION 2nd ANNUAL CHRISTMAS SHOW

The show is on Saturday, December 16, 1978 in MASONIC AUDITORIUM — 8:30 p.m.

Tickets are priced at \$10.00 for 1 Family Ticket (good for Mom, Dad & Kids)

Senior Citizen Tickets can be purchased for \$5.00 — (also good for family)

The show will last approximately 1½ - 2 hours

The Dick George Production Company may be contacting you— so, YES, the San Francisco Police Officers' Association is sponsoring this Christmas Show at the Masonic Auditorium.

Performers in last few years have included: Sheri Lewis, Marty Allen, Flying Karamazov Brothers, Orchestra, Jana Lynn, Jerry Van Dyke and Santa!

GUY WRIGHT/Beer and burnout Reprinted S.F. Examiner

Beer parties in the police station? That suggestion popped up in the FBI Bulletin, of all places, as a way to combat "police burnout."

Joseph Wambaugh, the detective turned novelist, has done more than anyone else to acquaint us with the emotional damage that police work does to the human being inside that uniform. Now psychologists are examining the problem, and the FBI Bulletin summarized what they've learned.

"Burnout is not inevitable," the report declared, and went on to suggest ways to prevent it.

"After confronting a

stressful event, one needs to ventilate — to 'get it out of his system', to talk about it to someone who can understand but will not pass judgment."

Thus the after-work drinking bouts that Wambaugh popularized as "choir practice". On that score the FBI report found:

"In some cases, supervisors to even chiefs have given direct or tacit approval to squad parties and may even allow officers to bring beer into the station house and drink it together at the end of their tour.

"Perhaps more study is needed here; if these occa-

sions are carefully controlled they can provide an appropriate setting in which officers can fulfill their need to ventilate," the report suggested.

"Unfortunately," it added, "if this form of ventilation is not carefully controlled, it contains the ingredients of disaster. Too often the setting is a local ginmill, where alcohol and weapons are mixed with outsiders.

"Thoughtful officers recognize these dangers, and several explained they pick a spot across the county or state line, make sure to get a room to themselves and leave weapons at home. One

group said they take along a non-drinker to do the driving!"

Besides therapeutic beer busts, the study found that meditation, biofeedback and plain old exercise help relieve tension. So does an understanding superior officer.

Sex crimes, crimes against children and the killing of a fellow officer scored high on the list of stresses that trigger emotions a policeman has trouble handling, what psychologists call "crisis reactions" that can lead to burnout. The report offered this reassurance:

"In many cases, crisis reactions are a normal, understandable defense against overwhelming stress, and are not indica-

tions of a 'weak' or 'sick' personality. Given appropriate support, most people can recover from very traumatic situations and return to normal levels of functioning."

Unfortunately, the study found that most police departments still regard crisis reaction as a sign of personal weakness and are likely to deal with it by "removing the man from his regular assignment and assigning him to a 'rubber gun' squad."

While that may seem best for the department, "it is devastating to the officer" and teaches other troubled cops to hide their problems.

Anyone who deals constantly with other people's problems must protect

himself by what psychologists call "distancing", or he will develop an emotional overload and eventually blow a fuse.

Burnout begins, the study explained, when healthful distancing turns cynical, becomes withdrawal, takes refuge in "going by the book" no matter what, regards the world as "us" versus "them" and them as subhuman.

The report recommended that the battle against burnout should begin with recruit training that "predicts for the new officer some of the feelings he may have and helps him understand that many of his reactions are normal and not an indication that he is going crazy."

CRIME PREVENTION ALERT

"Three card monte" is back in town and he's riding BART. The San Francisco Police Department Crime Prevention Unit, in cooperation with the BART Police, report that this fast moving con game is being committed on BART trains and at BART stations.

It involves a suspect using 3 playing cards, usually 3 different aces, or 2 cards of a black suit and one of a red suit. The suspect shows the cards to the potential victim and then places the 3 cards face down. A wager is then made that the victim can pick one particular ace or the card of the red suit.

The suspect then rotates the position of the cards very rapidly and the victim picks the card they think is correct. Usually the first couple of times the suspect allows the victim to win in order to build their confidence and to increase the wagering. Once the victim is hooked, the suspect, by a slight of hand, is able to have the victim pick the wrong card each time. The victim is then taken for anywhere from one to two hundred dollars.

This and other similar types of criminal activity usually occur where there are large groups of people, such as the BART system. In the last three months

there have been at least 30 reported cases but many of these crimes go unreported because the victim or witnesses are unaware of how to report the incident.

If you observe any crime being committed or become a victim of one while riding a BART train you should report it immediately to the train operator. Use the intercom located at either end of every car. Give the car number you are in (this number is posted at the intercom), what is occurring, a description and location of suspect and your name. The train operator will notify the BART police who will respond to the nearest location. Upon exiting the train make contact with the police or station agent.

If the crime occurs on BART property such as

the station platform, course, or in the parking lots, respond to the station agents' booth and report the incident immediately. The BART police will then be summoned. In San Francisco for certain cases due to the location of occurrence, the San Francisco Police may respond. If you leave the BART property and respond to your residence you may call the BART police at 893-8810.

Remember crime can happen anywhere. Be alert! Criminals who prey on the public may often ride with the public.

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