

POLICE MAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

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CIVILIANIZATION OF THE S.F.P.D.

by Jerry Crowley
President, SFPOA

It is now the clear cut intention of the administration of the San Francisco Police Department to perpetuate and institute programs and policies which endanger the lives of the citizens of this city and the police officers who are attempting to protect those citizens.

The administration, under Gain, has abdicated their leadership to civilian management analysts and other hacks who have no conception of what police work is or how the command structure should operate.

It is the intention of the administration to replace sworn patrolmen and supervisors in critical security and vital police bureaus and units within the department.

The administration is moving swiftly with the civil service staff to implement their program and to hire indiscriminately even in the face of legislation demanding close scrutiny of hiring practices. They are moving prematurely and in defiance of a legitimate management audit now being conducted by the Board of Supervisors budget analysts. These practices continue even though this audit is being conducted to ascertain whether police officers should in fact be replaced.

The present administration civilianization policy has given us a communications bureau which places the lives of line officers in mortal danger. The untrained quality of the personnel and the lack of sworn police supervisors fails to serve the public in a manner that reflects upon safe and instant service by this police department.

The present administration of this police department has given us a criminal record division that is accessible to felons and their informants.

The administration has given us a self-perpetuating group of civilian managers whose only priority is to perpetuate themselves in positions that will inhabit the ability of sworn officers to function under untrained and inexperienced civilian personnel.

The administration is presently falsifying descriptions of the classification of each civilian replacement. The administration is submitting classifications of each job as it is proposed, not a description of the job as it exists. This is being done because any accurate job description would show that the civilian hired would be supervising police officers or would have to have the enforcement powers of a sworn police officer. They further have hidden the fact that management assistants will assign, supervise, review and rate the work of police officers.

This administration has been so influenced by the civilianization concept that this department ranks No. 2 in the nation in the amount of civilians vs. sworn police officers employed. With the projected hiring of 105 civilians, we shall be No. 1 in the nation at the end of this year.

(Continued Back Page)

NAACP Sued by SFPOA

The San Francisco Police Officers' Association is filing a \$50 million complaint for damages for slander against the National Association for the Advancement of Colored People and the Bayview-Hunters Point Foundation for untruths spoken against the Police Officers' Association.

This legal action is being taken in response to charges leveled on November 6, 1978 by representatives for both NAACP and the Bayview-Hunters Point Foundation. Both the NAACP and the Bayview-Hunters Point Foundation have charged that "the San Francisco Police have engaged in systematic, sadistic and criminal assaults on black citizens in the City". They have further charged that Chief Gain has done nothing because he has "struck a compromise with the Police Officers' Association to protect his men".

The San Francisco Police Officers' Association contends that these charges leveled are totally erroneous and have no foundation in fact, and therefore is taking the only appropriate action which is the filing of this lawsuit. The San Francisco Police Officers' Association feels that to let these charges go unanswered would be an injustice to the members of the association.

The statements infer that the Police Officers' Association has engaged in a criminal conspiracy with the police chief. This charge does disservice to every cop who has ever worn a San Francisco Police Department uniform. These untruths cannot go unanswered. We will demonstrate this through the court system.

President Jerry Crowley made these additional comments during the interview. "We always sit back and accept the headlines that cops are brutal and sadistic. We don't need that. This is an on-going tactic of groups which attack us. We have filed this suit because cops are not brutal and sadistic. Secondly, we are currently in Federal Court, and this type of publicity damages our credibility. The timing of the charges is such that it places a strong public opinion against police officers. They keep using the media to malign police officers."

A MINORITY OF ONE

by John A. Sterling
Property Management

The current suit by Gnaizda, et al and the POA against the County of San Francisco and its Police Department, is reaching the stage of hysteria. I too can be accused of contributing to that hysteria with this letter. Both plaintiffs are courting minority officers to join their camp, persuading them that they are the minority officers' righteous representative. I'm sooooo . . . confused.

According to Gnaizada, I'm an apostate if I don't choose him after all he has done for us. He reminds me of those who argue that if, as a (Continued Back Page)

FEDERAL TRIAL FINALLY BEGINS

by Paul Chignell

The lawsuit by Public Advocates alleging racial discrimination in the San Francisco Police Department and in civil service testing finally commenced last week.

The suit was filed in 1973 with a quota settlement rejected by the Board of Supervisors in 1978.

The POA has been instrumental in bringing the lawsuit to trial. We have won in the political and legal arena thus far, keeping racial quotas out of our civil service system.

Opening statements were made by Lois Salisbury of Public Advocates, Oliver Jones of the NAACP, Gerald George for the Justice Department, Michael Killelea for the city, Jerome DeFilippo for Chief Gain with POA attorneys Solomon and Saltsman reserving their opening statements.

Salisbury began with an attack on Chief Gain for not doing anything to eliminate the alleged perverse racism within the department.

Mr. Jones reiterated that theme with a discourse on the treatment of blacks in a historical setting. Gerald George of the United States of American through the Justice Department deplored the lack of minorities and the City's inability to make changes.

Deputy City Attorney Killelea stated that each and every allegation of discrimination would be disproved and that the City has not committed any pattern of intentional discrimination.

Chief Gain's attorney, DeFilippo, lashed into the plaintiffs stating that they will show themselves to be perjurers and incompetents. The most strident attack was on Sheriff Eugene Brown and Inspector Rodney Williams. De Filippo accused Brown of brutality and Williams of incompetency.

The POA will be involved in every aspect of this case by examining all witnesses and disproving any racial discrimination on the part of the POA.

We also have a cross-complaint against the City if the current assistant inspectors and/or Sergeants examinations are proved discriminatory and/or non-job related. The POA also represents the Latinos, women, Asians and "others" in this case.

We have been instrumental in bringing this case to trial — we will ultimately be successful.

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WIDOWS & ORPHANS

The October meeting was called to order by Pres. Andrew Quaglia, Wednesday October 18, 1978 at 2:10 p.m. in the Traffic Bureau Assembly Room, Hall of Justice.

All officers were present. Trustees Jordan and Parenti excused. All other Trustees were present.

Treasurer Barney Becker reported that delinquency notices had been sent to 66 members with the information that if the money was not received by November 8, 1978, that they would be dropped from the rolls by the President, pursuant to the Constitution and By-Laws.

The Treasurer also reported that for the 3rd month this year, there were no deaths to report. President Quaglia congratulated the membership and hope that this could continue for the balance of the year.

The usual bills were reported to the membership and approved after motion by Sturken and 2nd by Kurpinsky. A copy of the October 6, 1978 meeting with the Hibernia Bank was presented and approved by the Trustees.

Members from the Hibernia Bank were present (Ms. Minuth and Mr. Place) to explain the sale and purchases approved by the Trustees at the October 6th meeting. Loss on sales was \$1,000.00 less than expected, due to the increase in the stock market. Purchase of Government Bonds through the bank will be looked into upon the return of Mr. Feehan who handles this part of our investment program. Recommendations will be forwarded to the Trustees to be acted upon by them.

The bank also recommended that the interest at the S.F. Police Credit Union be deposited in our savings account at the bank because this amount was over the insured value of the account.

Under New Business, the membership was advised that at the November meeting there would be nomination of officers for the following: President, Vice President. For Trustees there will be three who must run — George Jeffery, Frank Jordan and William Parenti. There being no further business to come before the membership, the meeting was adjourned at 3:00 p.m. in memory of our past departed Brothers.

Faternally,
Bob McKee, Secretary

* * *

Several members have been heard from regarding their dues payments. They were notified as being in arrears but all had receipts or cancelled checks to show that they had paid. The reason for this was that these members had paid before receiving the payment slip from the Hibernia Bank and hence their account had not been credited. We are asking all members to please hold their payments until receiving the payment slip from the bank. These notices will be sent out the first part of January 1979 and no one is ever delinquent until a period of three months has passed. The payment notices have your account number and the return envelope will go directly to the Trust Department so that your account will be credited. The reason for waiting until January for mailing notices is so they will not be lost in the Christmas mail rush. **Once again — If you have moved within the past 6 months and have not notified this Association, do so as soon as possible.** (Bob McKee, 147 Moffitt St., S.F. CA 94131, phone 587-4570 or Barney Becker, 3 Valencia Ct., Novato, CA 94947, phone 897-3727)

Bob McKee, Secretary

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SAN FRANCISCO

Fellowship of Christian Peace Officers

October 17, 1978 Meeting

Our meeting started at 7:30 p.m. and Eddie Erdalatz gave our opening prayer. He had music ministered by Shalom, a group from the Concord Christian Center. Jim Higgins shared about our recent visit to San Quentin Prison where we had a prayer meeting with Christian convicts. It was a good experience, sharing and talking to these men. We plan to return in the future and continue a Christian Fellowship with the men upon their release.

Our speaker was Bob Arrowsmith, a former Catholic Jesuit trained Theologian holding three masters degrees, in Theology, Philosophy and Architecture. Bob talked about our walk with God, quoting first Peter, Chapter Three, Verse Six.

He talked about our personal struggles and difficulties that we all have and how difficult it is at times to do what is right without fear, our struggling with the fact that we want to do right. He said no matter where we are at during certain times of our life, the good and the bad times, God has put you there for a reason. He is right in the middle of it.

He said the most important thing to remember is that God gave us His only Son, Jesus. He let Him die on the cross for our sins.

Our next meeting will be November 21, 1978, at 7:30 p.m., at the Bethel Lutheran Church, 2525 Alemany Blvd., San Francisco. Our speaker will be Pastor Stan Way, Church of the Highlands.

IN MEMORY OF JOHN PAUL I

Wait! Yes, that's His voice I hear!
Well, there's no delaying.
I must wish you all a last good bye.

Oh now now, please don't cry.
I'm going home! —
this you must try to understand.

Can't you see me flying higher and higher
way behind St. Peter's square,
'til the low, rolling clouds veil
my view from sight!

Why! I'm getting closer, closer still!
Good God! What radiant light!
will it blind my vision while
still in flight!

— Thomas Warren Powers

JACK-O-LANTERN AT CENTRAL STATION

The members of Central Station wish to thank Dina, Joe and Mingo Tonco of North Beach for their masterly created pumpkin which was proudly displayed at Co. A's front window during the past Halloween week.

The Tonco's have presented our station with a new and different pumpkin each Halloween for the past several years. This year's face consisted of a large zucchini nose, eyes made of lemons and olives, ears of peppers and hair styled from lettuce leaves; all of which were picked from Mingo Tonco's own vegetable garden and carefully sculptured and mounted on to a large pumpkin by Joe Tonco, under his wife Dina's supervision to form this year's masterpiece.

We again wish to thank the Tonco's for their time and consideration and a job well done.

Your friends from Central Station

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CECCATO INSURANCE
4730 Mission St. San Francisco, CA 94112
(415) 586-5656

POLICE POST #456 NEWS

Sometimes mistakes are made and the officers of Police Post #456 are the first ones to admit it.

I refer to the poor attendance at our last couple of meetings. We assumed that easy on and off access to the freeway would be an incentive but such has not been the case. We'll have more on this later.

Harry Beare and Ed Rose, two of our stalwart members, can be seen tooling around town in their plumbing truck. As they say in the vernacular, they're "laying a lot of pipe".

Before this column goes to press, Bob Good, our Sgt. at Arms, and his lovely wife, Margaret, will have completed a tour of the Greek Isles. They should have some interesting stories to tell about their trip.

Where are those pictures Mark Hurley promised us for one of our meetings? They should furnish a lot of laughs. Do you remember, Mark?

Keep in touch with your comrades by attending the Post meetings. Liquid and solid refreshments for all.

That's all for now.

* * *

HELP WANTED: S. F. Police Post 456 Federal Credit Union. Full time employment. Retired police officer preferred. If interested, call 431-2877 between 9 a.m. and 4 p.m., Monday through Friday



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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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President's Corner

BY JERRY CROWLEY



The broad based support for AFL-CIO affiliation was evident by the margin of victory in each station and unit of the police department.

The normally low voter turnout was a disappointment but the sampling showed overwhelmingly the feelings of the membership.

The other ballot propositions also won handily and the new position of Vice President will be an additional office to be filled in the January elections.

ELECTION RESULTS

Listed below are the results of the Special Election held October 30-November 3, 1978

UNIT	AFL-CIO		ARTICLE III SEC. 1 MEMBERSHIP		ARTICLE IV SEC. 1 & 3 VICE-PRES		ARTICLE II SEC. 8 INS. COMM.	
	YES	NO	YES	NO	YES	NO	YES	NO
CO. A	49	8	55	1	52	5	52	5
CO. B	34	5	37	2	36	3	39	0
CO. C	40	11	50	3	45	6	46	4
CO. D	40	3	45	9	48	6	48	5
CO. E	61	11	75	8	68	14	72	11
CO. F	37	10	47	1	46	2	45	3
CO. G	29	4	32	1	29	4	30	3
CO. H	31	6	35	2	32	5	33	4
CO. I	19	7	23	2	26	4	23	2
CO. K	35	17	46	4	46	4	49	1
CSTF	25	7	32	0	30	1	28	3
HQ.	31	17	45	3	41	7	42	6
INSP.	44	16	55	3	51	8	56	3
TOTALS	475	133	577	39	550	69	563	50

RAFFLE WINNERS

The raffle to help out Officer Bill Taylor was completed just last week. Winner of the 19" GE color television is retired police officer Ed Huegle and David Arialai won a case of liquor. Congratulations and many thanks to all who bought tickets for a worthy cause. Bill Taylor expresses his own thanks below:

"The raffle is finally over and I am grateful to all those people and organizations who contributed and/or purchased tickets. My special thanks to brother officer, Stan Buscovich of the Southern Station who was my partner on the night of the arrest which backfired. Stan came through with \$100."

"Contributing police departments include Pacifica PD, Gilroy PD, Daly City PD, Hillsborough PD and of course, members of the San Francisco PD. Individuals

who helped in a big way were Reverend Buhler of the Vista Mar Baptist Church in Pacifica, Officer A. S. Dunning of the Huntington PD, Mr. William S. Schroll of San Francisco and Carle and Son Printers of San Francisco."

"The raffle raised just over \$1,600 plus another \$1,500 in contributions. Unfortunately, I still need another \$7,000 to satisfy the judgment. HELP! 406!!! (Officer needs immediate assistance.)"

"One judge signs a warrant of arrest, and another judge rules against the police officer who served the warrant. How is a police officer to know? Anyway, your help is certainly appreciated, and I want you to know it."

Officer William Taylor
S.F.P.D.

PETITION

REQUESTING

AMENDMENT OF THE RULES OF THE S.F. POLICE DEPT.

by Ted Schlink III

Pursuant to section 2.17 of the Rules and Procedures, Police Department, the members signing this Petition request that rule 2.38 (Personal Grooming) be amended as follows:

(()) double parentheses indicates deletion
Bold indicates addition

2.38 Personal Grooming:

Male members shall be clean shaven with hair and sideburns neatly trimmed when reporting for duty, except that mustaches shall not extend more than one-quarter (1/4) inch beyond the corners of the mouth nor shall they extend below a line horizontal with the corners of the mouth more than one-quarter (1/4) inch. Sideburns shall not extend below the bottom of the earlobe and shall end with a clean shaven horizontal line. Hair shall be neat, clean, trimmed and present a groomed appearance; hair shall not touch the collar except for the closely cut hair at the back of the neck. The neck hair may be blocked or tapered. Side hair shall be trimmed so as to conform to the contour of the head. Moderate "Afro" type haircuts are permitted if they qualify within the limits described above. Beards, goatees ((or)) and other facial hair ((not specifically provided for above shall not be permitted)) are permitted and shall be neat, clean, trimmed and present a groomed appearance.

The members signing this Petition request that Chief of Police Charles Gain approve this Petition and then submit it to the Honorable Police Commission for final action. If and when required, a full and complete justification for this proposed rule change will be given.

SWORN MEMBERS

Signature _____

Print Name _____

STAR NUMBER _____

If you have not as yet signed this petition, please sign here where indicated above and forward this article to Ted Schlink III at the CSTF-SCU or at the POA offices. Thank you.

POLICE ARBITRATOR TO BE NAMED IN SPOKANE

by Jack Roberts
 Reprinted The Spokesman-Review

Presiding Judge Donald N. Olson of Spokane County Superior Court is scheduled to appoint an arbitrator in the 1979-80 contract dispute between the City of Spokane and the 229-member Police Guild, both hopelessly deadlocked over wage issues.

The state Public Employment Relations Commission, Olympia, has appointed Michael C. McClintock, a professor at Gonzaga University, as the Police Guild's representative.

Appointed to represent the city was Richard L. Campbell, who has served the city in past arbitration proceedings involving police.

The binding arbitration process, as set forth in state law, must begin within five days after the two sides agree on a neutral arbitrator. The law provides 20 days for hearings. The arbitrator has 15 days after hearings end to make a decision.

Disagreement over 1979-80 wages are at the heart of the dispute, although other issues are involved.

The city offered police an 8.5 percent wage-fringe increase for 1979, which is the package accepted by the city's firefighters, non-uniform and professional employees. This includes a 7 percent across-the-board pay boost for 1979, plus 1.5 percent in fringe benefits, including a city-paid family dental plan. For 1980, the city offered a wage increase equivalent to 75 percent of the increase in the cost of living, based on the Urban U.S. Index from August of 1978 through 1979. Added to this would be a 2 percent boost in fringe benefits.

The guild, on the other hand, proposed a 10.94 percent wage increase for 1979. This was argued during the mediation process. It contended Spokane police salaries average \$1,286 a month, or 15.44 percent below the average of comparison cities Anaheim, Santa Ana, Fresno, Riverside and Tacoma.

Moreover, the guild contends Spokane has experienced a 9.2 percent inflation rate during the period February, 1977, to February, 1978.

STOCKHOLM POLICE CHOIR



Pictured above are members of the Stockholm Police Choir in concert at the Rotunda of City Hall on November 6th. The Choir, presently touring the United States on a goodwill mission, is being co-sponsored by the Swedish Council General. Singing before a crowd of over 300, the Choir performed for 45 minutes. Refreshments were served by the P.O.A. and the crowd, including classes from the John Swett School were thrilled by their performance. An additional concert was given that evening at the Ebenezer Lutheran Church on Portola Drive. The P.O.A. wishes the group much success in their travels.

The city counters this argument by contending Washington has no state income tax, which provides Spokane police officers with more take-home pay by \$37 to \$45 a month than California officers. Spokane has longevity pay resulting in an average of \$46.52 more pay per month for guild members. California cities have no longevity pay. The city also contends Spokane's holiday pay for its police officers is worth an average of \$30.12 a month, or \$16.35 a month

higher than other cities in the comparison bracket.

Gary L. Axon, neutral chairman of the Factfinding Panel, recommended acceptance of the city's offer, contending it is in line with comparison cities.

Rejected Offer

The guild then rejected the city's 8.5 percent offer and decided the dispute should be settled through binding arbitration. The city shortly thereafter withdrew its offer, with the result that both sides will start from ground zero.

AROUND THE DEPARTMENT

by Al Casciato

... Did you notice the mud slinging at the police officers this past month by S.F. Sheriff Brown? Well, when the sheriffs' guns were stolen out of City Hall, he blamed police officers for the lack of security and poor job performance. He knows full well that police officers do not guard City Hall and that security is provided by civilian guards who do not have the authority, training or equipment to do an adequate job...

... The bulletin announcing the openings in the Internal Affairs left out one crucial item. The working shift in Internal Affairs is the 10 hour day. Could this omission have been planned because, if announced, it would have stirred up those members of the patrol force who have been seeking to work the 10 hour day...

... With the onset of the holiday season, the number of employment requests for off-duty officers has increased. If you are interested in any employment, drop by the P.O.A. office and look at the secondary employment board...

... The vehicle shortage in the department is becoming quite acute. It seems that more and more officers are spending most of their working time looking for a vehicle or waiting for their vehicle to be repaired. Something is going to have to be done and I know that the department has been trying their best. So, it's going to be incumbent on the Board of Supervisors and Mayor to acknowledge the problem, solve it and give the citizenry police service...

... Leo Callagy in the Inspectors Bureau is driving a new VW Rabbit. He claims that the car is getting in the neighborhood of 50 miles per gallon. Can this be so? A magic car maybe? If so, we should all go out and buy VW Rabbits. If the outstanding mileage keeps up I'll report it to you next month...

... Since the National Lampon brought out that movie, Animal House, the cries of food fight and toga party have abounded. But who has ever really been involved in a food fight or attended a toga party? In searching high and low, it was discovered that Al Bierman did attend a toga party once at a Berkeley fraternity. No big thing. Just a bunch of crazy people in togas but it does give some validity to the movie's story line...

... Have you noticed that the DA's office has assumed a very low profile? Well, with an election year coming up, you can bet that they will be seeking only the very best of publicity. But many officers are praying that a capable candidate for District Attorney will emerge from the ranks of the community and unseat the incumbent, remove the present administration of that office and retain the capable deputies...

... Officer Hank Hunter (SCU) has been appointed the manager for the San Francisco weightlifting team which will be in competition to represent the United States at the 1980 Olympics in Moscow. Congratulations, Hank, we'll all be rooting for you and your team. Also, Hank will be hosting a crab cioppino feed at the P.O.A. Hall (November 18, Saturday, 1900 hours, \$5.00 a head) to raise funds for the team. Come by. I'm sure it will be a fun evening...

... The Baby Boom continued this past month with 3 new additions. Brian and Paula Rabbitt (Co. F) welcomed Patrick Joseph, 7 lb. 3 oz., while Dave and Nancy Zanardi (Co. D) added Steven Davis, 9 lb. 13 oz. to the household. Meanwhile, the Strong's, Tom and Mary (Co. D), welcomed 'lil Cathleen, 8 lb. 14 oz. as the new queen of the house. Congratulations to all...

IRS CHALLENGES RETIREMENT DISABILITY STATUS

by Mike Hebel

The Western Division of the Internal Revenue Service has begun a systematic review of the tax exempt status of industrial disability retirement allowances received by San Francisco police officers and firefighters. The IRS has stated that it now possesses the names of all police officers/firefighters now receiving industrial disability retirements. The IRS has challenged and has refused to accept the full tax exempt status of some industrial disability retirements.

is fully excludable from gross income in the case of the fireman who received an industrial disability retirement prior to being eligible for a service pension. It concluded that if the fireman received the industrial disability retirement when he was then eligible for a service retirement, compensation received is excludable from gross income only to the extent that the potential service pension does not exceed the specified industrial disability retirement.

Nature of Workers' Compensation

Since the 1947 case of Frye v. United States (72 F.Supp. 405), it has been the law that monies received by members of police or fire departments, who were retired for disability, being in the nature of compensation for personal injuries under a workers' compensation act, are not subject to federal income tax.

Clearly, then, the only industrial disability retirements which are presently subject to some limited taxation according to the Western Division of the IRS are those which were granted to police officers/firefighters when they were then eligible for a service pension (age 50 plus 25 years service). The position of the Western Division is presently being challenged and disputed by this writer.

This principle has been embodied in section 104(a)(1) of the Internal Revenue Code of 1954. This section states that monies received from Workers' Compensation statutes are exempt from federal taxation in that they are compensation for job related injuries and illnesses. The regulations interpreting this section also exclude from taxation amounts which are received by an employee under a statute "in the nature" of a workers' compensation act which provide compensation to employees for personal injuries or sickness incurred in the course of employment. The sections of the City Charter which provide for industrial disability retirement have long been considered to be "in the nature" of a workers' compensation act.

If the police officer/firefighter received an industrial disability retirement when not eligible for a service pension, then all compensation received is not subject to federal taxation.

Example

This Revenue Ruling can be best explained by focusing on a potential situation. If the police officer/firefighter applied for an industrial disability retirement when age 56 and having served 30 years, the following occurs. This individual is eligible for a service retirement allowance at 75% of final compensation. If he is granted the disability retirement, according to the Charter, the retirement allowance is set at 75% (since eligible for service retirement, then disability retirement is set at same level regardless of the severity of the injury; it is dependent upon length of service). Since the Charter provides for a 50% minimum for industrial disability retirements, the IRS in this situation states: the difference between 50% of final compensation and 75% of final compensation is subject to taxation. Part of the monies received are taxable; part are excludable from taxation.

Section 104(a)(1) also excludes from taxation compensation which is paid to survivors of an employee killed in the line of duty.

A sentence in the regulations stating that a "retirement pension is taxable to the extent that it is determined by reference to the employee's age or length of service" is now receiving attention of the IRS when they view police/fire disability retirements.

1972 Revenue Ruling

In 1972 the IRS was asked whether, under various circumstances, amounts received by disabled firemen in the City of New Orleans may be excluded from gross income under the provisions of section 104 of the Internal Revenue Code. The IRS's answer separated disability retirees into two categories: those firemen who were not eligible for a service retirement and those firemen who were eligible for a service retirement.

A Complex Area

The foregoing discussion shows how complex this area has become. Police officers/firefighters presently receiving industrial disability retirement allowances can expect that their tax returns are being or will be examined by the Internal Revenue Service.

The ruling (72-44) concluded that the compensation

The position of the Western Division of the IRS is presently being challenged in the Service's appellate process. When a decision is reached, it will be reported in this publication.

ADULT COURSES

The Matinee College at City College of San Francisco, featuring courses for the mature adult, will begin its Spring semester on February 6, 1979. Exciting courses in literature, art, foreign languages, psychology, music, science and more are offered tuition free to San Francisco residents. The only cost to resident students of California is for books and supplies. Classes are offered from 2 to 5 p.m. on a Monday, Wednesday, Friday or Tuesday, Thursday basis.

To receive an application and class schedule for the Matinee College, call 239-3648. Completed applications must be returned to Batmale Hall, LB4, by 4 p.m. on the January 19, 1979 deadline.

This spring there will be a change in the registration procedure: students must register in person at the College on February 5 between 2 and 4:30 p.m. in the Science Building, Room 108. Enrollment cards will not be mailed out as in previous semesters.

There is good public transportation to City College, located at Ocean and Phelan Avenues (bus, BART, and streetcar) with some parking available between 2 and 5 p.m.

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PROFESSIONAL DENTAL SERVICES

by Gale W. Wright
Chairman, Insurance Committee

The typical question I get is, "What's new with the dental plan?" The answer is that the new plan, Professional Dental Services, became effective on October 1st for retired members and on October the 11th for active members, who got their enrollment cards in on time.

A dental plan is a really good benefit. However, if you are waiting for the City to present you with one, forget it. On the other hand, you can join the Professional Dental Services plan right away and get to the dentist and protect your teeth.

Professional Dental Services is a referral plan which has over 35 dentists and/or specialists to service members of the San Francisco Police Department, as well as all City employees.

PDS is not California Dental Service (everybody has to belong), and PDS is not an indemnified plan (claim forms, deductibles, and pre-authorization). PDS is licensed by the State of California to provide a referral service to participating groups with their contracted dentists.

PDS is an excellent dental plan for people who want good dental service at reduced costs. If you don't wish to switch dentists, this is not the plan for you, unless your dentist is on the panel. If you anticipate high dental costs for work you already know you need, PDS can help cut those costs for you. If you want the family to have regular checkups and be on top of a dental problem before it becomes aggravated, then PDS is for you.

If you live out of San Francisco, that's no problem, as PDS has dentist/specialists throughout the Bay Area. The membership fee is low and the dental brochure will tell you just what any cost will be for other than teeth cleaning and x-rays, for which there is no charge.

There will be a mail out of information and brochures to all active and retired members the last week of November. We do have PDS dental brochures at the SFPOA office at 510 - 7th Street and we are open 9 a.m. to 4 p.m. Monday through Friday, if you wish to drop by and look over the brochure and the list of dentists before the mail out.

REFUNDS

Some former PDHF members have not yet informed us as to whether or not they wish to join the PDS plan, and we are continuing to receive monies via payroll deduction for the old dental plan. If you have forgotten to notify us, remember, we require a written notification from you so it can be filed for any future reference. You can do this by either completing the enrollment card sent to you, or drop into the SFPOA office and complete the choice there.

If you have a refund due, and join the PDS plan, some of the refund monies will be applied to the new PDS rate and you will still get a refund of the excess. If you choose not to join PDS, upon notification we will have the deduction stopped and when we receive those monies, a refund will be made to you.

PRICES FOR THE PDS PLAN

	Annual	Per Pay Period 26 per year
Single	\$49.	\$1.89
Couple	\$71.	2.73
Family	\$99.	3.81

OPTOMETRY

Another benefit of the PDS plan is Optometry. The fee schedule is printed in the same brochure so you can look that over too. Again, there is a list of optometrists for you to consult, and you will be able to save some money with this included benefit.



COST COMPARISON CHART

DENTIST CHARGES "U.C.R."

INDIVIDUAL	Teeth Cleaning	3 Crowns @ \$185	3 Fillings @ \$18	(3) Tri Root Canal
OPEN	20.00	555.00	54.00	310.00
ENROLLMENT				
TOTAL				\$965.00

These figures taken from a random survey in Southern Ca.

THE FOLLOWING IS BASED ON 1 FULL YEAR OF ELIGIBILITY - HUSBAND, WIFE, 2 CHILDREN

AVERAGE WORK	PDS	Safeguard	Denticare	Prudential	Fin. Assur.	Blue Cross
X-rays & Exam	-0-	-0-	-0-	\$ 6	-0-	-0-
Teeth Cleaning	-0-	-0-	-0-	10	\$ 10.40	-0-
3 Crowns	\$360	\$345	\$345	360	303.00	\$240.00
3 Fillings	20	21	21	39	37.20	-0-
(3) Tri Root Canal	120	144	145	235	198.00	180.00
Patient Pays	\$500	\$510	\$511	\$650	\$548.60	\$420.00
Add Deductible	-0-	-0-	-0-	100	100.00	?
Add Premium	86	90	96	168	246.00	299.40***
Total (Out of Pocket)	\$586	\$600	\$607	\$918	\$894.60	\$719.40
SAVINGS	379	365	358	47	70.40	245.60
Patient Pays (%)	60.7%	62.2%	62.9%	95.1%	92.7%	74.6%

* Group (Employer) Paid Only/Sold as an 80%/20% Plan
** Individual Enrollment/Sold as an 80%/20% Plan with 6 month waiting period
*** Includes \$15 Annual Membership Dues

This Cost Comparison does not take into consideration:

- 1) Waiting Periods
- 2) Pre-existing Conditions that are Excluded



BENEFIT COMPARISON CHART

BENEFITS	P.D.S.	Safeguard	Denticare	Prudential	Financial Assur.	Blue Cross
Knox Keene License	YES	trans. lic.	trans. lic.	N/A	N/A	trans. lic.
Optometry	"	NO	NO	NO	NO	NO
Orthodontia	"	YES	"	"	"	"
Complete Oral Surgery	"	NO	"	YES	"	"
Affordable Cost	"	YES	YES	?	?	?
Provider Offices	430	approx/130	approx/160	ALL	ALL	31 Southern Ca.
Waives Waiting Period	YES	YES	YES	NO	NO	YES
Deletes Pre-authorization	"	"	"	"	"	"
Waives Claim Forms	"	"	"	"	"	"
Waives Deductibles	"	"	"	"	"	"
Guaranteed Issue	"	"	"	"	?	"
Pre-existing Conditions Covered	"	"	"	"	NO	"
Private Practice Doctors	"	?	?	YES	YES	?
Understandable Policy	"	YES	YES	?	?	YES
Waives Maximum Allowance	"	"	"	NO	NO	"
Coverage is Portable	"	"	"	"	YES	"
Charges to patient known in advance	"	"	"	?	?	"
Simple Administration	"	"	"	?	?	"
Optional Employer or Employee Paid	"	"	"	NO	YES	"
Toll Free Number	"	NO	"	"	NO	NO
Emergency 24 Hour Availability	"	YES	"	YES	YES	YES
TOTALS - POSITIVE	20	15	15	3	4	13

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SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

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**SEND TO: THE SAN FRANCISCO POLICEMAN
510-7th Street - San Francisco, CA 94103**

Program Announced for

7th & 8th Graders

To help combat the increase in teenage alcohol-related car accidents, the Automobile Club of Southern California and the California State Automobile Association are offering an innovative junior high school curriculum on the risks and influences of alcohol. The five-element course, produced by the American Automobile Association, acquaints seventh and eighth graders with the effects of alcohol, especially as related to the drinking and driving problem.

An advance copy of the AAA-sponsored, mini-course was presented to State Superintendent of Schools, Wilson Riles' in his Sacramento office. Neal Garrison, president of the California State Automobile Association, and Harry V. Cheshire, Jr., president of the Automobile Club of Southern California, the two California AAA affiliates, made the presentation.

All junior high schools throughout the state of California will receive a gratis set of the course materials from the two auto clubs. Studies show that problem drinking has reached the junior high level and that alcohol consumption is more than a mere chance among early teens. One survey of those under 18 found (1) that 19 percent drink once a week; (2) twenty-six percent, twice a week or more; (3) thirty-nine percent consume one to three drinks at a time; (4) twenty-nine percent, four to eight; and (5) fourteen percent, nine or more. Studies also reveal that more than half of the seventh graders drink at least once a year and 10 percent drink once a week. The survey also showed that between the ages of 13 and 14, many youngsters

make their decision to drink. However, problem drinking as been discovered among those as young as 9 years of age.

"The AL-CO-HOL for junior high school awareness program addresses itself directly to the drinking and driving situations that seventh and eighth graders might experience and the consequences of their decisions with regard to alcohol consumption," Cheshire told Riles during the presentation. Goals and objectives of the 45-minute lessons of the program include: (1) Demonstrating knowledge of the nature and influence of beverage alcohol and its effect on driving; (2) Recognizing attitude and behavior influence of alcohol advertisements; (3) Understanding that outside pressures influence their attitudes toward drinking; and (4) Stating their intentions to act in a reasonable manner in relation to alcohol.

The junior high curriculum, which emphasizes participatory teaching techniques' was developed for the American Automobile Association by Dr. James L. Malfetti, director of the Safety Research and Education Project at Teachers College, Columbia University. He was assisted by a grant from the AAA Foundation for Traffic Safety. The mini-course was field tested last year by Glendale and Sacramento students and by pupils in six eastern states.

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!

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Monday-Friday, 9 a.m. - 4 p.m.

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LETTERS

Needed Help

Brother Officers and Good Friends,

In June I suffered a severe head injury. The head injury, along with my drinking, brought me to a serious mental and physical condition.

Brother officers and friends helped me receive the medical care I so desperately needed. I am now a recovering alcoholic and gaining my health back.

There is no question in my mind that if it were not for the help of my brother officers and friends, I would not be here today. The mere thank you on my part seems to inadequate.

God bless all of you and your families and a special thanks to the Mary's Help Hospital Alcoholic Care Unit.

Officer Al Squair

FOR SALE

Bearcat 210, Five band FM scanning receiver. \$200.00. 431-9026

Disgruntled

There should be no psychologists and psychiatrists in the police department. The police department is not a medical department:

The head of Civil Service should be elected by voters. The voters could then re-elect or vote the head out of office. The taxpayers rights must be considered.

The police chief and the fire chief should be elected by the voters. The Sheriff is elected.

The United States of America is a government, its laws are made by the people. It is not a government with all elected by voters, attorneys. It is not a government solely of attorneys, and must not be so.

Mrs. Helen A. Malasig
San Francisco

Gay Officers

Congratulations on your new program to recruit

new police people from the gay community. Not since Sheriff Hongisto's similar efforts several years back have gays been able to make such rapid gains in the area of law enforcement employment.

By setting up a similar affirmative hiring and upward mobility program for active criminals, your force will become even more reflective of the community's various elements.

Willmot White

Sir:

Your article in the October San Francisco Policeman was a fair statement on a controversial issue — gay cops.

I would like to take this opportunity to correct several statements in your article concerning the San Francisco Sheriff's Department.

The recruitment program of the SFSF for gays, headed by Les Morgan, and supervised by Sheriff Hongisto, did not encourage new gay deputies

not to join the Deputy Sheriff's Department. All, in fact, have. The DSA has in leadership and membership taken positive steps to include all deputies into it's ranks.

Only one gay deputy, of the roughly 15 hired since the adoption of the current list has resigned. The rest are successfully doing their jobs.

Thank you for this opportunity for communication, and to relate the facts concerning this issue.

Sincerely yours,

John S. Abney
S. F. Sheriff's Dept.

POLICE PATCHES

Will exchange patches (police) for other departments' patches.

Peter Ettling
International Police Association
D-85 Nurnberg
Ingolstadter Str. 245
Germany

WHAT IS THE "DEFERRED COMPENSATION PLAN"??

by William F. Kidd

Member, S.F. Retirement Board

You will, or have already seen brochures, pamphlets, and bulletins on something called the "DEFERRED COMPENSATION PLAN."

WHAT IS IT? It's a legitimate, IRS-approved method to allow San Francisco City employees to do two things:

(1) Postpone the payment of Federal and State TAXES on some of TODAY'S income until a later time, presumably when you are retired and likely to be in a lower tax bracket.

(2) It enables the City employee to invest that portion which has been deferred, in a program that provides a very competitive return on the investment.

HOW DID THIS COME ABOUT? Many people in the private sector have been able to participate in such programs for some time, but public employee participation has been delayed, due to a bureaucratic hangup in the Internal Revenue Service. Why the IRS? Well, don't forget, the concept deals with the delayed payment of taxes, so such plans automatically fall within the jurisdiction of IRS.

Meanwhile, the Board of Supervisors learned they could offer this to the City employee, and so authorized the City and County to participate in 1976. Please note that this "benefit" costs the City nothing. That just might explain why the Board so rapidly embraced it. Be that as it may, that does not detract from the advantages or value of the Deferred Compensation Plan. In fact, I would suggest that you not consider it a "benefit" — at least, not as in "fringe benefit", for it is not — but instead consider it a service, which the City is offering. And I contend it is a worthwhile service, that you should not overlook.

The Board of Supervisors passed on the responsibility for the selection of the administrator and coordinator of the DCP, and its implementation, to the Retirement Board. The Retirement Board then conducted many lengthy and thorough meetings to accomplish these tasks in the time since 1976, many of them before my time, and now, with recent Congressional approval of public employee participation, the information and enrollment process for the DCP has commenced.

SHOULD I PARTICIPATE? With the variety and diversity of incomes, family situations, personal goals, and financial status which exist among City employees, and even within the Police Department, this question can only be answered on an individual basis, with a view to at least all of the above factors, and one which only you can decide upon. I strongly advocate that each City employee take advantage of the opportunity to thoroughly examine this service and determine for themselves if it suits their needs. I believe that this type of vehicle provides unique tax advantages to the lower and middle income levels; a type of tax shelter that is ordinarily only available to those with very large sums of money on hand for investment. Thus, the working stiff can make use of some of the tax protections previously only available to the "big boys".

After examining the Deferred Compensation Plan, some City employees will find that it does not suit their needs. Many will, and will enroll immediately. Some of us will find the concept to be very appealing, but just not financially practical for us now. Wherever you fit in doesn't really matter. What does matter is that you do not pass up what may be an extremely beneficial financial alternative for you and your family.

Check it out. Information meetings will be held on November 14, 15 and 20, at the 6th Floor Auditorium, at the Hall of Justice. Meetings will commence at 0730, 1200, and 1600 hours. Individual consultations will be provided to all interested employees during the enrollment period following these meetings.

GROUP INSURANCE — The Positives and Negatives

by William E. Beaton, Vice President
Healy Insurance Agency, Inc.

The number one problem for Americans, according to a number of polls, is inflation. We are all extremely conscious of costs — food, housing, taxes, etc.

Insurance premiums may be a sizeable part of your monthly budget. The protection those premiums provide is an important

part of your overall family security. All too few of us can afford to self insure against fire, accident, sickness, disability, etc.

Group insurance can often help to provide you with proper protection at lower costs. Why lower costs? Well, an insurance company is a profit center. If it can make a profit on

its various books of business, all is well. When an insurance company issues a policy, there are cost factors involved. The agent who sells you a policy receives a commission. Lots of insurance company employees get involved — to set up billing, type and issue the policy, establish accounting and

claims handling systems, etc. All this costs money. About 60¢ of each premium dollar is set aside to pay claims. The remainder goes to pay taxes, overhead, commissions, profit.

Here's where group insurance can lower costs. Individual policies have to be individually billed. That's expensive. Group insurance has one billing via payroll deduction. That savings can be passed on to you. Commissions are usually lower in group than on individual lines. Another savings for you.

Where's the negative? Earlier we mentioned insurance companies are profit centers. If the claims experience on a group becomes unattractive, the insurance company may terminate the overall policy rather than lose money. Your broker then has to search for a new company. As an insured, you want protection without confusion. Changing carriers can cause confusion. But as long as your agent or broker continues to work in your behalf to provide proper protection at competitive rates, the confusion of periodic carrier changes should be less frustrating.

HEALY INSURANCE AGENCY, INC.



The odds are 2 to 1 you will be alive at age 65.

The odds are 12 to 1 you will be dependent at age 65.

FACT:

- About 73% in 1975 of all persons 65 or older made less than \$5,000.
- One of every seven couples with a husband 65 or older received less than \$4,000.
- About 23% of all persons 60 years or older live below or near the poverty level.

Source: H.E.W. Administration on Aging

Based on 100 average Americans starting out life at age 25, 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.

THEY DID NOT PLAN TO FAIL THEY FAILED TO PLAN

The Healy Insurance Agency can provide you a supplemental retirement plan. This program offers an insurance plan coupled with a flexible annuity that currently pays 7 1/4% return on your investment these are tax deferred dollars.

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RETIRED SFPD OFFICER
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MEDAL OF

The Awards Committee met in Room 551, Hall of Justice, on Friday, October 20, 1978 at 9:30 a.m. in regular session.

PRESENT:

Commissioner David J. Sanchez, Chairman
 Captain Robert C. Seghy, Commander of Traffic
 Captain Charles A. Schuler, Bureau of Investigations
 Captain Joseph M. Flynn, Crimes Specific Task Force
 Captain Cornelius P. Murphy
 Captain Stanley E. Cordes
 Captain George P. Jeffrey
 Captain Joseph T. Lordan
 Captain James A. Ryan
 Captain Edmund J. Cassidy
 Captain Donald L. Taylor
 Captain John A. Mahoney

Commissioner Sanchez presiding.

The applications of the following-named members of the Department were approved for Medal of Valor Awards:

GOLD MEDAL

LIEUTENANT MICHAEL A. BRUSH, SERGEANT RICHARD C. KAZARIAN, POLICE OFFICER ROBERT HOOPER, POSTUMOUSLY

For services rendered on Thursday, February 9, 1978, at approximately 1930 hours, Officer Hooper, while on motorcycle patrol near the beach, pursued a male suspect for wreckless driving and lost him. He subsequently located the vehicle at 1447-48th Avenue. Officer Hooper was then joined at this location by Lieutenant Brush and Sergeant Kazarian. Upon learning that the registered owner who lived in Apt. 1 at this address was dead, they observed a person peeking through the blinds of the apartment window. The officers went to the door which was partially opened by the suspect and who, upon questioning, identified himself as the alleged dead occupant of the apartment, was unable to produce identification to verify his claim. He was then told he was under arrest. Instantly, he slammed the door in the officer's face. They then forcibly opened the door and Sergeant Kazarian fell to his knees as he pulled down the drapes across the doorway. Simultaneously, the suspect opened fire with a .41 Magnum revolver. One bullet went over the Sergeant's head, another struck Officer Hooper, who was standing next to the Sergeant, in the face, and a third struck Lieutenant Brush in the right shoulder. The suspect then fled the apartment but was eventually captured a short time later at a home located at 1444-48th Avenue. Officer Hooper expired as a result of his wound from the .41 Magnum revolver. Lieutenant Brush has since returned to full duty from a through and through gunshot wound of his right shoulder, and the killer, who had a \$1000 failure to appear traffic warrant at the time of the incident was found insane and deemed incompetent for trial. He was sent to Atascadero State Hospital.

POLICE OFFICERS HENRY A. BAKAY, RICHARD J. CAIRNS, MICHAEL P. LAWSON AND JOSEPH L. VIGIL

For services rendered on Wednesday, December 14, 1977, at 0832 hours, when they responded to a "217" at 374 Fifth Street and learned that this was the scene of a fire and the "217" victim was a San Francisco Fireman shot by a suspect who might be heavily armed and in possession of a shotgun. Officers Bakay and Vigil forced entry into the suspects apartment which had been barricaded by a mattress. As the officers entered the smoke filled room, the suspect fired, narrowly missing them. They then backed out of the room and attempted to negotiate with the suspect to surrender. This was to no avail. Officers Lawson and Cairns, after tear gas had been fired into the premises, donned gas masks and entered. As they opened the kitchen door, the suspect, who was waiting in ambush for the officers, opened fire. The bullet struck Officer Cairns' rifle rendering it inoperative. Officer Cairns using his service revolver, and Officer Lawson using his shotgun, returned the fire. The officers then exited the room after which tear gas was projected into the kitchen and the Fire Department unit then played a high pressure hose on the interior of the apartment. After waiting for an hour, the officers re-entered the apartment. The suspect was

found lying face down in the kitchen with numerous gunshot wounds. He died enroute to MEH. The coroner subsequently ruled that the suspect died of a self-inflicted gunshot wound. Officer Cairns was also transported to MEH where he was treated for bullet fragments in his left hand and left leg.

NOTE: Lieutenant Arthur D. O'Keefe, Sergeant Edward L. Epting, Police Officers Michael W. Conway, David Roccaforte, Raymond A. Shaffer and James B. Hall, received Police Commission Commendations for their assistance in this case.

POLICE OFFICERS EDWARD L. EDNEY AND THOMAS P. WALSH

For services rendered on Friday, March 3, 1978, while on routine patrol in the 1400 block of Van Ness Avenue, were stopped by the Manager of Household Finance Company, located at 1446 Van Ness Avenue and informed that he had just been held up at gunpoint. The manager also informed them that the suspects were escaping in a vehicle from Austin Alley. The officers requested a Code 33 and gave chase. During the course of the hot pursuit the suspects were brandishing their weapons in a threatening manner. The suspects, after leading the two officers on a circuitous route, suddenly culminated their endeavor at the 1100 block of Gough Street. At this time the driver of the vehicle opened his door and using the vehicle and the back of the drivers seat as a shield, exposed his head and right arm, which contained a lethal weapon. The officers shouted to the suspects to surrender. The suspects refusing to accept the officers' demand, continued to aim their weapons in the officers direction. Officer Edney, armed with a department shotgun and faced with no alternative, fired off two rounds wounding one of the suspects. At this time both officers alighted from the radio car and took both suspects into custody.

LIEUTENANT RICHARD D. KLAPP, POLICE OFFICER FRANK A. PALMA

For services rendered on Thursday, March 9, 1978, at approximately 0820 hours, when they responded to a 221 suspect (man with a gun) on the campus at City College, and ascertained that the suspect, holding a female victim as hostage, had walked with her from the campus toward Monterey Boulevard. Upon locating the suspect and his victim in the doorway at 599 Monterey, they immediately began conversing with him assuring him that they were there to help him and see that no one was harmed. The officers negotiated with the suspect for several hours after which he released the female victim, however, the officers had begun their negotiations with him while they were unarmed and, in effect, became the suspect's hostages. The conversation with the suspect continued and it appeared as though the suspect would surrender. Instead, he raised his gun to his own head. Lieutenant Klapp and Officer Palma then immediately seized his arm and wrestled the gun from his grasp. He was then taken into custody.

NOTE: Sergeant Stephen B. Spelman, Sergeant Vernon E. Smith and Police Officers James K. Simon, Dennis Kamilatos, Leroy Henry and Robert J. Rodriguez received Police Commission Commendations for their assistance in this arrest.

SILVER MEDAL

POLICE OFFICER PETER H. GODBOIS

For services rendered on Tuesday, March 7, 1978, at approximately 0200 hours, when he received a call about a man with a gun in the area of 2100 Market Street and quickly responded to that location. Upon arrival, he immediately located the suspect and ordered him to stop. The suspect refused to stop and began running. The officer pursued him on foot and caught up to him at Noe Street. At this point, the suspect turned, reached into the waistband of his trousers, and drew an automatic pistol and pointed it in the direction of Officer Godbois. The officer, with his own service revolver in hand, ordered the suspect to drop his weapon. Two other officers arrived and were now in back of the suspect. The suspect having refused to drop his weapon, complicated the situation for Officer Godbois as the appearance of the back up officers to the rear of the suspect made an exchange of gun fire almost im-

possible. Officer Godbois then slowly approached the suspect until he was close enough to grab the suspect, forcing his head down, and after a struggle, disarmed him. The suspect was then handcuffed by the back up officers and taken into custody.

POLICE OFFICERS ALLEN J. BERNARDI AND RICHARD H. VAN WINKLE

For services rendered on Wednesday, November 30, 1977, during the nighttime, responded to 3131-26th Street, where shots were being fired and a possible attempted murder was being perpetrated. Upon arrival they were directed by a citizen witness to the fifth floor of the public housing complex. The officers then instituted a cautious search of the corridor and stairwell where they were suddenly confronted by suspect number 1 who fired two shots almost point blank at them narrowly missing. The suspect then fled. The officers then cautiously followed and ran into the second suspect who was armed with a sawed off rifle. The officers then opened fire on this suspect, wounding him but not immobilizing him. They then grabbed him disarmed him and took him into custody. The 1st suspect was subsequently captured by backup officers, who had taken up the search, having located him on the seventh floor of the housing complex hiding in one of the garbage closets.

NOTE: Sergeant Fernando F. Gamez, Police Officers James E. Ludlow, Thomas M. Heffernan, and Bruno G. Pezzulich received Bronze Medals of Valor for their part in this arrest.

POLICE OFFICER THOMAS J. GRIFFEN

For services rendered on Friday, October 21, 1977 while conducting a warrant investigation on the 400 block of Waller Street, was informed by a female who was screaming for help that someone was killing her boyfriend. Officer Griffen responded to the location which was in the 300 block of Waller Street and observed one man stabbing another with a piece of broken, jagged glass. Officer Griffen identified himself as a police officer and commanded the suspect to drop his weapon, but the suspect continued his assault upon the victim. Officer Griffen then grabbed the suspect's arm and the suspect then directed his assault upon Officer Griffen, stabbing wildly with the broken, jagged glass. A struggle ensued and Officer Griffen had to hit the suspect's hand with his service revolver to make him drop the jagged glass. He then took the suspect into custody. Officer Griffen received a cut on his right hand during the struggle and the victim had to be treated at MEH for over forty (40) stab-wounds.

POLICE OFFICERS JOSEPH C. KIRLEY, DAVID ROCCAFORTE AND RICHARD G. SHEEHAN

For services rendered on Monday, March 6, 1978, at 0100 hours, while on patrol in civilian dress and in an unmarked vehicle, observed what appeared to be a narcotics transaction in the doorway of 679 Geary Street. The officers approached the suspects, identified themselves as police officers and ordered them to yield to a pat search. During his process, one of the suspects pulled a .38 caliber revolver from his waistband and pointed it at the officers. Officer Kirley then hit him with his flashlight but failed to subdue the suspect. The suspect then turned and ran with the officers in hot pursuit. The suspect then took cover between two cars and took aim at the pursuing officers who had already fired several shots at him during the chase. The officers fired several more shots at which time the suspect dropped the weapon and was taken into custody. Besides the revolver being found in his possession, the suspect also had a bundle of cocaine in his shirt pocket. He was then transported to MEH for treatment of gunshot wounds to the right thigh, calf and elbow.

BRONZE MEDAL

POLICE OFFICER ROBERT C. HERNANDEZ

For services rendered on Saturday, October 8, 1978, at 0415 hours, off duty and accompanied by a friend in the 1500 block of Fulton Street, were confronted by three suspects, one of whom drew a 2-shot .38 caliber derringer and pointed it at them. Officer Hernandez identified himself as a police officer, but the armed suspect stated that he did not care who he was, that he was going to blow him (Officer Hernandez) away. The officer then began to slowly edge toward the suspect until he was able to get close enough to grab the suspect's derringer and disarm him. He was then able to take all three suspects into custody.

VALOR AWARDS

ASSISTANT INSPECTOR GURNIE L. COOK

For services rendered on Wednesday, December 20, 1977, at 0137 hours, when he responded to the roof of 525 O'Farrell Street, a six-floor apartment building, where a man was standing on the top rung of a fire escape ladder threatening to jump. After Fire Department rescue procedures had been implemented, Inspector Cook, disregarding his own safety, and with knowledge of the subject's continued threats to drag with him anyone who got too close, grabbed the subject, picked him up, pulled him to safety and restrained him.

POLICE OFFICER VINCENT P. REPETTO

For services rendered on Tuesday, January 31, 1978, at 2050 hours, while conducting a prostitution investigation in the Hayes Valley area, accompanied a prostitute to a room in the Oasis Motel at 890 Eddy Street where the suspect prostitute pulled a knife and attempted to stab the officer twice, narrowly missing his midsection. She continued to slash at the officer and a violent struggle ensued. She was finally disarmed and arrested.

POLICE COMMISSION COMMENDATIONS

LIEUTENANT ARTHUR D. O'KEEFE, SERGEANTS EDWARD L. EPTING AND DAVID E. CONNELL, POLICE OFFICERS MICHAEL W. CONWAY, WILLIAM E. KWARTZ, DAVID ROCAFORTE, RAYMOND A. SHAFFER, NICHOLAS V. MAROTA AND JAMES B. HALL

For services rendered on Wednesday, December 14, 1977, at 0832 hours, when they assisted in the apprehension of a suspect who had set fire to the premises at 374 Fifth Street, shot a fireman and then barricaded himself inside.

NOTE: Police Officers Henry A. Bakay, Richard J. Cairns, Michael P. Lawson and Joseph L. Vigil, received Gold Medals of Valor for their part in this arrest.

SERGEANTS STEPHEN B. SPELMAN AND VERNON E. SMITH, POLICE OFFICERS JAMES K. SIMON, DENNIS KAMILATOS, LEROY HENRY AND ROBERT J. RODRIGUEZ

For services rendered on Thursday, March 9, 1978, when they responded to Monterey and Forrester, where a 221 suspect (man with a gun) was holding a female victim as a hostage, and assisted fellow officers in his apprehension.

NOTE: Lieutenant Richard D. Klapp and Police Officer Frank A. Palma received Gold Medals of Valor for their part in this arrest.

POLICE OFFICER VINCENT P. REPETTO

For services rendered on Thursday, March 9, 1978, at 2308 hours, while working an undercover prostitution detail at the Safari Motel at 860 Eddy Street, arrested two suspects, a male and female, who pulled a .25 caliber automatic and pointed it at him. Officer Repetto was able to overcome this hazardous situation and effect the arrest of this armed pimp and female prostitute who were possibly operating as robbery team.

LIEUTENANT LOUIS C. FONTANA, SERGEANTS GERALD D. MAHONEY AND EDWARD M. MC DONOUGH, POLICE OFFICER JOHN W. BOURNE, JOHN J. FORBES, ROBERT G. MILO, GEORGE M. BONNANO, WILLIAM C. MILLER, JOHN J. HANIFIN AND DANIEL E. TINNEY

For services rendered on Friday, November 4, 1977, when they learned by teletype that an armed and dangerous subject was en-route to this city in a stolen auto from San Jose with intent to kill the person who allegedly raped his sister, she, shortly thereafter committed suicide. These officers conducted a diligent and outstanding investigation leading to the whereabouts of the suspect and took him into custody.

POLICE OFFICERS THOMAS A. MANDELKE AND JOHN P. NESTOR

For services rendered on Sunday, November 20, 1977, at 1950 hours, while on patrol in the area of 7th and Stevenson Streets, having studied photographs of an escapee from San Quentin, who during the period of his escape was suspected as having committed two armed

robberies, observed the suspect at this location and took him into custody.

POLICE OFFICER JAMES S. GUERRERO

For services rendered on Thursday, December 8, 1977, the afternoon prior to his graduation from the Police Academy, off duty, and in the vicinity of Stockton and Geary Streets, observed a strongarm robbery, gave chase and apprehended the suspect.

POLICE OFFICER ROBERT G. MILO

For services rendered on Monday, January 16, 1978, assigned to a one man patrol vehicle in the Taraval District, responded to a man with a gun radio broadcast and conducted a door to door search for the suspect. The suspect, when found, was holding his hand on the gun under his coat but the officer gave him no opportunity to use the weapon and took him into custody. The suspect was also armed with a .22 caliber pistol and two concealed daggers.

POLICE OFFICERS LAURA E. CARROLL AND JEFFREY T. LEVIN

For services rendered on Saturday, March 11, 1978, at 0150 hours, while assigned in plainclothes and working the Market and Castro neighborhoods used good surveillance and investigation techniques to apprehend a suspect who was responsible for a series of arsons in that area.

POLICE OFFICER MICHAEL E. CONNORS

For services rendered on Thursday, March 16, 1978, at 1215 hours, while off duty and walking north on Polk Street from Golden Gate Avenue, observed a suspect who strongly resembled one he had seen on the Department's Crime Bulletin. He followed the suspect to the front of the City Hall where he identified himself as a police officer and took him into custody at gun point. The suspect was identified by the FBI as the suspect wanted in five bank robberies in this city.

POLICE OFFICERS ALAN R. MC CANN AND PHILLIP P. DOWNS

For services rendered on Tuesday, March 7, 1978, while making a routine traffic stop and by means of astute observation and concentrated interrogation, apprehended a burglary suspect and recovered property recently appropriated by the suspect.

SERGEANT EDWARD FOWLIE, POLICE OFFICERS GEORGE CIMA, ROBERT F. COLMAN AND NICHOLAS V. MAROTA

For services rendered on Tuesday, April 11, 1978, at 1115 hours, when they responded to a silent bank holdup alarm at the United California Bank, 673 Market Street and apprehended a female suspect who, in her attempt to escape, boarded a Muni bus. The suspect was unarmed at the time of her capture but the officers took up pursuit and made the arrest under the belief she had a weapon.

POLICE OFFICER ALEX E. FAGAN

For services rendered on Tuesday, April 11, 1978, at 0945 hours, while working as a lobby information officer in the Citizens Savings & Loan at 1 Hallidie Plaza, was advised by one of the tellers that she had just been held up. Officer Fagan immediately chased the suspect and caught him at 92 Eddy Street. After a brief struggle, he took the suspect into custody.

ASSISTANT INSPECTOR STEPHEN J. GUEDELJ, POLICE OFFICER MICHAEL A. MC ELLIGOTT

For services rendered on Friday, April 28, 1978, at 1100 hours, while serving a warrant for sales of heroin at the Civic Center Hotel, noticed a bulge under the suspect's shirt by his belt buckle. The suspect began to reach for the gun and grabbed it with his right hand and a brief struggle ensued. The gun was wrestled from the suspect's hand and he was placed under arrest.

POLICE OFFICERS DAVID J. BOWMAN, TIMOTHY J. HETRICH, GLENN B. PENNEBAKER AND GEORGE F. WALSH

For services rendered on Friday, May 20, 1978, having obtained a search warrant relative to the occupants and premises at 331 Ellsworth Street, apprehended two suspects who were members of a group who had shot Police Officer Michael Norman earlier this year and whose address was a place where heroin was being sold in large quantities. The officers also, upon arresting the suspects, found on the premises, a sawed-off shotgun in the bedroom, two handguns, a large quantity of heroin and other narcotic paraphernalia.

POLICE HEROISM AWARDS

by Mike Mewhinney
Reprinted S.F. Progress

Ten San Franciscans have been presented with the police department's highest award for civilian heroism.

Police Chief Charles R. Gain and Mayor George R. Moscone presented the awards recently during ceremonies at the Hall of Justice.

Receiving the civilian heroism award were Robert Ervin, Edward Gonzales, Anthony Dauria, Andy J. Donohoe, Daniel Bonam, Robert Giudice, Joseph Parker, Mene Vaovasa, Constance Schneider and Robert Charco. Special meritorious awards were also presented to Helen Naish, Terry Lowry and Mitch Ferris.

Ervin, a Muni bus driver, received his award for his actions on December 30, 1977 following a traffic accident at the intersection of 25th and Noe Streets. Following the accident, the two men became involved in an argument that suddenly became violent when one of the drivers pulled a knife and stabbed the other driver.

Ervin, who observed the incident, stepped between the two drivers and finally succeeded in talking the knife-wielding driver into surrendering his weapon.

Edward Gonzales and Anthony Dauria were dining in a Taraval Street restaurant on June 11 when an

Cont'd. P.10



At the Awards ceremony were L to R: Robert E. Butcher, Supervisor EMS, Joseph Parker, Robert Giudice, Daniel Bonam, all of the Emergency Medical Service, and Police Chief Charles Gain.

Photo by Michael J. Sussman

PATROL SPECIAL OFFICER ALFRED GRENCI

For services rendered on Saturday, December 31, 1977, when two suspects armed with a hammer, attacked a pair of female shoppers in the Stonestown parking area and robbed them of their purses, Officer Grecni pursued the suspects and captured them at gunpoint several blocks away. He made a full recovery of the stolen purses and contents as well as evidence necessary to successfully convict the suspects.

MUNI TRANSIT OFFICERS SAMUEL CRAIG AND JESSE POWELL

For services rendered on Monday, November 14, 1977, while getting off a Muni bus, observed a Burns guard chasing a suspect went on Geary Street from Webster. The officers apprehended the suspect and when the Burns guard reached the scene he informed them that the suspect had just held up the Crocker Bank. The suspect was then booked 211 PC.

HOUSING AUTHORITY POLICE OFFICER JOSEPH LONG

For services rendered on Saturday, December 10, 1977, at 1430 hours, upon receiving information that two suspects had just robbed the Tic-Toc Drive-In Restaurant at 5411 Third Street and escaped in a red Mustang car, observed the suspects parking at 116 Cameron Street, in the Alice Griffith Housing Project. Officer Long confronted the suspects, drew his service revolver and made them lie on the ground until help arrived. They were then taken into custody.

The meeting was then adjourned.

Willie E. Frazier, Secretary
THE AWARDS COMMITTEE

ANNUAL CHRISTMAS BLOOD DRIVE JUST

AROUND THE CORNER

Blood



THE NEED FOR IT TOUCHES PEOPLE OF ALL AGES ... IF YOU DON'T GIVE WHEN THEY NEED IT ... WHAT MAKES YOU THINK SOMEONE WILL GIVE IF YOU NEED IT.



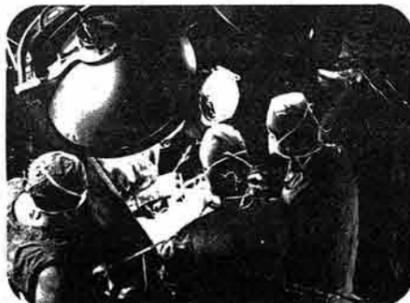
The premature baby often needs blood after birth, and some even receive blood while in the womb.



Blood has helped him attain remission from leukemia.



Blood transfusions are a fact of life for the hemophiliac.



Extraordinary measures are taken to save the life of an accident victim.

by Tom Vigo, Chairman Blood Bank Committee

On November 3, 1978, the Blood Bank Committee released 50 units of blood for a retired member this department. It is possible that this officer's will need more units to assist him in his recovery.

The above example of a member of our department is the reason for our constant pleas for blood donations. Your blood donations are a direct benefit for your fellow officers at a time of need. Hopefully your blood needs will be minimal.

On Wednesday, December 13, 1978, the San Francisco Police Department will conduct a blood drive at the Irwin Memorial Blood Bank located at 270 Masonic Avenue. The blood drive will be from 0800 until 1700. Refreshments will be provided by the San Francisco Police Officers Association.

This is our most important blood drive of the year and we hope all that are eligible will donate on this day. Inasmuch as the blood that is donated to the S.F.P.D. account is available to all members of the department (sworn and civilian). We hope to see everyone at Irwin on December 13, 1978.

In the event you are out-of-town or otherwise busy on the 13th, please donate a unit of blood in December as close to the 13th as possible. All donations are certainly appreciated!

donate: WEDNESDAY - DECEMBER 13, 1978
8:00 a. m. to 5:00p. m.

at: SAN FRANCISCO POLICE OFFICER'S ASSOCIATION
BLOOD DRIVE--270 MASONIC AVENUE, S. F.

contact: TOM VIGO 553-1201, OR 567-6400 ext. 85
ALL BLOOD TYPES WILL BE NEEDED

IRWIN MEMORIAL BLOOD BANK
OF THE SAN FRANCISCO MEDICAL SOCIETY

'Northern Station' Testimonial



Sergeants

- Ron Akers
- Al Benner
- John Carlin
- Dan Hallisy
- Joe Northern
- Frank Reed
- Dale Smith

Assistant Inspectors

- Curtis Cashen
- Isiah Nelson
- Mike Pera
- Dale Smith
- Chris Weld
- Duane Otis

Retirements

- Joe Borg
- John Carney

Place: Bacchini's (555 Golden Gate Ave)
Date: Nov 30, 1978 NoHost Cocktails 6-8 pm
Dinner: 8pm (Prime Rib)
Cost: \$12.00 (inc) Dinner, Tax, Tip, Wine & Gift
Contact: Tom Sullivan/Bob Martinez - Day Watch
or Mike Paulsen 4/12 - 553-1564

**"F" TROOP
1st ANNUAL
CHRISTMAS PARTY**

All Present and Past Members of Park Station Cordially Invited

**FRIDAY, DECEMBER 1st
5:30 'til ??**

LAKE MERCED BOAT HOUSE

- \$10.00 - Individual
- \$15.00 - Couple

Includes Buffet Dinner, Drinks and Dancing

RESERVATIONS LIMITED
MUST BE MADE (AND PAID) BY NOV. 27th

Contact John McClelland at Co. F
for Reservations and Information.

**CONTROLLER
RAISES PAYROLL
DEDUCTION FEE**

Because of the following letter, please note that all payroll deductions for any insurance will be increased 3¢ per pay period, effective with pay period #24:

Section 16.92 of the Administrative Code requires the Controller to establish a fee for transmitting the employee's salary deductions to the employee organizations. The same section requires that the charge be not less than the cost of providing this service.

For this current fiscal year, the direct costs of processing and transmitting these salary deductions are estimated to be \$71,620.

The present rate of \$.05 per name on each transmittal which is made after every other bi-weekly pay period was established on July 1, 1956. (There is a minimum charge of \$5 for each transmittal). During the fiscal year ended June 30, 1978, this fee generated \$34,799 in revenue.

In order for the fees to generate sufficient revenue for the costs of this service, the rate must be increased to \$.11 per name on each transmittal, with a minimum charge of \$11 per transmittal. This increase will be effective with the transmittal of December 18, 1978.

John C. Farrell, Controller

**Department
Testimonial Dinners
Clearing House ...**

by Bob Guenley
Ingleside Station

In an attempt to prevent conflict with duplicate dates on retirement or testimonial dinners in the future, I suggest you publish in the POLICEMAN paper, that all chairmen contact the office of the POA where your staff can keep data on all future dinners, therefore eliminating any two (2) dinners on the same date or dinners within a short period of time.

By assisting the various stations and details with future dinners, the above may be eliminated and prevent two (2) dinners on the same date like we experienced recently.

Sgt. Guenley's point is well taken. If any officer would like to use the SFPOA services as a clearing house for promotional and/or retirement dinners, just call us at 861-5060 to check the schedule. EDITOR

HALSTED & COMPANY
FUNERAL DIRECTORS
1123 Sutter, 673-3000

RETIREMENT DINNER

HONORING

**INSP. STERLING
WEATHERSPOON-SFPD**
CHIEF OF SECURITY-HOUSING AUTHORITY

SUNDAY, DECEMBER 10, 1978
6 - 7 p.m. FREE BAR
7 p.m. Dinner

ITALIAN-AMERICAN SOCIAL CLUB
25 RUSSIA AVENUE

\$15.00 PER PERSON Incl. dinner, tip and gift

Chicken or Roast Beef, wine, salad,
anti-pasto, vegetable, pasta and dessert

For further information, please contact
Randy Street ... 821-8094
Josie Abrams ... 467-4911 OR 553-1497

Reservations will be on a first come first serve basis of the first 300 received, due to a maximum capacity.

RESERVATIONS MAY BE MAILED TO:
WEATHERSPOON RETIREMENT COMMITTEE
HOUSING POLICE DEPARTMENT
1815 EGBERT AVENUE
SAN FRANCISCO, CA 94124

A Computer Helps Cops to Find a Death Car

Reprinted S.F. Chronicle

The California Highway Patrol, concluding a painstaking computer hunt, has located a car involved in a fatal hit-run accident on Interstate 80 near Fairfield more than a year ago.

A man and a woman of Suisun City have been arrested in connection with the case.

Patrol Captain Richard Noonan said the death car — a 1974 Ford Torino Elite, painted silver with a pin stripe — was found on October 6 near Richmond.

Although it had been repaired and repainted, the captain said, laboratory tests disclosed bits of paint and glass still clinging to it from the car that it hit in the back end on September 17, 1977.

William Roberts, 29, of Vacaville, was thrown out of the second vehicle and killed.

Noonan said debris recovered from the scene of the crash caused investigators to believe initially that the hit-run car was a 1975 or 1976 Ford Torino Elite.

Department of Motor Vehicles computers then spat out a list of thousands of such cars, each silver with a pin stripe, that had been sold in California.

The motor numbers of these cars, Noonan said, were forwarded to the Ford Motor Company in Detroit, where computers refined the list to several

hundred vehicles sold in the Fairfield area.

Highway Patrol Officers Bryan Koepp and B. E. Nolan checked all of these cars out and came up with a zero. They then learned that the car they were seeking was a 1974 model instead of a 1975 or 1976.

The DMV and Ford computer processes were repeated, and Ford came up with a list of 570 other cars.

The officers began checking out those cars that had been sold in Solano, Napa and Contra Costa counties. They finally found the car they were looking for. It was being driven by a relative of the person who purchased it on January 17, 1976.

Noonan said his investigators are still trying to determine who was driving the Torino Elite at the time Roberts was killed.

Meanwhile, he said, James Terrell, 56, and Mary Terrell, 47, of Suisun City, have been arrested on charges of being accessories to a conspiracy to hide a car, interfering with officers in their investigation and giving false information to authorities.

Noonan said the hit-run car had been hidden in the Terrell's garage after the accident and that the owner bought another car just like it a few days later.

Then the hit-run car was repaired, repainted and sold to a relative, he said.



ST. JUDE CHILDREN'S RESEARCH HOSPITAL FOUNDATION, INC.

205 East 3rd Avenue, Suite 410 San Mateo, California 94402 Telephone: (415) 347-1277

Danny Thomas, Founder

Card #1



The St. Jude Christmas Star over Bethlehem. Sentiment: MAY YOU HAVE THE SPIRIT OF CHRISTMAS WHICH IS PEACE; THE GLADNESS OF CHRISTMAS WHICH IS HOPE; THE HEART OF CHRISTMAS WHICH IS LOVE.

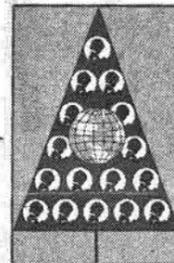
ST. JUDE CHRISTMAS CARDS

Card #2



The St. Jude Child bringing the Joy of a Christmas Noel. Sentiment: BEST WISHES FOR A JOYOUS CHRISTMAS AND A NEW YEAR OF HEALTH AND HAPPINESS.

Card #3



The St. Jude Child bringing Holiday Cheer throughout the world. Sentiment: MAY THE HOLIDAY SEASON BRING YOU JOY AND HAPPINESS.

Card #4



Greetings of the season. Sentiment: GREETINGS OF THE SEASON AND BEST WISHES FOR THE NEW YEAR. Unless instructed all cards will be printed with the message—Proceeds of this card benefit St. Jude Children's Research Hospital "Helping children live throughout the world." Memphis, Tenn.

Cards are hand silk-screened, on quality paper and have color coordinated envelopes. Personalized imprinting is available.

CRIME PREVENTION ALERT

HOLIDAY SAFETY

Bourbon and soda go together. So do alcohol and accidents. Don't mix them. If you do, the best chaser could be a taxi. The San Francisco Police Crime Prevention Division warns you not to drink and drive . . . especially this holiday season. Last November and December, two hundred and eleven drivers were arrested in our city for drunk driving.

If you think you will be drinking at a party or tavern, remember this:

A normal serving of a 3 1/2 oz. martini has the alcohol content of 1.05. When someone says I've only had two martinis and they weight 180 lbs. their blood-alcohol level would read .10 — enough to convict you of a drunk driving charge. The drunk driver faces a fine of \$300 to \$500, possible suspension of his or her driver's license, and even time in jail. Just to drive home? It's not worth it!!

What do you do about serving liquor to your guests? Most hosts have a compulsion about seeing that their guests get loaded, by never letting their glasses get empty. You as the host should see that they have a drink when they ask for it, and then make the drinks lighter by adding less alcohol.

Sometimes when throwing cocktail parties, select the guest you invite with care. If you know a person has no control over his drinking and when intoxicated will not listen to any common sense suggestions as to his driving, don't invite him. You may be saving his or someone else's life.

When it is safe to drive after drinking? Time and only time is the answer. Black coffee, cold showers, fresh air or other folk lore remedies will not speed things up one bit. They may make you a wide awake drunk, but you're still just as impaired as far as driving is concerned. It might be better to go to sleep.

There are two reasonable alternatives. One, if you are going to drive, it would be better if you didn't drink anything at all, or drink in such a manner that you will not be under the influence when you drive a car.

If you choose the second, wait at least one hour per average drink before driving. That's the minimum amount of time required by the body to rid itself of alcohol.

Remember, an excess of holiday cheer could turn your holiday into a tragedy. It's up to you!

Metropolitan can simplify your life

... with insurance protection for your Life Health



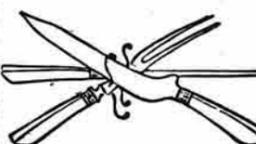
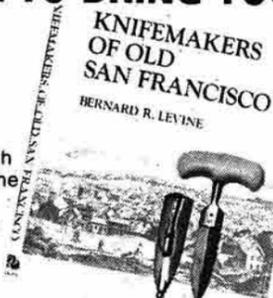
NEIL BARTON Retired S.F.P.D. 479-5115

Metropolitan Where the future is now

ASK SANTA TO BRING YOU

A COPY OF . . . AMERICAN WEST

Magazine says: "Though the subject is cutlery, the gracefully written text reveals almost as much about life in early San Francisco as it does about knives."



ON DISPLAY IN POA OFFICE 8 1/2 x 11, hard-bound, 160 pages, 230 illus. Available from SF Gun Exchange, book stores, cutlery shops, or send \$12.95 plus tax to:

BADGER BOOKS, Box 40336, San Francisco CA 94140 Name Address

LAKE TAHOE

Chula Vista police officer has a condominium for rent to public safety personnel. During the upcoming year they will be renting their condominium by the week (Sunday noon through Sunday noon) to members of our department. Their unit is near KINGS BEACH, just 2 1/2 miles from Nevada North Shore casinos.

Tahoe is a year around playground — Winter time features skiing and tobogganing at numerous resorts, including Northstar, Squaw Valley, Alpine Meadows, Mt. Rose, Tahoe Donner, Ski Incline, Powder Bowl, Sugar Bowl, etc. Summer time features boating, swimming, fishing, hunting, hiking, rafting, horseback riding, water skiing, and more. Public marinas are available for launching your own boat. Golfers may enjoy one of six nearby courses. Sightseers will enjoy the Ponderosa Ranch (site of Bonanza filming), Emerald Bay boat excursions, and off-season excursions up the Heavenly Valley ski lifts. Babysitting services are available for those who enjoy the casino

nightlife. Also, Reno is only one hour away on Interstate 80.

The studio condo will accommodate 4 adults and two children maximum. There is a double size bed, two twin beds, and a bunk bed for children only. There is an all electric kitchen (including refrigerator, range and oven, dishwasher, complete cookware and utensils, and accessory appliances), fireplace, wall-to-wall carpeting, patio balcony, washer and dryer, ice machine, ski lockers, and a resident manager on the premises. There is also a recreational building with lounge, fireplace, ping pong and pool tables and an exercise room, two outdoor Jacuzzi whirlpool baths, and a swimming pool surrounded by a large sundeck. All you have to provide are towels and bed linen (blankets are provided).

The rental consists of one week (Sunday noon to the following Sunday noon) for \$125.00.

For additional information and/or reservations, please call KEITH or SANDY HAWKINS in Chula Vista, CA, at (714) 421-2949.

When in Jail and You Need BAIL

Phone AL GRAF



Market 1-7901

The Bondsman with a Heart 292 Bryant Street, San Francisco

September 19, 1978

The meeting opened with the Pledge of Allegiance to the flag. A roll call showed seventeen (17) members present, one (1) excused and one (1) absent. Excused was Treasurer Ballentine and absent was Hardeman, Co. K.

The first order of business was the Committee reports. The Secretary's report was approved as printed. Bro. Wright gave a Publication report. He and other members made very favorable comments about the Policeman, however, stated that the membership does not read it as they should and therefore miss a lot of important information that is contained therein. Bro. Chignell gave a Grievance Committee report. Several members gave Bro. Chignell some compliments on the good job he has done when handling the grievances for our members.

Bro. Hebel gave a Welfare report. He stated that the Retirement Board sent out questionnaires to all retirees on a disability retirement, asking (1) What are they doing in the area of employment, (2) If working, how much are they making, (3) Are they seeing a doctor and if so, what is the medical problem. The idea of theirs is an attempt to get some of these people off of disability retirement and back to work. Bro. Hebel stated that, in his opinion, the retirees do not have to return the questionnaire.

The President gave a Labor Relations Committee report. During this report, there was a long discussion on the failure of the City to pay for overtime at a reasonable period. There were several suggestions made and some will be followed to try and rectify the situation.

Under new business, Bro. Casciato stated that a group of people are soliciting funds to build a Fisherman's and Seaman's Memorial Chapel and Museum at the end of Scoma's on Fishermen's Wharf. We were asked for a donation. The Board voted to donate \$100.00 toward this project. Next, Bro. Schlink advised the Board that one of our members, Dorothy Jorgensen, had been chosen as policewoman of the year and was to travel to Minneapolis, Minnesota to receive an award and to attend a seminar. At this time the Department had not provided the funds for her to make the trip. The Board voted to expend \$508.00 for her to make the trip, providing the Department doesn't give her the money.

At this point, the Board meeting was recessed while the Board members listened to Bill Healy and Ray Peterson of the Healy Insurance Agency. There followed quite a debate between the Board members and the Healy representatives. I feel that a lot of things were cleared up as a result.

The Board meeting resumed after this debate. Bro. Barry stated that a tentative agreement had been reached with Dick George Productions for two variety shows at \$30,000.00 each with the second show being open for negotiation to a higher figure. A roll call vote on the agreement showed sixteen (16) ayes and one (1) abstention.

The Board meeting was adjourned.

GENERAL MEMBERSHIP MEETING

September 19, 1978

The first order of business was a presentation by Attorney Ralph Saltsman concerning our various law suits. They are as follows: (1) Quota case, set for trial October 24th and at this time it will go to trial (2) A permanent injunction trial on the residency rule set for October 16th. We contend that Section 1699 of the Administrative Code, which sets the 5 mile limit, is unreasonable. We won a preliminary determination from Judge Ira Brown some months ago stating that it was unreasonable. (3) A wage suit for 1.75 million dollars against the city for back wages. This suit stems from the fact that the Civil Service Commission did not include the 7.274% increase that the Los Angeles Police received for 1977-78 in their wage survey to determine our salary. (4) We also have a suit declaring the Mayor's emergency proclamation unconstitutional. This stopped our pay raise for the current fiscal year.

Next was the regular order of business, which was a repeat of the Board meeting. The membership voted to pass the proposed constitution and by-law changes and

CONTROLLER RAISES PAYROLL DEDUCTION FEE

Because of the following letter, please note that all payroll deductions for any insurance will be increased 3¢ per pay period, effective with pay period #24:

Section 16.92 of the Administrative Code requires the Controller to establish a fee for transmitting the employee's salary deductions to the employee organizations. The same section requires that the charge be not less than the cost of providing this service.

For this current fiscal year, the direct costs of processing and transmitting these salary deductions are estimated to be \$71,620.

The present rate of \$.05 per name on each transmittal which is made after every other bi-weekly pay period was established on July 1, 1956. (There is a minimum charge of \$5 for each transmittal). During the fiscal year ended June 30, 1978, this fee generated \$34,799 in revenue.

In order for the fees to generate sufficient revenue for the costs of this service, the rate must be increased to \$.11 per name on each transmittal, with a minimum charge of \$11 per transmittal. This increase will be effective with the transmittal of December 18, 1978.

John C. Farrell, Controller

S.F.P.O.A. BALANCE SHEET
Month Ending September 30, 1978

ASSETS		LIABILITIES & RESERVE	
101 Petty Cash	\$ 56.36	321 Federal Payroll Taxes	\$1,529.15
103 General Fund	442.89	326 State Payroll Taxes	273.57
203 Building Improvements	400.00	501 Net Worth	(903.47)
	<u>\$899.25</u>		<u>\$899.25</u>

S.F.P.O.A. INCOME STATEMENT
Month Ending September 30, 1978

INCOME:	
Dues - Active	601 \$28,858.36
Dues - Retired	603 69.75
	<u>\$28,928.11</u>

EXPENSES:	
Administrative Expenses	709 125.52
Board of Directors	723 70.40
Dues Collection	728 32.05
Equipment Rental	740 100.25
General Membership Meeting	753 120.00
Janitorial Svc.	771 286.35
Mailing	772 30.50
Public Relations	773 1,328.00
Rent	776 1,250.54
Salary - Office	777 2,388.00
Salary - Executive	781 177.92
Supplies - Office	782 155.03
Supplies - Administrative	782A 322.79
Federal Payroll Tax	785 3,496.84
State Payroll Tax	787 500.41
Utilities	792 702.70
Building (510 7th St.)	794 1,300.00
	<u>\$12,977.30</u>

Committee Expenses	
Board of Supervisors	810 15.00
Civil Service	815 15.00
Grievance	825 63.44
Health Svc./Retirement	830 710.50
Insurance	835 1,111.20
ICPA	840 4,707.38
Legislative	845 370.42
Labor Relations	850 621.72
Screening	860 8,323.51
Publication	863 721.59
COPS	870 527.59
Federal Litigation	875 210.67
Dick George Pro.	885 56.20
	<u>17,454.28</u>
	<u>\$29,831.58</u>
	<u>\$1,903.47</u>

S. F. POLICEMAN FINANCIAL STATEMENT
October 31, 1978

BALANCE - September 30, 1978		
General	\$4,769.89	
Prepaid Ads Reserve	463.00	\$5,232.89
REVENUE		
Subscriptions	54.00	
Ads.	1,663.50	
Miscellaneous	5.33	
SFPOA Salary Subsidy	640.86	2,363.69
WORKING CAPITAL		
		\$7,596.58
LESS EXPENSES		
Commission	459.91	
Miscellaneous	60.62	
Paper (Printing)	485.32	
Salaries (Office)	440.86	
Salaries (Executive)	200.00	
Office Supplies	51.18	
Utilities (Telephone)	32.13	
Credit Union Loan	160.00	1,890.02
BALANCE - October 31, 1978		
General	5,024.56	
Prepaid Ads Reserve	682.00	\$5,706.56

to have all of the members vote via mail ballot. These changes were published in the August edition of the Policeman.

Under new business, the membership voted to have the roof of the building inspected and repaired if necessary. There being no further business, the meeting adjourned.

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

BOARD OF DIRECTORS MEETING

October 17, 1978

The meeting opened with the Pledge of Allegiance to the flag. A roll call of Board members, showed sixteen (16) members present, two (2) excused and one (1) absent. Excused were Gannon Co. F and Wode, Headquarters. Absent was Bullard Co. I.

The first order of business was the Secretary's report which was presented to each member for their approval. The minutes were approved as printed. The Treasurer passed out printed copies of his report also and in addition, gave a verbal report. He stated that UCB has cut approximately fourteen to fifteen hundred cashier's checks and they will be mailed out to each member on or about November 10th. The checks will be in the amount of about \$10.00. This is a refund of the assessment for Proposition "A". The Treasurer's report was approved.

Bro. Wright gave a Publications Committee report. He stated that the U.S. Postal Service wants to bill the paper for \$1,400.00 for sending out too many free copies of the Policeman over the past year. He hopes to knock about \$400.00 off of that total, however, we will have to pay some fine. The free copies that we send out cannot exceed 10% of our paid subscriptions. Therefore, some names will have to be purged from our mailing list in order for us to be within the legal limit.

At this point, the regular order of business was suspended so that Mr. Ed Slevin of Ed Slevin & Associates, the advertising firm that is handling the Charter Revision Commission Campaign, could address the Board.

After Mr. Slevin's presentation, Bro. Hebel made a motion that this Association contribute \$500.00 to the campaign of Bro. Robert Geary for the Charter Revision Commission. Motion was seconded by Bro. Chignell and it passed by a voice vote. A motion was made and seconded to contribute \$500.00 directly to Thomas Cahill for his campaign for Charter Revision Commission. The motion passed by voice vote.

Next, Bro. Hebel made a motion, that was seconded by Bro. Huegle, that the Association endorse the following people for the Charter Revision Commission: Elmer M. Ballard, Robert S. Beach, Bernard F. Brady, Thomas J. Cahill, Donald A. Casper, Agnes I. Chan, Preston Cook, Robert J. Geary, Ellison C. Grayson, James W. Haas, Dr. Allen C. Haile, Patricia Jackson, Leo Jed, Russel J. Lombard and Thomas G. Miller.

Bro. Schlink made an amendment to that motion to add Steve R. Pitcher as a candidate to the proposed slate. That motion was seconded by Bro. Casciato. A roll call vote on this motion was called for and the result showed, two (2) yeas, twelve (12) nays and one (1) abstention. The amendment failed. A roll call vote on Bro. Hebel's original motion showed fourteen (14) yeas and one (1) nay. The motion passed. After that, Bro. Ballentine made a motion that was seconded by Bro. Chignell, that we spend a maximum of \$9,500.00 toward promoting the slate that we had just endorsed. A roll call vote showed fourteen (14) yeas and one (1) nay. The motion passed.

There being no further business, the Board meeting was adjourned.

SPECIAL GENERAL MEMBERSHIP MEETING

October 17, 1978

The meeting opened with the Pledge of Allegiance to the flag.

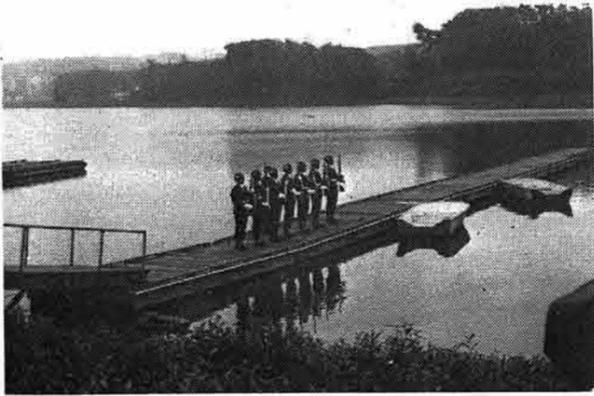
The meeting was called to entertain one item. That was a change of Article III, Sections 1 and 6 of the Constitution and By-Laws.

After approximately 1 1/2 hours of discussion, both pro and con, there were two (2) motions put before the assembly. The first was that the Constitutional changes would appear on the January ballot rather than the October ballot. This motion passed. Next, was the motion to put the changes, which have already been printed in the Policeman, before the entire membership for a vote. This motion passed by forty-two (42) yeas and twenty-nine (29) nays.

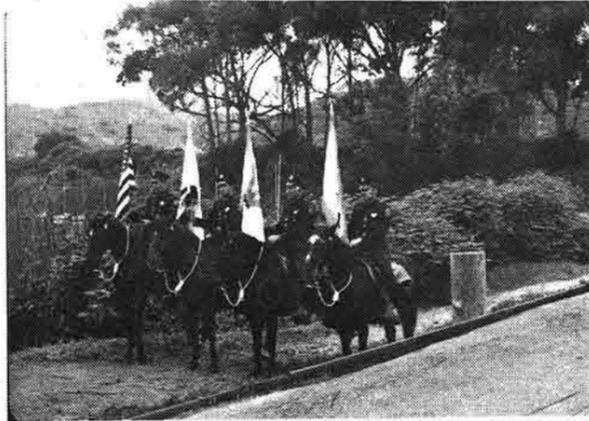
The meeting was adjourned.

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

DOUG GIBBS MEMORIAL PIER



6th Army Honor Guard



S.F.P.D. Mounted Color Guard



6th Army Color Guard



6th Army Band

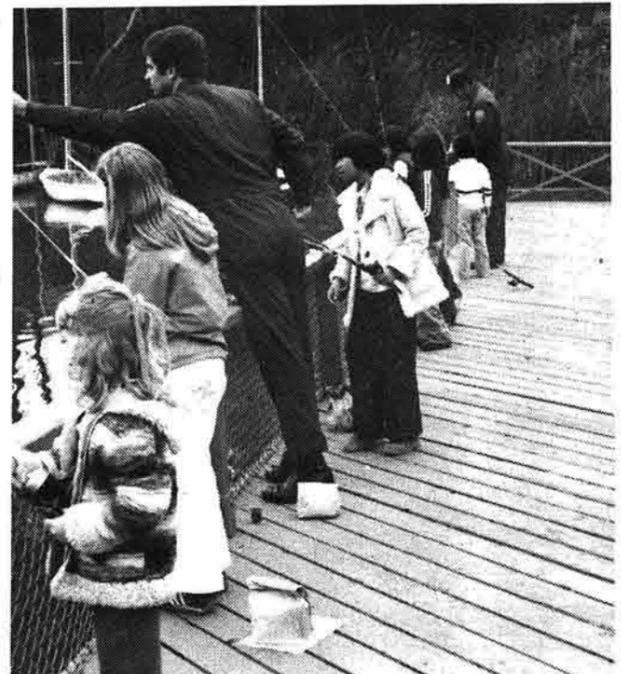
On October 12th, the Doug Gibbs' Memorial Fishing Pier was dedicated at Lake Merced.

The dedication ceremonies were attended by the Gibbs Family, many dignitaries and officers. The 6th Army Band, 6th Army Color Guard, 6th Army Honor Guard and the S.F.P.D. Color Guard were very impressive in the ceremonies and brought tears to the eyes of many.

A special thanks for the organization of the ceremonies is due to Mr. Jack Block who has supported the fishing program for years.

From all of us, "Thanks, Jack, for honoring Doug's memory with such an excellent memorial. We're sure Doug is looking down with pride after the children who are enjoying the fishing from his pier."

Photos by Al Casciato



What it is all about. Children fishing with police officers on Doug's Pier

SPORTS

FARRELL WINS NILAN TENNIS TOURNAMENT — AGAIN!

by Don Carlson

Winning the Annual SFPD-Dan Nilan Tennis Tournament is becoming quite a habit for Planning and Research's Jim Farrell. This year's event, once again held at San Francisco's first-class tennis facility, the S.F. Tennis Club, was won by Farrell for the third year in a row.

Competing against Larry Pedrodelasol in the finals of the Open Singles Division, Farrell defeated Pedro, 7-5, 6-3. The two finalists had survived over eleven other Open Singles entries.

In the Novice Singles category, twelve enthusiasts fought through the single elimination format until the Northern's Roger Keenan eased by Casey Clark in the finals, 6-0, 6-0. Clark really wasn't pressed by other competitors in his half of the draw, while Keenan had a tough semi-final match against Bob Barnes of Park Station.

In the Dan Nilan tournament, while there are two divisions in singles, there is only one doubles draw. Here, once again, talent showed: Jim Farrell, with his partner Morgan Peterson, ended up in the

finals. Despite outstanding teamwork by the second-seeded team of Larry Pedrodelasol (again!) and Rich Leon, the top-seeds, Farrell and Peterson, eked out a victory, 6-4, 6-4.

Other tournament results were as follows:

Novice Singles, 3rd Place:
No trophy awarded

Open Singles, 3rd Place:
Don Carlson def. Mark Porto; 6-3, 2-2 (withdrew)

Open Doubles, 3rd Place:
Lou Calabro-Dan Carlson def. Mark Porto-Bob Barnes, 7-5, 6-4

This year's tournament, once again underwritten by the SFPD Athletic Club, was fortunate to have Dave Nilan, one of Dan Nilan's relatives, compete in the Open Singles category. The 1979 event, to be held in September, will also, hopefully, have a Women's Division.

As a final note, plans are in the works to look into the feasibility of starting an SFPD Tennis Club. Anyone interested can send his/her name to this writer at the Hit & Run Detail, and information will be sent to you.

TALKING TURKEY

by Ken Williams, Co. H

Well, it was a beautiful day when four well-dressed, young men left our city and headed for the showdown at Turlock. It was the 2nd annual "Turlock Turkey Tech Grand Prix", the social event of the year for this growing community. Our representatives were ready after weeks of hard work and planning.

They checked into the brand new, ultra-modern Motel '6' the night before the big race to get a good night's sleep. Rumor has it that after dinner that night, they were so nervous they could hardly stand up. The morning of the race came quickly and our heroes arose to meet the challenge. They started the day with a few health food drinks supplied through the courtesy of Wolf Smidth, Grodon and Gilby.

At the track a hush fell over the crowd. The word was out. San Francisco's finest were here. There they stood in all their splendid glory. Ken Williams in his long red underwear, old M/C helmet and spit shined boots. Charlie Coates in his multi-colored, patchwork smoking jacket, flaming red pants and topped with his infamous Sherlock Holmes hat. Greg Corrales in his S.F.P.D. T-shirt with sleeves rolled up, looking like the guy he arrested for drugs last week at 16th Street and Mission. And, then there was Joe. Joe Kirley was very descript. You could say it with 3 letters, RWS, "release when sober".

Our heroes raced their turkeys to a 2nd and 3rd place in the heat races and received a 1st place for best name of a turkey. They were supported throughout the racing day by a cheering section led by their beautiful wives. The races were run over an obstacle course, complete with water hazards better described as mud holes. The turkeys were supplied by the Turlock Chamber of Commerce, complete with 3' leashes. There were approximately 250 racers participating in the event.

The day was capped by a delicious sitdown turkey dinner, served with all the wine you could drink. Our fellow officers were given a standing ovation at the dinner for their participation in the events. There were approximately 500 people, including the mayor and two senators in attendance at the feast. The men reported they had one hell of a good time, from the modern Motel 6 accommodations through the early morning fizza parties. They're hoping for a larger contingent to represent us next year.

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SPORTS

RUNNING THROUGH MY MIND

by Walt Garry

SFPD colors have been evident in a number of the marathon runs in the past month.

Tom O'Connell Co. A, ran the 1st annual Heart of San Diego Marathon on October 14th. It was a course that took the runner across the Coronado Bridge, along the harbor front and into the San Diego Stadium where your finishing time was being flashed on the score board as you came out of the tunnel. There were plenty of aid and hose stations. It was a well planned event, with over 4,000 persons entered. Tom placed #590 with a P.R. of 3:22.

On the 29th, the Mayors Cup 26 Miler that started at Treasure Island and ended in Golden Gate Park, found Dennis Gustafson Co. C, placed #13 with a 2:49. Mike Mahoney also from Southeast, in the 88 spot with a 3:13 despite some very bad blisters. Mike O'Connell Co. G, placed #294 with a time of 3:46. This was his second Marathon in a month, having run the Sacramento marathon on the 1st of October with a time of 3:40. Congratulations, Mike, and welcome to the growing group of cops who have completed classic distance.

The Sonoma State "Wrong Turn" Marathon was flat and very windy, but Chuck Gretten Co. C turned in a time of 3:40, placing #68 in a field of over 300.

What's coming up? The Golden Gate Marathon. It stretches from the Ferry Building to Larkspur in Marin. The same day, 4,000 plus are signed up for the 1st annual Bay Bridge Run from the Oakland Army Base to the Ferry Building. We'll also be looking for a first that day. Dennis Gustafson will attempt to run three bridges in one day, the Bay Bridge, Golden Gate and, with the CHP permission, the Richmond-San Rafael, non-stop. Lots of Luck, Gus.

The latest word on the Christmas Relays is that the race is still on, but entries will be limited. I've been told that companies G, D and C have teams ready to go and I know of three more teams forming elsewhere in the department. Anyone interested in getting on, or forming a team, contact me at YSD.

Here's a response you might use when a non-runner asks you, "Why? It's from THE LONG RUN SOLUTION by Joe Henderson. "Once each day, at about the same time and for about the same amount of time each day, I quietly go out of my mind. I leave my rational mind behind and spin out for at least a half-hour or longer. It's brainwashing in a positive sense, a chance to clear up your daily jumbled ideas and intentionally not concentrate on any thoughts for a while."



ANNUAL PAL GAME

The 21st Annual PAL Football "Sgt. Joe Lacey Memorial Bowl Games" are set for Sunday, November 19, 1978 at City College of San Francisco Football Stadium.

The Jr. Midget Division will kick-off the day's festivities at 11:00 a.m. when the San Francisco PAL Champions play the San Mateo NORCALFED Champions. Following this, at 1:00 p.m., the Midget Division Champions from the San Fran-

cisco PAL Football Conference will contest the San Mateo Midget Champions for the legendary Sgt. Joe Lacey Football crown.

The PAL Memorial Bowl Games are held each year in memory of a beloved police officer, Sgt. Joe Lacey, who gave his life in the prevention of a robbery in 1956. Sgt. Lacey was one of the original coaches and co-founders of the youth tackle football program in Northern California.

BENEFIT FOOTBALL GAME

by Bob Del Torre

The 3rd Annual Benefit Football Game between the San Francisco Police and San Francisco Fire Departments will be played on December 16, 1978 at 1 p.m. Once again, the contest will be held at Washington High School (32nd and Geary). A raffle will be held at halftime for valuable prizes and donations will be given to the Special Olympics for the Handicapped.

The Special Olympics was created by the Joseph Kennedy Jr. Foundation in 1968 and since then, more than one million handicapped children and adults have experienced the joy of play and received the benefits of physical training and sports competition. In short, these Special Olympics are for the handicapped individuals who are given a chance to compete in various events and games.



These happy youngsters were winners in the Special Olympics track and field events. This is why we call Special Olympics "A New Kind of Joy".

Through Special Olympics we see more clearly what really matters in life. In the world Olympics, nation competes against nation. But in Special Olympics, nationality does not matter. What does matter in Special Olympics is courage and steadfastness. Striving rather than success. Determination rather than winning.

The mentally retarded have always been told, "You can't do it." But Special Olympics says "You can do it. All you need is a chance." Special Olympics is that chance. It is a new way to health. A new kind of joy.

The 1st Annual Benefit Game played in 1976 — members of both Police and Fire Department football teams raised enough donations to purchase a brand new station wagon which was donated to the Recreation Center for the Handicapped. The 2nd Annual Benefit Game played last year before a crowd of 2,000 people, raised \$4,000 in donations. This money was given to the Special Olympics. Members of both teams want to surpass last year's donation and with your help we can do it.



Pictured above are the members of the Benefit Game Committee with the children participants of the Special Olympics. L-R Standing: Officer Mike Lawson, Bobby Taylor, Officer Bob Del Torre; L-R Sitting: Leroy Williams, Firefighter Lonnie Magnusen, Mary Lotti, Firefighter Marty Armenta, and Greg Przyapzewski

Also pictured is the station wagon which was purchased from donations received from The First Annual Benefit Game. The station wagon was donated to the Recreation Center for the Handicapped. The Second Annual Benefit Game raised \$4,000 in donations for the Special Olympics program.

Tickets are only one dollar and now on sale. If anyone is interested in helping of the sale of raffle tickets, contact one of the following officers — it would be greatly appreciated.

Mike Lawson	CSTF	10-6
Ray Schaffer	CSTF	10-6
Bob Del Torre	CSTF	7-3
Jack Minkel	Ingleside	3-11
Ed McDonough	Northern	3-11
Joe Mollo	Police Gym	9-5

or call 553-1530

FOOTBALL NEWS

by Dave Maron

If you have wondered what has become of the San Francisco Police Athletic Football Team, put your thoughts aside for the team is alive and well. We are currently preparing for an All Police Football Tournament to be played at City College (Ocean & Phelan Ave.) over the weekend of December 2nd and 3rd. This tournament is the brainchild of Dan Lawson and will feature police teams from surrounding bay cities.

Game times are yet to be announced. If you plan to attend, a notice will be posted or you may contact any team member for details. Anyone who has seen or participated in sports competition between police teams knows the excitement and thrills it provides. Plan to attend and back our team.

Don't forget the 3rd Annual Police vs. Firemen game to be played on December 16th at Washington High School. Last year's game was a scoring bonanza as we outscored the Firemen 64 to 29. Word has it that the Fire team is already hard at practice, out to avenge last year's humbling defeat. This game should be the most exciting of any as both teams have highly skilled players and plenty of pride. Besides a year's wait in between games is a long time to dwell on a defeat.

Although the crowds at the games have grown year after year, the Firemen still manage to out gain us in this department. Plan to attend, bring the family and friends. Let's start giving this game the support to make it a San Francisco tradition. The media gives us the coverage, we provide the action, now we need you to give us the support.

TEAM MEMBERS

OFFENSE	DEFENSE
Quarterbacks	Defensive Backs
Mark Porto	Mike Puccinelli
Jim Taylor	Dan Lawson
Running Backs	Mike Lawson
Jack Minkel	Mike Keyes
John Payne	
Receivers	Linebackers
Frank Walker	Bob Barbero
Leroy Lindo	Al McCann
Dave Fontana	Bob Mondin
Jim Sweeney	Bob Crosat
Marion Jackson	Bob Deltorre
Herman Clark	
Jeff Barker	Linemen
Offensive Linemen	Herb Lockner
Art Tapia	Fred Kollar
Ed McDonough	Harry Pearson
Bob Barnes	Andy O'Mahoney
Mark Gamble	George Stasko
Dan Maye	
Ray Shaffer	
Dave Maron	



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Minority of ONE cont'd.

minority, I vote against the forced busing issue, I betray my own kind. The same with Proposition 13. If I voted for it, I'm heartless. I may be simplistic in my analogy but I can't help but think that this is what Gnaizda wants me to believe. Who am I to argue with a brilliant legal mind such as his.

I don't want to be misunderstood by my fellow minority officers who preceded me in this department. Many endured needless emotional stress, insults and lost opportunities. I acknowledge their strength and appreciate their contributions. They facilitated the entry of more minority members in the police force. Now we come to Gnaizda and gang who wish to include me in a class action suit to correct these injustices.

I am suspicious of men who proclaim to be my champion and protector. They seem to know better than I want is best for me. They are willing to fight for my cause and look after my welfare. They promise to win for me money and advancement. All this attention and reward — all on the single strength of my classification. I am overwhelmed; but I sadly decline all this attention.

This class action suit is not against a profiteering corporation, but against an overburdened taxpayer. Taxpayers who are tired of waste and mistakes of public servants. Incidentally, most of the taxpayers are paid less than I.

If Gnaizda and gang wish to champion the cause of those who were denied equal opportunity and can substantiate those charges, then sue for the individual plaintiff. I don't agree with the class action suit. This is not like the telephone company where everyone has been overcharged, therefore entitled to a refund. I believe the rest of us minority officers are being used by Gnaizda, et al to bolster their numbers to enhance their case.

I for one cannot claim I was denied anything which I sought in this police department. Therefore, I don't deserve a refund. Another thing that piques me is the lawyer's fee. My understanding of lawyer's fees is that it comes from a percentage of the settlement the lawyer wins for his client in a suit where damages are sought. In this case, Gnaizda and gang's fee is assessed on the taxpayers as if it is for punitive damage against the taxpayers. It seems underhanded to obtain their fee in this manner. Although, I was moved by Gnaizda's plaintive statement of the thousands of hours spent in exhaustive research. Gnaizda is even reasonable enough to charge the minimum per hour. I wish Gnaizda could realize taxpayers include the poor, the old and the minority; and aren't they now the majority in San Francisco?

There are good lawyers and good doctors. Gnaizda reminds me of those medicare doctors who examine healthy persons, then bill taxpayers for treatment never given nor required. What's more, the bill is as inflated as that which is sent to rich patients. Somehow, I identify more as a taxpayer than a minority in this instance.

As for the POA, they too should leave the taxpayers alone. They should sue Gnaizda and gang for damages caused by their disruptions and delay in our promotions; perhaps even sue the court that contributed to the delays, and required the minority officers to submit to survey after survey after survey; then in its sober wisdom demanded that we, (minority officers) appear en masse in court with no other obvious reason but to turn in another survey.

Our appearance in that courtroom was of considerable expense to the taxpayers in overtime payments and loss of services. I wonder for whose benefit the show-up was staged for. I suppose it was to impress us with the personage of our benefactors. I could almost sense the spirit of Abe Lincoln in the room nodding approbation at Gnaizda and gang. Can this be the last survey, may I ask? A more appropriate question is, is a bear catholic? Anyway, there are many forests in Oregon to supply the paper for more surveys.

One last comment, if Gnaizda and gang wish to champion a cause, then kindly assist me in obtaining my long overdue overtime checks. Talk about emotional stress — awaiting these checks is a true trauma. If Gnaizda et al feels this matter is below his status, I will gladly contact Yonello and Flippen.

S.F. Police Department is No. 2 in the Nation in U.S. Cities over 500,000 population

CITY	TOTAL	# SWORN	# CIVILIAN	% SWORN	% NON-SWORN
Jacksonville	1,534	931	603	61	39
San Francisco	2,180	1,669	511	73	34
Houston	2,563	1,867	696	73	27
Kansas City	1,688	1,233	455	73	27
Dallas	2,384	1,797	587	75	25
San Diego	1,434	1,125	309	78	22
Seattle	1,343	1,064	279	79	21
Columbus	1,144	926	218	81	19
Honolulu	1,810	1,473	337	81	19
Indianapolis	1,325	1,072	253	81	19
Phoenix	1,868	1,512	356	81	19
Memphis	1,594	1,300	294	82	18
Denver	1,670	1,390	280	83	17
San Antonio	1,335	1,120	215	84	16
Washington D.C.	5,323	4,546	777	85	15
New York	35,273	31,147	4,126	88	12
Chicago	14,672	13,018	1,655	89	11
Detroit	5,957	5,429	528	91	9
Cleveland	2,186	2,001	185	92	8
New Orleans	2,343	2,189	154	93	7
Pittsburg	1,484	1,459	25	98	2

High: 39% (Jacksonville) Low : 2% (Pittsburg) Average (Total): 17.9 San Francisco: 34%

Civilianization cont'd.

This administration has depleted the traffic enforcement and prevention area of the police department and will completely eliminate the prevention and enforcement of traffic laws and investigation. Traffic accidents, traffic safety and accident reporting within the next year will be non-existent.

PROFESSIONAL VS. POLITICAL PROTECTION

The taxpayers of San Francisco are presently throwing away their tax dollars on civilian protection against the rising tide of crime in San Francisco. The citizen of San Francisco is being bombarded with a political approach to fighting crime i.e., public pronouncement from the Chief of Police that police manpower can be replaced by the hiring of civilians who cannot enforce the law, make arrests or resolve the ordinary daily complaints of the citizens on the street. It still remains the responsibility of sworn police officers to handle every phase of arrest to arraignment despite the political rhetoric to the contrary.

The political gimmickery of the department in proposing police service aides at the same salary as police officers is an insult to a public that demands that the person who responds to their complaint is someone who can take action to handle that complaint. I am sure the public will be outraged to learn that police service aides (civilians) will not in fact break up fights, make arrests, conduct criminal investigations or issue moving citations. Many of these quasi cops will be tempted regularly in the course of their assignments to exceed their authority and training — at the risk of physical injury to themselves, at the risk of civil liability to the city and to themselves and at a risk of violating citizens' civil rights.

The civilian managers who are now recommending job scopes and prescribed duties on behalf of civilian replacement have not even taken into consideration the report of the National Advisory Commission on Criminal Justice Standards and goals which clearly outlined the criteria that any sophisticated police department use in replacing sworn police officers.

The National Advisory Commission on Criminal

Justice Standards and Goals, an interdisciplinary task force of top lawyers, educators and criminal justice practitioners from all levels of government, recommended adopting the following general approach for the employment of civilian personnel by (state and local) police agencies:

"Most positions within the police service must be filled by sworn personnel. It would be impractical, and sometimes illegal, to use civilian personnel in activities directly related to crime such as regular patrol functions, vice investigations, and traffic enforcement. Nor can civilians fill positions requiring police experience, such as some supervisory or special investigative assignments.

"Positions within some agencies should be reserved for developmental training of sworn personnel, even though civilians might otherwise fill them. These positions may include such duties as *staff adjutant*, research technician, or writers of orders, policies, or speeches. Any other positions which do not require the presence of a sworn officer should be designated as civilian positions."

The Commission went on to recommend that sworn positions should be reclassified to civilian only if:

1. They do not require that the incumbent have peace officer status under local, state, or federal statute.
2. They do not require that the incumbent exercise the full police power and authority normally exercised by a peace officer.
3. They do not require that the incumbent possess expertise which can only be acquired through actual field experience as a sworn police officer; and
4. They do not contribute significantly to the professional development of sworn personnel.

1. *National Advisory Commission on Criminal Justice Standards and Goals, Report on The Police, Jan., 1972, p 259* 2. *IBID., p. 258*

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