

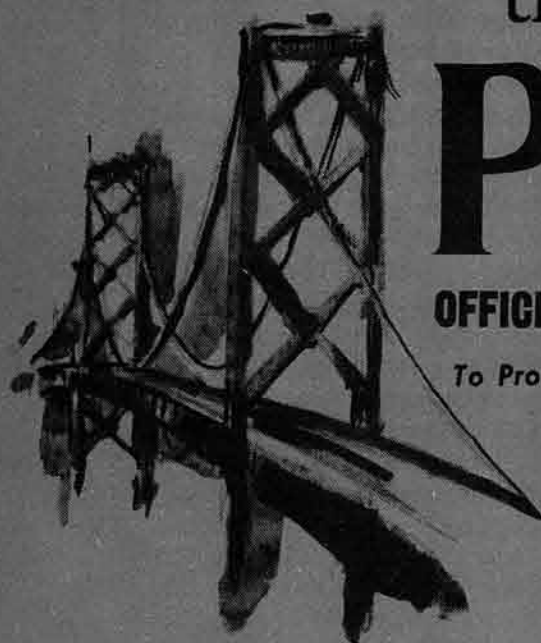
GENERAL MEMBERSHIP MEETING

March 21, 1978

7 p.m.

S.F.P.O.A. Hall

510 - 7th St.



the San Francisco POLICEMA

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

VOL. 9

SAN FRANCISCO, MARCH 1978

204

NO. 3

CROSSROADS - CAREER ISSUES

Two important, yet widely diverse Charter Amendments which will
effect the lives of all career police officers in San Francisco

Charter Amendment — COLLECTIVE BARGAINING

This Charter Amendment was promoted by and is endorsed by the San Francisco Police Officers' Association. Collective Bargaining for all issues affecting the conditions of employment and the wages involved and are subjects of this amendment which provides a means of negotiation which has never before existed, for police officers and fire fighters in San Francisco.

Section 8.405 of the Charter is completely re-written. "The people of the City and County of San Francisco, recognizing that strikes by public employees are prohibited by this Charter, hereby find that wages, hours and other terms and conditions of employment for the uniformed forces of the fire department and police department should be established through the process of collective bargaining between the City and County and recognized fire and police organizations."

- In February the Civil Service Commission shall certify rates of wages paid police officers in all cities in California of 350,000 population or over, performing the same duties as police and fire do in San Francisco.

- The Board of Supervisors shall set the rates of compensation in April, to be effective the 1st day of July.

If the Board of Supervisors revises said rates of compensation, they must do so not later than the 25th of August of the then current fiscal year.

- It shall be the mutual obligation of the board of supervisors, with the fire commission or the police commission, and the recognized fire department or police department employee organizations to meet and confer promptly upon the request of either party to negotiate in good faith on all matters within the scope of representation, pursuant to California Government Code Sections 3500 to 3510, and subsequent sections on public safety employee collective bargaining, for the uniformed forces of the fire department or police department.

- Matters within the scope of representation may also include establishment of procedures for the resolution by a neutral third party of grievances submitted by such employee organizations over the interpretation or application of any negotiated agreement or other instrument which fixes the terms and conditions of employment for the uniformed forces of the fire department and police department.

Unless and until agreement is reached through negotiations between the board of supervisors and such employee organizations or a determination is made through the impasse resolution procedure hereinafter provided, no existing benefit or condition of employment for the uniformed members of the fire department and police department shall be eliminated or reduced.

(Continued Back Page)

Charter Amendment — Sellout to Federal Government

In 1971 the San Francisco Police Officers' Association worked very hard to have the electorate approve a Charter amendment which would remove political patronage promotions, assure written examinations with bibliographies, command that promotions to ranks above captain come from the rank of captain, and that no person of a lower rank could command a person of a higher rank.

In June of this year, the San Francisco voters will be asked to go back to the political patronage system, certainly not by the SFPOA, but by those proponents who worship the spoils system.

Before Proposition E in 1971, competitive promotional examinations to our detective bureau were unknown. Before 1971, clerks in the Civil Service Commission selected the police books upon which the exams would be given. Before 1971 it was not uncommon to have a lesser ranking member be the commanding officer of a higher ranking member.

Now this charter amendment will further throw the police department into even deeper problems. We have lost several hundred good, experienced police officers to other police and sheriff departments, to early retirements as well as to frustration and apathy.

We, of the SFPOA, see this Charter amendment for what it is — a real throwback to a system where the "in-people" can get promoted quickly, and to hell with all the others.

The changes in this amendment will do all of these things, and more. The SFPOA strongly opposes this Charter Amendment.

1. Deletes the language which says appointments to exempt ranks or positions above the rank of captain, must come from the rank of captain.

2. Adds that these appointments may be any sworn member.

3. Deletes that any member of a lower rank may not supervise a member of a high rank.

4. Deletes the written exam (75%), oral exam (20%) and seniority (5%) for promotion to the rank of Assistant Inspector (detective).

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COMMITTEE ASSIGNMENTS

- BLOOD BANK — Tom Vigo, Jay Holle, Judy Pursell, Gale Wright
- BOARD OF SUPERVISORS — Paul Chignell, Bob Barry, Joe Patterson
- CIVIL SERVICE COMMISSION — Layne Amiot, Mike Dempsey, Roy Sullivan
- GRIEVANCE — Paul Chignell, Joe Toomey, Ted Schlink, John Minkel & Al Casciato
- HEALTH SERVICES — Mike Hebel, Ray Carlson, Joe Carew
- ICAP — Joe Patterson, Vic Wode, Al Casciato
- LEGISLATIVE — Jerry Crowley, Bob Barry, Paul Chignell, Roy Sullivan, Mike Dempsey, Ray Carlson, Layne Amiot, Lou Barbarini
- LABOR RELATIONS — Jerry Crowley, Jack Ballentine, Paul Chignell, Joe Patterson, Mike Hebel & Bob Barry
- COPS — Paul Chignell, Al Casciato, Jerry Crowley, Joe Toomey & Judy Pursell
- SCREENING — Jerry Crowley, Paul Chignell, Jack Ballentine & Al Casciato
- RETIREMENT — Mike Hebel
- PUBLICATIONS — Gale Wright & Al Casciato
- BUDGET COMMITTEE — Gale Wright, Jack Ballentine, Paul Chignell
- CONSTITUTION & BY-LAWS COMMITTEE — Gale Wright, Bill Hardeman, Paul Chignell, Mike Hebel, Ray Carlson, Joe Patterson & Bob Barry

Special Projects Committees:

- Salary, overtime & holiday pay — John Minkel & Ray Carlson
- Funeral & Special Events — Bill Hardeman, Harold Winkler, Jim Gallagher & Gale Wright

Widows & Orphans

The January meeting was called to order by Pres. Andrew Quaglia, Wednesday February 15, 1978 at 2:10 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. One trustee was absent, all other officers and trustees present and a sufficient number of members present for a quorum.

Treasurer Becker reported the following deaths:

THOMAS BARRY — Born in 1904 Tom entered the Department in 1936 at age 32. He worked at various stations particularly Co. I and Co. B. Appointed a Sergeant in 1950, he was assigned to the Traffic Bureau where he was in charge of fixed post in the Union Square area until his retirement for service in 1969. Tom received a 3rd grade meritorius award in 1969 for the arrest of an armed suspect in a jewelry store holdup. He was 73 at the time of death.

ROBERT HOOPER — Born in 1937, Bob was 27 when he entered the Department in 1964. After spending some time in Co. C and Co. A, he was transferred to the Solo Motorcycle Detail where he served until his untimely death, killed while performing police duties. Bob was only 41 at the time of his death.

WILLIAM KWARTZ — Born in 1931, Bill entered the Department in 1957 at age 25. He served at Co. C, D and F, transferred to Co. B in 1963 and he served there until his death. Bill received a Captain's Commendation in 1965 for the capture of an armed suspect of a cab driver and also in 1967 for the arrest of an armed suspect in a tavern holdup. Bill was only 46 at the time of his death.

The Secretary reported the following donations:

129th Recruit Class — Following a tradition started by the 128th Recruit Class

Dr. F. De. M. Hill — For services rendered by Off. John Kulstad, Co. E and Mike Duffy, Co. A



SAN FRANCISCO

Fellowship of Christian Peace Officers

by Inspector Edward Erdelatz
Homicide Detail

It has been my experience that many members of the Department are both curious and confused as to what the Fellowship of Christian Police Officers is all about. Very simply stated, we are a group of men and women who meet on the third Tuesday of each month for an intra-denominational prayer service. The meeting begins with music and song and is followed by a bible teaching given by a priest, minister or lay person.

Since the San Francisco Chapter was started by Inspectors Jim Crowley and Jim Higgins in 1976 and attendance has grown steadily and an average of 150 people attend each meeting.

Our getting together once a month is not an end in itself but a means of having a closer relationship with The Lord. I, for one, have come to realize that being open to what God has to say to me in the bible has given me a real sense of peace and direction in my life. God tells us "Don't worry about anything; instead pray about everything; tell God your needs and don't forget to thank him for his answers." (Philippians 4:6-7) In addition to our monthly meeting we try, when possible, to visit those officers who are hospitalized.

Those of us who work at the Hall of Justice also meet for 5 minutes each morning before work and bring our needs before The Lord. As a result of prayer, people in the department have been healed and relationships restored. Lieutenant Oscar Tully, of the I.D. Bureau, who was healed of a malignancy is just one example of answered prayer. For God also tells us "Ask, and you will be given what you ask for. Seek, and you will find. Knock and the door will be opened. For everyone who asks, receives. Anyone who seeks, finds. If only you will knock, the door will open." (Matthew 7:7-8)

All are welcome to join us at our meeting on April 18th, 7:30 p.m. at Bethel Lutheran Church, 2525 Alemany. The guest speaker will be Father Hampsch, a Missionary Priest. Also, if anyone would like prayer for a special need, feel free to contact any of the following Officers with your prayer request(s).

- | | |
|------------------|-----------------|
| Jim Crowley | Sex Crimes |
| Jim Higgins | Robbery |
| Ed Erdelatz | Homicide |
| Art Gerrans | Vice Crimes |
| Mike Moysard | Police Range |
| Mike Kemit | C.S.T.F. |
| Andy Christensen | Juvenile |
| Oscar Tully | I.D. Bureau |
| Tom Dixon | General Works |
| Frank Moser | Photo Bureau |
| Wayne Lewis | Sheriff's Dept. |
| Vernon Ware | Company "C" |
| Ray Allen | Warrant Bureau |
| Bart Wren | I.D. Bureau |

Richard Korman — In memory of Off. Robert Hooper

Clifton Clarke — In memory of Off. Robert Hooper

Suspensions: Several members will be suspended for owing over 6 months dues, most of them because we have no correct mailing address. REMEMBER TO ADVISE US IF YOU MOVE.

Trustees Report: Bro. Jeffery, Senior Trustee, introduced members from Hibernia Bank who advised no new investments at this time, due to the action of the market. We do have cash on hand to be invested and for this reason, the Bank requested a night meeting. Such meeting is set for March 3, 1978 at 6:00 p.m. which will give the Trustees more time to talk over future investments with the Bank advisors.

Under Good of the Order: The question arose as to the status of CETA employees becoming members of the Association, with the possibility of their employment being terminated at any time, there are not sufficient funds. Bro. Hurley is to contact the Academy regarding this situation as well as to obtain a date to speak to the new members on membership in the Widows and Orphans.

The meeting was adjourned at 3:00 p.m. in honor of our above departed brothers.

Fraternally,
Bob McKee
Secretary

If anyone knows the present addresses of the following, it would be appreciated if we could be advised: WALTER MARTINOVICH, STEPHEN T. SMITH, WILLIAM J. WINTER.

MUSINGS
OF A FOURTH
GENERATION
SAN FRANCISCAN

While I love my black brother
As well as another
Of any skin or color
Some persist in blaspheming
My saintly departed mother
With their obscene remark
Why do they inflict this injury upon me!
Do they not know my grandfather and great-grandfather
As volunteer officers
Fought against the Confederates
To preserve this Union
And abolish the evil day of slavery!
Why my great-grandfather
Spent one year in Andersonville Prison
And my grandfather lost part of a limb
In this civil affliction!
While I politely say,
"I do not have the change
To purchase your third world paper".
They ask, "Do you hate my black color?"
To which I reply: No not at all.
I love you as well
As my yellow skinned brothers.
Father LaChance said in an age long since past,
'While the politeness of the old school is
Disappearing more and more —'
And may I add the word 'alas'!
Yet, what does this mean to my third world brother
Who is convinced I disdain his particular color.
Still I go on from day to day
Trying in my own simple way
To convey to these people
I meet on the street
I do indeed love and respect all those I greet.
What the schools are teaching I do not know —
I left them over three decades ago.

—Thomas Warren Powers

the San Francisco
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| CO. B | Joe Toomey | HQ. | Mike Hebel |
| CO. C | Layne Amiot | | Vic Wode |
| CO. D | Pat White | Insp. | Bob Huegle |
| CO. E | Paul Chignell | CSTF | Theodore Schlink |
| CO. F | Ray Carlson | RETIRED | Joe Carew |
| CO. G | Roy Sullivan | | |
- Gale Wright Editor

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Members or readers submitting letters to the editor are requested to observe these simple rules:

- 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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INTIMIDATION IN GRIEVANCES

by Paul Chignell

The grievance procedure in public safety employment is one of the best vehicles to resolve a myriad of problems that affect day to day labor-management relations.

One of the major reasons grievances continue to be filed is due to the lack of awareness of department procedures on the part of upper echelon supervisors.

This problem becomes more acute within police departments because of the military structure that forces problems "up stairs" rather than resolving the matter at the lower level.

The Association has been filing grievances on behalf of members at the rate of 15 - 30 a year since 1971. Last year 27 grievances were formalized; 23 of those adjudicated in the favor of the employee with one still at the Police Commission level.

1978 has been a prolific year for the utilization of the procedure. As we end the month of March, 55 grievances have been filed. Most of those have emanated from the Southern Station.

But in a military structure, the filing of grievances is fraught with special problems.

At the outset of a formalized structure, members are reluctant to "make waves". Police supervisors tend to believe that a member filing a grievance is challenging the authority of the "boxx". In some instances, the grievant is discriminated against in regards to assignments or transfers.

But after an "incubation period", which normally lasts two or three years, it becomes acceptable to grieve the day-to-day problems that management will not rectify on their own. Members observe that

their colleagues are adjudicating their problems without retaliation from management. On those rare occasions that management does retaliate, those matters are brought to the light of day by the filing of additional grievances.

Once the procedure is working properly, there tends to be a consensus amongst supervisors and line personnel to resolve problems at the lowest administrative level possible.

But unfortunately, a small number of supervisors attempt to thwart or manipulate the procedure. When these supervisors don't have the general power to retaliate against the grievant from high authority, they utilize more devious means.

The first tactic is to attempt a one on one intimidation by using their rank to harass a grievant or possible grievant. When this doesn't work, they start a campaign amongst the grievant's colleagues.

If the first part of the strategy meets failure, then they attack the procedure itself or even the union representatives of the grievants.

However, the latter tactic always ends in failure. Because an attack of a grievant, not actively involved in union activities, sometimes works can be deluding to the supervisor who takes that course of action.

An individual member may withdraw from such intimidation and not pursue the grievance but a union representative will not.

A union representative, in my experience, will only pursue the matter further when an attempt is made to subvert the grievance procedure. Personal attacks bent on intimidation belies a clear weakness on the part of the supervisor because rather than ad-

dress the issues, the supervisor moves into areas not germane to the matter at hand.

Furthermore, supervisors who attempt to utilize such tactics are treading on dangerous ground. The Government Code contains explicit prohibitions against threats, coercion or discrimination in attempts to thwart an established grievance procedure within local agencies.

HEALTH SERVICE BOARD ELECTION

by Mike S. Hebel

The registrar of voters will conduct the election for the term of one of the three elected members of the Health Service Board which expires on May 15, 1978.

The election will be held between April 25 and May 7, 1978. Ballots will be furnished to all members.

At its meeting of March 10, 1978 the Board of Directors of this Association voted unanimously to endorse and support the candidacy of:

**WALTER
JOHNSON,**
Incumbent

Walt has served on the Board for the past two years and has performed his duties well. He presently works for the Retirement System in an administrative capacity.

You are urged to vote for Walt Johnson for the Health Service Board.

President's Corner

BY JERRY CROWLEY



Police officers and fire fighters have a right and a duty to utilize the bargaining process instead of the begging process.

Police officers and fire fighters must have the right to be part of the decision making process in all things that affect us at the level at which we are affected. We can only gain that right through the ballot process and a strong campaign to educate the people of San Francisco.

We can no longer indulge ourselves in illusion and hope. I do not want police officers to always evade the truth.

I do not want us to be seduced into another twenty years of false hope. We are entitled to know, whatever the cost, and whatever the anguish, what that final truth is.

Will the people of the City and County of San Francisco support Police and Fire Collective Bargaining?

The main issue before police officers and fire fighters was whether we chose this time and this issue to make our stand and finally know the result. This has been resolved through the courageous act of six supervisors who have allowed us the opportunity to know the whole truth and where police officers and fire fighters stand in society today.

If we continue to wait until next week or next year, will the politician become more aware, the people more sympathetic, or the police dream closer to reality?

Our critics say we are too weak and will be unable to cope with so formidable an array of groups that will surely be against us.

But when will we be stronger?

Will it be next week or next year?

Will we gather strength by irresolution and inaction?

As police association leaders we have always been told to exhaust our administrative remedies before we will be heard.

The last untried remedy is the people of the City and County of San Francisco.

This final step toward exhausting that remedy must be taken whatever the cost — whatever the result.

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1978 COMMUNITY COLLEGE AWARDS

City College of San Francisco has nominated four second-year students to compete in the first competitive round in Bank of America's 1978 Community College Awards program.

The students and their study fields are: David H. Yee, business; William C. Tang, science-engineering; Clara Ung, social science-

humanities; and Kathleen Marlborough, technical-vocational.

These students will compete against winning students from neighboring community colleges in a semi-final event to be held March 29 in San Francisco. Winners will be selected by a panel of judges on the basis of academic record, school

and community activities, and character and leadership qualities. Two students from each study field will then go on to the finals April 27 in San Francisco. Runners-up in the semi-finals will receive cash awards of \$150.

In the final event, semi-final winners will compete for top prizes of \$2,000, \$1,000 and \$750. Runners-up receive \$250.

AROUND THE DEPARTMENT

by Al Casciato

... Brother Officer Needs Help! For the past 18 years Dennis O'Connell has been the behind the scenes force, that has made many fund raisers successful for his brothers in need. Today he needs our help. Denny was severely burned recently in an automobile accident and it is anticipated that it will be approximately seven months before he leaves the hospital. He probably will not return to work for approximately 1 year. Denny's sicktime, vacation, etc. will all run out on April 27th and his friends are planning to raise some funds to help tie Denny and his family over. If you are interested in helping, drop me a note and I'll make sure the proper people get back to you ...

I recently had a discussion with some of the Local 400 staff. They informed me that they are presently organizing the C.E.T.A. employees, with the intent of making them permanent employees since they're already filling permanent positions. Now I'm really confused. Eunice Elton, the person appointed by Mayor Moscone to head the C.E.T.A. program, has stated publicly that C.E.T.A. employees are not suppose to fill any permanent positions and if they are, she wants to be notified. Add to this the announcement by the Board of Supes that 21 million dollar surplus exists in the city employee salary coffers. Follow all that with the stories of C.E.T.A. violations in the Examiner and Chronicle, shortages in permanent positions and lack of enforcement of violations by the Mayor's office, one must wonder if the Mayor and Local 400 are pulling a fast shuffle on the permanent employees ...

... On July 1st, 1978 a new law will go into effect which requires the Department of Motor Vehicles to keep confidential the addresses of all peace officers as defined in Sections 830.1 and 830.1 of the Penal Code. The individual officers must apply at their local DMV office in order to have their address purged as this will not be done automatically.

... The Christmas Show was a fantastic success. So if you are looking for a family outing, go to the P.O.A. Spring Variety Show on May 18 and 19th at the Masonic Auditorium. See you there. Call 431-2166 days, for tickets ...

... While at the C.O.P.S. Convention, I ran into Mike Magula (SFPD 1968-1971). Mike is now a Sgt. in the Renton, Washington Police Department, and he is that P.O.A.'s chief labor negotiator. Mike and his wife, Gloria, send greetings to all their old friends ...

... The Chinese New Year's Parade aftermath generated a vicious attack by a select group of local media personalities on (as the Examiner put it) "The Gang In Blue". Well, the media people who support us have reported that Ch's 2 and 7 have delivered their tapes to Internal Affairs in order to, hopefully, bring some officers up on charges. Well that doesn't really surprise me. What does surprise me is that the Mayor, DA and Supervisor Molinari were all in the Empress of China Restaurant overlooking the scene of violence. Only Molinari came out to the street, observed and supported us in the media the next day. The Mayor quietly left in his limo and said nothing about the officers who were being pelleted with beer bottles, cherry bombs (some dipped in lead) and firecrackers. DA Joe hotfooted it up Clay Street early before the street clearing began. Maybe he was afraid that his presence would lead to his having to approve of charges on the scene. A politically hot decision making a situation that needed to be avoided ...

... Reserve Police Force. Is it good, bad or indifferent? I believe that it is bad and that the reserves are being used by city governments to undercut the position of the regulars in both the professional and labor fronts. Take a good look around. Where are the reserve bankers, lawyers, plumbers, carpenters, doctors, dentists, etc? Watch for more news on this subject and while you are waiting, think about the situation in Inglewood, California where the reserve officer, if he has more time on the force, is senior to the regular officer, even though he does not receive the same training as the regular. Also Inglewood P.D. has a reserve captain directing night time operations of all regulars and reserves on duty. Inglewood reserves are paid \$5.00 per hour with no benefits. Under cutting? YOU BET.

... That Charter Amendment changing the promotional system was introduced by City Attorney Ward. It was placed on the ballot to provide an escape valve, so that if the city loses the Federal quota suit, Federal funds will not be cut off for lack of "minorities" in command positions. So put all the

COPS CONFERENCE



Jim Browning, (right) strong candidate for State Attorney General, was the guest speaker at the COPS banquet. Here after dinner, he talks with COPS President Jerry Crowley (center) and Legislative Chairman, Paul Chignell (left).



At the COPS Conference at Hyatt Lake Tahoe, Jerry Crowley (left) was re-elected President of COPS and was given a very large gavel in good friendship. Also receiving a nice plaque for his many years of service for police officers' legislative matters in Sacramento (and the rest of the State too), was retired Lieutenant Charlie Oates (right) from Torrance, California and now a resident of Grass Valley, California.

political rhetoric aside and see the real reason for the amendment ... MONEY. Fairness and equality have been sold out with the minority issue used as the smoke screen ...

... How many times have you been searching for a suspect or been a hot chase when you wish that you could pick up the mike and call Air One. Wouldn't it make things a lot safer to have our police helicopter up there ...

... In response to those who have inquired. I have been assigned to communications in the past and it was for a lot longer than 60 days ...

... Police Aide II: Deputy Chief Mullen and Chief Gain were asked by a station officer, "If I'm working with a police officer on the patrol wagon and he gets jumped, what do I do?" They replied that he would never be in that situation, and if he were, to call for help on the radio ...

... How do you feel about the Jarvis-Gann initiative? Drop me a note at the P.O.A. office and if there is enough responses, I'll do a reader reaction piece next month. Be sure to list your present job classification and whether you own or rent. Our address is 510 - 7th Street. ...

REBUTTAL

Chinese Parade Arrests

by James Taylor, Co. A

This letter is a rebuttal to the statement made by Deputy Chief Taylor (during the Captain's meeting) that the police over reacted to the situation at Grant and Washington Sts. and in fact, they needed re-training.

Chief Taylor, how could you make such a statement. Did someone call you at 2 o'clock in the morning, complaining we were over reacting? I'll tell you who didn't complain. The Chinese merchants on the corner of Grant and Washington St. who saw their stores being damaged; the woman who had a hole blown in her leg by a cherry bomb; nor was it the man who's baby caught a face full of live fire crackers, and was trapped by the crowd.

Captain Aufort and Sgt. Epting (both of whom were at the scene) don't think we over reacted, so why do you? I realize your rank gives you the privilege to make such a statement, but if you want it to be valid I suggest next year you change your hours, come down, and run the show yourself.

Chief Taylor, there were approximately 5,000 people at the scene of which only 14 were arrested, does that sound like over reaction? Why hasn't anyone connected with the operation been commended? Captain Aufort and Sgt. Epting for their leadership, the radio room for their great job, not to mention the ambulance crew who stood by and provided first aid.

Has anybody in the current administration ever thought of telling the policeman he's doing one hell of a job? Even you have to agree the current morale of the department is at an all time low, think this might help?

While you and the rest of the deputy chiefs are up there in the hall making sure you don't get on anybody's black list for fear you'll lose your job, just remember this, if the 5th floor of the Hall of Justice vanished at 2:00 this afternoon, at 3:00 a new watch of patrolmen would go out and do their job anyway. You see, a patrolman doesn't need a Captain or a Chief around to justify his job, but on the other hand, if you didn't have the patrolman around, you, Chief Taylor, would not have a job.

I hope you will reconsider your statement made at the Captain's meeting and give an apology to the people involved.

FOR SALE

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BETWEEN GEARY & CLEMENT

WHAT HAS THE ASSOCIATION DONE FOR ME LATELY?

Past victories are tough to remember when more problems unfold every day for the San Francisco police officers.

So, the "What has the Association done for me lately?" question, can really only be answered with one word, Politics. Yes, that's right, your Association has become very involved in politics not only locally, but on the State and National levels too.

Politics, whether you own up to it or not, dictate your way of life in the SFPD and many of your off duty hours too.

The 78/79 police budget of \$87 million is a political vehicle. 403 new civilian jobs are asked for, because of politics. Are there enough promotions, overtime funds (at straight time), uniform allowances, and vehicle replacement? If there is not, the answer is politics (you are not politically strong enough to make them include sufficient funding).

Politics determine where you live. Local politicians determined that you can only live five miles out of the City, although State Prop. 5 stated a "reasonable distance".

S.F. Prop. E of 1971 assured a merit system of competitive examination to become a detective, but now just seven years later, politics have determined that all that should be wiped out, and the old system will move "friends" faster.

The examples of how politics are entwined in your police career just go on and on.

SO, WHAT HAS THE ASSOCIATION DONE FOR ME LATELY?

We are involved politically! The Officers and Directors of the SFPOA meet often with the members of the Board of Supervisors, State Senators and Assemblymen, Judges, other unions and association. We try to make all the meetings of the Board's Committees.

In the district election of supervisors, the SFPOA supported Lee Dolson and Dan White who won, as did Tom Scanlon in his bid for re-election as Treasurer.

Statewide, we are involved through COPS (California Organization of Police and Sheriffs). State Prop. 5 (residence) and AB 301 (Police Officer's Bill of Rights) were winners, as well as several candidates COPS supported for election to state office.

Nationally, we belong to the ICPS (International Conference of Police Association).

The ICPS has kept police officers out of Social Security for over 25 years, which has forced political subdivisions to fund an earlier retirement system for law enforcement officers, with their hazardous job. The ICPS also fought the battle to win the \$50,000 death benefit for the widow of an officer killed in the line of duty.

Politically, the SFPOA is now involved in perhaps the biggest political event to date. Two extremely important ballot propositions have been approved by the Board of Supervisors for the June election. We must win one, and beat the other.

First: Collective Bargaining for Police and Firefighters. This is our answer to strikes, by providing a formalized structure for negotiating differences, where none has ever existed before.

Second: Emasculation of charter assurances which would allow ranks and positions to be created with commensurate salaries, on the whim of the Police Commission. Bibliographies for examinations will be eliminated, written examinations are devaluated, oral only examinations are in, members of a lesser rank can supervise members of higher rank, and members of ranks less than a captain can be put into positions higher than a captain.

All of the above and more is why the SFPOA is deeply involved in politics.

Kevin Starr



Sellout

WE JUST HEARD about one of the biggest giveaways this city has ever seen. For the past four weeks or so, the Board of Supervisors has been meeting in closed executive session at the insistence of newly elected City Attorney George Agnost. The topic of discussion is the lawsuit that the largely minority Officers for Justice has filed in the Federal District Court charging systematic and conscious discrimination against minorities over the past few decades in the Police Department.

The case has not yet come to trial, but Agnost is urging the supervisors to settle it quietly out of court for \$2.4 million. That's about a \$50,000 payment, tax-free, to each of the 45 minority policemen in the Officers for Justice. The \$2.4 million, incidentally, can come from nowhere else but ad valorem property taxes.

No wonder Agnost and his deputy Phil Ward are urging this behind closed doors. It stinks to high heaven. It will outrage taxpayers and demoralize the hundreds of other officers for whom there will be no \$50,000 payment, despite the hard, grueling years they have put into the war against crime.

If the case goes to the courts of either Judge Robert Peckham or Stanley Wiegman, Agnost is telling the Supervisors, you'll be sure to lose; so pay now. It's cheaper that way.

Supervisors Dianne Feinstein, Quentin Kopp, Lee Dolson and Dan White are arguing otherwise. Conscious and systematic discrimination on the part of a public entity such as a municipal government is difficult to prove, they are asserting. Besides, it's unfair to prejudge what either Peckham or Wiegman will decide before The City's defense is even argued. And even if the first trial is lost, The City's case can be taken to a higher court on appeal.

Besides, says Kopp, it is Agnost's duty to defend The City's interests in the courtroom, not to make pre-trial settlements that throw away tax money and admit to a level of conscious guilt in the matter of the minority discrimination which most San Franciscans would laugh to scorn as a proven fact. It just isn't so, says Kopp, and we shouldn't be paying out \$2.4 million to 45 police officers just because they say it's true and find a lawyer to take their case to court.

As might be expected, Supervisors Ella Hill Hutch, Gordon Lau, Harvey Milk, Robert Gonzales and Carol Ruth Silver are on the other side of the argument. Pay the money, they say. It's only just. The system discriminates, say Milk and Silver most vociferously, and so the system must pay the damages.

Supervisor John Molinari is, as usual, straddling the fence, trying to see which way the wind is blowing. Supervisor Ron Pelosi has been out of town.

Behind all of this, of course, is the fact that the federal government runs our cities. Take the matter of the Officers for Justice suit. Merely by the decision of one local federal official, without a hearing or anything, a judgment can be forwarded to Washington, D.C., that systematic and conscious discrimination exists in the San Francisco Police Department. Within 30 days of this non-judicial, purely bureaucratic decision, San Francisco could stand to lose millions of federal dollars now granted us through the Law Enforcement Assistance Administration. This is money we desperately need to keep our already flagging law enforcement services up to even a bare minimum. Fight this case in court, Agnost has told the supervisors, and you'll lose the needed federal money. The settlement, moreover, cannot be even discussed in public or the feds might turn off the tap.

It looks as if the supervisors will go along with Agnost's advice. The proposition they just put on the ballot abolishing all seniority and all written requirements for promotion in both the police and fire departments is part of the deal. This plus the \$2.4 million payoff to the 45 protesters is intended to quiet the situation. Agnost wants the supervisors to sign, seal and deliver the entire agreement before it goes public. That way, it's an accomplished fact — not a point for either a judicial hearing or a public legislative debate.

I find the entire affair appalling. First of all, I'm appalled by the way the federal government unilaterally calls the shots in San Francisco. Play the game our way, says the federal government, or we'll fail to return to you the tax money we confiscated from you in the first place.

Secondly, I'm appalled that George Agnost, fueled by the bleeding-heart zeal of Deputy City Attorney Phil Ward, is asking the supervisors to surrender San Francisco's right to a fair trial in this matter and automatically line the pockets of 45 cops with \$50,000 in cold hard cash just because they claimed conscious discrimination. Quentin Kopp is right. Fight this one in the courts. No secret deals. If George Agnost won't fight it, then lawyers from outraged citizens' groups will seek to stop the closed-door payoff in the courts. In the matter of lawsuits, taxpayers also know how to play rough — especially when it comes to sellouts.

NEW BUREAU CHIEF

District Attorney Joseph Freitas, Jr. announced the appointment of Inspector Jack Cleary, of the San Francisco Police Department, as Chief of the Bureau of Investigators of the San Francisco District Attorney's Office.

Inspector Cleary will be replacing Bureau Chief Ben Wood who has accepted a position as Director of Security at the Bank of California.

D.A. Joseph Freitas stated:

"I am pleased to announce that I have today appointed San Francisco Police Department Homicide Inspector John J. 'Jack' Cleary as the new Chief of the Bureau of Investigators of the San Francisco District Attorney's Office.

"I know that Inspector Jack Cleary will maintain the independence of this office's investigative force while insuring continued high professional standards in the Bureau of Investigators and a good working relationship with the Police Department.

"Inspector Cleary resides in San Francisco's Sunset District with his wife Kathleen and five children. He is a highly-decorated 22 year veteran of the San Francisco Police Department. For the past 16 years he has served in the Department's Bureau of Inspectors and, since 1964, as a member of the homicide detail. Inspector Cleary has handled all manner of police investigations and he brings a broad knowledge of police procedures as well as investigative experience to his new post.

The District Attorney's Bureau of Investigators is the investigative arm of the criminal prosecutor's office. District Attorney investigators are trained and qualified peace officers. Assignments frequently include long-term and complex investigations that are beyond the scope of ordinary police resources. The D.A.'s Bureau of Investigators also has special responsibilities in

the preparation of the prosecutor's cases for trial. The Bureau Chief also provides liaison between the District Attorney's main office and the investigative staff at the District Attorney's Bureau of Family Support. New Bureau Chief Cleary will be heading an investigative force that has been expanded to 30 men and women, all of whom are highly skilled professionals.

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LETTERS

D.A. "Emergency"?

Editor's Note: Judi Pursell of Co. A was recently speaking to her father via long distance phone call at 7:30 p.m. The operator interrupted the call to announce an emergency call from the D. A.'s office. The DA stated to Judi that he wanted her in court on behalf of the defense the next morning.

Judie and her Dad complained at having the call interrupted. The below letter is what her father received. Judi is presently involved in a dispute with the Department which will be publicized when completed.

Dear Mr. Pursell:

Thank you for your recent letter regarding the emergency call received by your daughter.

I can certainly understand the anxiety this situation must have caused you, but I can assure you that this was not the intent. The District Attorney's Office uses phone calls to ensure that police officers do not have to waste valuable time waiting in court rooms. It is merely an unfortunate coincidence that the call from the District Attorney's Office interrupted your conversation with your daughter.

Please accept my apologies for any problems this has caused. My best wishes are extended to you and your family.

Sincerely,
George R. Moscone
Mayor

Officer Hooper

Dear Jerry:

Was recently made aware of the death of Officer Robert Hooper of the San Francisco Police Department. Though we have often disagreed on various philosophies in the past, one thing can be certain; that being when an officer, any officer, is either injured or dies in the line of duty, a common bond is quickly recognized.

On behalf of the Fresno Deputy Sheriffs' Association, I send my sincerest regrets to both Officer Hooper's wife and three children and to your association as well.

Respectfully your,
Fresno Deputy
Sheriffs' Association
Don Justice, Pres.

Chinese Parade Police Action

Dear Chief Gain:

Police assistance was requested for numerous events during the Chinese New Year's festivities. All requests to Central Station were met, with the Officers displaying the utmost professionalism, efficiency and courtesy. The manner in which the Police Officers conducted themselves enabled our Chinese New Year celebration to be an overwhelming success in light of the unfortunate events preceeding the Chinese New Year Parade.

With respect to the near-riot at Washington and Grant, it is so sad that those persons responsible appeared only to disrupt the festivities. The acts of violence, that included innocent citizens, unprovoked attacks on Police Officers, vandalism to cars and private property were witnessed by many members of the Chinese Community. In light of the aforementioned, we commend the action of the Police Officers, for if they did not act in the professional manner they exhibited, many citizens would have sustained serious injury in addition to serious acts of vandalism to businesses in Chinatown Community.

In closing, we commend and salute the San Francisco Police Department, Central Station and Gang Task Force in particular for their assistance in making our festival a safe and successful one.

May I extend New Year wishes to you and the Officers of the San Francisco Police Department.

Sincerely yours,
Donald K. Mok
Executive Chairman
Miss Chinatown USA
Pageant Committee

Dear Chief Gain & Capt. Aufort:

We would like to take a few moments to express our appreciation to all the men in the San Francisco Police Department who assisted in the Chinese New Year Parade on February 18, 1978. We felt that the parade was most successful due mainly to the officers expert crowd control.

Especially worth mentioning is the great support provided by Officer Michael Gerald. His advance preparation and assistance was invaluable not only to the parade, but also along with our complete two-week celebration. At times, we felt he was

devoting 24-hours a day to his job. His cooperation and help was nothing less than the greatest.

Last but not least, we would like to especially thank Sgt. Owen Kenny and his men at the reviewing stand area (Officers Geary, Canaan, Gregory, Holle, Balakian, Estrada, Calgaro). In the past, we have always had problems with photographers, firecrackers and keeping the area cleared for parade participants. To our surprise and delight, Sgt. Kenny and his men did a great job and handled several minor incidents with great expertise.

We hope that each and every one of the officers will be back next year to make it an even greater celebration and parade.

Sincerely,
Calvin Li
Parade Co-Ordinator

Dear Chief:

Last Saturday, Chinese New Years, my wife and I had dinner with a party at the Ruby Palace Restaurant on Kearney.

We walked there and returned from St. Mary's Garage.

With your men in evidence we felt comfortable and safe. A fine job!

There are some who complain about the actions of your men. I disagree.

When parade watchers set off cherry bombs under your mounted patromen — that's the limit of patience and they kept their cool.

As for the mess at Washington and Grant, if it had not been stopped, a riot could have occurred.

Your men did a fine job. My wife and I are proud of our police.

Very truly yours,
S.Z. Natcher

Dear Mr. Notcher:

Thank you for your letter of February 21, 1978 complimenting the members of this department for their fine police work in controlling the crowds in Chinatown on Saturday, February 18, Chinese New Years Parade.

Your letter has been forwarded to Deputy Chief Jeremiah P. Taylor, Field Operations Bureau, in order that his personnel may be apprised of your observations and your high regard of their actions.

Sincerely,
Charles R. Gain
Chief of Police

POA Appreciated

Dear Jerry:

This letter is a long time coming but nonetheless my thoughts are always with the S.F.P.O.A. Since my retirement I've spent considerable time in the hospital, what with open heart surgery and the attendant problems that go with it but uppermost in my mind is the tratitude that I wish to express to you and Gale Wright and all the rest of the officers in the Association for their diligence in watching out for the welfare of the active members and the retired members as well.

I've maintained my membership in both the S.F.P.O.A. and the Veteran Police Officers Assn. and I have nothing but praise to express to you and the gang for your efforts which sometimes might go un-noticed by the rank and file.

Please convey to the girls on the office staff, Tony Bell and all the gang at 510 - 7th St. that this is one guy that will not soon forget the work that you are doing for us.

Special thanks to Gale Wright who has been very helpful to me and countless others too numerous to mention.

I am one guy who keeps spreading the word about your efforts and all the officers at the P.O.A.

Fraternally,

John A. Russell

Deceased officer

Editor:

I have thought and thought of the right words to express how I want to thank all of Richard's friends and officers on the police force.

I want you to know how very grateful I am for your thoughtfulness and support to me and my three sons through those terribly difficult days.

Thank you so very much.

Sincerely,
Pat Anderson

A note of thanks

I wish to express my sincere thanks to the members of the POA and Central Station for their support and guidance during my recent encounter with the upper echelon of the Department. It is always encouraging to know that in times of crisis, whether large or small, thee are persons who care.

Judie Pursell
Co. A

BENEFIT DINNER FOR OFFICER DENNIS O'CONNELL - COMPANY C

DATE - April 15, 1978
TIME - 5:30 p.m. to ??
LOCATION - Police Athletic Club
Hunters Point Naval Shipyard
TICKETS - \$10.00
Wives and girl friends welcome.
DINNER DANCING - COCKTAILS - CRAB DINNER

As you all know, Officer O'Connell was seriously injured and burned in a recent auto accident. Denny is going to be off work for approximately 6-8 months and does not have sufficient sick leave to carry him through until he returns to work.

CONTACT - Officer M. Mahoney, Co. C for further details

Tickets will be available shortly, All district stations and all Bureaus and Details at Hall

Your cooperation in making this a festive night of entertainment will be greatly appreciated.

Michael Mahoney

TESTIMONIAL DINNER HONORING

Capt. Tom Dempsey • Capt. Jim Ryan
Capt. Joe Lordan • Ret. Insp. Bill Brewer

Wednesday - April 19, 1978

S.F. Athletic Club, 1630 Stockton

No host Cocktails 6 - 7:30
Dinner to follow
\$13.00 including tax, tip, gift, etc.

For tickets:

Bill Musante, 553-1392
Dave Mayer, 553-1392

George Jeffery, 553-1544
Sol Weiner, 553-1573

TESTIMONIAL DINNER

CAPTAIN OF POLICE GEORGE JEFFERY



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NO HOST COCKTAILS
DINNER TO FOLLOW

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SGT. JOE ROSSETT 553-1633
SGT. AL BRAGG 553-1633
LT. JIM RYAN 553-1521

Football Team Award

Dear Editor:

Recently I attended a dinner given by the S.F.P.D. Football Team and I was awarded a plaque by the team members.

I would like to say thank you very much and that it will be held with the highest esteem, in my heart and thoughts, forever! Again, I wish to say thank you so very much.

Sincerely yours:
Bob Clendenny



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Upon receipt of your deposit, we'll reserve a special section for you. No matter how big your group is. Bring 20 or more people and we'll give a full entertainment package. We'll salute your group and group leader's name on the Stompers message board and our game program!

EASY COMING AND GOING

Get your school, church, youth soccer team, community, fraternal, business, labor or any other group together. Take Bart. Charter a bus. That way nobody has to fight the traffic. The seats you get will have a clear view of the action. And they'll be convenient to refreshments, ramps and rest rooms. Plus, each group leader receives a pass to our pre-game wine tasting party.

DON'T WAIT

Let us hear from you now! We'll structure a program and film for your group if you want. We can reserve your night now and guarantee you the best seats in the Coliseum.

SCORE A BONUS!

If you order a group package for our home opener against the San Jose Earthquakes each of the members of your group will receive a V.I.P. Club Card that will save them \$10.00 on future Stompers tickets!

1978 STOMPERS HOME SCHEDULE

April 2	Sunday	San Jose	2:00 pm
April 21	Friday	Chicago	8:00 pm
May 10	Wednesday	Los Angeles	7:30 pm
May 14	Sunday	California	2:00 pm
May 17	Wednesday	Memphis	7:30 pm
May 27	Saturday	New England	8:00 pm
May 31	Wednesday	Ft. Lauderdale	7:30 pm
June 14	Wednesday	Houston	7:30 pm
June 19	Monday	Minnesota	7:30 pm
June 24	Saturday	Philadelphia	8:00 pm
July 4	Tuesday	Portland	7:30 pm
July 10	Monday	San Diego	7:30 pm
July 21	Friday	Cosmos	8:00 pm
July 30	Sunday	Vancouver	2:00 pm
August 2	Wednesday	Seattle	7:30 pm

To order tickets now use the order form below or if you would like more information just call and ask for our group sales department. Don't miss out or you'll be kicking yourself for years.

632-GOAL



1978 PRIORITY GROUP ORDER

Group. A group consists of 20 or more people. Youth or Adults — any section.

Payment. A group order requires 50 % down on the total amount with the remainder due 10 days prior to the game.

	# OF SEATS	TOTAL
BOX SEATS @ \$10.00	X _____	= \$ _____
CHAMPAGNE ADULT OR YOUTH @ \$4.50 (1st Deck) Regular \$6.50 Save \$2.00	X _____	= \$ _____
CHABLIS ADULT @ \$5.50 (2nd Deck)	X _____	= \$ _____
CHABLIS YOUTH @ \$3.50 (2nd Deck)	X _____	= \$ _____
ROSE ADULT @ \$4.00 (3rd Deck) Regular \$5.50 Save \$1.50	X _____	= \$ _____
ROSE YOUTH @ \$3.00 (3rd Deck) Regular \$3.50 Save \$0.50	X _____	= \$ _____
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MEDAL OF VALOR

The Awards Committee met in Room 551, Hall of Justice, on Wednesday, February 1, 1978, at 9:30 a.m. in regular session.

PRESENT:

Commissioner Jane McKaskle Murphy
Deputy Chief of Support Services, Mario Amoroso
Commander of Traffic, Robert C. Seghy
Captain Stanley E. Cordes
Captain Charles A. Schuler
Captain Paul A. Lawler
Captain John A. Mahoney
Captain Joseph M. Flynn
Captain Rene C. Aufort
Captain Robert G. McFarland
Captain Thomas N. Prevezich
Captain Cornelius Murphy
Captain Edmond J. Cassidy
Captain Donald L. Taylor
Captain James M. Curran
Captain James P. Shannon
Captain Thomas G. Dempsey

Commissioner Murphy presiding.

GOLD MEDAL OF VALOR

POLICE OFFICER FRANK B. IAVARONE

For services rendered on Friday, April 11, 1977, at 1:20 a.m., responding to a man breaking in (602) complaint at 170-6th Street, and upon entering the premises he and his partner were confronted by a fire that immediately threatened the lives of all the building inhabitants who were mostly, at that hour, sound asleep. The Officers commenced to methodically remove the occupants. They had to walk seven of the tenants within inches of the flames where cinders fell upon them and the heat along the escape route was so intense that the wall paint was blistering. At one point it was necessary for officer Iavarone to climb a lightwell drain pipe from the 2nd floor to the third to save three other persons who were screaming for help. The officer accomplished this feat by lowering them down the drain pipe and guiding them through the hotel to the safety of the street below. The fire was started by the 602 suspect who partly through the follow-up investigation by Officers Iavarone and Gerard M. Neybert, was apprehended later the same day by fellow members of Southern Police Station.

NOTE: Changed from Silver Medal of Valor to Gold Medal of Valor on the recommendation of Police Commissioner Jane McKaskle Murphy to the Police Commission at its meeting of Wednesday, February 8, 1978.

NOTE: Police Officer Gerard M. Neybert received a Silver Medal of Valor for his part in this rescue and subsequent arrest of an Arson Suspect.

SILVER MEDAL OF VALOR

LIEUTENANT MICHAEL A. BRUSH

For services rendered on Wednesday, July 6, 1977, at 5:58 p.m., while patrolling the Ocean Beach area in the vicinity of Sloat Boulevard received a radio transmission of a threatened suicide attempt by drowning at Ocean Beach. Upon responding to the area, he noticed a crowd of people observing a fully clothed woman about fifty feet out into the ocean and working her way into even deeper water. The Lieutenant proceeded approximately 100 feet into the ocean where he struggled with the woman and eventually succeeded in bringing her back safely to shore.

NOTE: Changed from Bronze Medal of Valor to Silver Medal of Valor on the recommendation of Police Commissioner Jane McKaskle Murphy to the Police Commission at its meeting of Wednesday, February 8, 1978.

NOTE: Police Officer Susan Pavloff received a Police Commission Commendation for her part in this rescue.

LIEUTENANT RICHARD D. KLAPP, POLICE OFFICER PETER H. GODBOIS

For services rendered on June 14, 1977 at 10 p.m., when they responded to 3761-23rd Street on a report of a mentally disturbed woman who was in her bedroom with a revolver pointed to her head and threatening to commit suicide. Officer Godbois approached the bedroom door and began to converse with her. She became very agitated and began to waive her weapon in an erratic manner and fired one round toward Officer Godbois. Officer Godbois, however, continued to talk to the subject and also introduced Lieutenant Klapp into the conversation. Both Officers then proceeded slowly toward the foot of the bed constantly keeping her engaged in conversation. She again threatened suicide and waved the weapon in the direction of the officers, squeezing the trigger and causing the cylinder to slightly turn. Her attention was then distracted by a telephone call from her sister. The Officers then rushed her, subdued her and disarmed her. She was then taken into custody.

ASSISTANT INSPECTORS JOHN R. TROCHE AND THOMAS A. BURNS

For services rendered on Sunday, March 17, 1977 at 0015 hours, while on patrol in the area of Ellis and Mason Streets, observed the third floor of the Diamond Hotel, 225 Ellis Street, engulfed in flames so intense that the windows were exploding, showering the sidewalk and street with glass. After shouting a warning to pedestrians and calling the Fire Department, the officers entered the burning premises. The officers climbed the stairway to the third floor shouting in an attempt to arouse the occupants. Hot embers and plaster from the ceiling and walls were falling around them. Persons had to be forcibly removed from their rooms because they refused to leave. When they were certain everyone was accounted for the Inspectors led the group to safety by having them crawl down the smoke-filled stairway to the street. Through their efforts the entire building was evacuated before the first Fire Department units arrived at the scene.

SERGEANT WILLIAM A. FRITZ

For services rendered on Tuesday, April 16, 1977, when he responded to the scene of a shooting at 125 Barneveld Street and was informed that two men had been shot and the suspects were escaping in a vehicle. Sergeant Fritz immediately took action blocking their escape route with his radio car. The vehicle contained three occupants, 1 male and two females. The windshield and front door showed several bullet holes. The sergeant drew his service revolver and ordered the suspects from the vehicle. The lone female in the back seat, Gail Mahoney, attempted to get a gun from the floor but at this moment back-up units arrived. Sergeant Fritz then ordered the suspects out of the vehicle and they were taken into custody. The weapon, a .38 caliber revolver was used in the killing of one of the victims and the wounding of the other. It also had Gail Mahoney's fingerprints on it.

SERGEANT GEORGE F. KOWALSKI

For services rendered on Tuesday, May 3, 1977, at 1:15 a.m., when he apprehended a man sitting on the ledge of a five story building at 1008 Larkin Street screaming and threatening to commit suicide. The Sergeant was joined at the scene by two other officers and they proceeded to the roof. The Sergeant climbed onto the thirty inch ledge where the jumper was sitting. Upon seeing the Sergeant the subject attempted to leave his position, but the Sergeant grabbed him, placed a handcuff on one of the man's wrist and pulled his arm up enabling the other officers to pull the man to safety of the roof where he was subdued. He was then transported for psychological observation and treatment.

NOTE: Police Officers Mary C. Heffernan and Pamela Wermes were awarded Police Commission Commendations for their part in this rescue.

POLICE OFFICERS PAUL F. MAKAVECHKAS AND RONALD P. KERN

For services rendered on Wednesday, July 20, 1977, at approximately 7:15 p.m., while attempting to serve a search warrant at 715 Castro Street was attacked by a man with a five-gallon water bottle which he hurled at Officer Makaveckas' head narrowly missing and severely damaging the wall upon impact. Officer Makaveckas, to prevent further attacks upon his person, drew and fired his weapon twice at his attacker, hitting the suspect in the leg. At this point Officer Kern was confronted by another suspect who pointed a revolver at him. The officer commanded the suspect to drop the gun which, after some hesitation, he complied. Other officers who had responded and had been literally pinned down by the suspects' attack, were then able to go up the stairs and secure the premises.

POLICE OFFICER WALTER K. KLIEGEL

For services rendered on Saturday, May 14, 1977, at approximately 8 p.m., when he apprehended a shotgun-wielding suspect who had fired several shots into the front and rear of 506 Shotwell Street. Officer Kliegel ordered the suspect to drop his weapon but the suspect kept ranting unintelligibly and began to swing his weapon toward Officer Kliegel who repeated his order for the third time before the suspect finally dropped his shotgun and was taken into custody.

NOTE: Changed from Bronze Medal of Valor to Silver Medal of Valor on the recommendation of Police Commissioner Jane McKaskle Murphy to the Police Commission at its meeting of Wednesday, February 8, 1978.

BRONZE MEDAL OF VALOR

SERGEANT JAMES F. MARTINEZ, POLICE OFFICER JOHN C. KRANCI, POLICE OFFICER THOMAS F. POWERS

For services rendered on Sunday, July 17, 1977, at approximately 8:20 a.m., when they responded to 1224 Turk Street, in answer to a "222, 801X". Upon arrival they observed a highly agitated woman sitting on the foot of her bed, holding in both hands an eight inch butcher knife pressed against her sternum. Sergeant Martinez began to calmly and coolly converse with the woman waiting for the opportune moment to disarm her. When the opportunity presented itself, the officers grabbed the woman. During the struggle, she attacked Sergeant Martinez with the knife, tearing his uniform shirt, however, his safety vest prevented any injury to his person. The woman, a very large person at 190 lbs., was very strong but was subsequently subdued and disarmed.

POLICE OFFICERS JAMES W. BLOESCH AND DONALDI. HENSIC

For services rendered on Monday, July 11, 1977, at 11:50 p.m., while on patrol in plain clothes in the 1500 block of California Street, observed a female victim lying on the sidewalk seriously wounded. They identified themselves and were informed by a witness that an elderly male suspect had just shot the victim and was now in the Palms Bar on Polk Street. The officers responded to that location with the witness and arrived at the same time the suspect was leaving. The suspect who had his right hand in his pocket was ordered to remove it, but he did not comply. He was ordered again to remove his hand and after a very tense moment, finally complied and was taken into custody. The suspect had in his possession a .38 caliber revolver with four expended shells and two live rounds ready to be fired.

POLICE OFFICERS LYNN J. SMOOT AND PAMELA WERMES

For services rendered on Saturday, March 26, 1977, at 7:30 p.m., while off duty and driving their own personal cars in the area of Van Ness and Eddy, observed a vehicle, driven by Mr. Robert E. McMills, burst into flames. Mr. McMills, a paraplegic, was unable to exit the vehicle on his own. A large amount of smoke was pouring from the vehicle and shooting flames were also emanating from the hood as well as

AWARDS

neath. Without hesitation or consideration on safety, both officers entered the burning removed Mr. McMills to the safety of the

ergeant James F. Martinez received a Police Commendation for his efforts in keeping and pedestrians away from the danger at

PROUD CONDUCT AWARD

FOR KENNETH MURPHY

ices rendered on Wednesday, August 15, he conducted an outstanding investigation frequently led to the arrest of an armed suspect, who had robbed two banks in Oregon employees in the vault at gunpoint and one incident with \$800 and in the second with \$27,000. The Federal Bureau of Investigation, after Inspector Murphy had arrested the continued the investigation and complimented Murphy for his outstanding police work.

POLICE COMMISSION COMMENDATIONS

OFFICER LEE H. CLARKE
MOND V. PELISSETTI

ices rendered on Friday, June 3, 1977, of their astute assessment of two female they discovered the suspects attempt to a pigeon drop fraud on a seventy year old they arrested one of the suspects and recovered an endorsed check for \$18,000.00 to the elderly victim.

OFFICER DANIEL P. BOYD

ices rendered on Thursday, June 16, 1977, at 2:35 p.m., while on duty he made a solving a shooting at 2270 Bryant Street. hours later while off duty, he observed the suspect on Highway 202 and followed him into County. He informed the San Mateo Police station and with their cooperation, made the suspect without incident.

OFFICERS DAVID C. SPENCER
RTA E. MCDOWELL

ices rendered on Friday, July 8, 1977, at 2:35 p.m., when they responded to a "219 hacksaw" Laguna Street. Upon responding they were to persons who stated the police were not however, the officers observed blood on the their investigation revealed a victim lying on a rear of the premises with massive facial after summoning an ambulance and being that the victim was dead, one of the suspects to run but after a brief chase he was at Laguna and McAllister Streets by Officer it was later learned that the suspects were jump the body when Officers Spencer and arrived.

OFFICERS DONALD W. BREWER
DIMIR SHEGOLEFF

ices rendered on Thursday, September 8, 1977, 100 hours, upon receiving and serving an warrant for one Bruce Rizotto, conducted a investigation of the activities of the suspect to the recovery of stolen property and tools zotto in the commission of several burglaries.

OFFICERS GARY L. DIXON
MAS E. PERDUE

ices rendered on Saturday, October 1, 1977, 10:00 a.m., when they observed a suspect tampering with a vehicle and in the course of the investigation the suspect to be in possession of a loaded Derringer type revolver. After placing the suspect under arrest the officers had to overcome

violent resistance on the part of the suspect on two separate occasions. They accomplished this without injuries to themselves or the suspect.

POLICE OFFICER ROBERT J. GEARY

For services rendered on Monday, August 15, 1977, at approximately 1:35 p.m., while off-duty observed flames emanating from the third floor of the premises at 585 Geary Street. The officer, after pulling a fire box, responded to the third floor of the premises, entered the burning, smoke-filled room on his hands and knees, and searched to see if anyone was present. Finding no one, he alerted the tenants in the building and then assisted the fire department when they arrived.

POLICE OFFICERS JOHN W. BOURNE,
JOHN J. FORBES, JR., DONALD W.
BREWER, AND KENNETH R. DAVIS

For services rendered on Thursday, October 6, 1977, at 12:10 p.m., when they apprehended 5 suspects who were responsible for the death of a 78 year old woman. A witness observed the suspects attempt to snatch the victim's purse, throwing her viciously to the sidewalk. They attempted to escape in a waiting vehicle. The witness observed the license plate, gave it to the responding officers who subsequently apprehended the suspects driving on Quintera Street next to Lincoln High School.

POLICE OFFICERS ROBERT J.
RODRIGUEZ AND JAY E. WALLACE

For services rendered on Wednesday, October 12, 1977, at 3 p.m., while on a plain clothes assignment in the 900 block of Market Street, apprehended three suspects just as they were about to pull their weapons and attack the one victim who was walking in front of them. The suspects resisted violently before being disarmed. Two of the suspects had .38 caliber pistols in their possession.

HOUSING AUTHORITY OFFICERS
JOSEPH LONG AND JOHN TOMPKINS

For services rendered on Sunday, September 18, 1977, at approximately 7:40 p.m., when after hearing a radio broadcast of two armed robbery suspects escaping in a vehicle from 2070 Fell Street, responded to that location spotted the suspects and gave chase. The suspect vehicle struck a radio car at Turk Street and proceeded to Turk and Buchanan before coming to a stop. The suspects fled on foot but were apprehended by Officers Long and Tompkins at Eddy and Buchanan Streets and taken into custody.

SERGEANTS JOHN F. HARRINGTON
AND MICHAEL J. WILLIAMS
POLICE OFFICERS ROBERT MC DONNELL
AND KENNETH J. COTTURA

For services rendered on Saturday, August 27, 1977 at 0050 hours when they conducted an outstanding, diligent and painstaking investigation starting with an abandoned auto complaint which subsequently led to the arrest of one Patricia Capistrant and Michael Scot Burns for the murder of Josephine Bruski which had occurred some time earlier in St. Paul, Minnesota.

SERGEANT DONALD R. BLAINE,
POLICE OFFICERS BRUCE F.
MAROVICH, JOHN D. BRANDT
AND STEPHEN T. GOUGH

For services rendered on Thursday, July 17, 1977, at approximately 10:05 p.m., when they observed in the Tenderloin area at 130 Taylor Street, a possible suspect listed on a Department Wanted Bulletin as an escapee from San Quentin. Followup investigation verified that the suspect had indeed escaped from prison and he was booked and held for transportation back to the Department of Corrections.

The meeting was then adjourned.

Willie E. Frazier
Secretary
THE AWARDS COMMITTEE

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A TRIP TO JUSTICE ? ON THE FIFTH FLOOR

by Robert J. Mahoney

As I rode the elevator to the 5th floor, some statements I had heard around the Department regarding the Police Commission raced through my mind. Would Capt. Conroy get a fair hearing?

The answer must be yes, because as we all know, the Police Department is guided by the letter of the law in regards to evidence, rights, etc.

I decided that I would sit in the rear of the hearing room and since I was not a participant, I would have an open mind and listen to the evidence and come to my own conclusion. I looked around the room and saw some familiar faces and

many high ranking officers in uniform.

After the opening statement by Deputy Chief DeAmicus, it became clear to me that the whole question boiled down to a lawful or unlawful order.

The first witness for the prosecution was Commander Bruneman. The substance of Commander Bruneman's testimony was that the Commander did not feel that Capt. Conroy was under the influence of alcohol. There was no A.B. and that he was in complete control of his faculties. The Commander further stated that Capt. Conroy told him that he (Conroy), was sick and under the doctor's care.

Commander Bruneman stated that this could have

been the reason for the Captain's condition (red eyes, halted speech).

Next came Deputy Chief Taylor and after about one hour of testimony, I had yet to hear any evidence which could be used by Chief Taylor as probable cause to issue an order to any member of this department to take a breathalyzer test. Again I heard the recurring statements, no A.B., no lack of coordination, etc. I think the main question and answer was when Stephen Bley asked Deputy Chief Taylor that if he had never met Capt. Conroy, would he believe him to be under the influence — answer was "NO".

Still, I have not heard

probable cause. The Deputy Chief had not asked Capt. Conroy if there was any other reason for his condition. Did the Chief believe there could be only one reason for the Capt.'s condition? Obviously, Commander Bruneman felt there was more than one reason to be taken into account.

The third witness was Lt. Mattox, (talk about a guy between a rock and a hard place), testified — No A.B., saw no bottles, glasses or any physical evidence to indicate the Capt. had been drinking. As a member of the Traffic detail, he has observed and arrested many intoxicated persons, felt the Captain was not drunk and further stated that the Captain's illness could

have caused his condition.

The fourth witness was Capt. Conroy's doctor, who stated under oath, the Captain was suffering from a cold and he had prescribed Actifid as a remedy for his illness. The doctor further stated the redness of the eyes and halted speech was caused by a side effect of the medicine.

I will not go into the testimony of the other witnesses which were called by the defense. I felt at the close of the testimony that there was no probable cause to issue the order, therefore the order was unlawful and should not have been carried out. (It should be noted Standing Order #5 states "A member shall have the opportunity of one of three tests. blood.

breath or urine and that a member must be found intoxicated prior to giving the order to take the test).

Every person who testified stated no A.B. or loss of coordination. The testimony upheld the fact that Capt. Conroy had a cold and was under a doctor's care. As street policemen, would you have made an arrest knowing the facts? Should the Deputy Chief have made himself aware of all the possibilities before issuing a demeaning order to a Capt. of Police in his own station?

We know that Capt. Conroy was found guilty and suspended for five days. My thoughts as to the competency, fairness and demeanor of the Police Commission will remain known only to me.

A PEOPLE SMEARED

by Joe Patterson

On Wednesday, March 1st, I sat in the Police Commission hearing room and witnessed the most ridiculous hearing that has ever been conducted.

The resulting verdict handed down by that tribunal makes the whole thing much more ridiculous than the show itself. In fact, the hearing should not have taken place at all because there were no grounds for the charges. That small detail meant nothing to the sworn portion of the Police Administration and since this Commission, as the Commissions in the past have done, rubber stamps everything that comes from the Chief's office, the trial did take place.

I must admit that I was looking forward to a change and even some honesty with a new Police Commission and five of them as opposed to three was very encouraging. I felt that anything was better than Frick, Frack and Fruke. However, it didn't take me long to realize that we had a Frick, Fruke and Frackette among this group. However, court is still out on the rest since they are new, but this last hearing made them suspect of being the same old nincompoops.

I guess most of the people there at the hearing were kept entertained by the Attorneys, Commissioners, witnesses, etc., but not me. I was concerned about the poor sucker who was the defendant in the hearing. Yes, I was thinking about this tall, thin, graying guy with the red eyes who sat quiet and erect at the defense table. This guy in the gray suit who, no matter what happened, would sit there and take whatever resulted in stride and never change. As I looked around, it dawned on me that these people, the Police Commission, were sitting in judgment of him and there wasn't a person in the room worthy enough to even shine his shoes. How dare they judge him! How dare he be brought up on charges!

I had known Constable Captain, "call me Bill", J. William Conroy just casually prior to the re-opening of Southeast Station. One night we were having a tonic, off-duty, over at the Il Travatore at the same time, and we got into a conversation. He said to me, "Joe, I'll be the Commanding Officer of Southeast Station when it opens and I would very much like to have you come out there and work with me. I need you to handle the permits, help with meetings, appointments, etc.". Well, needless to say, I was shocked and I

told him that in the history of the Department, that officer has always been, first white, and a Sergeant. I was neither and would probably stand a better chance of being white than a sergeant. Besides that, I said I am a street cop and I am happy with where I am and what I am doing. He said, "You're right, but you are also the person I want for the job."

I consider the acceptance of that job as being one of the smartest moves I have ever made. It afforded me the opportunity to work closely with the smartest person that I have ever met face to face. It enabled me to work with one of the nicest, kindest, most humble persons that I have ever met. The first thing he told me when we started working together is that he never considers anyone working for him. The only thing I ask of you is to be a people and everything else will take care of itself. To tell you the truth, I really didn't know what in the hell he meant, but I soon found out. You know how I found out? I found out by observing him. The way he treated everyone, sworn and civilian personnel alike. He taught me, among so many other things, how and what it meant to be a people.

So that, my friends, is really why he was sitting, so proudly I might add, at the defense table on Wednesday night. For you see, he is a real, live, genuine people. That does not fit the mold of your ordinary Captain of Police in the SFPD. Thus, if you do not fit the mold, if you are not a political animal, as some are, but not all of those who are masquerading as your peers are, if you once held office and was a member of the Board of Directors of the SFPOA, and a Capt. to boot, you become an outcast and need to be punished and brought into line. If you place being a people ahead of being a Captain of Police, if you are above the back stabbing that goes on among most, but not all, the other Captains, for higher positions, if all of those you have under your command love you, then you will forever be an outcast and the boys at the top will forever be out to get you. They will continue to smear you and discredit you as they are doing now.

However, always remember that long before you and I or even any of your enemies, there was another tall, thin guy who went through the same sort of thing and he was the first people. His philosophy was to pity those who smite you, for they are fools and know not what they do. It seems to me his name started with a "J" also.

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COLLECTIVE BARGAINING AMENDMENT continued

• All disputes or controversies pertaining to wages, hours, or other terms and conditions of employment which remain unresolved after good faith negotiations between the board of supervisors and a recognized fire department or police department employee organization shall be submitted to a three-member Impasse Resolution Board upon the declaration of an impasse by either party to the dispute if such declaration is made before the 15th day of June of each fiscal year.

The board of supervisors and the recognized employee organization, through their representatives, shall each select one member of the Impasse Resolution Board within three (3) days after either party has notified the other, in writing, that it has declared an impasse.

The third member of the Impasse Resolution Board shall be selected by agreement between the members selected by the board of supervisors and the recognized employee organization, and shall serve as a neutral voting member and chairman of the board.

In the event that the members selected by the board of supervisors and the employee organization cannot agree upon the selection of a chairman within (10) days from the date that either party has notified the other that it has declared an impasse, either party may then request the Conciliation Service of the State of California, Department of Industrial Relations to provide a list of seven (7) persons who are qualified and experienced to resolve disputes involving employer-employee relations.

If the members selected by the board of supervisors and the employee organization cannot agree within three (3) days after receipt of such list on one of the seven (7) to act as chairman, they shall alternately strike names from the list of nominees until only one name remains and that person shall then become the chairman of the Impasse Resolution Board. The party striking the first name shall be determined by lot.

• The chairman of the Impasse Resolution Board must be a person who lives or works in one of the following nine (9) State of California counties: Alameda, Contra Costa, Marin, Napa, San Francisco, Santa Clara, San Mateo, Solano and Sonoma.

• The chairman shall appoint a time and place for a hearing and shall cause a notice of the hearing to be served by mail on both parties. The chairman may adjourn the hearing upon the request of either party for good cause or upon his or her own determination. The chairman shall preside at the hearing, shall rule on the admission and exclusion of evidence and on questions of hearing procedure and shall exercise all powers relating to the conduct of the hearing.

The chairman shall permit both parties to be heard and to present evidence and cross-examine witnesses. On request of either party, the testimony of the witnesses shall be given under oath. The rules of evidence and rules of judicial procedure need not otherwise be observed.

• Upon application of either party or upon his or her own determination, the chairman shall have the power to issue subpoenas for the attendance of witnesses and subpoenas duces tecum for the production of books, records, documents and other evidence. Subpoenas shall be served and enforced in accordance with Chapter 2 of Title 3 of Part 4 of the Code of Civil Procedure.

• At the conclusion of the hearings, the chairman shall direct each of the parties to submit, within such time as the chairman may establish, a last offer of settlement on each of the issues in dispute.

The Impasse Resolution Board shall decide each issue by majority vote by selecting either last offer of settlement on that issue it finds most nearly conforms with those factors traditionally taken into consideration in the

determination of wages, hours, and other terms and conditions of public and private employment, including but not limited to, changes in the average consumer price index for goods and services, the wages, hours, and other terms and conditions of employment of other employees performing similar services, and the financial condition of the city and county and its ability to meet the cost of the award or by making an award that is within the parameters of the last offer of settlement by each party on each issue.

• In the event that either party fails to appear at the hearing, it shall be within the power of the Impasse Resolution Board to decide the controversy notwithstanding such failure to appear. In the event that the member of the Impasse Resolution Board selected by either party fails to appear or to participate in the hearing, it shall be within the power of the chairman to solely decide the controversy notwithstanding such failure.

• Every effort shall be made to secure an award from the Impasse Resolution Board within thirty (30) calendar days after submission of all issues to the board, however, the award must be made no later than the 1st day of August of each year.

• After reaching a decision, the Impasse Resolution Board shall mail or deliver a true copy of its decision to the parties. The decision of the Impasse Resolution Board shall be publicly disclosed but shall not be binding until five (5) days after it is delivered to the parties. During that five day period the parties may meet privately, attempt to resolve their differences, and by mutual agreement amend or modify any of the decisions of the Impasse Resolution Board. At the conclusion of the five day period, which may be extended by mutual agreement between the parties, but in no case may the period be extended past the 10th day of August of each year, the decision of the Impasse Resolution Board together with any amendment or modifications agreed to by the parties shall be publicly disclosed and shall be final and binding upon the parties.

• Pursuant to subsection (a), (b) and (c) above, the board of supervisors shall make any and all necessary amendments to the annual salary ordinance and the annual appropriation ordinance to include the provisions necessary to implement the award. The employee organization shall take whatever action is necessary to carry out and effectuate the negotiated settlement or award.

• The expenses of any impasse resolution hearing convened pursuant to this section, including the fee for the services of the chairman of the Impasse Resolution Board shall be borne equally by the City and County of San Francisco and the employee organization. All other expenses which the parties may incur individually are to be borne by the party incurring such expenses.

• The provisions of any negotiated agreement between the board of supervisors and a recognized fire department or police department employee organization or the provisions of the decision of the Impasse Resolution Board together with any amendments or modifications agreed to by the parties only contain matters which are within the scope of representation as set forth above and shall prevail over other provisions of this charter or any inconsistent ordinances, resolutions, rules or regulations established or adopted by the board of supervisors or by any officer, board or commission of the City and County, except that no vested interest in retirement benefits for the uniformed members of the fire department and police department may be repealed or reduced by such agreement or decision.

The provisions of this section shall become operative on January 1, 1979. Wages, hours and other terms and conditions of employment for the uniformed forces of the fire department or police department for the fiscal year 1978-79 shall be determined pursuant to the provisions of Section 8.405 in effect on June 6, 1978.

SELLOUT TO THE GOVERNMENT continued

5. Deletes six month probations for all promotions and extends this period to one year.

6. Deletes language which says all exams shall be of a written character and that a bibliography shall be approved at least six months prior to the written exam.

7. Adds this brand new language: The civil service commission shall consult with the commissions of the police and fire departments on the construction and content of such examinations and tests in order to select the best and highest qualified members of each for promotion. The civil service commission shall also determine the type or character of examination appropriate to the rank or position for which the examination is held, the degree to which it may be of a written character, the weighing of components of the selection process and other matters within its discretion as provided in section 3.661.

8. Deletes all seniority points in promotional exams.

9. Adds any sworn member may take Sergeants Exam after three years.

10. Adds any sworn member who has served in the rank of sergeant or inspector not less than two years shall be eligible to participate in a competitive exam for the rank of lieutenant.

11. Adds any sworn member who has served in the rank of lieutenant not less than two years shall be eligible to participate in a competitive examination for the rank of captain.

12. Deletes Clean Record points in promotional exams.

WHY THE SFPOA IS OPPOSED TO THIS CHARTER CHANGE

1. Appointments to commanding executive positions such as deputy chief, personnel, vice/narcotic bureau, community relations, and so forth should continue to come from the rank of captain. Appointment of any sworn member to command positions would leapfrog favorites over career police officers who came up through the ranks. Thus promotional lists benefit all police officers.

2. Any relationship is jeopardized when a "junior" member bosses a member of a higher rank.

3. Political patronage will replace fair, competitive written and oral examinations for the rank of Assistant Inspector.

4. Extends probation for all promotive ranks from six months to one year. No other civil service department has a one year probation.

5. Bibliographies (a list of books for promotions) were established to replace the hap-hazard method of book selection which career officers had to put up with prior to 1971.

6. Civil Service will have complete control of the type of examination, and the degree to which it may be of a written character, and the weighing of the components of the exam.

The Board of Supervisors and the Civil Service Commission have been told by Deputy City Attorney Ward that if they don't endorse these radical changes, the City will lose over \$30 million in Federal Funds. The SFPOA attorneys say no Federal monies will be lost. We choose to believe our attorneys.

We, of the SFPOA, believe this Charter Amendment must be defeated. We hope you agree.

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SPORTS

S.F.P.D. BASKETBALL LEAGUE

by Jim Diegnan

The S.F.P.D. 1977-78 Basketball League has come to an exciting close with the Park-Richmond team emerging the victor through three tough playoff games. Led by the all around floor play of Jeff Barker, rebounding and inside scoring of Leon Sorhondo. Also the returned shooting touch of Mark Porto.

The Park-Rich team who had lost in the regular season to new addition S.F.S.O. and defending champ Central 1, were able to pull together in the playoffs and defeat S.F.S.O. 68-63 in a seesaw battle and kept Central 1 off balance the entire semi-final game to win 69-64.

This set up the game of the year which went into triple overtime. The S.F.A.P.P.D. with Fred Spencer, a 35 year old ageless wonder and Rich Agard, a perennial allstar. Spencer was to score over 30 points in this game. Two of these points coming in the final moments of the second overtimeTo period to force the third overtime. But it was to no avail as Rich Agard and Andy Fracchia, both fouled out and the Airport had to settle for the runner-up trophy for the second year in a row.

Our congratulations should be given to the Park-Rich Team who played the best all-round team ball through the playoff.

FINAL LEAGUE STANDINGS

	W	L
S.F. Airport	11	2
Park-Richmond	8	5
Central 2	6	7
Mission	4	9
Inspectors	4	9
Central 1	11	2
Southeast	11	2
Sheriffs	10	3
Co. H	5	7
C.H.P.	3	10
C.S.T.F.	1	12

PLAYOFF GAMES

Quarter Final

S.F.S.O. 63	Park-Rich 68
Central 2 59	Southern 54

Semi-Finals

Park-Rich 69	Central 1 64
Airport 76	Central 2 60

Championship Triple O.T.

Park-Rich 82	Airport 79
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AllStars

Division 1

Fred Spencer, A.P., M.V.P.
Rich Agard, A.P., Allstars
Jeff Barker, F-6
Mark Porto, F-6
Leon Sorhondo, F-6
John Kemp, A-2
Don Clyburn, D

Division 2

G. Calgaro, A-1, M.V.P.
J. Diegnan, A-1
E. Rodriguez, A-1
B. Michelis, S.O.
J. Casey, S.O.
M. Murphy, B
R. Putx, B
C. Mahoney, H

RUNNING THROUGH MY MIND

by Walt Garry

The Oakland P.D. Keystone Runners Police Invitational was as predicted, a real fun event, but also very challenging. The hills in the three and seven mile courses, according to some, made Kansas St. look like a bump in a parking lot.

In the three mile relay, the "Over the Hill Gang" of Tom Greene, Lou Barberini, Co. K and Walt Garry, Y.S.D. took 1st in the masters division. Their accumulated time was approximately eight minutes ahead of the 2nd place finishers from the O.P.D.

Over all, with about 25 teams entered in four divisions, S.F.P.D. looked good. Individually, 6th place went to George Sasko running for Co. D, 7th Tom Beardsley, Muni Transit Police, 8th Walt Garry, YSD, Art Gerrans and John Prentice, BSS in 10th and 11th place. Others coming in close behind were Lloyd Cunningham and Bob Davis, BSS and Jeff Brosch, Homicide.

The seven mile event was run over a different course within Tilden Park, and again San Francisco came away with its share of top finishers.

Dave Moon, DA crossed the line 2nd, Gustafson, Co. C 3rd, Carlos Jacobo, DA's Office, 4th, Jim Klapp, DA, 7th and Marty Walsh, Co. K, picked up a medal for 10th. Right behind Marty came Dan Inocencio and Jerry Sarin, YSD. Jim Klapp won an additional award for the best time for a runner over 200 lbs. Art Gerrans took the honors in the three milers.

The last weekend in February, the Valley of the Moon T.C. sponsored a nine mile event at Windsor, CA. A couple of the running crazies from Southeast placed with the top finishers.

Chuck Gretton took 14th in the mens open and Dennis Gustafson placed 7th in the seniors . . . Nice race fellows . . . Another runner from Southeast Mike Mahoney told me last week at a DSE run, that during a recent trip to Hawaii he put 70 miles in six days . . . toured the Island on foot . . . Well, it saves on car rental.

Take a look at this month's issue of Runners World, it had a picture of a S.F. policeman/runner (guess who) talking with a couple of on-duty troops during a recent event.

I've been asked several times by joggers/runners where they can find information about runs and races. There is a PA-AAU handbook (\$.50) that can be found at most running stores. The current edition has the 1977-78 (Aug-July) schedule, this includes long distance, cross county and Pacific Association races. At any event you always find information being passed out announcing races in the future. If you join a track club like D.S.E. or Parakinds SF, Tamalpa Marin or Excelsior in San Mateo, the club newsletter will keep you up-to-date on all type of running happenings.

If you are a jogger/runner and getting tired of looking at the same old scenery during your workouts, ask someone about a Sunday morning fun run — you might like it.



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GOLF CLUB NEWS

On Friday, February 24, 1978, seventy-six members and ten guests played Cypress Hills Golf Course in our first monthly tournament of the year.

Being the first tournament of the year, it looks like we're off to the best year yet. So far there are one-hundred and eleven people who have paid thier 1978 dues.

At Cypress Hills the low gross winner was Grant Fahs with a five over par seventy-five. Pete Alarcon was second low gross with a seventy-eight.

The low net winner was newly appointed Captain, George Jeffery. Congratulations on your new appointment, but Captain or not, your handicap just went down. George had a gross score of 96 and with his thirty-six handicap had a net score of sixty

The flight winners were: First, George Eimil 81-11—70, Jim Labao, Jr. 85-15—70, Al Esperance 85-14—71, Johnny Phillips 80-8—72 and Joe Buckley 84-12—72. Second: Vic Macia 82-17—65, Bill O'Brien 88-19—69, Dick Klapp 89-19—70, Henry Kind 89-18—71, and Nick Eterovich, Sr. 89-18—71. Third Flight: Gary Bertucci 90-25—65, Rene Aufort 93-27—66, Ed Castiglioni 92-25—67, Rich Racine 91-23—68 and Tom Zaragoza 96-28—68. Fourth Flight: Ed Cummins 97-34—63, Pat Pfeifer 96-32—64, Frank Otterstedt 95-28—67, Joe Allegro, Jr. 103-36—67 and Ed Cassidy 103-35—68.

The Hole-In-One was won by Joe Allegro, Jr. with a shot 5'0" from the hold. He edged out Lee Cypress, a guest, by 6". Virgil Vandevort was third at 9'1".

The guest flight was won by Jim Dykstra. Joe DiMaggio (a nephew) was second followed by Lee Cypress, Ed Garcia, Jim Jordan and Rich Raymond.

Our March tournament will be at Harding Park on Friday, March 25, 1978. The January tournament finally after the course was closed for the second time, had to be cancelled and rescheduled for Thursday, April 6, 1978. It will be held at Lake Merced Country Club.

This year's schedule is almost complete and if I may say so, it is good. We have a trip planned to Monterey in August. This will be a three night and three days of golf at Rancho Canada, Spyglass and Del Monte. Anyone interested in the Golf Club, the yearly dues are \$5.00. Send to either me or to Lt. Vic Macia c/o Chief's Office.

Jerry Cassidy, Secretary
S.F. Police Golf Club
Co. K, Rm. 150, Hall of Justice

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SPORTS

SPORTS REPORT

by Sheila Mullen

IT'S ALMOST THAT TIME AGAIN... This is your first alert to start thinking about the Police Olympics which will be held this year in July in Humboldt. This event is open to all sworn police officers, and that includes the women! Whatever your sport, it's probably part of the Olympics. Applications will be out in March. Help pay your expenses by selling Police Olympics Drawing tickets. Joe Mollo has all the facts, so call him at Ext. 1530 for more information. For some mysterious reason the Christmas relay results are not yet available. Numerous attempts have been made to obtain this information; hopefully we will be able to print them next month. However, we do have the Tilden Park results, as appears below:

KEYSTONE RUNNERS INVITATIONAL RUN

February 18, 1978

7 MILE MASTERS/MENS

Name	Department	Place	Time
1. Bob Post	San Leandro PD	1st	57:09
2. Mario Tovani	San Francisco PD	2nd	59:32
3. Bob Seeley	San Leandro PD	3rd	65:39
4. Frank Livingston	San Leandro PD	4th	67:50

7 MILE OPEN/WOMENS

1. Shirley Huang	PORAC	1st	56:06
2. Ursala Guffey	Oakland PD	2nd	56:24
3. Martha Cadenasso	San Jose PD	3rd	65:40
4. Phyllis Maggiors	Berkeley PD	4th	Lost

7 MILE OPEN/MENS

1. Euencio Hurtado	Oakland PD	1st	39:00
2. David Moon	San Francisco DA's	2nd	40:25
3. Dennis Gustafson	San Francisco PD	3rd	41:14
4. Carlos Jacobo	San Francisco DA's	4th	41:34
5. J. P. McCarthy	East Bay Regional Park Dist.	5th	41:56
6. D. J. Byron	BART PD	6th	43:15
7. Norm Lapera	East Bay Regional Park Dist.	7th	44:50
8. James Clapp	San Francisco DA's	8th	45:14
9. James Guffey	Oakland	9th	46:06
10. Martin Walsh	San Francisco PD	10th	48:23

3 MILE TEAM/OPEN

Name	Department	Individual Place	Individual Time	Team Place	Team Time
1. Doug Perez	FBI	1st	17:06	1st	55:25
2. John Mansueto	FBI	2nd	17:43	2nd	55:25
3. Brad Kearns	Oakland PD	3rd	17:52	3rd	59:01
4. Carl Gayden	Oakland PD	4th	18:01	4th	59:44
5. Donimic Peloso	Menlo Park PD	5th	19:09	5th	61:17
6. George Stasko	San Francisco PD	6th	19:17	6th	62:02
7. Tom Beardsley	SF Muni-Transit	7th	19:27	7th	61:43
8. Anthony Fotinos	San Mateo PD	8th	19:30	8th	63:05
9. Art Art Gerrans	San Francisco PD	9th	19:39	9th	61:26
10. Joe Zamagni	San Francisco PD	10th	20:01	10th	64:45
11. Luis Lopez	Oakland PD	11th	20:07	11th	59:44
12. John Prentice	San Francisco PD	12th	20:15	12th	61:26
13. Chris Aubychon	Menlo Park PD	13th	20:21	13th	61:17
14. Guy Whitmer	Oakland PD	14th	20:22	14th	59:01
15. Gary Elsenbroich	San Francisco PD	15th	20:27	15th	64:45
16. Jim Sweeney	San Francisco PD	16th	20:30	16th	62:02
17. Russell Atkinson	FBI	17th	20:31	17th	62:39
18. Oscar Lopez	FBI	18th	20:36	18th	55:25
19. John Howsden	Fremont PD	19th	20:39	19th	63:43
20. Barry Walker	FBI	20th	20:40	20th	62:39
21. Tim Shea	SF Muni-Transit PD	21st	20:46	21st	61:43
22. George Cooper	Oakland PD	22nd	20:47	22nd	59:01
23. Pat McGinty	Richmond PD	23rd	21:10	23rd	67:44
24. George Soeth	Oakland PD	24th	21:17	24th	72:55
25. Allan Power	FBI	25th	21:28	25th	62:39

BASKETBALL NEWS

by Jim Diegnan

Over the weekend of March 3, 1978, the S.F.P.A.C. Basketball Team traveled to Los Angeles to participate in the second annual Captain Alfred Nelson Basketball Tournament.

The S.F.P.A.C. ball club, plagued by injuries to two important big men, was to turn in a credible performance.

Opening up against a big Long Beach team who wanted to play zone defense, a small forward, Ed Rodriguez, decided to take charge and scored the first eight points of the game and twenty in the first half, as the S.F.P.D. coasted to a 96-85 victory the first night.

The following night the S.F.P.D. played the L.A.P.D.. The S.F.P.D. looked to be in command, leading by 9-11 points over their bigger counterparts. But with 6 minutes to play, S.F. went cold and fell to the L.A.P.D., 77-73.

On the final day, S.F. was able to rebound from the disappointing loss and defeated L.A.S.O. 77-71 after trailing by as much as 13 points with just 8 minutes to play.

Overall, S.F.P.D. played very well. Jeff Barker was selected to the All-Tourney team. Charles Mahoney played an all round good floor game. Leon Sorhondo did an excellent job against 6'8" Southern California centers. E. Rodrigues was shooting and playing tough defense and John Kemp, who undoubtedly should have been an All-Tourney selection but was overlooked, may have led the tournament in rebounds. Newcomer Andy O'Mahoney showed good strength and touch around the basket and Bob Puts, another 6' S.F. forward, surprised everyone with his strong offensive rebounding.

We would like to extend a warm thanks to the S.F.P.O.A., especially Joe Patterson and to the S.F.P.A.C. for their kind contributions to help defray the cost of our trip to L.A.

The S.F.P.A.C. Basketball team will host the second annual Police-Fire Tournament on Thursday, May 25, 1978 through Sunday, May 28, 1978. There will be 12 teams from all over California participating. It will be held at Kezar Pavillion.

CAPT. ALFRED NELSON TOURNAMENT

Final Standings

1st Place	Berkeley P.D.
2nd Place	L.A.P.D.
3rd Place	S.F.P.D.
4th Place	Alameda Cty Prob.

CALIFORNIA COMBAT ASSOCIATION

PISTOL MATCHES

1978 MATCH DATES

ORANGE COUNTY SHERIFF ORANGE EMPIRE	March 3 - 5
BAKERSFIELD COLLEGE KERN COUNTY SHERIFF	March 16 - 19
RIVERSIDE COUNTY SHERIFF HUNTINGTON BEACH P.D.	March 30 - April 4
CONCORD P.D. EAST BAY	April 20-23
VENTURA P.D. LOS ANGELES P.D.	May 4-7
CALIFORNIA HIGHWAY PATROL SACRAMENTO COUNTY SHERIFF	May 18-21
SAN JOSE P.D. PALO ALTO P.D.	June 8-11
SAN BERNARDINO COUNTY SHERIFF	June 22-25
STOCKTON P.D. PLACER COUNTY SHERIFF	July 13-16
SANTA ANA P.D. LOS ANGELES SHERIFF DEPT.	July 28-30
SAN DIEGO P.D.	August 25-27
TRACY P.D. STANISLAUS COUNTY SHERIFF	September 22-24
BARSTOW P.D.	October 6-8
MONTEREY COUNTY SHERIFF	October 20-22
SOUTH SAN FRANCISCO	November 3-5 November 10-12 November 17-19

If further information is required, call DUANE OTIS, Ext. 1407—leave name, phone and best time to call and he will return message



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE



PAL SOCCER LEAGUE

The San Francisco clubs are invited to participate. The San Francisco Police Activities League (PAL) announces the sign-up of teams comprised of youngsters from 7 through 18 years of age in the annual PAL Soccer League which will kick-off on April 15, 1978. Schools, Recreation Centers and

Uniforms, equipment and officials will be provided by the PAL at no charge. There are no registration or league fees. For more information, contact the PAL at 567-3215.



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New PAL President



Retired Police Inspector Earl O'Brien was recently elected President of the San Francisco Police Activities League at the annual PAL Board of Directors meeting.

Inspector O'Brien served 30 years in the San Francisco Police Department and was attached to the Police Juvenile Bureau for 26 of those years. He received 2 meritorious valor awards during his career.

Earl became involved in 1966 when he volunteered to coach in the PAL Baseball League and was later attracted to coaching 6 years in the PAL Football League. It was because of his interest in youth football that the Jr. Midget Football League was created in 1970 and is such a success today. Earl is now active in the PAL Fishing Program and serves as a 1st mate.

In addition to the above activities, Earl was elected to the PAL Board of Directors in 1975 and elected Secretary to the Board in 1977.

Earl O'Brien was born and raised in Southern California and came to San Francisco some 33 years ago. He currently resides in San Francisco with his wife Nanette.

President O'Brien will officially take over the reigns of the San Francisco Police Activities League at the annual Boy and Girl of the Year Awards Dinner on March 16, 1978.

PAL BOY & GIRL OF THE YEAR

The San Francisco Police Activities League (PAL) announced today that Bruce Parker and Laura Legittimo were selected as the PAL Boy and Girl of the Year. They were selected from the 8,000 youngsters who participated in the 1977 PAL programs.

A press conference will be held on Thursday, March 16, 1978 at 10:00 a.m. at the PAL Headquarters, 2475 Greenwich Street. PAL Booster President Al Nelder and Charles Stuckey, President of the Guardsmen organization

will bestow the honors on these two outstanding PAL participants.

A dinner awards banquet will be held that night by the PAL Boosters Club at the San Francisco Athletic Club, 1630 Stockton Street at 7:30 p.m. In addition to the Boy and Girl of the Year, many other young boys and girls will be honored for their excellence while participating in the many PAL programs in 1977. Friends of the awardees and the general public are invited to attend.

For additional information, please call the PAL office at 567-3215.

BOY OF THE YEAR

Bruce Parker was nominated by Officer James Meyer, who serves at Commissioner of the PAL Track and Field program and the PAL Selection Committee chose Bruce Parker from amongst the many candidates as that person who best exemplifies and personifies the high ideals and citizenship required by PAL. Bruce will receive the H. Scott Goodfellow Memorial Award which is sponsored by the Guardsmen organization.

Bruce has been a participant in the PAL Track and Field program the past five years and has also excelled in football and soccer. In football he was chosen All W.C.A.L. Lineman and All Northern California for the year 1977. He made All-City in 1975, 1976 and 1977. In Track and Field he received the PAL Outstanding Athlete Award. He has numerous gold medals in the shot-put and discus events in the Jr. Olympic Trials and the PAL All-Comers Meets. He was chosen Team Captain of his High School in 1977 and was selected to the All W.C.A.L. and the All-Northern California Track and Field team. His highest athletic award was when he was chosen for the High School All American team in Track and Field for 1977.

Bruce maintains a B Average at St. Ignatius High School where he is also a member of the Block and Spirit Club.

GIRL OF THE YEAR

Laura Legittimo was nominated by her Judo Instructor, Officer Joe Mollo and the PAL Selection Committee confirmed that nomination by selecting Laura to be the PAL Girl of the Year.

She will receive this memorial award named in honor of Lt. Harry Reilly, famed head of the one time, "Police Big Brothers Detail."

Laura is 15 years of age and not only excels in the PAL Judo Program, she also does a commendable job with the PAL Rifle Team. She has received her Sharpshooter Award along with her Marksman 1st Class and Pro-Marksman Awards.

In Judo competition, Laura has taken a 2nd place in the PAL Invitational Judo Tournament and a 2nd place in the Golden West Invitation Judo tournament. She presently holds a Purple belt and assists Officer Mollo with the PAL Junior Judo Division.

Laura is presently attending Notre Dame High School and is in the 10th Grade. She has maintained an A- average with a grade point of 3.5. In addition, she assists at the school's attendance office, typing and performing various office activities.

Her community involvement entails working as a fund raiser for Meals on Wheels Project.

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POLICE COMMISSIONERS' REPORT CARDS AFTER CONSTABLE CONROY'S TRIAL

by Rene LaPrevotte, CSTF

Last evening I attended my first Police Commission hearing. I wasn't there out of lack of things to do, I was subpoenaed by the Police Commission to testify in the matter of charges against Captain J. Wm. Conroy.

Before I continue, let me state here and now that I'm not a "blue-coat" nor am I a POA man. In my nine year membership in the Police Officers' Association, I have attended one Association meeting. That meeting being the discussion of a police strike. (For the record, I voted against a strike.) Like most members of the San Francisco Police Department, I put in my eight hours and go home, content to grumble to the old lady and next door neighbor about the administration, and morale in general.

Getting back to my reason for this letter, I arrived at the Commission hearing room at 5:30 p.m. and took a seat. The attorney for the defense was

Stephen Bley, and the Department's prosecutor was Deputy Chief DeAmicas. As in any proceeding, the prosecution presented its case first. Part way through the prosecution's case, it became apparent that the case against Captain Conroy was dimly weak at best.

As the prosecution rested, I sincerely felt that no defense testimony was necessary, as there was nothing but "pro-Conroy" testimony from prosecution witnesses Bruneman and Lt. Mattox. In my opinion, their's was a display of exemplary courage, as they were supposed to be prosecution witnesses, but accolades for these two men isn't my intent in writing. I have to attempt to express to those who weren't there, the unbelievable conduct of two members of the Police Commission.

As the prosecution presented its case, Commissioners Ciani,

Siggins, Toler and Sanchez were seemingly entranced by the testimony of the prosecution witnesses. That deliberation turned to looks of disgust each time Defense Attorney Bley interjected his proper objections to certain lines of questioning. As each objection was adjudicated, the frowns again turned to warm smiles as the Deputy Chief continues his prosecutorial duties.

Next came the defense case, and I was appalled to see the unbelievable bias demonstrated by Commissioner Ciani and to a lesser extent, Commissioner Siggins. Ms. Ciani's facial expressions were punctuated by her pro-prosecution questions of defense witnesses. She made several concerted efforts to impeach defense testimony that made Chief DeAmicas' best efforts seem pale at best. This, mind you, was by one of the supposedly "objective" triers of fact. While the four commissioners were attentive during the prosecution portion of the

trial, they shuffled in their chairs like kindergarten students during the defense portion of the hearing, yawning and looking about the room in what was seemingly boredom.

In all fairness, I must say that our newest Commissioner, David Sanchez, was generally attentive and interested in the entire trial. He asked what were germane questions and didn't display, outwardly at least, the obvious look of predisposition shared by Ciani and Siggins. One might dismiss their behavior to the lateness of the hour (the trial lasted to nearly 12:30 a.m.) but they became instantly attention

when Chief DeAmicas had a point to make.

Mr. Toler was also, in contrast to the conduct of Ciani and Siggins, in that he seemed attention to both the defense as well as the prosecution. Commissioner Toler, being from the minority community which has been so vocal about discrimination at trials, administrative hearings and boards, has the golden opportunity reverse bias and outside influence and find guilt or innocence based not on what might be popular with the administration, but what he feels in his heart after reviewing the evidence presented before him.

I certainly hope that a guilty verdict in the face of overwhelming evidence to the contrary isn't an indication of what kind of commissioner Mr. Toler has chosen to be.

I guess the bottom line is that if the Commission can railroad a Captain of Police in the face of one prosecution witness and no less than eighteen defense witnesses ranging from Commanders of patrol to Lieutenants, Sergeants, Patrolmen and Medical Doctors, what the hell kind of chance do you or I have up there? Remember, the Police Commission is your last departmental source of appeal. GOOD LUCK!



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Vice-President, ICPA

ICPA LEGISLATIVE CALENDAR 95th CONGRESS, SECOND SESSION

As members of the U.S. House and Senate reconvene for the second session of the 95th Congress, the ICPA Legislative Committee would like to bring you up-to-date on important pending Legislation. The following is a list of bills currently being monitored by the ICPA Washington office:

S. 262 SENATOR KENNEDY

Public Safety Officers' Group Life Insurance Act — Authorizes the Law Enforcement Assistance Administration to purchase from life insurance companies a policy or policies of group life insurance to provide the benefits provided under this act.

S. 1845 SENATOR BAYH

A bill to protect the rights of individuals guaranteed by the Constitution and to prevent unwarranted invasion of privacy by prohibiting the use of polygraph type equipment for certain purposes. Prohibits compelling officers from submitting to polygraph tests.

S. 1437 SENATOR MC CLELLAN

Revises criminal code and includes provisions for mandatory sentencing for crimes involving the use of a firearm.

H. R. 1 8 1 CONGRESSMAN BIAGGI

Establishes a Police Officers Bill of Rights. Covers off-duty political activity, representation of review boards, prohibits mandatory disclosure of officer's finances, establishes grievance procedures.

H. R. 7 7 3 CONGRESSMAN BIAGGI

Authorizes scholarships to any child who was a dependent of a public safety officer killed in the line of duty.

H. R. 7 7 7 CONGRESSMAN THOMPSON

Amends the National Labor Relations Act to include public employees and employers under coverage of this act.

H. R. 1 0 7 1 CONGRESSMAN MURPHY (N.Y.)

Amends the Internal Revenue Code to exempt the first \$5,000 of compensation paid to law enforcement officers from income tax.

H. R. 6 0 1 3 CONGRESSMAN AP- PLEGATE

Amends the Internal Revenue Code to eliminate the changes made by the Tax Reform Act of 1976 to restore the exclusion for sick pay from income tax.

H. R. 8 8 7 4 CONGRESSMAN LUKEN

Provides that suits against Federal law enforcement officers does not have to be defended at the officer's personal expense

H. R. 9 2 8 6 CONGRESSMAN WALKER

To prevent federal enforcement of racial quotas and eliminate the requirement of law enforcement agencies to maintain racial quotas in hiring or promoting.

Board of Directors Meeting - February 21, 1978

The meeting opened with the Pledge of Allegiance to the flag. A roll call showed seventeen members present, one excused and one absent. Excused was Wode, Headquarters and absent was Bullard, Co. I. After the roll call, the President swore in the members of the Board for the next year.

The minutes of the last Board meeting were approved. The Treasurer gave a report and stated that the assessment for Federal litigation and collective bargaining was stopped on February 14, 1978. At present, we have \$25,000.00 in the Federal Litigation Fund and \$13,000.00 still to come from the Controller and \$17,000.00 in the Legislative Fund with \$5,000.00 still to come from the Controller. The report was approved.

The next order of business was committee appointments. The Committees are as follows with the Chairperson's name first: Blood Bank — Vigo and Holle; Board of Supervisors — Chignell, Barry and Patterson; Civil Service — Amiot, Dempsey and Sullivan; Grievance Committee — Chignell, Toomey, Schlink, Minkel, and Casciato; Health Services — Hebel and Carlson and Carew; ICPA — Patterson, Wode and Casciato; Legislative — Barry, Chignell, Carey, Sullivan, Dempsey, Carlson and Amiot; Labor Relations — Crowley, Ballentine, Hebel, Chignell, Barry and Patterson; COPS — Chignell, Casciato, Crowley, Toomey and Pursell; Screening — Crowley, Chignell, Ballentine and Casciato. New committees that were established by the president were: Salary and Overtime—Carlson and Minkel; General Services — Hardeman, Wright, Winkler, Gallagher and Schlink; Bay Area Counties Political Action Coordinators — Marin - Piro and Chignell; San Mateo - Toomey and Casciato; Contra Costa - Carlson and Sullivan; Alameda - Schlink. More standing Committees — Publications - Wright and Casciato; Budget - Ballentine, Wright, Chignell and Patterson; Constitution and By-Laws Revision - Wright, Hardeman, Hebel, Barry, Carlson, Chignell and Patterson.

Next was a presentation of the Grievance Procedure conducted by Bros. Chignell and Hebel.

Bro. Ballentine made a motion that the Association enter into a contract with the Dick George

Productions, who put on a variety show in December, to sponsor another variety show to be held on May 18 and 19th of this year. The contract is for a \$15,000.00 guarantee to the Association. The motion was seconded by Patterson. The motion was approved by voice vote with no nays.

After the vote, the President presented the Board with a written report and also commented on some of the items in his report. He stated that with the election of supervisors by districts, the role of the Station Directors becomes much more important. He told them that they will have to act as liaison between the supervisor in his district and the members of the Association.

The Directors are to attempt, in every way possible, to help the supervisor with whatever police problems they encounter in their district and keep the supervisor informed of the Association and what our members expect of them, etc. Each Director should also familiarize themselves with all the neighborhood groups within their district and try and build bridges between our respective organizations. The President also gave an explanation of the Bay Area Counties Political Action Program. He stated that the main opposition to SB-164, the State Collective Bargaining Ordinance which was defeated in the Senate by 4 votes, came from the Bay Area. Therefore, it becomes extremely important that we organize those counties into a political bloc in order to elect people who understand our plight and are sympathetic to our causes.

Bros. Ballentine gave a Federal Litigation report, Hebel gave a Health Service report, Wright a Publications report and Barry a Legislative report. All these reports were well received and approved.

The Board, through the President, paid tribute to our retired Board member, Bro. Tony Bell, who was defeated in the last election. The Board also awarded Tony a token of esteem. The Board adopted a "Service Performed" form that was presented to them by Bro. Barry. Each Director will, when he performs a service for a member, fill out a form with the information required and turn it into the office.

The meeting was adjourned.

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

Special Board of Directors Meeting - March 10, 1978

The meeting opened with the Pledge of Allegiance to the flag. A roll call showed sixteen members present and four absent. Those absent were Minkel, Co. H; Hardeman, Co. K; Wode, Headquarters; Carew, Retired.

Next Bro. Hebel gave the Board an explanation of the Collective Bargaining Proposition and the revised Promotional System Proposition that will appear on the June ballot. During the discussion and question and answering period, it was brought out that the estimated cost for a strong and vigorous campaign for the two would be approximately \$100,000.00 for Collective Bargaining (\$50,000 from the fire fighters) and \$75,000.00 for the promotional system.

After all the discussion, Bro. Chignell made a motion, seconded by Bro. Toomey, that the Association assess its members \$100.00 per member and that said monies would be used toward the passage of the Collective Bargaining Proposition and the defeat of the revised Promotional System Proposition, and that the assessment be by payroll deduction at \$5.00 per pay period for 20 pay periods.

At the time of this motion, there were (14) fourteen Board Members present. Bro. Amiot left a yes vote with the Secretary prior to leaving the meeting. Therefore, the vote by roll call was (15) fifteen ayes and (0) zero nays.

After this, Bro. Hebel made a motion, that was seconded by Bro. Huegle, that the Association endorse Mr. Walter Johnson for the Health Service Board. The motion passed unanimously by voice vote.

After this the meeting was adjourned.

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

S.F. POLICEMAN FINANCIAL STATEMENT February 28, 1978			
BALANCE - January 31, 1978			
General	\$6,897.72		
Prepaid Ads Reserve	375.00		\$7,272.72
REVENUE			
Subscriptions	32.00		
Ads	973.00		
Misc. (reimbursed)	85.00		
SFPOA Salary Subsidy	604.41	1,694.41	
WORKING CAPITAL			
			\$8,967.13
LESS EXPENSES			
Paper (Printing)	534.52		
Salaries (Office)	404.41		
Salaries (Exec.)	200.00		
Utilities (Telephone)	22.37		
Buckles	504.00		
Credit Union Loan	160.00		
Furniture & Fixtures	2,157.49	3,982.79	
BALANCE - February 28, 1978			
General	4,684.34		
Prepaid Ads Reserve	300.00		\$4,984.34

S.F.P.O.A. BALANCE SHEET					
Month Ending January 31, 1978					
ASSETS			LIABILITIES & RESERVE		
Petty Cash	101	\$ 150.00	Payroll Taxes Pay	399	\$ 518.01
General Fund	103	(6,687.44)			
Legislative Fund	105	(182.45)	Unexpended Reserve	501	(488.09)
Furniture & Fix	207	2,341.07			
Leasehold Imp	231	4,408.74			
		<u>\$ 29.92</u>			<u>\$ 29.92</u>
S.F.P.O.A. INCOME STATEMENT					
Month Ending January 31, 1978					
INCOME:					
Dues - Active	601	\$16,812.16			
Dues - Retired	603	175.87			
			<u>\$16,988.03</u>		
EXPENSES:					
Administrative Expenses	703	48.10			
Annual Election	709	27.24			
Board of Directors	723	68.65			
Dues Collection	728	53.01			
Equipment Rental	753	137.71			
Janitorial Svc	771	220.59			
Mailing	772	357.01			
Public Relations	773	935.00			
Rent	776	2,528.73			
Salary - Office	777	1,988.00			
Salary - Executive	781	43.45			
Supplies - Office	782	193.83			
Supplies - Admin.	782A	112.23			
Administrative Exp	783	644.87			
Tax - Payroll	792	475.60			
Utilities			<u>\$ 7,834.02</u>		
Committee Expenses					
Health Svc/Retirement	830	550.00			
Insurance	835	951.60			
ICPA	840	1,768.35			
Legislative	845	500.00			
Legislative-Coll. Bar.	845A	-0-			
Prop. "B"	849	600.00			
Labor Relations	850	803.32			
Screening	860	3,359.00			
Publications	863	613.82			
COPS	870	1,222.96			
Federal Litigation	875	146.08			
Dick George Productions	885	232.97			
			<u>10,748.10</u>		
			<u>18,582.12</u>		
			<u>\$-1,594.09</u>		



International
Conference of
Police
Associations

by Joe Patterson

\$8 MILLION PAID
TO SURVIVORS

The Law Enforcement Assistance Administration recently announced that it has dispensed more than \$8 million in the past 15 months through payment awarded under the Public Safety Officers Benefit Act, to survivors of police officers and firefighters killed in the line of duty.

The PSOB Division received 441 claims of which 167 were approved, 62 denied and 210 others are in various stages of review.

The Public Safety Officers Benefit Act was signed into law by President Ford in September, 1976, after extensive lobbying efforts by the International Conference of Police Associations. As a result, a tax free lump sum \$50,000 payment is now made to eligible survivors of public safety officers who die of an injury sustained in the line of duty.

INTERNATIONAL FOUNDATION
FOR
POLICE RESEARCH

Through a generous grant from the Florence V. Burden Foundation, the International Foundation for Police Research has been established by the ICPA to study the problems confronting law enforcement officers and to encourage the development of professional law enforcement standards through the dissemination and support of finding and studies.

1978 ICPA POLITICAL ACTION
NOMINATING CONVENTION

More than 100 delegates representing ICPA member associations from across the country are expected to attend the 2nd Law Enforcement Nominating Convention to be held in Washington, D.C. at the Hyatt Regency Hotel. Members of the U.S. Senate and House of Representatives seeking re-election will address the delegates during the 3 day meeting tentatively scheduled for September 10, 11, & 12, 1978. Additional information will be sent to ICPA member associations as details are finalized.

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