



the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

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204

NO. 2

POLICE BUDGET 78/79 ASSOCIATION VS. ADMINISTRATION

by Gale W. Wright

Do we need 403 new civilian jobs in the Police Department?

The Association's Labor Relations Committee met with the Police Commission on Thursday the 19th of January in the Commissioner's chambers to discuss the police budget at a Meet and Confer session.

Present for the Administration were Police Commission President Siggins, and Commissioners Ciani, Gallegos, Murphy and Toler. Chief Gain, Deputy Chiefs Mullen, Taylor, Amoroso; Lieutenants Trueb and Lennon and Commission Secretary, Sgt. Frazier.

POA President Crowley headed the committee of Ballentine, Wode, Carlson, Hebel, Delmas, Chignell, Barry and Wright. Crowley led off with the fact that the budget shows an increase of over \$4 million in salaries for 403 civilians without any jobs for additional police officers.

Ballentine spoke about the four new layers of bureaucracy he sees being created near the top of the department with this new budget. Vic Wode challenged the replacement of the entire Planning & Research Bureau with civilians. Mike Hebel presented a damn good case for not replacing the award-winning sworn police personnel instructors at the police academy with civilians.

Chignell and Delmas stated our case against the Office of Civilian Complaint (OCC) which would replace the present Internal Affairs Bureau. Barry and Crowley told of the Chicago, Illinois OCC which hasn't worked even after being doubled in size.

Carlson questioned the costs to install \$700 time clocks (status computers) in all of the radio patrol cars, the costs being quite high and unnecessary. Wright stated flatly that civilian Parking Controllers should not be supervised by civilian Supervisors, as there has to be police control.

So what came of this meeting, you might ask. Nothing really changed, that night anyway. The Commissioners were polite, but unbending. When a particular item was talked out, they moved right on to the next area of contention. After almost four hours of discussion, the meeting adjourned.

However, the next day the POA learned that 175 police officers jobs had been added to the budget, via a supplemental budget. Why not the original budget? We can't figure that one out, yet. A victory? We shall see after the budget makes it out of the Mayor's office and then out of the Board of Supervisors.

Naturally, the POA would like to take the credit for getting these police jobs into the budget, and rightfully we did our homework for the Meet and Confer, but me thinks many other factors must be considered. For one, the Board of Supervisors President Dianne Feinstein, has proposed a June charter amendment to add 200 police officers to the department. This position has also been voiced by the State Assembly leader from San Francisco, who is Leo McCarthy. Both officials have determined San Francisco needs more cops.

Another big factor is the State Initiative petition, to reduce property owners' taxes. This initiative is commonly known as the (Continued Back Page)

MINORITY OFFICER DENIES DISCRIMINATION

Clerk U.S. District Court
San Francisco, California

I hereby request that I be excluded from the class as Plaintiffs in the matter of Officers for Justice v. Civil Service Commission, No. C-73-0657 RFP. I request that I be included as an Intervening-Defendant, Police Officers' Association member, and, as such, be represented by counsel for the Police Officers' Association Intervenor.

I further wish to make known to the Court the following information. I am a San Francisco police officer of Chinese ancestry, and have been employed as

IN MEMORY



OFFICER ROBERT HOOPER

such since February, 1972. During my period of employment, I have not experienced any racial discrimination nor any derogatory racial conduct by any San Francisco police officer.

I do not feel that I have been deprived of any opportunities to partake in any promotional examinations or any departmental assignments that could be construed as racially prejudicial.

The present method of competitive examination for promotion is equitable. The only discriminatory factor in a competitive examination is that it denies, to one who has not prepared sufficiently, a high and competitive score. All who take the test are given an equal opportunity to prepare for the examination. It is the self-initiated fervor and desire which causes one individual to work harder than the next. I was one who did not pass the test. I make no excuses. It was not because of my racial background that I did not pass the test, it was strictly a lack of diligence in studying.

For the public to maintain their confidence in their police force, the police officer must be conscientious, competent, intelligent, and knowledgeable. Similarly, the police supervisor must be a conscientious, competent, and intelligent police (Continued Back Page)

RACIAL DIS- CRIMINATION VS. POLITICAL PATRONAGE IS THERE A DIFFERENCE?

by Lou Calabro

My immediate answer to that question must be "no", because I believe the basic characteristics of racial discrimination and political patronage are so closely related, that they are rendered indistinct.

Strikingly they both utilize the illegitimate use of authority as a basic ingredient in fulfilling each respective purpose.

The most common example of illegitimate use of authority can be recognized in the case of denying an individual a job because of race, or in the case of political patronage advancement on the basis of who you know, regardless of your race.

I think it would be unfair to state that every appointment on the basis of racial discrimination or political patronage will result in a totally unqualified person getting that job. But I know that it is not unreasonable to state that there are many "unqualified" individuals within our present system who look forward to both racial discrimination and political patronage, as a means of obtaining advancement.

What troubles me most about this question of being able to see that both actions are morally wrong, is that I find it difficult to understand some of my brother officers who happen to be black. You would think that if they actually suffered the demoralizing effects of racial discrimination, they would know that racial discrimination and political patronage are cast from the same mold.

The obvious fact is that they do not understand, or don't give a damn, considering that while they may be benefiting from political patronage, that political patronage has the demeaning effect of robbing a man of his dignity and self worth; the very same effect that racial discrimination has upon a man.

The driving force that perpetuates that ignorance, within our department, is not difficult to identify. Most of us know the damage the Officers for Justice have caused within this department. Granted, the efforts and motives of the individual members of the Officers for Justice may have been with good intentions and a desire to seek Justice. (Continued Back Page)

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Widows & Orphans

The January meeting was called to order by Pres. Mark Hurley at 2:10 p.m., Wednesday January 18, 1978, in the Traffic Bureau Assembly Room, Hall of Justice. All officers were present and a sufficient number of members for a quorum.

At this time the President introduced Past President Mike Barling to install the incoming officers. Installed: President - Andrew Quaglia, Vice-President - Robert Kurpinsky, Treasurer - Bernard Becker, Secretary - Robert McKee. Trustees to serve for two years — Mark Hurley and James Sturken. Bro. Barling wished the best of luck to the incoming officers, after explaining their duties and responsibilities. Included in his remarks was a commendation of the good job that the outgoing President, Mark Hurley had performed.

The meeting continued with our new President A. Quaglia presiding.

Treasurer Becker reported the following deaths:

CECIL V. BUSH — Born in 1902, Cecil entered the Department in 1938 at age 35. He served at Mission and Central Stations, receiving an injury in the line of duty for which he was given a disability retirement in 1945. Cecil was 75 at the time of death.

GERALD J. RICHERT — Born in 1911, Jerry entered the Department on a temporary basis in 1939. He worked at Ingleside until appointed permanent in 1940. Jerry resigned in 1944 to accept a job with the State Industrial Accident Commission. He was 66 at his death.

The following were accepted as new members of the Association effective February 1, 1978: Louis T. Apo, Jr., Vivian Bapiste, George Bursiango, Dennis J. Callahan, Edward J. Callejas, William M. Carle, Timothy J. Connell, Thomas J. Cordes, Richard W. Dant, Sylvia W. Davis, Ernest Ferrando, Heather J. Fong, John C. Francisco, James P. Gaan, Michael J. Gallegos, Richard L. Garcia, Anna M. Guiliacci, Lawrence Gray, Jr., James S. Guerrero, John P. Hallisy, Davis P. Herrera, Richard A. Hom, Michael L. Hughes, Steven L. Hutzlser, Ivan W. Jackson, Terrence J. Keating, Jeff C. Lindberg, Leroy Lindo, Daniel J. May, James H. Miller III, Mark Mino, Robert J. Mondin, Larry Murdock, Corrado Petrussella, John S. Propst, Randolph M. Radovich, George G. Rosko, Ronald Roth, Vincent G. Simpson, Ralph R. Storch, James T. Springer, Ernest Q. Visico, Thomas Walsh, Donald R. West. All above from the 129th Recruit Class. These three from the 128th Recruit Class: Todd Kawaguchi, George S. Stakos III, Christalyn Washington.

The Secretary reported the following donations:

Stanley Bechtel — For courteous and efficient work by members of Co. A; **Charles W. Foster** — Because he likes policemen and thinks they do a fine job; **Mrs. Ida Edwards** — Because of courteous work performed by P.C. Rennee Marcillac, attached to Richmond Station; **Bobby Boles** — For the cooperation of the members of Northern Station.

Unfinished Business — A second reading of amendments to the By-Laws necessitated by changes in the Constitution. Approved. Secretary to distribute changes.

Trustees Report — Bro. Jeffery, senior Trustee, introduced members from Hibernia Bank, who reported, the portfolio is in good shape in spite of the market. All stock held has continued to pay dividends with some increasing these payments. Recommended purchase of Combined Insurance stock to bring our holdings to even figures. Approved.

New Business — Members present approved the purchase of a gift for the outgoing President not to exceed \$150.00.

Good of the Order — Pres. Quaglia thanked Bro. Mike Barling for attending and installing the new officers. President also set the date of the President's Dinner for February 3, 1978, at 6:30 p.m. Secretary to send notices to Past Presidents.

The meeting was adjourned at 3:15 p.m. in honor of our departed Brothers.

Faternally,
Bob McKee, Secretary

Any member on Cash who has not recieved a dues notice from the Hibernia Bank, please contact: Bob McKee, 147 Moffitt St., S.F. 94131 or phone 587-4570 (not too early!).



SAN FRANCISCO

Fellowship of Christian Peace Officers

Tuesday, January 17, 1978

Jim Crowley opened our meeting in celebration of the second year anniversary of the San Francisco Fellowship of Christian Peace Officers.

Mike Mosart gave the opening prayer thanking the Lord for all the blessings he has given us in the last two years. Jim Crowley expressed how thankful we are to have had Teen Challenge with us over the last two years.

A large group from Teen Challenge always attends our fellowship meetings and has just made our President, Jim Crowley, a member of their Board of Directors.

Jim Higgins talked about our gathering at the top of Twin Peaks on Saturday, December 17, 1977. When our meeting first started, the sky was dark with black clouds, but when 300 people

started praying and singing to praise the Lord, the dark clouds gave way and the sun shined through the blue sky.

Spiritual music was presented by "Shalom" of the Concord Christian Center.

Pastor Richard Jefferson of Temple Baptist Church of San Francisco was our guest speaker. Pastor Jefferson talked about our meeting atop Twin Peaks and of the people who went to the Promise Land. He said ours is a spiritual battle and not a physical battle. He said it's an ongoing process, step by step. Pastor Jefferson spoke of the battle with darkness and that Jesus is the Light.

Our meeting closed with songs praising Jesus. We then had refreshments and fellowship in the meeting room.

In Christian Love,
Art Gerrans, Secretary

the San Francisco
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Gale Wright Editor

ASSOCIATION OFFICE 861-5060

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- Address letters to the Editor's Mail Box, 510-7th St., San Francisco, Ca. 94103.
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to two pages, typed, double-spaced.

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* TESTIMONIAL DINNER *

Capt. Ray "Patton" White

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OUR FIRST PRESIDENT'S BIRTHDAY

Oh, to romp through the wild grass again
And pick those poppies growing carefree and wild,
Just waiting to be picked by one
Innocent and free.
Just waiting to be gathered
In a child's hand.
Oh, the stream of half conscious thought
That rushes through that child's mind
As he picks them close to the roots
From their hillside home
For a few days of life
In mother's favorite vase —
As she gazes down in love
At his proud, beaming face.

Why must the poppies wane and fade
As the thirties recede into the shade
Much like the organ grinder
And his little monkey
With cup in hand,
Along with the rags, bottles and sacksman,
And the country's conscience slow delay —
On this our First President's birthday?
Oh! Gather those poppies and lupines, too,
Little One, with your limpid eyes of blue,
And a few other wild flowers
To fill out the bouquet —
On this our First President's birthday.

—Thomas Warren Powers

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ELECTION RESULTS

by Bob Barry

Tony Bell and Joe Carew tangled for the only contested seat on the Board of Directors. Tony wanted to continue as the Retired Rep but Joe had other ideas. Results: Welcome aboard, Joe Carew. Your work on several past issues and campaigns are impressive credentials for the work ahead.

Tony Bell, many thanks to a fine gentleman who has always found the time to serve in so many necessary ways. Your devoted service will be long remembered.

The rest of the Board Reps were automatically declared winners, as no challengers came forward. Apathy might be a great term to use here but I rather choose to believe the membership likes the direction the Association has been taking and no doubt, will continue to take.

Direction is involvement in Federal litigation, grievances, Internal Affairs, police budget, promotionals, politics and on and on. Talk to your Association officers and Board Reps. Pick their brains and in turn, give them the benefit of some of your opinions and ideas.

Congratulations to Al Casciato - Co. A; Joe Toomey - Co. B; Layne Amiot - Co. C; Pat White* - Co. D; Paul Chignell - Co. E; Ray Carlson - Co. F; Roy Sullivan - Co. G; John Minkel* - Co. H; Bob Bullard* - Co. I; Bill Hardeman and Gale Wright - Co. K; Mike Hebel and Vic Wode - Headquarters; Bob Huegle - Inspectors; Ted Schlink* - CSTF; and Joe Carew - Retired.

* Newest members of the Board.

LEGAL NOTES



LAW OFFICES OF

STEPHEN WARREN SOLOMON, INC.

This is a report on the status of pending litigation in the Federal and State courts concerning matters of interest to the Police Officers' Association.

Residency — This law firm is currently preparing a request for preliminary injunction which would enjoin the City and County of San Francisco from continuing the enforcement of residency ordinances pending full trial on the merits. There should be a court determination in this matter sometime in the month of February.

Officers for Justice v. City and County of San Francisco — This case is presently set for trial for March 21, 1978. No continuances are expected. Depositions are ongoing and the trial should last approximately two months. A conference is presently scheduled for February 10, 1978 at 10:00 a.m. in Federal Court. Issues related to discrimination against women will be litigated subsequent to this first trial. Originally scheduled for February 3, 1978, a Motion for Preliminary Injunction was brought by the City to half suspension of federal funds to the City and County of San Francisco as requested by the U.S. Attorney General's office in their lawsuit filed in December 1977. By law absent court intervention the suspension of funds would be automatic. No settlement appears likely at this point.

Nino Ruta v. City and County of San Francisco — An opinion was rendered by Judge Carter on January 18, 1978. In a four page opinion, three pages agreed with petitioner's contention that the eight appointments to sergeant made in August violate State statutes and State constitution. Unfortunately, the Judge denied the Writ based on the Federal case of Officers for Justice v. City and County of San Francisco without a hearing. In a series of phone conversations with Judge Carter, the Police Officers' Association's attorneys have obtained the right of reconsideration by Judge Carter and are hopeful that the matter can be quickly concluded in our favor. The companion case, Dillon, is still under submission to Judge Carter.

Loyalty Oath — Judge Benson took the matter of attorney fees in the case under submission over four months ago, and the matter is still under submission.

Million Dollar Wage Claim — Concerning the million dollar wage claim filed against the City, although the six month statute of limitations has six months to run, the POA attorneys are preparing a lawsuit in that matter also.

Ralph B. Saltsman

HERITAGE OR SKIN COLOR?

by Ronald Hansen
Southeast Station

Recently I was visited by a local agent of the F.B.I. His visit was concerning an intra-departmental memo in which I was required to submit regarding my heritage or ethnic genealogy. Said information to be utilized for a yet undefined ulterior motive.

As I indicated in my memo, I have a mixture of 4 or 5 different ethnic heritages, some of which are American Indian stemming from both sides of my family tree. Having never claimed this "minority" background, I do not feel it is so important that I should follow through with an investigation of my "roots", for I consider myself an American of mixed decent, nothing more.

My concern is that I do not recall in recent history where a government agency investigated or required one to prove his ethnic background except in NAZI Germany, when Hitler began his extermination of the Jewish people. Then it became necessary for one to prove his heritage to stay alive.

It seems to me that the enlightened liberal idiots who come up with these issues are not concerned with whether I am white or brown or a mixed package, but to make sure I am not black.

If I must therefore prove my roots, then conversely it should be incumbent on every "minority" who accepted a Sergeant's promotional position out of sequence on the present list of eligibles, to prove and be subjected to the same rules of disclosure regarding their heritage or background. I doubt if any of the appointed "men" could really do this.

If it is not necessary for them to have to prove their pedigree, whether it be Bantu, Kikuyu, Ewe, Bini, Yoruba, Wagania, Banganda, Ashanti or Masai, then why should we who are white skinned and of mixed blood have to prove our ethnic heritage.

We must then conclude that the issue is only one of pure skin color.

President's Corner

BY JERRY CROWLEY



The long countdown to the June ballot begins today. Preparation for a collective bargaining ordinance, a challenge to civilianization in the 1978-79 Police Department budget, and the increase of police manpower are the three priorities of 1978. The motivation and organization of police association membership to participate in the achievement of these priorities, is the task of our strong station, bureau and unit directors.

Participation and presence at all Police Department and City Commission hearings over the next several months is vital to our challenge to all who would destroy a strong and principled police department and the incentives of its employees.

Failing to wear down this Association resolve to maintain a competitive civil service merit system, opponents have moved insiduously to place alternatives amounting to quotas and special preference before the Board of Supervisors and the Civil Service Commission.

These proposals are a Charter Amendment which deals with the erasure of competitive promotional rights, similar to recently passed Fire Department charter amendment, and Rule 19 which deals with arbitrary limited tenure appointments to higher ranks. These two rights are now being litigated in the Federal and State courts. Over 4 years our membership has fought and paid for the right to be treated equally within the police system and we will continue to fight these pseudo settlement proposals by those people who know that the ultimate victory in the courts will be ours.

Any administrator within the top ranks of our police department who now rationalizes the proposals of preference appointments as embodied in Rule 19 and the proposed charter amendment as a way of granting management flexibility, is a disgrace to the system which placed him in a command position.

If they are truly management and believe in the system which granted them a fair and equitable opportunity for their career advancement and satisfaction, then they as policy makers should reflect that commitment rather than accept the patronage directives of politically motivated bureaucrats who attempt to hold their jobs in city government by selling the promotional jobs of San Francisco police officers.

Minority is a term given to San Francisco police officers by the Public Advocates, the Civil Service Commission, the City Attorney and the Justice Department. The leadership philosophy of this Association over the past eight years has rejected this term of segregation and the membership has grown to reflect that philosophy as the cornerstone of our real brotherhood of police officers.

San Francisco police officers have created a police society based on respect for each other and have vowed to resist the advocacy by the Justice Department and the other groups attempting to force a settlement based on quotas within our society.

I strongly believe that what these individuals and groups have done is to involve themselves in political rhetoric and historical slogans in order to force some type of settlement; not caring what type of settlement it is, as long as it remedies the numbers or quota; not caring that it would politicize and polarize; not caring what becomes of a proud police department after these political decisions are made.

The San Francisco Police Officers' Association leadership have tried to build a spirit of brotherhood over the years and that takes a strong individual belief in one another. You cannot create that type of human concern without organized Association activity to create that type of climate.

I can state unequivocally that this Association has been responsible for that climate, both by making police officers feel that they can change the system and that the people changing the system are not expressing tokenism but are concerned with equal treatment for everybody within the police system.

The fact is that police officers of all ethnic backgrounds believe in our honesty and sincerity. If they did not believe in the integrity of our motives, the environment would not have changed, the society of police would not have changed, and certainly our strong belief in each other would have dissolved into dissension, patronage, and settlement many years ago.

* * *

A man died the other day. His name was Bill Kwartz. I worked with him, coached football with him, drank with him and loved him as a warm, compassionate and smiling human being. I know that these decisions are made someplace else. But I find myself asking why in the hell he would not have stuck around a little longer.

AROUND THE DEPARTMENT

by Al Casciato

... Mrs. Bob (Connie) Hooper and family arrived at the Rod and Gun Club a few hours after the funeral to express their thanks for all the help and comfort given them during these dark hours. Since most of you had already left, her thanks are expressed here. A special thanks to the Traffic Bureau personnel for all their work in organizing the funeral and reception ...

... While standing in Holy Name Church, my thoughts kept turning to the killers of Doug Gibbs and Bob Hooper. My anger is not limited to them only. I keep thinking of the system that released the killers from jails and mental institutions to prey upon society.

... The latest police commissioner if Dr. David J. Sanchez to whom I say, "Bienvenido a la guerra politica". (Welcome to the political wars.) You have been given a weary, time consuming, controversial post. Good luck, you'll need it ...

... The new proposed department budget is confusing to say the least. When it was proposed to the commission, it contained no new police officer positions. Yet, less than 48 hours later, after a 4½ hour Meet & Confer with the P.O.A. and a meeting with Supervisor Feinstein, the department submitted a supplemental budget request for 170 additional police officers. Then a week later the commission passed a resolution saying that the mayor and commission would determine the exact number of officers to be actually hired. To me this means that there aren't really going to be 170 new officers. There just might be new officers hired if the mayor and commission feel like it at their leisure. Meanwhile, the taxpayers are paying for 170 police officers who don't really exist ...

... Those stories, that a number of officers on the academy staff requested transfers back to patrol, are true. They are upset that the administration told the commission that the staff was not opposed to the civilianization of the academy. I'm told that the officers oppose the civilianization of the academy staff and administration and voiced this feeling to the administration prior to the meeting with the commission. The irony of this is that while the officers were submitting their transfer requests the media and police profession were praising their work on a statewide basis.

... Alcoholism and mental illness are two of society's greatest diseases. But how has the San Francisco Police Department treated these diseases? Mental illness has been swept under the administrative carpet and ignored. Alcoholism has been treated as a crime. By now some of you are saying that the department has an alcoholism officer. But do you really think that he has any credibility left. He presently works directly out of the chief's office and his primary job seems to be that of chauffeur for the police commissioners. There have been too many witnesses to the jaunts that Officer Devine and Commissioner Siggins take (every Wed. night following the commission meetings) through the eateries of North Beach and Chinatown, before inspecting the officers at one of the district stations in order to justify their travels. Well to me, he had credibility 8 years ago. But now??? YOU decide ...

... Captain McFarland (Southeast Station) has complained, at the captain's meeting, that his best officers are leaving the department for other agencies because of low morale. How much more do the administrators need before they do something about improving morale ...

... Recently one district station manned two radio cars on the midnight watch. One car responded to 37 calls for service and the other to 35 calls. Needless to say, the officers arrived at every call hours after the fact and met 72 disgruntled complainants, most who had already gone back to bed, thankful that it wasn't a life or death situation. Are we or are we not short handed?

... The Richmond Station is buzzing about the fact that Mayor Moscone, Supervisor Lau, Civil Service Commissioner Sing and a host of others have filed a complaint and demanded an investigation because two officers stopped a Chinese man who was alleged to have a shotgun in his auto. The mayor's letter states that the officers are harassing Chinese people. The irony is that one officer is Chinese. Maybe the officers should sue the complainants for harassment ...

... Oh, by the way. If you are one of the persons who work out in the academy gym and shower there, watch out you are being watched. During the storm which ended the drought, Joe Mollo was ordered to count the number of times people worked out and showered. To date the order has not been rescinded and Joe is still counting. Don't worry Joe, when the next drought starts they'll rescind the order. ... Bye ...

Tony Bell has lost an election but, he has not lost his dedication to serving his fellow police officers, active or retired. Tony is one of those rare and wonderful people who has made his commitment to holding office, a pledge to participate and contribute time, energy and loyalty to this Association.

The day after the

Tony Bell, our Retired Representative of the Board of Directors, celebrated his 75th birthday in October with his lovely wife Aline and scores of their friends at the Alameda Officers' Club.



Some of the many guests including Bill Reed, President of the Retired City Employees Association at the far right.



Tony Bell

election, he volunteered to continue to work in the Association office.

Tony ably represented retired police officers, attended Retirement Board meetings, was the representative to the Retired City Employees Organization, as well as working one or two days at our Association office.

Whenever requested to perform a task night or

day, there was one response you never received from Tony and that was "NO".

I am proud of my friendship with Tony and I am indebted to his loyal dedication to this Association. When I look out my office door and see this active person, I feel that no Association member has given of his time as unselfishly as my 75 year old comrade, Tony Bell.



Notice the tightly clasped hands of Tony and Aline.



From the POA office were Ethel, Gale, Louise, Jack, Laverne and Mike.

GILROY POA ASKS YOUR HELP

In December of 1977, Ron Moore, a Reserve Officer with this department, suffered a 95% loss of vision. Ron has been a Reserve Officer for five (5) years, and has been an asset to the City.

Ron has been relieved from his regular job and since he has six children, the youngest being two (2) months old, you can understand the burden this places on him, both financially and emotionally.

Social Security, State Disability and Welfare, have been applied for, but as you can imagine, these government agencies work quite slowly.

A special account has been obtained for immediate financial aid. Checks or money orders made payable to "Special Trust for Ron Moore Family" will be applied to this account. Contributions may be sent to:

Monterey Savings and Loan
Post Office Drawer "M"
Gilroy, California 95020

Any consideration for this fellow officer will be greatly appreciated. Thank you.

David Holdaway, Captain
Gilroy Police Reserves

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CHARTER AMENDMENT: COLLECTIVE BARGAINING FOR POLICE

by Mike S. Hebel

In the second week of January of this year a charter amendment proposing collective bargaining with binding arbitration was submitted to the Board of Supervisors. It was referred to their Legislative and Personnel committee for public testimony. If approved by the Supervisors, it will be placed on the June 6 ballot.

The amendment would add section 8.408 to the charter. It intends to eliminate labor strike in this area of public employment by providing for binding arbitration of those disputes regarding wages, hours, and employment conditions which are not resolved in the meet and confer process. It specifically excludes the retirement system from the arbitration.

This proposal is considered to be the association's number one legislative priority for 1978. The entire proposal is reprinted here.

8.408 Arbitration for Uniformed Forces of the Police Department

(a) It is hereby declared to be the policy of the voters of the City and County to endeavor to establish and maintain, without labor strife and dissension, wages, hours, and other terms and conditions of employment for the uniformed forces of the Police Department which are fair and comparable to similar private and public employment. To such purpose, the voters of the City and County hereby recognize the efficiency of and adopt the principle of binding arbitration as an equitable alternative means to arrive at a fair resolution of terms of wages, hours, and other terms and conditions of employment for such employees when the parties may have been unable to resolve these questions through negotiations.

(b) Pursuant to the public police hereinabove declared, the City and County or the recognized employee organization for the uniformed forces of the Police Department shall, as the result of an impasse after meeting and conferring in good faith on matters within the scope of representation as required by applicable State law and this section, refer any such matters which are unresolved to binding arbitration under the provisions of this Section; except that the Charter provisions concerning the Police Retirement System shall not be subject to change by arbitration. Notwithstanding any other provision of this Charter, disputes regarding wages, hours, terms and conditions of employment and other employment conditions for the uniformed forces in the Police Department shall be subject to meet and confer and arbitration as provided herein.

(c) Both the City and County and the recognized employee organization of the uniformed forces in the Police Department shall have the mutual obligation personally to meet and confer promptly upon request by either party and continue for 60 days unless extended by mutual agreement in order to exchange freely information, opinions and proposals and to endeavor to reach agreement on wages, hours, terms and conditions of employment and other employment con-

ditions for the uniformed forces in the Police Department prior to the adopting by the City & County of its final budget for the ensuing year.

(d) Any unresolved dispute or controversy arising under the provisions of this Section, or any unresolved dispute or controversy pertaining to the interpretation or application of any negotiated agreement covering uniformed forces of the Police Department shall be submitted to an impartial arbitrator. Representatives designated by the City and County and representatives of the recognized employee organization of the said uniformed forces shall select the arbitrator. In the event that said parties cannot agree upon the selection of the arbitrator within five days from the date of any impasse, then the California State Conciliation Service shall be requested to nominate five (5) persons, all of whom shall be qualified and experienced as labor arbitrators. If the representatives of the recognized employee organization and the City and County cannot agree on one of the five to act as arbitrator, they shall immediately strike names from the list of said nominees alternately until the name of one nominee remains who shall thereupon become the arbitrator. The first party to strike a name from the list shall be chosen by lot. Every effort shall be made to secure an award from the impartial arbitrator within thirty (30) calendar days after submission of all issues to him.

(e) The arbitration proceedings herein provided shall be governed by Sections 1280, et seq., of the California Code of Civil Procedure. The arbitrator's award shall be submitted in writing and shall be final and binding on all parties. The City and County and the affected employee organization shall take whatever action is necessary to carry out and effectuate the award. The expenses of arbitration, including the fee for the arbitrator's services, shall be borne equally by the parties. All other expenses which the parties may incur individually are to be borne by the party incurring such expenses.

(f) In any such arbitration, the arbitrator is directed to take into consideration the City and County's purpose and police to create and maintain wages, hours and other terms and conditions of employment which are fair and comparable to similar private and public employment and which are responsive to changing conditions and changing costs and standards of living. The arbitrator shall also consider: the public; stipulations of the parties; the availability and sources of funds to defray the cost of any changes in wages, hours and conditions of employment; comparison of the wages, hours, terms and conditions of employment of the employees involved in the arbitration proceeding with wages, hours, terms and conditions of employment of other employees performing similar services in public and private employment in comparable communities; the consumer price index; such other factors, not confined to those specified above which are traditionally taken into consideration in the determination of wages, hours, terms and conditions of public or private employment.

(g) Nothing herein shall be construed to prevent the parties from submitting controversies or disputes to mediation, fact-finding or other reasonable method to finally resolve the dispute should the City and County and the recognized employee organization so agree. An impasse may be declared by either the City and County or the recognized employee organization in the event the parties fail to reach agreement on matters within the scope of representation after meeting and conferring in good faith as required by applicable State law and this Section, or after other mutually agreed-upon settlement methods fail to result in agreement between the parties.

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OUTSTANDING POLICE WORK

On January 21, 1978, Officers A. Squair and T. Schlink of the Street Crimes Unit observed a subject, whom they believed to be carrying a pistol in his waistband. The officers investigated and subsequently arrested the suspect for possession of a loaded concealed firearm. The suspect gave the name of Peter Ramon at the time of arrest.

On January 23, 1978, Insp. Yalon (General Works Detail) who had been assigned the case advised me and Inspector Morse (Narcotics Detail) that the suspect stated that he wanted to speak with an Inspector of the Narcotics Bureau in hopes of receiving a reduction of charges if he assisted Narcotics officers.

On January 24, 1978 Inspector Morse and I interviewed the suspect in City Prison. It became apparent in that interview, that the suspect had a very large and recent knowledge of the California Mexican Mafia.

In the afternoon of that date we conferred with Inspector Yalon and the consensus of opinion was the suspect was a member of the Mexican Mafia and was lying about his identity. Inspector Yalon subsequently called Sacramento and Los Angeles with the fingerprint classification of the suspect in hopes of making positive identification.

On January 26, 1978 Inspector Morse and I

received a telephone call from Sgt. McClary of the Los Angeles Police Department, Robbery Unit. Sgt. McClary related the following:

The suspect arrested by Officers A. Squair and T. Schlink (SCU) and booked as Peter Ramos was positively identified as Eddie Ramos Maldonado (Mexican Male 3-26-34).

The suspect Maldonado has an outstanding warrant for (6) six counts of armed robbery and is believed to be involved in no less than (70) seventy armed robberies in the Los Angeles Area. Additionally, some of the robberies involved the shooting of the victims. The latest of which the victim was shot once in the eye and (5) five times in the chest.

Additional investigation disclosed that Maldonado is a suspect in (3) three more armed robberies in the San Jose area a short time prior to his arrest by A. Squair and T. Schlink (SCU).

In summary: The heads up police work by (2) two outstanding Street Policemen, Al Squair and Ted Schlink, resulted in the arrest of a very dangerous armed suspect wanted for numerous felony armed robberies. Both officers should be commended for this arrest.

Respectfully submitted,
Thomas Gerard
Paul Morse
Asst. Inspectors

PURCHASING RETIREMENT CREDITS "NO"

by Jerry Crowley

Rumors are circulating about alleged "new provisions" enabling police officers to "purchase" credit for retirement from the Retirement System for periods of military service prior to entry into the San Francisco Police Department, thus facilitating earlier retirement. Adding fuel to this misconception is the rationale that this has been afforded as inducement to greater Department attrition at high levels of rank and seniority, thus giving a boost to Affirmative Action hiring and promotion.

In short, the only current provisions for credit for military service in the San Francisco City and County Employees' Retirement System apply solely to circumstances wherein the employee "had standing on (a Civil Service) eligible list" (emphasis added) and "was reached for certification to a permanent position" while in military service. (Charter Section 8.521) This provision has been in effect since November, 1972.

Legislation was passed and signed into law in September, 1976, (AB3550) amending the Government Code to provide for credit for military service prior to employment for members of the State of California Public Employees' Retirement System (PERS). However, while certain members of the San Francisco Sheriff's Department (such as most deputies) are in the PERS, we do not belong to this system. Likewise, the Government Code sections relating to employee retirement funds do not apply to our Retirement System, as the City is a Charter city, and is thus governed by the City Charter in this regard.

For more information, contact Bill Kidd of the Retirement Board at Ext. 1806.

FULL TIME POLICE COMMISSIONERS

by Gale W. Wright

When the Police Commissioners were asked questions about the 78/79 Budget by members of the POA Labor Relations Committee, the Commissioners usually sat there with blank stares on their faces. But both Chief Gain and Deputy Chief Mullen were quick to answer from a "staff and resource" position.

Yet, the first three pages of this budget contain a summary written by Chief Gain and addressed to the Honorable Police Commission. The Chief wrote this budget, not the Police Commission. But when POA President Jerry Crowley asked the Chief point blank, "Are you in favor of the Office of Civilian Complaint (OCC)?" the Chief quickly tossed the ball back by stating "This is the Commission's budget." The games people play.

What does any Police Commissioner in San Francisco really know about the police department? None of them are fulltime. All of them are political appointees. Most of them must wonder aloud (privately, of course), "What in the hell have I gotten myself into?"

During the discussion of the OCC, none of them would even admit that while they were in favor of the OCC, none of them had even walked 100 feet down the hallway to visit the Internal Affairs Bureau. Visit? Nay, get a handle on the work these officers do. Oh yes, how long have these Commissioners been in office? Two years, — you don't say?*

Sure, some of the Commissioners know some of the IAB officers. But of course they do, because some of these officers have testified in Police Commission trials. And yes, they do read the IAB reports, the BIGGIES, that is.

I suggest that while the Commission is so busy approving 403 new civilian jobs to spring 122 officers, they also approve 5 fulltime Police Commissioners who will have time to do their own homework and learn the whole operations of the S.F.P.D. It wouldn't hurt to have at least one of them who understood Labor Relations and could deal knowledgeably on this level too.

* Commissioner Toler later abstained on the vote for the OCC.

D.A. JOE STRIKES OUT AGAIN

by Paul Chignell

District Attorney Joseph Freitas has lost again in his continuing prosecutions of San Francisco police officers.

Walter Martinovich, a twenty-seven year veteran of the department, was tried in succession without a conviction.

Hall of Justice observers stated that the case was as flimsy as the Craig Piro—Bob Rodriguez prosecution.

On another front, D.A. Joe is preparing to prosecute San Francisco officers Andrew Citizen and Dennis McCaffrey. That case will be another interesting test of D.A. Joe's ability to fight crime in San Francisco.

D.A. Joe has yet to respond to the allegations of perjury on the part of admitted prostitute Janet Phillips which occurred in the Piro-Rodriguez trial.

However, on an optimistic note D.A. Joe has not filed any additional charges against cereal companies. He also has not held any more press conferences relative to underwear ads promoted by the Emporium department store.

In spite of these successes, D.A. Joe must go. The election will be held in November 1979. Join with me in not only ridding electoral politics of D.A. Joe, but also ex-Delancey Streeter Daniel Weinstein and Assistant D.A. John Dwyer.

We can return the District Attorney's office to a crime fighting branch of which San Francisco police officers can be proud.



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SOAR (Save Oil America Recycles) is a non-profit program with the single purpose of enabling car owners to dispose of used crankcase oil in a way that protects the environment and, at the same time, makes a small contribution to the national economy.

A growing number of Americans have taken to changing their own crankcase oil because of the

contaminants, and additives deteriorate to the point that the original product no longer does the efficient job it was designed to do.

Through SOAR, co-sponsored by the California State Automobile Association (AAA) and the California Service Station Association, used motor oil is collected, recycled, fresh additives in-



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saving involved. However, this creates a problem, since disposal of the used oil is troublesome and the most obvious methods are against the law. In California it is illegal to burn, dump, or bury what is drained from the engine.

Contrary to popular opinion, used oil can be cleaned and recycled for future use, thereby helping to conserve our dwindling supplies. The mineral portion of motor oil never truly "wears out." A small part is burned up in your car's engine, while the balance picks up various

corporate, and packaged to be used again as effectively as before.

Do-it-yourself mechanics are urged to look for the red, white and blue SOAR decals that identify participating service stations in California and then take their used crankcase oil to the sign of the soaring eagle. When used oil is delivered to a SOAR collection station, the car owner can be confident that it will not become a pollutant and that it will be recycled and eventually used again. Everybody wins!



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In Memory

On Thursday evening, February 9, 1978, Solo motorcycle officer Robert Hooper was killed in the line of duty as he attempted to make an arrest in the Taraval district of our City.

To condense a man's lifetime into three or four hundred words is impossible. How does one describe Bob's feelings and attitudes towards his family, his job, his goals? For those men with whom Bob worked everyday on the Solos, they felt lucky indeed to have known him and to have worked with him. Their combined observations are recorded here.

Bob enjoyed his family very much and loved them dearly,— Connie, his wife of 17 years, and their three children Scott, Janice and Suzi. They can always remember his love and be proud of the many ways he shared his time with them.

He was always good natured, but with a quick sense of the sarcastic, followed by a distinctive laugh, which could be heard frequently, and still lingers with us. He enjoyed a good joke, but when it was time for serious things, he said what was on his mind. Conscientious, hard-worker, well-liked, yes these words certainly fit Bob.

When his good buddy Rich Anderson, who was on the Solos too, died of cancer in July of 1977, Bob proved again he was a loyal friend. Rich's wife Pat, found Bob to be a loyal friend in her time of need as Bob helped her and her children to get through their grief and the thousand and one other matters which must be attended to. The unselfish giving of one's self to help, is the trait of a true friend.

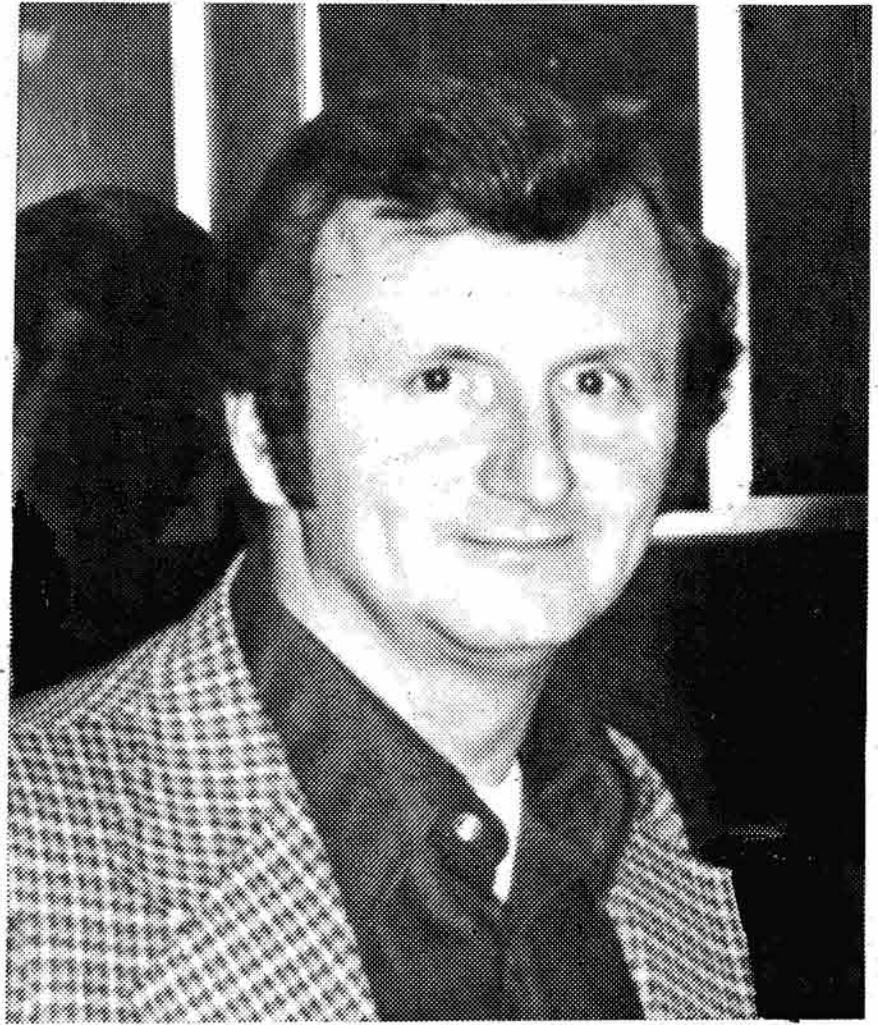
Bob attended Poly High School in San Francisco, and the City College of San Francisco. He served in the U.S. Marine Corps and later worked at the Pacific Gas & Electric Company.

In 1960 he and Connie were married and then in July of 1964 he joined the S.F.P.D. During his career, he served at the Potrero Station (now Southeast), where he met Al Ward (Retired 1977 Solos). Next for him was the Central Station where he first met Hugh Emerson (Active Solos) and they shared a patrol radio car for many watches.

Within the next few years, his transfer to the Accident Investigation Bureau came through, where he served until in October of 1970 when he became a Solo Motorcycle Officer. He enjoyed the work and was very happy to be one of the Solo Family.

Even when the numbers of Solos were reduced in 1976, he did not lose his enthusiasm for the job. He worked for the Crimes Specific Task Force until he was called again for the Solos in about five months time, for a vacant spot due to attrition.

The memories of good times readily come to mind: The many dinners shared with him and his many friends from the Traffic Bureau at his wonderful in-laws house on Irving Street, better known as "The Ranch". Plus, of course, the many parties, conventions, other gatherings and celebrated occasions, we all attended.



OFFICER ROBERT HOOPER Killed in the Line of Duty

We can all be thankful to Bob for our bullet proof vests. Three years ago, Bob was wearing a bullet-proof vest he had purchased himself, when he was shot point-blank with a .357 magnum by a suspect on Third Street. He was sore, but he survived. The City Fathers were then very quick to make sure all officers had these vests after that incident.

A great deal has been written about the officers who ride the two-wheeled motorcycles (Solos). We are a unique group, with a special closeness for each other. We will miss Bob more than we can say, but you can believe he won't be forgotten.

Monday, January 30, I buried my husband, William Eugene Kwartz. He was 46. He entered the San Francisco Police Department in 1957. Prior to that time he served four years in the U.S. Navy. His professional and personal life was unblemished. He was a good husband, a good son, a good father and a good cop. If anyone would care to take the time to check, he was loved by everyone he came in contact with. He had a quick smile and a good word for everyone. I never once in 17 years of married life heard him complain about his superior officers. He fully believed in rules, regulations, law and order.

About two months ago his attitude and demeanor began to change. He became tense and strained. He began to complain of indigestion and stomach pains. He started talking about transferring to another police station or even possible retirement. "Life's too short, hon" he would say. He began to dread getting up to go to work in the morning. He would jokingly compare Capt. Edward Laherty to Captain Quigg. I realize now it was no joke.

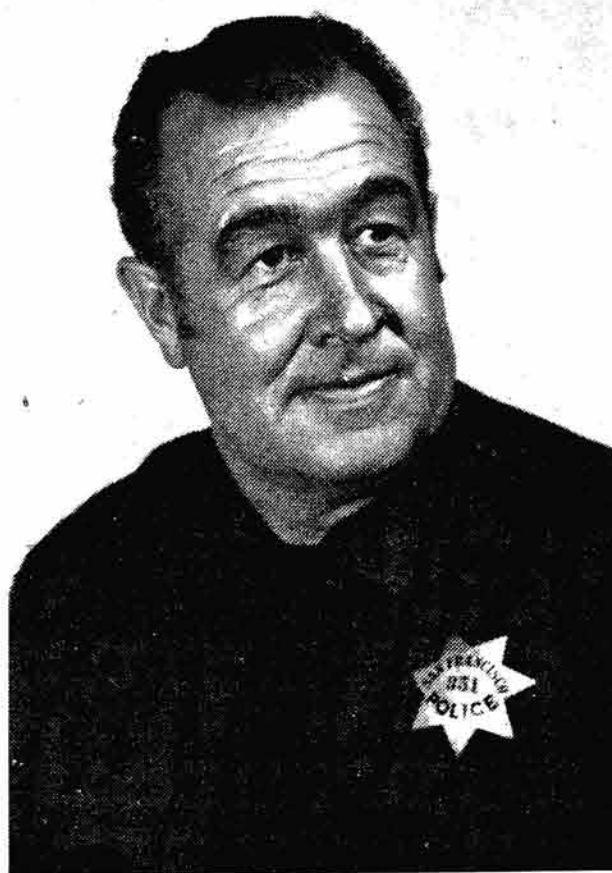
My husband stayed in bed January 24th, 25th and 26th with what we thought was the flu. He died on January 27th. He had lost 4 - 6 pints of blood from internal bleeding caused by ulcers.

Southern police station is manned by a great bunch of men and women. My husband spoke lovingly of all of them. Capt. Edward Laherty was the one exception. I firmly believe with all my heart that if Captain Laherty had not been assigned to Southern Station, my beloved husband would still be coming home to me every night.

If Deputy Chief Taylor is so naive as to claim the police department needs more men like Capt. Laherty he does not comprehend decent human behavior. My husband was a good cop. The men of the S.F.P.D. happen to be living, breathing human beings. Not militarized robots. And I say, to hell with Deputy Chief Taylor.

Jo Ann Kwartz

In Memory



OFFICER WILLIAM KWARTZ

William Kwartz was born and raised in San Francisco and attended Visitation Valley school, Portola Junior High and Balboa High School where he was an All-City guard on the football team in 1950. Many colleges actively recruited Bill and he chose San Jose State.

During the Korea Conflict, he enlisted in the U.S. Navy. After his enlistment, Bill joined the S.F. Police Department on October 16, 1957.

He served at the Park Station and the Southeast (Potrero) Station before transferring to the Southern Station. Bill's radio car partner for ten years was Nick Marota in the 3B4 car and they patrolled the industrial section of the Southern district. Bill received many Captain's Commendations for his outstanding police work.

Off-duty he continued to help people, by coaching the PAL Gladiator football team. His big thrill was defeating Jerry Crowley's Mariners PAL football team. He swam in the Police Olympic Games and he, along with Nick, became the first Boxing Commissioners for the SFPOA boxing events.

When help was needed, Bill was always ready to assist. Now he has been taken away from his lovely wife JoAnn and their children, Susan, David and Danny.

Nick remembers a couple of his favorite times with Bill: "Once at the Police Olympics, Bill finished the race but stayed in the water long after the other contestants had exited. 'Come on Bill, let's go', said Nick. 'I can't. I lost some weight and my trunks came off and they are somewhere in the pool.' Bill laughed all the way to the locker room.

"Bill always wanted me to do the driving, as he complained he needed glasses. But when we went to the horse races, Bill could always see which horse was leading at the far turn coming into the stretch. But I didn't mind as he came up with a winner once in a while."

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POLICEMAN SPEAKS OUT ON CONDITIONS AT COMMUNICATIONS

The following letter was sent to Al Casciato who writes the *Around the Department* column:

I, for one, am more than just a little upset by your feeble attempt to justify the demeaning remarks in your column in June of this year (1977) as directed at Communications personnel.

It should have been enough for you to admit that you were wrong. Instead you insisted on making vague remarks about events at some unspecified time in the past. Why become so defensive?

I have just finished a four month stay in Radio. It was not a voluntary assignment. I entered the room with the same low morale as most. You couldn't be more wrong about the people in general, and you should be enough of a gentleman and a professional to simply admit it.

Communications personnel work under very trying and difficult conditions. They try to do the job to the best of their ability. They are not getting the proper tools and aides from the Department or from the policeman on the street.

The Administration has the budget so close that training has to be limited to the basics. The limits on personnel complements are such that proper supervision is difficult if not impossible. Only when a report is brought to the attention of a supervisor can he review tapes and provide remedial training. Cops can bitch in the locker room all they want, but if they will dial 1075 and report the incident, maybe something can be done to resolve it. If they don't call, nothing will be done. At the same time let's not forget to call when something is done well.

For your information Police Dispatchers make substantially less than their Fire Department counterparts, who have a much easier job. The Chief feels that Dispatchers are not important enough to deserve a raise. Their salary increase this year was 0.00, absolutely nothing.

The people with whom I worked on the midnight watch cared about the man on the street and were receptive to constructive criticism and suggestions. They worked at doing a job for the man on the street, even after that man insulted and demeaned them on the air. They seldom answer this abuse in kind, and never ask a boss to handle it. Policemen are not at all hesitant to write up a dispatcher they think has been rude. If that were a two way street, IAB would be having a field day.

I suggest that you and anyone who shares your view that these people don't care, transfer and help to train them. You will find them ready, willing and able to learn and listen. Further, they are adult enough to admit when they are wrong. That's more than can be said for some Policemen.

Yours truly,
Bill Kelly
Park Station

This letter was submitted in late August and was approved for the September 1977 issue of the **POLICEMAN**. It was mislaid and only surfaced a few days ago. Our apologies to Officer Kelly. The points he names were well taken. Editor

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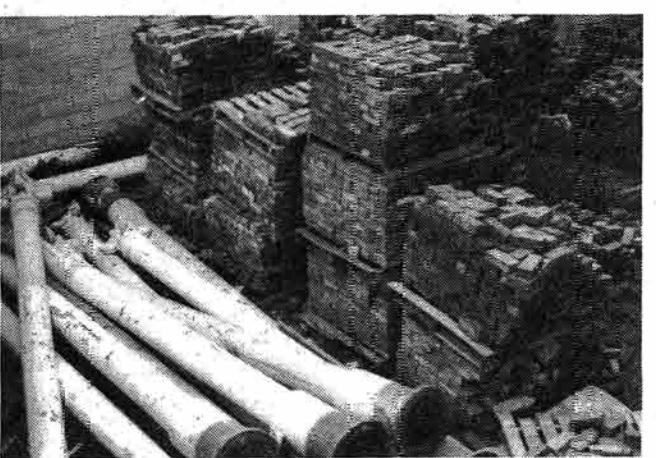
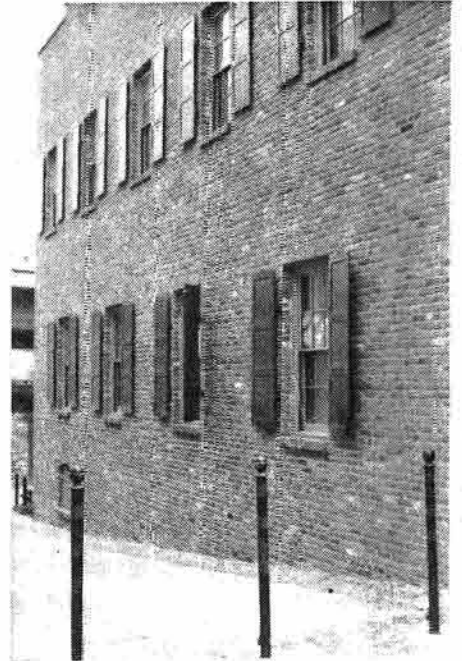
POA

DUES

1977

The Association dues for 1977
came to \$162.50.

Additionally, there was a \$100
assessment for 1977.



OLD SACRAMENTO

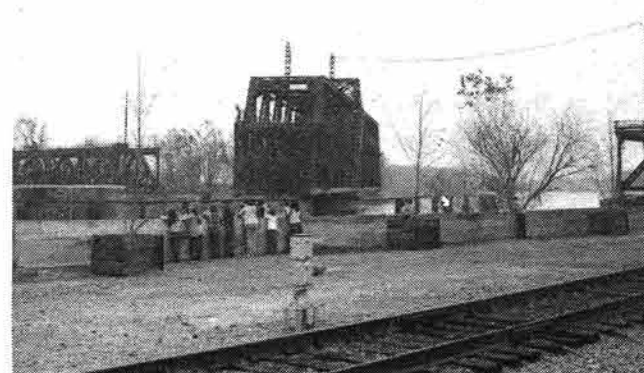
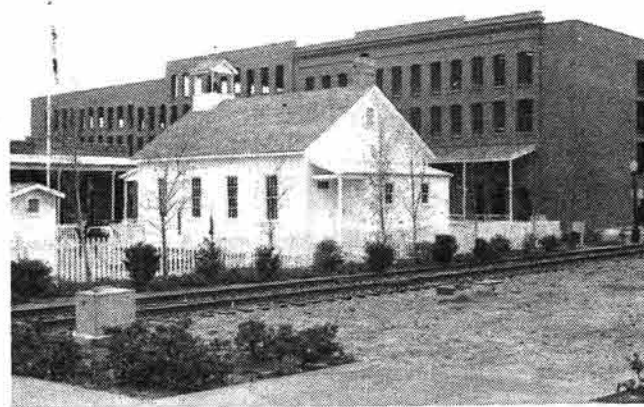
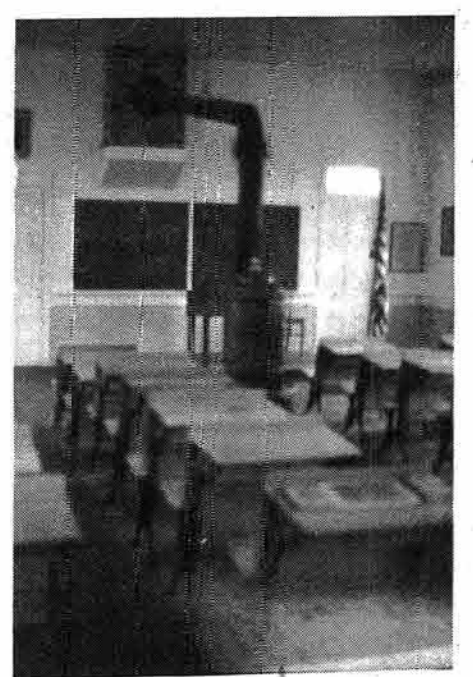
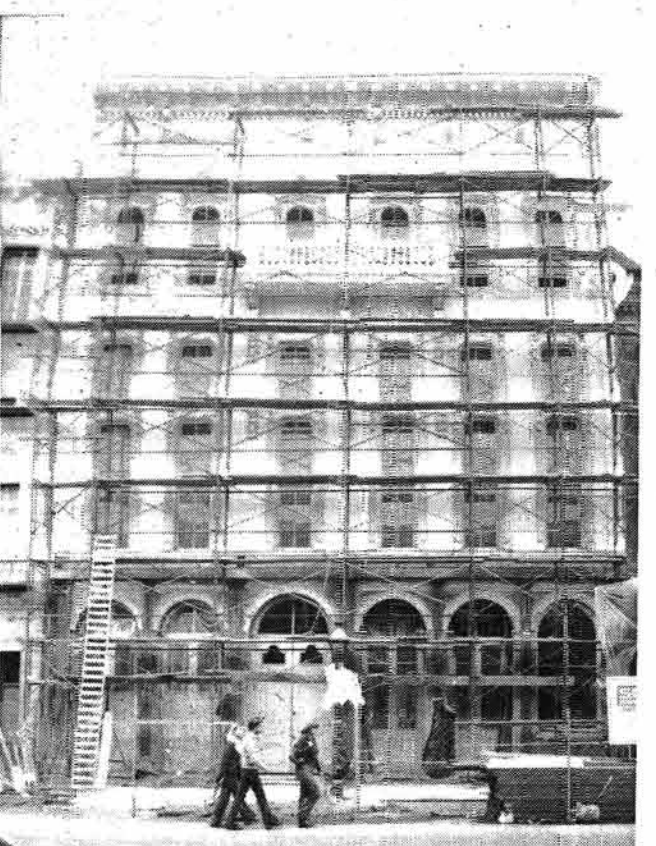
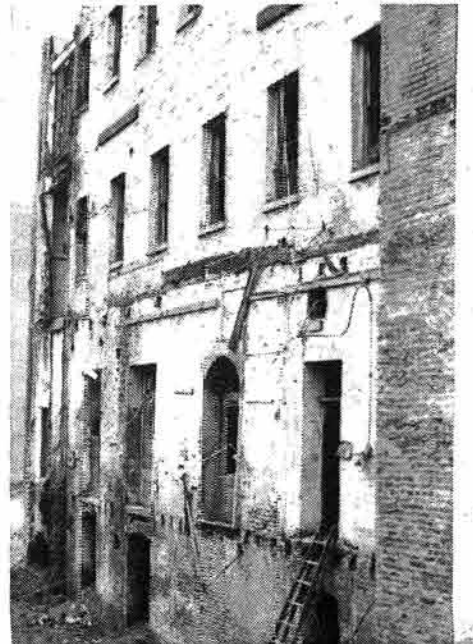
Got a weekend you don't know what to do with? A fun overnigher is a trip to Old Sacramento. Leave Friday night, spend Saturday there and return and still have Sunday off around the house.

Old Sacramento is an area comprised of 28 acres along the Sacramento River, adjacent to the renewed central business district just across the bridge to West Sacramento.

This area is the largest historic preservation project in the West and it is in its final stages. A stroll down the board sidewalks surrounded by gaslights, provide the backdrop for the authentic 19th century structures (cira 1850 - 1870).

One hundred and fifty shops and businesses entice you with their wares. Featured are antiques, leathergoods, glass blowing, artifacts, custom clothing, flowers, gourmet kitchenware, artwork, live theaters, jewelry and lithographing.

West Sacramento has plenty of motels at moderate rates. This location puts you very close to Old Sacramento for a full day of leisurely visiting this historic site.



Proposed Civil Service Rule Changes

Which will effect all Career Employees

Double parenthesis means deletion; Bold caps means New/Proposed

Section 19.((11)) 04. PROMOTIVE LIMITED TENURE APPOINTMENT.

((When an approved requisition is received in the Personnel Department and no regularly qualified eligible is available for promotive appointment to such requisition, the General Manager, Personnel shall authorize the appointing officer to certify employees to promotive limited tenure appointments in accordance with the following procedures:))

((1. The appointing officer shall appoint the employee with the highest seniority in the department from the designated next lower rank(s) who will accept such appointment and meets the minimum requirements as indicated in No. 2 below.))

((2. The designated next lower rank(s) and minimum requirements will be those stated on the latest promotive examination announcement for the respective classification, or, in its absence, the official class specification.))

((For purposes of this rule, the latest promotive examination announcement shall govern from the date of issuance for a period of four (4) years.))

((3. In those cases when the official class specification governs, the next lower rank(s) shall be those classes listed for such a promotive classification under "Promotive Lines - From" and those classes listed in other official class specifications as next lower rank(s) to such promotive class under "Promotive Lines) to".))

((4. If the foregoing does not provide sufficient eligibles to meet the needs of the service, the General Manager, Personnel, may designate other minimum qualifications.))

((5. Promotive limited tenure appointments otherwise made in accordance with this Rule, shall not be affected by any subsequent amendment to the regular examination announcement or the official class specification.))

((6. Notwithstanding any other provisions of these Rules, if a promotional examination has been held and an Informational Roster of successful candidates has been established as a result of litigation, the General Manager, Personnel, may authorize limited tenure appointments to employees whose names appear on the Information Roster. (amended 8/30/77; Rule Change Number 73-3).))

WHEN AN APPROVED REQUISITION IS RECEIVED IN THE PERSONNEL DEPARTMENT AND NO ELIGIBLES ARE AVAILABLE FOR APPOINTMENT TO SUCH POSITIONS, THE GENERAL MANAGER, PERSONNEL, MAY AUTHORIZE APPOINTING OFFICERS TO APPOINT LIMITED TENURE EMPLOYEES IN ACCORDANCE WITH THE PROCEDURES ENUMERATED BELOW. EXCEPT AS OTHERWISE PROVIDED IN THESE RULES, THE DECISION OF THE APPOINTING OFFICER IN SELECTING A METHOD OF APPOINTMENT SHALL BE FINAL.

A.) THE METHODS AND PROCEDURES WHICH MAY BE USED TO MAKE PROMOTIVE LIMITED TENURE APPOINTMENTS ARE AS FOLLOWS:

1. FROM AMONG THE TOP THREE ELIGIBLES IN THE DEPARTMENT ON THE MOST RECENTLY EXPIRED ELIGIBLE LIST FOR THE PROMOTIVE CLASS WHO WILL ACCEPT SUCH APPOINTMENT, OR

2. FROM AMONG THE THREE MOST SENIOR EMPLOYEES IN THE DEPARTMENT WHO HAVE PERMANENT STATUS IN ONE OF THE NEXT LOWER RANKS DESIGNATED ON THE LATEST PROMOTIVE EXAMINATION ANNOUNCEMENT OR ON THE OFFICIAL CLASS SPECIFICATION WHO WILL ACCEPT SUCH APPOINTMENT AND WHO MEET OTHER MINIMUM REQUIREMENTS LISTED ON THE LAST EXAMINATION ANNOUNCEMENT, OR

3. FROM AN INFORMATIONAL ROSTER OF SUCCESSFUL CANDIDATES IN AN EXAMINATION WHICH IS ESTABLISHED AS A RESULT OF LITIGATION, OR

4. FOR THE UNIFORMED RANKS OF THE POLICE, FIRE AND SHERIFF DEPARTMENTS FROM AMONG THE THREE HIGHEST-SCORING EMPLOYEES IN THE DEPARTMENT IN THE NEXT LOWER RANK WHO WERE PARTICIPANTS IN THE MOST RECENT EXAMINATION.

5. FOR THE UNIFORMED RANKS OF THE POLICE DEPARTMENT FROM AMONG EMPLOYEES IN THE DEPARTMENT IN THE NEXT LOWER RANK WHO HAVE COMPLETED NON-CIVIL SERVICE APPOINTMENTS.

B.) IF THE FOREGOING DOES NOT PROVIDE SUFFICIENT DEPARTMENTAL ELIGIBLES TO MEET THE NEEDS OF THE SERVICE, THE GENERAL MANAGER, PERSONNEL, MAY DESIGNATE OTHER METHODS AND PROCEDURES.

C.) SENIORITY WILL BE DETERMINED BY THE DATE OF PERMANENT CERTIFICATION AND INCLUDES TIME PERIODS IN WHICH AN EMPLOYEE IS ON AUTHORIZED LEAVE OF ABSENCE.

D.) IF A PROMOTIVE EXAMINATION HAS BEEN ANNOUNCED AND THERE ARE QUALIFIED APPLICANTS IN THE DEPARTMENT, UTILIZING ONE OF THE ENUMERATED METHODS, THE PERSON SELECTED MUST BE A QUALIFIED PARTICIPANT IN THE EXAMINATION.

E.) FOR PURPOSES OF THIS RULE, THE LATEST PROMOTIVE EXAMINATION ANNOUNCEMENT SHALL GOVERN FOR A PERIOD OF FOUR YEARS FROM THE DATE OF ISSUANCE.

F.) PROMOTIVE LIMITED TENURE APPOINTMENTS MADE IN ACCORDANCE WITH THIS RULE SHALL NOT BE AFFECTED BY ANY SUBSEQUENT AMENDMENT TO THE REGULAR EXAMINATION ANNOUNCEMENT OR OFFICIAL CLASS SPECIFICATION

G.) THE GENERAL MANAGER, PERSONNEL, MAY AUTHORIZE APPOINTING OFFICERS TO MAKE PROMOTIVE LIMITED TENURE APPOINTMENTS BY BUREAU OF DIVISION IF IT IS DETERMINED IT IS IN THE BEST INTEREST OF THE SERVICE.

H.) WAIVER OF APPOINTMENT TO A LIMITED TENURE POSITION SHALL BE IN WRITING ((ON FORMS PROVIDED BY THE PERSONNEL DEPARTMENT. FAILURE TO RESPOND TO NOTIFICATION OF AN AVAILABLE PROMOTIONAL APPOINTMENT WITHIN REASONABLE TIME SPECIFIED BY THE DEPARTMENT WILL CONSTITUTE A WAIVER. ONLY ONE WITHDRAWAL OF WAIVER SHALL BE ALLOWED)) (Formerly section 19.12) AND ((LIMITED TENURE PROMOTIVE APPLICATIONS)) SHALL BE RETAINED BY THE APPOINTING OFFICER OF THE RESPECTIVE DEPARTMENT ((AND SUCH APPLICATIONS AND ALL RECORDS PERTAINING THERETO SHL BE MAINTAINED)) SO AS TO BE READILY AVAILABLE FOR INSPECTION BY THE PERSONNEL DEPARTMENT. (formerly section 19.13)



STOMPERS continue to sign BIG Stars

The Oakland Stompers of the North American Soccer League have announced the signing of defender Joe Raduka to a two-year contract. The 23-year old Raduka has played for Yugoslavia's world famous Red Star club for a year and a half and is the second player to join the Stompers from that club. Earlier this week, the Stompers announced the signing of Branko Radovic, a sweeper who has played nine seasons with Red Star.

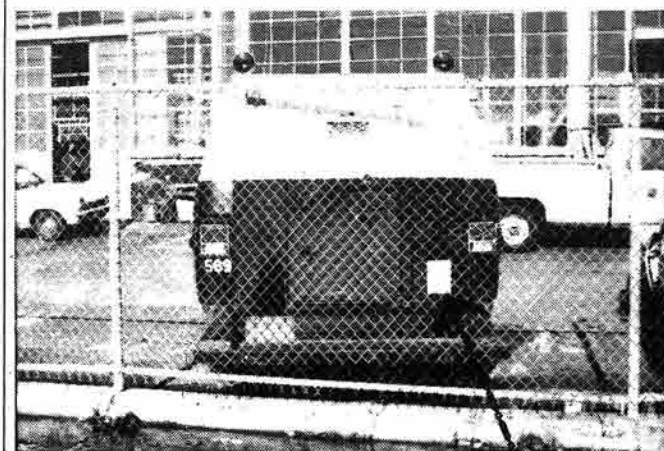
"This is another step for the Stompers," noted owner Milan Mandaric by telephone from England late Thursday night. "We had hoped to be able to sign two players from Red Star and that's exactly what we have done. Raduka is not only a great defender, he is a young and aggressive person. He will add speed and enthusiasm to our growing club."

Raduka, who has played in nearly 50 contests as a starter for Red Star, has also made 10 appearances as a member of Yugoslavia's Junior National squad. He can

be played as a defender or at the midfield spot.

"Our team is shaping up now and is getting larger everyday," commented Stompers head coach Mirko Stojanovic who is accompanying Mandaric on the European tour which will end this weekend. "We have been successful in signing three players so far on our trip and may have one more to announce before we leave. Even back home we are signing players," noted Stojanovic in reference to the signing of two Americans earlier this week in Oakland. On Wednesday, midfielder Roman Rosul and goalkeeper Eugene DuChateau inked one-year pacts with the Stompers.

With the addition of Raduka to the Stompers roster, the first-year club boosted its total of players signed for the 1978 campaign to eight. The Stompers will open their 1978 training camp at Cal State Hayward on February 20 and assistant coach Jack Hyde has reported that the club will open the training session to approximately 25 players.



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SPORTS

ATTENTION ALL POLICE PERSONNEL INTERESTED IN ROWING

A meeting will take place on Saturday, February 18, 1978 at 1200 hours at the Lake Merced Boathouse Cocktail Lounge.

The meeting will provide interested persons with information on the facilities available at Lake Merced and at the Police Athletic League facility at Hunters Point. Rowing crews can be formed and dates and times of workouts can be arranged to suit the needs of each individual. Both men and women crews are encouraged.

Any lightweight police persons interested in being a coxswain for one of the crews should attend the meeting. All coxswains uniforms and entry fees into races will be paid for by the crew members.

EVENTS THIS YEAR WILL INCLUDE:

August — California State Police Olympics, Humboldt
July — Anita Rock Race, S.F. Bay
September — Overnight row around Lake Tahoe, Lake Tahoe
September — Coyote Point Race, S.F. Bay
October — S. F. Police Athletic Club Regatta, S.F. Bay
November — Dolphin Sprints, Lake Merced
December — Christmas Regatta, Los Angeles

S.F.P.D. Crew uniform jackets will be displayed at the meeting and orders will be taken until March 1st for jackets at a group rate.

If you miss this meeting or for further information, contact one of the below:

Mickey Griffin Youth Services Division - 1321
Steve Wolf Richmond Station - 1385
Mark Hurley Task Force - 1207
Al Casciato Central Station - 1532



HUNTER SAFETY CLASSES

The San Francisco Police Activities League (PAL) will be sponsoring Hunter Safety classes throughout the year on conservation, sportsmanship and safe gun handling in the field and at home.

Bill Leet, an experienced San Francisco Police Officer who is accredited with the California Fish and Game Department, will be conducting the classes.

The scheduled dates for the PAL Hunter Safety classes are as follows:

March 20 - 23
May 1 - 4
June 12 - 15
July 10 - 13
Aug. 14 - 17
Sept. 11 - 14
Oct. 16 - 19

The classes will be held from 7:00 p.m. to 9:00 p.m. at the PAL Headquarters, 2475 Greenwich Street. Children from 10 years of age and adults are invited to attend these classes. Pre-registration is required. For additional information and registration, please call the PAL Office at 567-3215.

RUNNING THROUGH MY MIND

by Walt Garry

If you were at the Zoo Run on January 22, you may have gotten the same feeling I did; that it just didn't come off well. The start was delayed because they ran out of applications, an official commenting, "We didn't expect so many people". You'd have to have been living in a cave not to see the tremendous growth in the number of persons entering runs, races and marathons in the past few months.

The run started off and entered the Zoo proper, within the first 100 yards, forcing the pack into a narrow gate entrance. With over 1,000 runners jockeying for room, dodging litter cans, benches, construction equipment and peanut carts, the first 2½ miles were hazardous to all those participating. Exiting the Zoo the course took us to Skyline and Great Highway, north to Sloat, then east to Skyline and the starting point at the south gate of the Zoo for the finish of the four miles.

If this race is going to be run again next year, it

would be my suggestion to reverse the course so as to let the pack string out along the wider areas and finish coming through the grounds with reduced congestion.

At the finish line, I observed a couple of rude officials, something you rarely witness at a running event. In fairness to the sponsor and all those who worked on it, I would say that they were just overwhelmed by the turn out and were unable to handle it. Hope a lesson has been learned not only for this event but for any group who may be thinking of sponsoring a run.

The Police Department was well represented by Charles Ellis and Ernie Maggio from Co. D, Check Gretton, Mike Mahoney and Kevin Dillon from Co. C.

Just the opposite type of race was held on February 5. The YMCA Chinatown run had no more than 500 entries, the rain keeping down the numbers, but the ample amount of volunteers could have handled hundreds more.

We were assisted through registration quickly and the race started on time. Also, the traffic control was greatly appreciated. (Trying to make it across a freeway off ramp without help can be hazardous to your health.) Some of the cops that finished the three mile double loop through Chinatown, North Beach and along the Embarcadero, were Jim Pera and Jim Brown Co. C, Mario Tovani Co. D, Gary Elsenbroich Oper. Center and Donald Forte Co. I.

The Oakland Police Department Keystone runners are sponsoring a Police Invitational Road Run at Tilden Park in Berkeley on Saturday, February 18. There is a 6.9 race and a 3 mile team challenge, winning team decided by accumulated times. This is the race the SFPD swept last year, taking six of the first 10 places and you know the O.P.D. is going all out this year to reverse those results. There will be open, masters and women's divisions. Get a team together, it should be fun. See Mollo for entries.

... Congratulations to Lou Barberini Co. K, he did the BIG ONE. He completed his first Marathon. The Paul Masson Champagne event was run in Saratoga on the 22nd of January and Lou was back on the bike the next day, a little sore but talking about his next run. The older you get, the better you get, right Lou?

BOY SCOUTS

The Boy Scouts of America is looking for volunteers to assist them in providing quality type programs and leadership for youngsters in areas like the Mission District of San Francisco. Volunteers are needed to assist both Boy Scout and Cub Scout groups. Meetings are once weekly for each group. Any police officer interested in assisting these organizations, please contact Mr. Ernesto Candia, San Francisco Bay Area Council, 12 Geary Street, San Francisco, phone 392-6990 or 824-9576.

GUIDELINES FOR PROPER JUMP STARTING

Haphazard use of booster cables to jump start a disabled car can cause personal injury, or damage the car's electrical system, according to the California State Automobile Association.

CSAA suggests the following guidelines:

—Follow the directions on jump starting given in the owner's manual for the disabled vehicle.

—Batteries of the two vehicles must be of the same voltage. When in doubt, count the cells. A 12-volt battery will have six cells; a six-volt will have three.

—Park the boosting vehicle close to the stranded vehicle so the two batteries can easily be reached with the cables, but do not allow the vehicles to touch.

—Remove jewelry such as rings and metal watchbands. Make sure all electrical accessories are off and engines are not running. Put both vehicles in park or neutral and apply the parking brakes. Keep sparks and flames away from batteries. Discharged and fully charged batteries give off hydrogen gas, which is highly flammable.

—Do not remove filler caps. Instead, place a damp cloth over the covered vents of both batteries.

—Determine polarity. On jumper cables, cable clamps, battery terminals or battery cases, POSITIVE connections are frequently identified by a RED color, the symbol "+", the letter "P" or "POS." NEGATIVE connections are designated by a BLACK color, the symbol "-", the letter "N" or "NEG."

One battery terminal is grounded — connected by wire to the car's body or engine block. The other terminal wire will lead to the solenoid or starter. The grounded wire, in most cases, is negative (-). Some English and older U.S. cars are grounded positive (+). Check the owner's manual to be sure.

—Connect one end of the POSITIVE (jumper cable — usually covered in RED — to the POSITIVE + battery terminal of one car and the other end of the POSITIVE + cable to the POSITIVE + battery terminal of the other car. Connect the NEGATIVE (-) jumper cable — usually

covered in BLACK — to the NEGATIVE (-) battery terminal of the car with the good battery first.

—Connect the remaining end to the engine block of the stranded vehicle as far from the battery as possible. By grounding the negative (-) connection away from the battery, the chances of an explosion caused by a spark are reduced.

—Start the engine of the boosting vehicle — a fast idle is best — and then attempt to start the disabled vehicle. If it fails to start, check all connections and try again. Don't operate the starter for more than 20 seconds, allowing it to rest and cool off between tries. If it still

won't start, chances are that something else is wrong or the dead battery is complicated by an accompanying malfunction.

—Once the disabled vehicle is operating again, quickly disconnect the cables in the reverse order they were put on. First remove the NEGATIVE (-) cable from the engine block of the car with the weak battery. When removing jumper cables, be careful of moving engine components such as belts, pulleys, and fan.

—Jump starting is only an emergency measure and the battery and the electrical system should be checked professionally as soon as possible to avoid a repeat failure.

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SOUTHERN OFFICERS FILE 51 GRIEVANCES

by Paul Chignell

30 members of the San Francisco Police Officers' Association attached or formerly attached to the Southern Station have filed 51 grievances with the P.O.A.

On Thursday, February 9th, these grievances were presented to Chief Charles Gain by Jerry Crowley, Paul Chignell and Joseph Toomey.

The grievances are all directed against the former Commanding Officer of Southern, Edward J. Laherty.

Under an agreement with Chief Gain, the specifics of the grievances are not being divulged until the Chief has time to review the allegations.

In general terms, the officers allege erratic and inconsistent behavior on the part of Captain Laherty, rendering the working conditions intolerable.

After hearings conducted by the Chief, a decision will be reached by the administration on the validity of the complaints.

The Association's grievance committee will then decide on whether to abide by the Chief's decision or proceed to the next step of the procedure which is the Police Commission.

Captain Laherty has been the focus of previous discontent while he served as Commanding Officer of the Mission Station. At that time scores of officers requested transfers from his command.

The resolution of these many grievances will be a major test in the administration of Chief Charles Gain.



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The American Legion
SAN FRANCISCO POLICE POST #456
FEDERAL CREDIT UNION

Legion Meeting

S. F. Police Post 456 will hold its monthly meetings, 2nd Tuesday each month, at a new location.

The meetings will be at S.F. Police Officers' Association building at 510 - 7th St.

Parking will no longer be at a premium.

Drop in and say "Hi" to old and new friends.

Snacks and suds also served. S.F. Police Post 456 Credit Union is still maintained at Veterans Building, Room 127.

Police/Fire Awards

American Legion will host its Annual Valor Awards honoring S. F. police officers and S. F. firefighters, at the S. F. Presidio Officers Club.

Tickets are available from S.F. Police Post 456 Credit Union and Police Legion Post officers.

Date: May 24, 1978

No Host Cocktails 6:30 - 7:30

Dinner 7:30

Boys' State

The Legion Post, in conjunction with the Foot-Printers, are sponsoring three boys to participate in Boys' State.

Boy's State is a program of education. It is a program of practical Americanism. It is a course in practical civics, the purpose of which is to teach the youth of high school age that there is nothing wrong with our form of government, that it has not outworn its usefulness, and that all we need, to insure the well-being of all, is an intelligent and loyal citizenry, and a clean, honest and impartial administration of all the departments of our government.

Only those boys who are Juniors in SENIOR HIGH SCHOOLS for the school year ending in June, 1978 will be eligible. Such boys will have at least one full year in High School and will return home to furnish leadership in the school and community.

Contact the American Legion Post at 431-2877 for further information.

BALBOA HIGH SCHOOL SPRING CLASS 1948

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Bob Schnalle, 583-0888

Police Budget - Continued

Jarvis-Gannon amendment and has qualified for the June election. If this amendment passes, all city government budgets in California will be reduced. The message is this: If you are going to add costs to government, do it before the Jarvis-Gannon is passed by the State electorate.

I must digress. Isn't it convenient for city fathers and state legislators to cry how much police officers and fire fighters are needed, when they need a reason to not cut taxes (Feinstein and McCarthy excluded). If the Jarvis-Gannon amendment passes, "The first cuts will be those guardians of life and property— our police and fire," they are saying.

Conversely, when it's salary or benefits time, we are told our packages are too good already and they may have to reduce our ranks to make ends meet.

Back to the budget. 175 more cops means \$5.1 million more in taxes for the police budget. The San Francisco Examiner says, "More muscle in fight on crime." The San Francisco Chronicle says, "The Board of Supervisors will find this is the right way to go." With all these voices raised for more cops, who can be against the proposal?

Maybe, someday we, the Police Officers' Association, will submit an alternate police department budget, just like Congress did when President Nixon was in office. The Association will not shy away from our responsibilities. The budget is just one of many, many areas of concern which we are working on at all times.

Minority Officer - Continued

officer with a greater knowledge and understanding of police work and the law, through reading and personal experience to maintain the confidence and respect of the officers below him. The very nature of the supervisor's job requires that he be capable of providing guidance and directions when needed. An examination is a good test of determining whether an individual possesses sufficient knowledge to be a capable supervisor. The intensity with which the individual studies for the examination is directly proportional to the degree of desire he has for the job.

Promotion based strictly upon racial preference, disregarding examination results, are unfair to all concerned. To the minorities, and as a member of a minority group, it is demeaning. It intimates that minorities are not capable of competing and succeeding in a competitive examination. To the patrol officer, he/she may not be able to obtain competent advice. To all minority supervisors, their competence shall always be questioned. And to the people who will suffer from all of the ill effects, the public. It is truly the public who will feel all of the effects of improper supervision and low morale of the police, in the form of ineffective policing.

If I had been in such a position where a supervisory rank was offered to me because of my ethnic heritage and solely for that reason, I would not accept that position. As a child, I was taught that those things worth having you must earn, and often work hard for or they will be of little importance or value. Failing to appoint the most knowledgeable and in their stead, appoint those less knowledgeable, will lower the stature of the supervisory ranks. In effect, it would be as if to say that knowledge and competence for a supervisor is not required. (Emphasis added)

Sincerely,
Michael D. Chan
Police Officer

Discrimination vs. Patronage - Continued

I have no quarrel with that effort. But I do quarrel with their inability to recognize that they do not have a monopoly on the meaning of Justice. They are not infallible in their judgments.

Recently the Officers for Justice elected a new President, Prentiss "Earl" Sanders. I hope, for the benefit of all the members of this department, that Brother Sanders changes the direction of the Officers for Justice from an organization taking care of just their own kind, to an organization that understands and comprehends the full impact of both racial discrimination and political patronage upon all police officers.

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