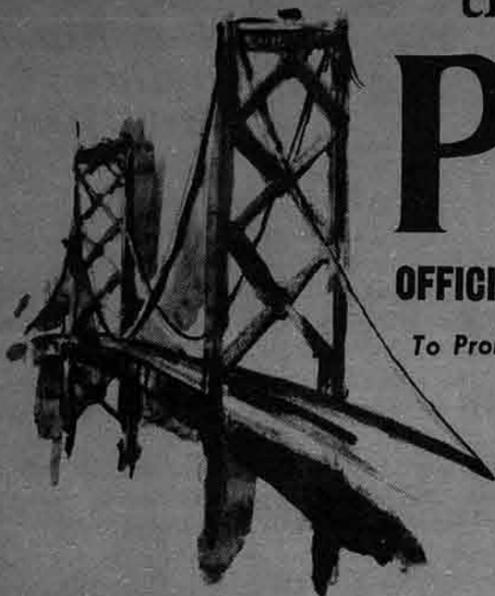


the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

Member of ICPA - International Conference of Police Associations

VOL. 9

SAN FRANCISCO, MAY 1978

204

WHAT'S GOING ON IN S.

The legal wind blows

Reprinted S.F. Examiner
by Kevin Starr

Two recent court decisions handed down in California reaffirm the growing belief that enforced racial quotas are no way to handle the problem of attracting, retaining and promoting qualified minorities in the San Francisco Police Department — despite the pressure to the contrary being leveled against our Board of Supervisors by the Black Bart attorneys of Public Advocates, Inc.

On Dec. 14, 1977, the Ninth Circuit U.S. Court of Appeals, sitting in Los Angeles, reversed part of a lower federal district court decision ordering racial quotas in the Los Angeles Fire Department as a means of bringing the percentage of minority firefighters in exact harmony with population statistics. In its decision, the Court of Appeals made reference to the decision of the U.S. Supreme Court in *Washington vs. Davis*, which states that "to establish a prima facie case of unconstitutional employment discrimination, discriminatory intent or purpose must be shown, rather than, or in addition to, a statistical showing of disproportionate impact." The examinations of the Los Angeles County Fire Department, the court found, contained no such evidence of purposeful discrimination. "The court further found," reads the decision in reference to the opinions of both the district and the appeals courts, "that neither the defendants nor their officials had engaged in employment practices with a willful or conscious purpose of excluding blacks and Mexican-Americans from employment."

There could — indeed should — be programs to recruit minorities, the court decided; but it was clear to the federal Court of Appeals "that the (lower federal) court can fashion an effective order prohibiting any discriminatory use of the 1972 examination directly without imposing quotas."

In another decision, the California Court of Appeal, District Three, sitting in Sacramento, held that title VII (the Civil Rights Act) "prohibits the imposition of minority preference hiring systems, at least in the absence of a federal court decree against a deliberately discriminating recalcitrant employer after fruitless Equal Employment Opportunity Commission proceedings."

The case in question arose out of a petition for writ of mandate filed by the district attorney of Sacramento County, who had a minority quota imposed on his office by the Sacramento county civil service commission. Only one out of 65 of the deputy DAs in Sacramento was a minority employee. Minorities comprise 19.5 percent of the Sacramento county population. Yet even in this extreme case — 65 to one — the circuit court refuses to allow a racial quota to be imposed because such a quota would abrogate Article XVI, Section 71-F(f) of the Sacramento County Charter, which outlaws appointment, favoritism or discrimination on the grounds of race, color, creed, sex, national origin or political affiliation.

In other words, the civil service commission of Sacramento could not violate the rights of non-minorities in order to

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JARVIS-GANN AND EARLY RETIREMENTS

by Michael Hebel

On June 6, 1978 the voters of California will have before them ballot Proposition #13 (Jarvis-Gann initiative). Should that proposition pass, property tax revenues available to San Francisco would drop by almost 50% as of July 1, 1978. The effects of this drastic and quick loss of revenue will have such fiscal effects that all police officers presently eligible to retire (age 50 plus 25 years of service) must make contingency plans should this proposition pass.

PAY REDUCTIONS

Board of Supervisor's budget analyst Harvey Rose, assuming the passage of Proposition 13, has made the following recommendations: **no salary increases be granted to city employees in the 1978-79 budget**; 30% reduction in the number of employees working in each city department.

The Mayor's budget analyst Rudy Nothenberg, assuming the passage of Proposition 13, has recommended cuts in the number of employees in each city department. Unlike Rose, however, he has suggested that the Police and Fire Departments receive the lowest personnel cuts because they are emergency services.

The charter (Section 8.406) provides for salary deductions when extra-ordinary economic conditions actually exist due to calamities which adversely affect the welfare of the citizens of the city. In the case of police officers/fire fighters this section allows a maximum salary reduction of 20% and up to 25% if the calamity necessitates further city salary savings.

Additionally, the charter (Section 3.100-1) provides that if a public emergency exists, involving or threatening the lives, property or welfare of the citizens, an emergency may be declared and all necessary action may be taken. This section would allow the salary setting sections of the charter to be suspended.

It is questionable as to whether either of these sections can be legally invoked when the citizens have, by ballot, created the fiscal/economic emergency. Both of these sections appear to relate to fire, earthquakes, strikes, floods and other such calamities which occur from causes other than balloting by the electorate. Their invocation, resulting from Jarvis-Gann, will certainly invite judicial resolution.

Pension Payments

The salary deduction section specifically provides that pension and retirement allowances presently being paid shall not be reduced.

Their reduction under the other emergency section is equally not permitted since these are matured and vested rights which the electorate cannot reduce by themselves creating an economic calamity/emergency.

It would therefore appear that the passage of Proposition 13 will not reduce the monthly pension payments now being made to retired officers and their widows.

Police officers presently planning to retire in fiscal year 1978-79 should know

Continued Page 6

PROP "A" DEFEATED

by Bob Barry

Proposition "A" was written some time ago, when the settlement negotiations for the Officers for Justice (OFJ) lawsuit were beginning to materialize in written form, as we have now seen in the present Consent Decree.

By a 6-5 vote of the Board of Supervisors, Proposition "A" was removed from the June ballot on May 1st, but look for it to arise again sometime in the near future.

Let's just assume for the sake of argument that Proposition "A" wasn't designed for Quota purposes, and the Chief of Police appointed three of the named plaintiffs in the Law Suit to any of the several exempt positions. Then later on down the line, the Chief, or his eventual successor decides that one, or all three individuals aren't fulfilling the positions to the Chief's standards. Then the decision is made to terminate their exempt status, causing the individuals to revert back to their original Civil Service classification. Will the decision to exercise that power be that simple, or will the plaintiffs march right back into court and insist that they are "again" being discriminated against?

10 year authority

Remember — the Federal Court has a 10 year vigilance on this case, unless all the quota appointments are met prior to that time. And during this time period, while these quota and time tables are being met, nonminority officers from the entry level, right through all promotional steps will be passed over to satisfy each of the goals established by the plaintiffs. So regardless of whether they (the plaintiffs) contend that these quota appointments are necessary to make up for "past practices", the reality is that many, many individual will become the victims of reverse discrimination. What then, another law suit?

Keeping in mind that Proposition "A" or whatever it may be called in the future, is as much a part of the Consent Decree as the quotas are, when something doesn't go the right way in the selection process, whether it be because of Civil Service or because of criteria that the Police Department establishes, the Consent Decree provides for the court to intervene in the matter, thus giving the court sole authority to administer the department.

But regardless of the mechanics set up in the decree, Proposition "A" is a sham in and of itself, because both minorities and non-minorities will suffer the same discriminatory practices as the "Spoils" of the past have certainly shown us.

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WIDOWS & ORPHANS

The April meeting was called to order by Pres. Andrew Quaglia, Wednesday, April 19, 1978 at 2:10 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. A sufficient number of members were present to form a quorum, including one of our senior members, Ernest Reinke. Treasurer Barney Becker reported only one death for this month:

JOHN J. HARRISON — Born in 1899, Jack joined the Department at age 27 in 1927. He was assigned to various district stations until 1939 when he was transferred to Co. K on solo motorcycle duty. He continued there until his retirement in 1940. Jack was 78 at the time of his death which occurred in Los Angeles where he had been living for the past year.

The Secretary reported the following donations:

Joseph I. Wilson — One of our constant contributors.
Mr. & Mrs. Huie — In memory of George Millstead.
S.F. Veteran Police — in memory of George Millstead.
Ruth Wong — In memory of George Millstead.

Due to the fact that the books of the Association were in the hand of Hibernia Bank for the annual report and also that the books were audited by the I.R.S., Treasurer Becker asked for this month to send out the notices of suspension. Granted by the President. In this same line, the Secretary mailed notices of delinquency to 20 members. Two responded with the amount due, 10 letters were returned because the member had moved and left no forwarding address, and the rest just completely ignored the notice. They will be dropped from the rolls at the May meeting.

Senior Trustee, **George Jeffery**, reported that the Hibernia Bank wished a meeting for full discussion of our portfolio. Date of Friday, May 12, 6 p.m. was set. Meeting to be held at the Hibernia Bank, Sutter & Grant.

Under new business, Bro. Reinke questioned as to who may become members. He was advised that under the new amendment to the Constitution, approved last December by the membership, that only sworn personnel can be accepted. Appointive positions, unless filled by sworn personnel, are not eligible. Bro. Reinke also expressed the opinion that this Association should not meet with the S.F. Veteran Police as many present are not members. In addition, there are even some civilians present at these meetings. The Officers and Trustees stated that they agreed with Bro. Reinke and that was the reason that no meeting had been held this year with the Veteran Police.

Discussion for the Centennial celebration was put over for one month until the membership can hear from Bro. Hurley. Members present felt that due to the present climate in S.F. regarding police, that nothing should be done at this time.

The meeting was adjourned at 3:00 p.m. in honor of Bro. John Harrison.

Fraternally,
Bob McKee, Secretary

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ALTER BOY DAYS VISITATION VALLEY IN MEMORY OF OFFICER WILLIAM KWARTZ

He watched his shadow as it loomed
Large and strong upon the sides of the barns
Losing itself and then appearing again
As his boots sank deep
Into the Visitation Valley mud
While pulling his rain coat
Closer around his neck,
As the rain
Once again started to fall
Not only upon him
But also upon each and every
Window pane of the hot houses
With their lush growth
Of delicate green ferns
Stretched along the way.
The pre-dawn sky seemed to ask
Why a boy should so make his way
Down this unpaved stretch of muddy road
On such a stormy rainy day.
Why even the waking birds
Wondered why a mere lad
Should weather such a storm
Before the breaking of the morning's dawn.
As he passed the grammar school
Where he was enrolled
He thought about the blue
Pen and pencil set his father had given him
On his birthday last,
Then up the steep hill to Raymond Street
And turning the corner
Saw father had already turned on
The vestibule lights.
With all the candles lit
He adjusted his surplice
And bowing his head
Uttered a child's simple prayer
As Father Dransfeld
Quietly opened the sacristy door,
Trying hard not to let in the wind and rain.
When all was in ready-ness
He knelt at the foot of the altar
In his appointed place
And wondered at the tired look
On Father Dransfeld's aging face.

- Thomas Warren Powers

INVITATION TO A LUAU

by Nelson Lum, Co. A

The California Oriental Peace Officers Association was formed in 1968, shortly after the death of Officer Gary Murakami, Los Angeles Police Department, the first Asian American Police Officer to lose his life in the line of duty. The Northern California Oriental Peace Officers Association was formed in 1974 with Inspector Herb Lee, SFPD, elected as the first president to head the association. The basic goals of the association are to promote law enforcement as a career for youths and to establish a fraternal group dedicated to the interests and well being of its members.

Currently, the association has approximately 160 members representing over thirty-five (35) federal, state and local agencies. Officer Alan Lim, SFPD, has been elected to serve as president for 1978. During the previous years, the association has actively engaged in the promotion of law enforcement opportunities by staging educational seminars, providing guest speakers for School Volunteers, and awarding scholarships to those needy and deserving youths with aspirations to careers in law enforcement.

On May 20, 1978, the association will stage a fund raising luau to be held at Joe Jung's Restaurant, 5th & Market Streets, from 6:00 p.m. to 2:00 a.m. The event will feature a Hawaiian style buffet, Hawaiian entertainment, dancing to a live band and 75¢ drinks. Tickets are \$12 per person and are tax deductible. Make checks payable to NCOPOA and mail it c/o OSP Management, 1200 Gough Street, San Francisco, CA 94109. For more information, contact Vera Rogulsky, SFPAL, phone number 553-1158.



SAN FRANCISCO

Fellowship of Christian Peace Officers

APRIL 18, 1978
MEETING

Our meeting started at 7:40 p.m. and Jim Crowley gave our opening prayer. We had music ministered by "For Heavens Sake" of the Concord Christian Center. Jim Crowley talked about our Fellowship of Christian Peace Officers monthly breakfast which is the last Thursday of the month. The breakfast is held at the Flower Mart Restaurant, Sixth and Brannan Streets. Our speaker was the Rev. John Hampsch, a Claretian Missionary Priest who was ordained in 1952. Rev. Hampsch has held positions as a seminary

and college professor, lecturer, retreat master, writer, editor, and parish priest. Rev. Hampsch gave his personal testimony about how he came to the priesthood and overcame a very acute speech impediment.

Our next meeting will be May 16, 1978, at 7:30 p.m. at the Bethel Lutheran Church, 2525 Alemany Blvd. San Francisco. Our speaker will be Pastor Carrington of the Church of the Highlands, San Bruno. Music will be by Jim Santos and the Second Collection.

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Surprise findings on cop complaints

Reprinted Berkeley Gazette by Robert Kröll

The Berkeley Police Review Commission has assigned blame in a far lower percentage of citizen charges against the police than has the Berkeley Police Department's internal complaint mechanism.

An I-G investigation of the PRC's handling of citizen complaints versus that of the police Internal Affairs Bureau (IAB) for the past three years produced some surprising results:

—The police department took in 669 citizen complaints and found 341 of them valid, administering discipline to 126 officers and training the remaining 215.

—During roughly the same period, the PRC received 111 complaints, but only found 32 to be valid, of which 16 were ultimately affirmed by the city manager. No separate records of any punishment being administered are kept, according to the city manager's office.

—There is almost total duplication of effort between the IAB and the PRC; the internal affairs bureau investigating virtually every citizen complaint to the PRC as well as those received to the IAB only. The PRC investigates only those complaints brought to it by citizens.

—Both agencies jealously guard their investigative reports and rarely share information other than the names of complainants and the names of the officers complained against.

—The PRC does not keep records of the final disposition of their cases after the city manager received the PRC's board of inquiry recommendation. The commission does not know the degree of discipline which is imposed, if any, against officers it has investigated.

The PRC was established about four years ago by citizen initiative as an advisory body to the city manager on the operation of the police department and to investigate complaints against individual policemen or against the department itself and make recommendations to the city manager that discipline be imposed.

The commission has a current annual budget of \$65,000 to operate an office with a staff of three, including lawyer-investigator Peter Hagberg.

The police department's internal affairs bureau was established in 1970 under a legislative mandate to provide citizens throughout the state with a channel for complaints to their local police department. The Berkeley IAB is staffed by an inspector and a patrolman, who are located on the first floor of the Hall of Justice.

Commissioner Andy Washburn, appointed to the PRC by Vice Mayor Sue Home, was somewhat surprised by the finding that the police had sustained far more complaints against their own than had the PRC, which has developed an anti-police reputation.

Ms. Washburn said that while she was not sure why there was such a disparity in findings, she has recently read that police patrolmen everywhere, tend to view the internal complaint handling procedures to be biased against them.

It may be, she said, that witness officers, who are now required to appear before the PRC boards of inquiry, "feel compelled to give the (complained against) officer the benefit of the doubt."

The IAB "has a different experience with the police role than the PRC," said Ms. Washburn "and will be tougher on officers in some areas of their work."

IAB chief Inspector David Sylstra said that about 70% of the complaints received against police tend to concern the officer's attitude, "'He made an inappropriate remark' or 'the cop offended me personally'."

About 20% of the complaints involve procedural complaints,

and the remainder involve serious accusations of brutality or improper conduct, according to Sylstra.

Sylstra said he recalls at least two instances in which the PRC, after conducting its investigation and holding a formal inquiry into alleged acts of misconduct "couldn't believe that a cop should have to take that kind of crap. But (internally) we felt that that was what they are paid to do and we disciplined them for not taking it."

Since it was established four years ago, the PRC has received a total of about 250 citizen complaints, compared with about 2,500 complaints received by the internal affairs bureau in seven years.

The police department keeps elaborate statistics on the complaints it receives, but does not break them down by category in its published reports. The department does report on the types of discipline administered each year and the numbers of officers receiving discipline.

Last year, for example, with a total of 284 citizen and supervisory complaints against policemen, the department sustained 110. Some 88 officers received additional training as a result of the complaint and twelve were reprimanded. Ten officers were suspended. None were fired.

The most prevalent complaint received by the PRC in the past four years involved police discourtesy, intimidation threats and profanity. According to the report, there were 84 such complaints in four years.

The next most prevalent reports involve excessive force, in which there were 80 complaints.

President's Corner

BY JERRY CROWLEY



The invisible Supervisors & Investigators Assn. (S.I.A.)

I wish to commend the Station and Unit directors for mobilizing support for the aborted Civil Service Commission hearing on the Federal Litigation settlement. We must do this again shortly to let those commissioners know that there is a concerned police officers' association willing to support this decision.

While the individual members of the San Francisco Police Officers' Association are constantly and willingly expending their money for the defense of our profession, the Supervisors & Investigators Assn. silently stands by, fails to speak out, and attempts to recruit.

While the San Francisco Police Officers' Association fights to defeat quota promotions and loudly proclaims this fact in the Federal Court room, the Civil Service Commission hearing room and at the Board of Supervisors, the S.I.A. is absent, silent and attempts to recruit.

While the San Francisco Police Officers' Association fights to retain 97 police officers and supervisory positions in the Budget as well as holding off civilianization at the Finance Committee and the Police Commission, the S.I.A. are fearful, absent, and fail to take a stand.

While the San Francisco Police Officers' Association fight for desperately needed manpower and supervisory positions, the S.I.A. ignores the need and attempts to recruit.

While the San Francisco Police Officers' Association fights for Collective Bargaining, the SIA attempts to impose themselves between the membership and the bargaining process by proclaiming their legitimacy.

While the San Francisco Police Officers' Association fight the use of Police Service Aides (SCABS), the SIA is silent but still attempts to recruit.

In the past I have remained silent on the S.I.A. because their numbers, energy and dedication to the cause of their fellow police officers and their profession was minimal if non-existent.

I simply want to point out to a loyal membership that as we fight for a system built on fairness and hope with all our resources, there is a group that fails to show up, speak up, and put their hand in the fire of action, but still expects the respect and enlistment of those who do.

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BROWNING WILL WIN IN JUNE

by Paul Chignell

Former United States Attorney James L. Browning has been endorsed by the San Francisco Police Officers' Association Board of Directors and the California Organization of Police & Sheriffs for the Republican nomination in the Attorney General's race.

Bay Area police officers know Jim Browning well, both as a prosecuting district attorney and as United States Attorney.

Jim Browning stands up to the issues that rank and file officers believe in.

He supports the death penalty, compulsory binding arbitration, line officers on the POST commission and strong enforcement of the Bill of Rights.

He publicly opposes quotas in the strongest possible fashion.

He is the best candidate for the working cop on the street.

Jim Browning has raised \$30,000 to \$250,000 for his opponent, Senator George Deukmejian.

But despite this disparity, the latest Field poll shows Jim only one percentage point behind and more importantly doing better against either Democratic nominee than his opponent.

Browning prosecuted Patty Hearst and that may explain the lack of space for his campaign in the Hearst newspapers.

But Jim can overcome that with a late media campaign to put him over the top. After he wins the primary, the Republican party will rally around him to defeat the two liberal candidates, whoever wins the Democratic primary.

I am asking you to help monetarily the candidacy of a true friend of the working police officer.

Please send a check for any amount to Californians for Jim Browning, I.D. #771408 and mail it to 510 Seventh Street, San Francisco CA 94103.

Jim needs a few thousand dollars to complete a last minute media campaign.

If you wish to help on the campaign after he wins the primary, fill out the box below this article and mail it to me at the same address.

Please help a friend of the police officer!

Yes! I want to help elect Jim Browning Attorney General

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AROUND THE DEPARTMENT

by Al Casciato

The great EWW dilemma: good, bad or ?

If worked it undermines POAs efforts to get time and half for overtime.

If worked it creates less hiring and promotional opportunities.

If worked it helps pay the bills and offset the lack of raises during the last few years.

If worked it helps offset the hike in home taxes (Mine rose \$110.00 a month last year).

If worked it makes the politicians look good, because we're working for cheap money.

If worked the public will think morale is high and see no reason to be interested in the police officers. Until some overworked officer is involved in a major incident.

There's a lot of ifs to the EWW dilemma but the one thing that is for certain, **the patrol officer is the one caught in the middle between need and principle.**

... Many of you know that the department has a dive team whose members use their own equipment and receive no extra pay for performing the hazardous job. But how many of you know that our dive team was called out to search near Pier 20 for an alleged auto that had plunged into the bay? Do you also know that the team was unable to locate the auto and that the Coroner's Office then paid Podesta divers \$1600.00 for 6 hours to also conduct a search which disclosed nothing. An insult? The divers say yes. Well I'm happy to report our dive team wasn't insulted by any other agency or department when they recovered the Golden Dragon Massacre weapons. A job well done by **Ed Fowlie, George Cima, John Lazzarich, Ken Hartman, Ron Martin and Rene LaPrevotte.** There when we need them. Worthy of commendation? You bet!

Jarvis-Gann Poll: An informal poll of the Central Station day watch taken May 4th shows Prop. 13 leading 24 yes to 11 no.

During the past two months I've placed 10 officers in secondary employment. These placements occurred because a number of employers called the Association office with requests. Presently I have a list of officers looking for secondary employment (big hike in home assessments) but I've run out of prospective employers. So if you hear of any prospective employers, have them give me a call and I'll put some officers in touch. The service is free to employer and to Association member.

... Can someone answer me. Why is it that only P.O.A. reps appear at the Bd. of Supes meetings, Federal Court and State Court and argue on behalf of the troops? Why, everytime we go before the Police Commission, Commissioner Siggins says 3 organizations represent the officers — P.O.A., OFJ and SIA. Well, where are these other organizations? What do they do? If they do represent anyone, let's see them at the meetings...

... Now that Prop A has been removed from the ballot, the question of the assessment has become a major topic of conversation. In view that the latest settlement proposal contains a provision that a proposition similar to Prop A be placed on the November ballot, **a new vote should be taken by the membership on whether the monies should still be collected and saved for future action or whether the assessment should be stopped.** One thing that should be remembered is that some funds were expended on the Prop A campaign prior to removal from the ballot. How will these expenses be paid for if there is no assessment? The membership should decide...

Congratulations to **Marty and Rita Trester**, who added 5lb 11oz. Sean Timothy to their clan on April 26th. What made this day even more special was that it fell on the great-grandmother's birthday...

... More and more C.E.T.A.'s are running around. They're really popular with the administration because CETA's have no survivor benefits, retirement benefits or any of the other protections given real employees. Also CETAs can be terminated without a hearing. Want to bet that they're the wave of the future, unless there's a Prop 13 on the National level...

... There's a lot of reasons to vote no of Prop 13 and there's a lot to vote yes; but when June 6th rolls around, whether YES or NO, **DO VOTE**...

PHOTOGRAPHERS

The P.O.A. will be installing a film developing and printing room, in the P.O.A. Hall for use by the membership.

If you have any equipment that can be donated to get the photograph program off the ground, please contact Al Casciato, Ext. 1532.

OPEN LETTER

REPLY FROM JOSEPH FREITAS
DISTRICT ATTORNEY
CITY & COUNTY OF SAN FRANCISCO

To: Officer Daniel Hance
San Francisco Police Department

This letter is in response to your open letter to me published in the April 1978, **San Francisco Policeman.** In that letter you described a robbery case which was dismissed because the victim and another civilian were not subpoenaed to the preliminary hearing.

You and the other readers of this newspaper should understand that the tragic dismissal of that case is a result of the negligence of personnel of the San Francisco Police Department. The District Attorney's office did everything possible to assure the attendance of those witnesses at the preliminary hearing. The exact circumstances involved in the Police Department's failure to serve the subpoenas was conveyed to you by this office in a letter and a memorandum which was sent to you two days after the dismissal.

As you were advised in that memorandum, this office prepared subpoenas for the necessary civilian witnesses and delivered them to the Court Liaison Office more than a week prior to the preliminary hearing date. The records of the Court Liaison Office confirm receipt of these subpoenas and the forwarding of said subpoenas for service by the Police Department.

Needless to say, the lack of service was, to use your words, "a foul-up" on the part of the San Francisco Police Department. This case is not the first nor the last where the negligence of personnel in the Police Department has resulted in a miscarriage of justice. One of the more recent aggravated examples is the case of a South of Market multiple arsonist whose case was dismissed at the preliminary hearing because no witnesses were subpoenaed. The five civilian subpoenas issued in the case had remained at the district station for one week without any attempts being made to serve them. On the day of the preliminary hearing, the subpoenas were still sitting on the station desk.

Under all of the above circumstances and because you received a memorandum detailing the fact that the fault lay with personnel in the Police Department substantially before the **San Francisco Policeman** went to press, I can only assume that your letter was published in bad faith. I suggest that you direct your next inquiry to your own department.

Very truly yours,
Joseph Freitas, Jr.

YES on 13

by Ray Carlson

Between now and June 6th, I suspect we will be bombarded with anti Jarvis/Gann propaganda. The old scare the hell-out-of-em approach will be used. They'll be talking wholesale layoffs in police and fire services.

Now I may be wrong, but I believe what the voting tax payers are saying, with the passage of Prop 13, is governments are to prioritize their spending. The voters will not tolerate reductions in basic public safety forces at the expense of allowing politicians to spend tax dollars on some half-baked social program, etc.

When the Jarvis/Gann initiative qualified with 2.4 million signatures, the State legislature muddied the waters by passing their versions of a tax relief bill, Prop 8.

Lets examine two points in each bill.

Homeowner Taxes — Prop 13: All property owners will pay a maximum 1% of the market value in property tax, period. If you buy a home for \$80,000, you will pay no more than \$800.00 a year in property tax.

Prop 8: There **may** (permissive) be a property tax relief. Unknown how much of a savings.

The Renter — Prop 13: All property taxed at same rate. Realistically I envision a reduction in rents by 10% to 15% of all landlords. The rest will keep the rents at present levels until such time that the property tax exceeds what they are **now** paying.

Prop 8: Allows for maximum \$75.00 state income tax credit which translates into \$15.00 in pocket savings. Allows for two tax rates, one for owner occupied property and a higher rate for commercial property. If rental property taxes increase, so must rents it only stands to reason. No tax relief for the renter.

As you can see, Prop 13 is true tax relief while Prop 8 is nothing but a sham placed on the ballot to neutralize the Jarvis/Gann amendment.

Before you vote on June 6th, take the time and read both bills and you'll see for yourself that YES ON 13 is the only way to vote.

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MAYOR WARNING CITY WORKERS

Reprinted S.F. Examiner

Mayor Moscone has been advising city workers that he is prepared to — and probably will — declare a citywide state of emergency if Proposition 13, the Jarvis-Gann initiative, passes this June.

Invoking the Emergency Powers Act of 1944 would give Moscone broad discretion to lay off city workers by reallocating budget funds. A spokesman for the mayor denied the message was an attempt to scare city workers into active campaigning against the controversial tax measure, which would limit property taxes to 1 percent of market value and cost local governments

statewide an estimated \$7 billion in tax revenue.

A staff member said the mayor is merely conducting a "quiet campaign of information" on Proposition 13 among his department heads, who pass the message along.

Many city workers on the receiving end of Moscone's warnings, however, report there is no doubt they are intended to make them believe their jobs are on the line.

The most recent informational meeting took place Monday, when Department of Social

Services General Manager Edwin Sarsfield addressed staff members working at 180 Otis and 1680 Mission streets.

According to several individuals present, Sarsfield said he had spoken with Moscone and was told the mayor would probably invoke the Emergency Powers Act and would discontinue all city services, except for fire and police, which would be cut back to 63 percent of current staff levels.

"He also gave us the impression there would be no sick leave or benefits for those remaining," said one.

But Sarsfield said yesterday he had been misunderstood on the last two points. "Many of our programs are state and federally mandated, and would continue," he said. "I was just trying to im-

press on them (social services employees) that many of our optional programs are funded from the ad valorem budget,

which would be cut drastically."

Sarsfield said that he and other department heads had met with the mayor on March 14 to discuss the impact of Proposition 13. "Last week I received a letter suggesting I meet with our employees and inform them of the situation," he said.

Moscone's press secretary, Mel Wax, indicated the mayor had held two or three such sessions with department heads. "There is not a firm decision as to what would happen, but if 13 passes there will be drastic cuts and the mayor probably would invoke the Emergency Powers Act," Wax stated.

He also said such action "damn near makes the mayor a dictator," and added, "but it's our opinion that if Jarvis-Gann passes, a genuine emergency would exist."

—W.E. Barnes

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by Michael G. Pera

ENCOUNTERS: The story can now be told. A busy "downtown" district station has experienced rodent encounters of the third kind. Several sightings a day had taken place during peak periods. The problem was abated just as associated issues developed. Two of the mice filed a grievance stating they were entitled to a daywatch. A suit may be pending and the City wants to deal.

STUDYING: Studying for sergeant did one thing along with not giving the department any sergeants. It gave us a lot of well informed patrolmen.

Some people did study awfully hard. There are ways of telling if your partner studied too hard:

- 1) yellow lines the morning paper;
- 2) makes out 3 by 5 flash cards regarding bathroom graffiti;
- 3) is located towards to top of the list. Now you know how the guy who had a round trip ticket on the "Titanic" felt.

POLK STREET: Have you ever noticed the large amount of latent heterosexuals in that area?

GAS: There's no doubt that the department hires someone to siphon the gas tanks at the end of each watch, in case the previous watch left some by mistake. That's the only logical answer to the empty tank at the start of each watch.

GRAFFITI: The fact that an individual has to hide in the seclusion of a restroom cubical would indicate that those expressions are not completely acceptable or tolerated. In fact, thinking about it, it's kind of an appropriate place for such absurd statements. Why are they trying to push it out into the public?

NIGHTMARE: How would you like to wake up and read in the morning paper that you won the **Yasir Arafat look-alike contest**?

C.H.P.: If there was a town called Buffalo, and the C.H.P. had an office there, would they be known as the Buffalo Chips? It's only a joke. I'll stay off the freeway a few months just to be safe.

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BARGAIN BASEMENT GOVERNMENT: If you think 13 is an unlucky number, wait and see what happens if Proposition 13 passes. It's anti-labor and a second rate con job. Those two factors give it a good chance of passing. Anyone who thinks the working man is going to get off the hook is not being realistic. One way or the other he's going to pay for and carry the load. Also, the cuts that will have to be made, if it passes, will be made by the same people that created the mess.

DECOR: In response to the news that New York cops will get styled uniforms, the Northern Station will appear in next month's issue of **National Interior Design** magazine. The station will represent the period of early garage sale.

★ SFPOA ENDORSES THESE JUDGES ★



Relect Judge Ira Brown



Relect Judge Albert Wollenberg



Relect Judge Richard Figone



Candidate for Superior Court Charles Goff



Candidate for Superior Court Roy Wonder

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The Legal Wind Blows continued

bring the number of minority attorneys in the DA's office into harmony with the 19.5 percent minority population of Sacramento. A way other than discriminatory, unconstitutional racial quotas would have to be found.

"What is required by Title VII," the court decided, "is the removal of artificial, arbitrary and unnecessary barriers to employment when the barriers operate invidiously to discriminate on the basis of racial or other impermissible classification." In other words — discrimination, when proven, is illegal. But so is reverse discrimination as a means of redress. Racial quotas violate the competitive qualifications and anti-discrimination provisions of county charters in California.

Decisions like this one and that of the federal Court of Appeals in Los Angeles suggest that the winds of law are blowing against reverse discrimination as a technique of achieving racial percentages. The forthcoming Bakke decision, expected from the U.S. Supreme Court, will also no doubt reaffirm this trend away from the blatant violation of rights in the name of sociological goals.

Why, then, with the weight of law and judicial opinion moving in one direction, are the mayor, the city attorney, and the Board of Supervisors so willing to cave in before the Officers for Justice lawsuit — granting them pay-off money, racial quotas, the entire store? Why is the city attorney of San Francisco unwilling to fight The City's case in court — just like the county of Los Angeles did, and the district attorney of Sacramento County also, both of them winning their right to be free of discriminatory racial quotas? Why has the mayor of San Francisco been holding private meetings, urging the settlement of millions of dollars and racial quotas without benefit of a court hearing? Why do certain supervisors attend these meetings, in violation of proper legislative procedure which demands that such discussions occur only among the entire Board of Supervisors, sitting together in executive session?

The Answer is easy to determine. These people of our city have accepted the Balkanization of San Francisco into warring groups; indeed, none of the supervisors in question would even be on the board if he or she had to represent The City as a whole. The mayor, the city attorney, and half the board are cooperating in this disgraceful settlement so that they can save their political skins; so that the city attorney's office can move to new luxurious quarters at the taxpayer's expense; so that supervisors elected by all of 2000 votes can continue to posture about as to how the United States government should deal with foreign nations.

What is going on in the city attorney's office? What is going on in San Francisco?

Early Retirements continued

that any salary reduction will not effect their pension payments since the charter provides that these payments are to be calculated on the gross salary and not on the reduced salary.

SICK LEAVE PAYOFF

A 50% reduction in tax revenues will certainly cause the Board of Supervisors to a) look for new sources of money and b) look for ways to reduce the costs of city government.

Most knowledgeable observers feel that the sick leave payoff is particularly vulnerable to a reduction or elimination. Fortunately, action is required by the Police and Civil Service Commissions along with the Board of Supervisors before this substantial benefit can be eliminated.

Members presently eligible to retire should closely watch this if Proposition 13 passes. Inattention could result in its loss.

I can predict that the loss of this benefit will result in premature retirements.

I am presently preparing to oppose the elimination of this benefit based on the theory that it is a vested retirement benefit which cannot be revoked unless a better or comparable benefit is provided.

Prop "A" Autopsy continued

Proposition "A" is dead now, but should a settlement Decree be entered into by the City & County of San Francisco and subsequently approved by the class and the Court, Prop "A" will appear on the November ballot, and if defeated by the electorate, it is agreed to be submitted again at the next municipal election.

During the next several weeks, the Police Commission, Civil Service Commission and the Board of Supervisors will be reviewing and voting on the proposed \$2.5 million settlement that was finalized on May 3rd.

The suit was initially filed in Federal Court on April 23, 1973 alleging employment discrimination on the basis of race, sex and national origin, in violation of Title VII of the Civil Rights Act of 1964.

No liability

By entering into this Consent Decree, the City and County of San Francisco does not admit any violation of law, rule or regulation with respect to the allegations made by the plaintiffs, and by entering into this Decree, the City and County of San Francisco will be avoiding a prolonged trial on the merits of the case.

The City has never made the contention that they or any other party to this Law Suit have intentionally discriminated against any individual or group of individuals as the named plaintiffs in this case are alleging. Therefore, to settle this case in an out-of-court settlement Decree, giving away the entire store without even making an attempt to totally discredit those allegations (which can easily be accomplished) is absolutely absurd and certainly not in the best interest of the Police Department, the Civil Service Merit System and the pocket books of the individual taxpayer in San Francisco.

OFJs proud of Consent Decree

According to OFJ President Earl Sanders, he and other members of the OFJ take considerable pride in the formulation of the Decree and Proposition "A". "Proposition A will give the minorities a chance to demonstrate their management ability" he said, giving rise to the fact that its primary purpose is not to give the Chief more flexibility in selecting Administrators, but for the immediate and accelerated promotion of minorities to all upper level positions in the administration.

If Proposition "A" comes about again in the future, and passes, certain minority officers may, in fact, get appointed to Deputy Chief and Commander without ever going through the other promotive steps. But — history should tell us all that those type of appointments are "political" in nature and subject to change at the whim of the Chief or the Mayor. Political juice was the sole criteria for promotion until the voters enacted Proposition "E" into law in 1971 which placed certain safeguards in the charter, thus eliminating "politics" from the promotive procedures.

Granted, there are some problems with the Civil Service testing procedures as we are all aware of, but wholesale dissolution of all testing procedures is not the answer to the problem and the proponents should go back to the drawing board and sharpen up their pencils rather than using their erasers.

Actual \$3 Million Consent Decree

The consent decree includes the following:

- All future testing, standards or selection procedures shall be submitted to the Plaintiffs (OFJ) for review and comment at least 60 days prior to their implementation.

- Quota appointment at the Q-2 entry level: The City shall appoint sufficient minorities and women each year so that at least 50 percent of the vacancies are filled by minorities and 20 percent filled by women until the long-range goals of this Decree have been achieved.

- Sergeant position: The City shall select one minority or female for each non-minority male selected for promotion to the rank of sergeant from the eligibility list to be established on the basis of the 1976 sergeant examination, until all minorities or females on that list have been appointed or offered appointments. That eligibility list will expire when the number of sergeants appointed from that list equals twice the number of minorities and females on the list, whether or not such minorities or women accept appointment from the list (1 to 1 quota).

- Those minority or female officers who accept promotion to sergeant pursuant to the 1976 list and who completed the 1971 sergeant examination and did not secure appointment as a result thereof, or who were precluded from taking said 1971 examination because of sex, shall be awarded seniority in the rank of sergeant for the sole purpose of examination credits, if

any, under the charter of the City and County of San Francisco, as if each had been appointed to said rank as of March 24, 1972. (The word completed means that the individual merely took the examination.)

- The time table for minority appointment to sergeant will be 30% of all sergeants by December 1, 1981, 35% by December 1, 1984, and 40% of all sergeants by the expiration of this Decree in 1988.

- The City shall select one minority for every three non-minorities selected for promotion to the rank of assistant inspector for the eligibility list to be established on the basis of the 1976 assistant inspector examination. That list will expire 2 years after its formal adoption by the Civil Service Commission, even if prior thereto all minorities on the list have been appointed or have declined or waived appointment. Following the administration of the next assistant inspector examination, the City shall adopt and seek to achieve an annual goal of selecting women for promotions to all permanent positions of assistant inspector at least in proportion to their representation in the applicant pool for assistant inspector, and a goal of selecting minorities for permanent promotions to or within the inspectors bureau so that minorities constitute at least 30% of the bureau by December 1, 1982, 35% by December 1, 1984 and 40% by 1988.

- The City will administer the next lieutenant examination when all the minorities and women promoted to sergeant in accordance with the 1976 list are eligible to compete for promotion to lieutenant.

- The City shall limit to two years the life of the eligibility list for captain established on the basis of the first captain examination administered following entry of this Decree.

- Nonpermanent Appointments. In the absence of civil service eligible lists, future nonpermanent appointments shall be based on experience, demonstrated performance, and potential to fulfill the requirements of the position to which the appointee will be assigned and shall be made without regard to seniority.

- Recruitment and Training. Recruitment and training programs shall contain both a specific and comprehensive two year plan and at least a specific outline of a long-range plan. The program shall include steps designed to ensure that the OFJ is fully involved at all levels of planning. The program shall also designate specific roles for active participation by OFJ, and shall provide resources and time to facilitate such participation. Each program will be staffed with qualified persons, including OFJ members wherever possible and appropriate.

- \$100,000.00 shall be committed to adopt a program for the development of Chinese bilingual skills. The fund shall be administered by entities independent of the Police or Civil Service Commissions. This fund shall be used to train officers, without regard to race.

- An Auditor-Monitor appointed: The City shall assume reasonable costs, including salary, fringe benefits, para-professional and secretary services, office space, duplicating, travel, postage and other related costs for the monitoring of \$1.5 million in a special fund for recruitment, training, testing and promotions.

- The monetary relief in this case shall be \$2,500,000, \$750,000 of which shall go for back pay and other damages, the remainder \$1.5 million will go into the special fund as indicated above.

- Back pay for class members: There shall be a fund available in the amount of \$642,000 to pay class members up to a maximum of \$6,000 per member.

- From a fund of \$108,000, each named plaintiff in recognition of his/her effective representation of the class and of the personal efforts made by them, they shall receive \$1,000, and in some cases' a maximum of \$5,000. In effect, a named plaintiff could receive \$11,000.

- Attorneys fees in the amount of \$385,000 shall be awarded the Plaintiff's Counsel.

The political process for entering into this Consent Decree is as follows:

- The Decree will go before the Police Commission on or about May 17th at which time the Commission is expected to conduct its vote.

- Within the next couple of weeks, the Civil Service Commission will conduct its hearing and will vote for or against the Decree.

- The Board of Supervisors will assign the Consent Decree to the Finance Committee and they will come back to the Board with their recommendation. The Board of Supervisors will then conduct two readings at the Board (one week apart) and either adopt or reject the settlement.

- If the Board of Supervisors adopts the settlement, Judge Peckham stated he will hold a formal hearing for the entire class and present the settlement to them for their adoption or rejection.

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SCHOOL SAFETY PATROL WEEK

MAY 22 - 27

This year marks the 55th Anniversary of the School Safety Patrol in San Francisco.

On Tuesday, May 23, 1978 at 12 noon, the city's safety patrol boys and girls will commemorate the anniversary at its annual review at the Golden Gate Park Polo Field.

The Master-of-Ceremonies will be the popular Dr. Don Rose of radio station K.F.R.C. Honored guests will include Mayor George Moscone, Chief of Police Charles Gain, Monsignor Pierre DuMaine, Superintendent of Schools for the Roman Catholic Archdiocese, and Dr. Robert F. Alioto, Superintendent of Public Schools.

The 2,500 member San Francisco School Safety Patrol was formed in 1923 under the guidance of the San Francisco Police Department and the California State Automobile Association in cooperation with the Board of Education and parent-teacher groups. These original sponsors continue to take the leading role in patrol activities.

The San Francisco Police Department's School Safety Patrol Detail, under the direction of Sgt. Jim Sturken, supervise and give basic training to patrol members throughout the school year. The School Safety Patrols have one of the most enviable records in the nation — not one fatal pedestrian accident at a patrol-guarded corner and they have virtually eliminated school-child accidents at those corners during their 55-year history.

Please mark May 23 on your calendar and come out to the Polo Field at 12 noon to honor these fine young boys and girls.

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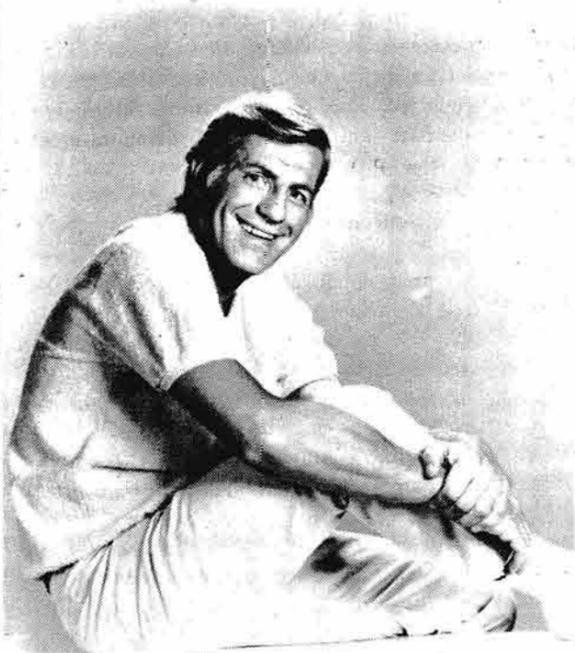
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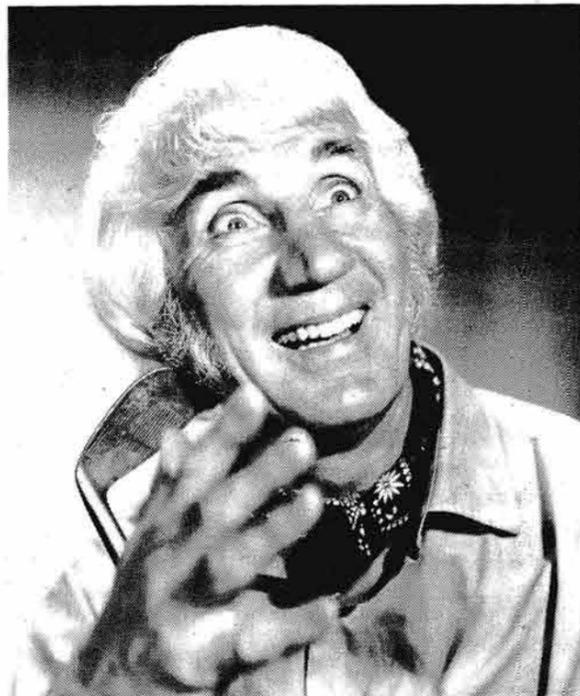
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Jerry Van Dyke



Ben Wrigley



The Saxons



Mr. Electric

MEDAL OF VALOR AWARDS

The Awards Committee met in Room 551, Hall of Justice, on Friday, 21 April 1978, at 0903 hours, in regular session.

PRESENT:

- Commissioner Burl A. Toler
- Deputy Chief of Field Operations, Jeremiah P. Taylor
- Capt. Charles A. Schuler, Bureau of Investigations
- Capt. Joseph M. Flynn, Crime Specific Task Force
- Capt. Stanley E. Cordes, Traffic Division
- Capt. Ernest J. Raabe, Traffic Division
- Capt. Edward J. Laherty, Support Services-Records
- Capt. John A. Mahoney
- Capt. Rene C. Aufort
- Capt. Robert G. McFarland
- Capt. George P. Jeffrey
- Capt. Cornelius P. Murphy
- Capt. J. William Conroy
- Capt. Joseph T. Lordan
- Capt. Edmund J. Cassidy
- Capt. Andrew M. Kristensen
- Capt. James P. Shannon

Commissioner Toler presiding.

The application of the following-named members of the Department was approved for a medal of Valor Award.

GOLD

POLICE OFFICERS THOMAS A. ARNOLD AND STEVEN R. SILVERS

For services rendered on Thursday, September 1, 1977, at 0415 hours, when they were informed that a bomb had been found in front of the Pacific Union Club located at 1050 California Street, immediately responded from their homes for the crime scene. Upon arrival, the officers, attempting to preserve as much physical evidence as possible, began dismantling the device. The bomb was extremely large, consisting of 16 pounds of Tovex (an extremely powerful explosive) and one stick of dynamite. It was entirely covered with tape, had two separate firing systems, and the age of the deteriorating blasting caps, all added to the extreme hazard to which the officers were subjected. Had it detonated the blast would have killed anyone within the immediate vicinity but it would have shattered the windows on Grace Cathedral and many other buildings in the area. The officers knowing that they were in immediate danger of fatal injury willingly accepted the risk and successfully dismantled this highly dangerous explosive device.

SILVER

POLICE OFFICER KENNETH E. HARTMAN

For services rendered on Sunday, February 27, 1977, at 2345 hours, while working the 1900/0300 watch with his police dog and patrolling the area of Market Street at Ninth Street, he was stopped by a citizen who informed him that while riding the Muni bus and proceeding east on Market Street a male suspect sat down behind him and pointed a gun at his head. Officer Hartman and the citizen responded to the area where the bus had stopped and observed the suspect walking away at a fast pace. Officer Hartman took the shotgun from his vehicle and proceeded after the suspect. The officer shouted 'Stop, I am a police officer.' The suspect turned and then went for his gun in the front of his waist band. Officer Hartman then fired one round from his shotgun and the suspect turned and fled. Officer Hartman again yelled for the suspect to stop and as he did the suspect again turned toward the officer with his weapon in hand. The officer then fired another round which struck the suspect. The suspect was pronounced dead on arrival by the ambulance crew that responded. Officer Hartman knowing that the suspect was armed and threatening the lives of citizens, maintained his composure and thwarted the possible loss of life or serious injury to the citizens involved.

POLICE OFFICER STANLEY D. HARRIS

For services rendered on Tuesday, September 6, 1977, at 1405 hours, while off duty and working as a teller in the Bank of America branch at Market and New Montgomery Streets, from his position heard a voice hiss, "I'll kill you." This was directed to a trainee teller at the next window. Surmising that a holdup was taking place, he pressed the silent alarm button, identified himself and told the suspect to move into the teller's area. The suspect quietly looked at the officer and then suddenly began to grapple with him. The struggle subsequently ended at the bottom of a flight of 12 stairs where the suspect was finally subdued and arrested. Officer Harris accomplished this arrest at the expense of his own physical well being as he suffered a fractured rib while performing the act in accord with department procedures.

BRONZE

POLICE OFFICERS TERRY L. HART, ROBERT L. BROOKS, GEORGE B. CIMA AND DONALD R. READ

For services rendered on Monday, August 1, 1977, at 1906 hours, in the apprehension of a male suspect who, at Union Square Park, shot and seriously injured two persons. The officers chased the suspect on foot for several blocks trapping him at Trinity and Sutter Streets and taking him into custody.

POLICE OFFICERS JOSEPH C. KIRLEY AND JOHN R. CHESTNUT

For services rendered on Saturday, August 20, 1977, in the apprehension of a suspect who had just shot and killed a female victim and seriously wounded a male victim at a bar located at 117 Taylor Street. The officers confronted the suspect and identified themselves. The suspect went for a gun he had hidden under his coat and a struggle ensued. The officers wrestled the gun from the suspect's grasp, handcuffed him and placed him under arrest.

SERGEANT GEORGE F. KOWALSKI

For services rendered on Monday, August 22, 1977, at 0030 hours, when he responded to the corner of Eddy Street and Van Ness Avenue where other officers had stopped a vehicle alleged to contain a suspect with a gun. Four suspects all appearing to be drunk were removed from the vehicle and placed against a wall. Then a female suspect emerged from the vehicle with a revolver pointed directly at Sergeant Kowalski. She stated to him that she was going to kill him. At that point one of the officers shouted 'drop it'. Noting that her attention was then diverted, Sergeant Kowalski rushed her, disarmed her and placed her under arrest.

POLICE OFFICERS JOHN R. CHESTNUT BRIAN M. D'ARCY AND COMELIA JOHNSON

For services rendered on Monday, May 30, 1977, at 2130 hours, while working a decoy operation on Muni Coach #302 at the East Bay Terminal apprehended a suspect who was yelling and swearing and when told to quiet down pulled a large switchblade knife and went after the bus driver. The officers identified themselves to the suspect who immediately turned his attack upon them. A violent struggle ensued wherein the suspect viciously slashed at the officer, injuring Officer D'Arcy's hand. They were subsequently able to disarm him and take him into custody.

POLICE OFFICERS STEPHEN R. GOUGH, HENRY C. HUNTER AND THEODORE A. SCHLINK

For services rendered on Thursday, September 8, 1977, at 0205 hours, while conducting a plainclothes "blending operation" on the 200 block of Powell Street, observed a male suspect approach the victim and remove from his (suspect) waistband a 9mm pistol and strike the victim with it in the lower back. The suspect then pulled back the slide of the pistol to chamber a round. The officers then yelled "police" and rushed the suspect. The suspect, frantically waving the weapon at the officers, stuck it into the abdomen of Officer Gough who was able to spin away. After a brief but furious struggle, the officers gained possession of the weapon and placed the suspect under arrest.

POLICE OFFICER RICHARD G. BODISCO

For services rendered on Tuesday, August 23, 1977, at 1050 hours, when he responded to a 217 (shooting) in the 500 block of 2nd Avenue, observed an elderly woman crouched on the doorstep of 519-2nd Avenue, bleeding profusely from the chest. At that point he observed a male suspect in the street with a gun in his hand pointing it in his and the victim's direction. Drawing his weapon he ordered the man to drop it. After repeating this command the suspect dropped the weapon. The suspect then stated that he had not done the shooting but that his father had and was standing across the street. The officer then approached the suspect father who turned on the officer and violently struck out with flailing fists. After a short struggle, he was subdued, handcuffed and placed under arrest.

POLICE OFFICERS JAMES B. TAYLOR AND DENNIS M. RUSSELL

For services rendered on Tuesday, September 27, 1977, at approximately 1800 hours, when they were advised by citizens that a man standing in the street in Maiden Lane had just slashed a woman on the face with a razor and was threatening other pedestrians. Upon arrival they observed the suspect with a straight razor in his right hand and as the officers approached the suspect he raised his right hand holding the razor in a threatening manner. They ordered him to drop it but he did not comply. The officers then began to form a circle around the suspect wherein Officer Taylor was able to lunge for the suspect's right hand. Following a brief but violent struggle, both officers were able to disarm the suspect without injury to themselves, the suspect or bystanders.

POLICE COMMISSION COMMENDATIONS

POLICE OFFICER DAVID M. ROSSI

For services rendered on Monday, January 1, 1978, between 1115 hours and 1555 hours, during which time six brutal strongarm robberies were perpetrated, Officer Rossi coming on duty at 1530 hours and while in between handling four dispatched police complaints, made a constant effort to find the suspects. At 1842 hours, through Officer Rossi's intensive investigation, the suspects were picked up and charged with vehicle theft and strongarm robbery.

HOUSING AUTHORITY POLICE OFFICERS ROBERT LEE AND JOHN TOMKINS

For services rendered on Friday, January 24th, 1978, when they apprehended a suspect who, with others, committed a strongarm robbery in the Ingleside District. Officers Lee and Tomkins spotted the suspects in a stolen vehicle fitting the description of that given by communications. A chase ensued and terminated when the suspects lost control of the vehicle. The suspects fled on foot but one of them was apprehended by the pursuing officers. In addition, the officers also recovered the stolen vehicle and a loaded handgun near the vehicle which was dropped by one of the suspects in his haste to flee.

POLICE COMMUNICATIONS DISPATCHERS CHRYSE M. GRECOUSIS AND FRANK FARAGUNA

For services rendered on the evening of Thursday, February 9, 1978, when Officer Robert Hooper was fatally wounded and Lieutenant Michael Brush was wounded in the shoulder, the tape broadcast of the incident revealed many units on the radio channel attempting to provide information or ascertain information which made the job of the dispatchers extremely difficult. But Dispatchers Grecousis and Faraguna maintained their composure at all times and dispatched information that was pertinent to what was occurring and subsequently led to the arrest of the suspect.

The meeting was then adjourned.

Willie E. Frazier, Secretary
The Awards Committee

NATIONAL POLICE WEEK

May 14 - 20, 1978

THE DEATH OF A POLICEMAN

There he lies in blue attire. Flanked by flowers — Some delivered, others sent by wire. While off to The side a widow mourns, as two young ones, scarcely, Five and six ponder; as best children can; just what Happened to that very special man.

A hush falls over the room as a gray haired priest Reverently kneels with rosary in hand. Trying in His own simple way to make known that Someone up Above truly cares and understands. Mother, wife and Brother bend their heads as tears stream down ruddy Cheeks of men in blue — who might themselves by lying In that coffin too.

It was quiet in that City By The Bay the night the Officer made his way on the beat, doing that Job so seldom understood by those who could and should. Now he lies there still and cold. Yet not without Honor and Respect from those buddies who must themselves Make their rounds before dawn breaks and another day Unfolds.

—Thomas Warren Powers

DIVE TEAM AT WORK RECOVERING GOLDEN DRAGON MASSACRE WEAPONS AT COYOTE POINT NEAR S.F. AIRPORT



Team preparing for dive



Sgt. Ed Fowlie, dive team leader, directs underwater operations



Inspector John McKenna notes location of weapons found by Ken Hartman(L) and George Cima(R)

The long paw of the law

Storm gets his man — and fast

by Baron Muller
Reprinted S.F. Examiner

A Doberman pinscher with almost human understanding heard the description of a suspect and then, riding along in a police van, spotted the man crouched between two cars and began barking.

Officer Joe Currie stopped the van, ordered the suspect to surrender and when the man took off — "running like a gazelle," Currie said — the officer unleashed his dog, Storm.

The Doberman, the only one in the police dog unit, chased the suspect for almost a block. And when the man broke a window and dived into a cellar, the dog went after him.

When Currie and his brother, John, also a police officer, reached the man, the 85-pound Doberman had a jawlock on his right wrist.

Police gave this account:

Cab driver Ralph Cooksey, 34, picked up a fare at Hayes and Divisadero Streets and drove the man to Steiner and Waller Streets. When they arrived, the driver said, "This is it."

"Yes, this is it," the passenger said, and held a small knife to the driver's throat. The passenger took \$48 from the cab driver, who saw the robber place the money in his shirt pocket. Then the suspect, who was wearing a ski jacket so oversized that it looked like an overcoat, ran away.

Moments later, the Currie brothers and Storm arrived, heard what had happened and began cruising the area. Storm, who realized the officers were on patrol, suddenly began yelping and the

officers realized he had seen something.

When they searched the suspect after the chase, he had \$48 in his shirt pocket. And he was wearing the oversized ski jacket that Cooksey described.

The suspect was identified as Marvin L. Evans, 34, unemployed. He was arrested and treated for the scratches he suffered in diving through the window.

When the officers returned to Cooksey and told him what had happened, he couldn't believe their words at first, but now has a favorite police dog.

As for Storm, he was scheduled for a commendation from Capt. Joe Flynn and a good break-fast from the Currie brothers.

FELONY CHARGE REDUCED — (AGAIN)

by Roger Farrell

On November 21, 1977, I arrested Elizabeth Jenkins on a charge of 243 P.C. (Battery on a police officer) and 245b P.C. (Aggravated Assault), case #774070779.

This suspect first punched me in the face without provocation and then, with the assistance of her mother, caused a deep scratch on my face near my eye. Her intent was to cause severe eye injury to me, as she later stated in the presence of several witnesses.

I went to a preliminary hearing, along with Officer M. Pearson, in the court of the Honorable Judge

Axelrod and the suspect was ordered held to answer for a felony, 243 P.C. battery and 148 P.C. resisting arrest.

I was again contacted to appear in court for the trial and was advised by Asst. D.A. Moncharsh that the charges had been lowered by Asst. D.A. Byron Wong from felony status to a misdemeanor. This was done after the suspect was held to answer in a court of law to a felony by Judge Axelrod.

This was also done without consulting me, the victim, who could have been the recipient of severe eye injury, had the in-

tentions of the suspect occurred. This was done without any reason being given.

I feel this action was totally inappropriate and irresponsible on the Part of Asst. D.A. Wong. I respectfully request an explanation as to why this action occurred.

Incidentally, the suspect was convicted of both counts against her. Maybe what Asst. D.A. Wong needs is to put on a uniform and be punched in the face, kicked in the groin, etc. He might not be so quick to reduce charges of assaults on police officers.

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The bill would delete these situations and would instead provide that homicide is justifiable when committed by any person who reasonable believes it is necessary when resisting any attempt to do great bodily injury upon any person or when committed in defense of habitation, property or person against one who manifestly intends to endeavors in a violent, riotous, or tumultuous manner, to enter the habitation of another for the purpose of offering violence to any person therein.

Vote: majority. Appropriation: no. Fiscal committee: no. State-mandated local program: no.

The people of the State of California do enact as follows:

SECTION 1. Section 196 of the Penal Code is amended to read:

196. Homicide is justifiable when committed by public officers and those acting by their command in their aid and assistance, either—

1. In abedience to any judgment of a competent Court; or,

2. When necessarily committed in overcoming actual resistance to the execution of some legal process, or in the discharge of any other legal duty by a peace officer in retaking felons who have escaped or are attempting to escape from a secured state or local penal institution, or who are being transported to or from such an or,

3. When necessarily committed in retaking felons who have been rescued or have escaped, or when necessarily committed in arresting persons charged with or suspected of having committed a felony, and who are fleeing from justice or resisting such arrest and when the officer reasonably believes that:

(a) The crime for which the arrest is to be made involved conduct including the use or threatened use of deadly force; or

(b) There is substantial risk that the person to be apprehended will cause death or serious bodily harm if his apprehension is delayed; or

(c) There is substantial imminent risk that the person to be apprehended will cause death or serious injury to the officer or another person.

SEC. 2 Section 197 of the Penal Code is amended to read:

197. Homicide is also justifiable when committed by any person in any of the following cases who reasonably believe it is necessary.

1. When resisting any attempt to murder any person, or to commit a felony, or imminent threat to do some great bodily injury upon any person; or,

2. When committed in defense of habitation, property, or person, against one who manifestly intends or endeavors, by violence or surprise, to commit a felony, or against one who manifestly intends and endeavors, in a violent, riotous or tumultuous manner, to enter the habitation of another for the purpose of offering violence to any person therein, or,

3. When committed in the lawful defense of such person, or of a wife or husband, parent, child, master, mistress, or servant of such person, when there is a reasonable ground to apprehend a design to commit a felony or to do some great bodily injury, and imminent danger of such design being accomplished, but such person, or the person in whose behalf the defense was made, if he was the assailant or engaged in mutual combat, must really and in good faith have endeavored to decline any further struggle before the homicide was committed, or,

4. When necessarily committed in attempting, by lawful ways and means, to apprehend any person for any felony committed, or in lawfully suppressing any riot, or in lawfully keeping and preserving the peace.

For **JUDGE Susannah Convery**
... Tough But Fair ...



X Tough
X Effective
X Experienced

PAID POLITICAL AD

HERE COMES THE JUDGE

by Ray Carlson

Susannah Convery is a candidate for Judge of the Walnut Creek—Danville Municipal Court District. The district includes Orinda - Moraga, Lafayette, Walnut Creek and the San Ramon Valley to the county line.

Susannah has been a resident of the "Valley" for over 20 years, and she has witnessed the growth of population and crime rate alike.

The Converys are both friends and neighbors of Vicki and myself. We have spent hours talking politics and shop. Susannah was a Deputy D.A. for 12 years in Santa Clara County, assigned to the Palo Alto Court as chief trial lawyer. She really understands Cops. But more importantly, for us living in the Walnut Creek-Danville Municipal Court District, is Susannah understands the needs and concerns of the victim. Susannah's campaign slogan is "Tough but Fair" and she means it!

Here is your opportunity to help elect the type of Judge we have been talking about for a long time. A judge who will consider the victim, rather than the suspect when she passes sentence.

Anyone who wishes to meet and talk with Susannah, please give her a call at campaign headquarters, 934-9086. She is always looking for sign locations and what better place to find a campaign sign for a judge than the front lawn of a cop's home. I have one and I know we have a winner in Susannah Convery! Don't forget to vote on June 6th!

DEPUTY CHIEF JERIMIAH TAYLOR

appeared before the Criminal Justice Committee of the State Assembly and urged passage of a BILL to restrict the use of Police Officer's weapons (AB 2683 - Assemblyman Levine) Virtually every Law Enforcement agency or organization in this State opposed this bill. Deputy Chief Taylor was the only Law Enforcement officer in the entire State to support this degrading Legislation.



ASSEMBLY BILL 2683

Introduced by Assemblyman Levine

March 2, 1978

Referred to Committee on Criminal Justice

An act to amend Sections 196 and 197 of the Penal Code, relating to homicide.

Legislative Counsel's Digest

AB 2683, as introduced, Levine (Crim.J.). Justifiable homicide.

Existing law specifies the grounds under which homicide is justifiable.

This bill would revise such provisions of law to delete as a ground for justifiable homicide that it was committed by a public officer in overcoming actual resistance to the execution of legal process or in the discharge of any other legal duty but would provide that homicide is justifiable when necessarily committed by a peace officer in retaking certain felons. The bill would restrict the justification for homicide committed by an officer in arresting persons charged with a felony to situations where the officer reasonably believes the crime involved deadly force or there is substantial risk that the person to be apprehended will cause death or serious bodily injury as specified. These factors would also apply to homicide by an officer in arresting a person suspected of committing a felony.

Existing law enumerates the specified situations in which homicide by other persons is justifiable. Such cases include resisting an attempt to murder, commit a felony or to do great bodily injury on any person; defense of habitation, property or person or entry of the habitation of another as specified; defense of persons having specified relationships to the person committing the homicide; and apprehension of a person who has committed a felony or lawful suppression or riots or preservation of the peace.

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LETTERS

Great Work!

Jerry Crowley
President, SFPOA

I have no way of knowing how many letters you may have received regarding the spectacular work done by the Association to get the Civil Service Commission to reverse their vote on the Federal Litigation sellout and also to have the Board of Supervisors turn down the proposed \$2.5 million settlement.

But, this letter should be just one of several hundred letter to you from the members, to let you and the Board of Directors know we most certainly appreciate the hard work you do for us.

Each victory should be savored by us, as I am doing, to reflect on the fact that we belong to a very powerful, and influential organization which is fighting for all of us at all times.

Jerry, my heartfelt thanks for turning this Federal mess around and getting the whole thing into court, where it belongs (if anywhere).

Respectfully,
Len Etherington

Incomplete Name

Dear Editor,

This is in reference to the article by William D. Taylor, "Court of Appeals Rules Against Officer".

The main subject in the article was a Mr. Skalko. I feel officer Taylor should have identified further the above person by revealing his first name also.

My father is a retired policeman of San Francisco and I his daughter happen to marry a man with the same last name as the above. The man in the article is not my husband and this has caused me some embarrassment. Would you please clear up this confusion by stating the man in question by his first name also?

Sincerely,
Mrs. Anthony J. Skalko
San Rafael, CA

Arrestee's Alcolades

Captain J. William Conroy
Commanding Officer
Park Police Station

Dear Captain Conroy:

As I am sure you are aware, last Wednesday, May 3, 1978, I was arrested on a warrant issued by the San Francisco Municipal Court. I was arrested by officers from Park Station, booked at Park Station and transported to the Hall of Justice by officers at Park Station.

I would like to commend the officers involved in my arrest, booking and

transportation. The officers from Park Station treated me with the utmost of respect and dignity and were extremely fair toward me. I am appreciative of this and wish to thank you and, by this letter, all of the officers who were involved, for their courtesy toward me.

With every best wish, I remain
Sincerely yours,
Timothy Allen Albertson

Supervisor White

Dear Editor:

As a San Francisco police officer as well as a City and County taxpayer, I wish to express my gratitude and respect to Supervisor Dan White for the understanding and concern that he demonstrated in supporting our position in regard to the O.F.J. suit and the campaign against Proposition A.

Having once been a San Francisco police officer himself, Supervisor White is keenly aware of the demands and expectations placed on all of us and he is sympathetic to our needs as trained professionals.

Supervisor White has shown that he has the courage and convictions to take a hard and fast stand against those in City Hall who would like to demoralize and destroy a fine and effective police department. It is encouraging to see such a commitment from an elected officials.

So then, to Supervisor White and all of the dedicated and hard working P.O.A. officers, I extend my appreciation for a job well done.

Fraternally yours,
Raymond Shine

Placerville Assn. Destruction Derby

Dear Editor:

Once again you have beaten me to the punch by putting our Derby in your paper before I've had a chance to ask you!

As you know, we sent our invitational letters out the 3rd, and I was just about to send one to you and ask that it be put in your paper when I find that it was already done.

I wish to thank you for your laser fast reporting. I would like to thank you also, again, for your write up our Derby last year. We had four entries from your Association and many more from other Associations in your area.

Next year I'll be sure to put you at the top of our mailing list. Thanks again, and hope to see you August 20th.

Sincerely,
Bobbie Steele,
Chairperson

Destruction Derby Comm.

Police Decoy

Honorable Richard Siggins
President of Police Commission
City of San Francisco

Dear President Siggins:

At the regular Monday Night meeting of the San Francisco Council of District Merchants Associations, April 17, 1978, the Police Decoy Program and the Dog Patrol Units, were discussed to a great extent.

The feeling conveyed by a unanimous vote of the 30 district presidents of the San Francisco Council of District Merchants Associations, representing more than 2000 merchants throughout the city of San Francisco that the Police Decoy and Dog Patrol units become mandatory to stop these types of criminal activities and make the streets safe for the citizens, tourists and visitors of San Francisco.

At a recent meeting at Northern District Police Station, I was fortunate to have direct contact with two officers of the Decoy Unit, Lieutenant Beene and Officer Dorothy Jorgenson, who related to the group, that between the two of them they had been mugged a total of 330 times since the Decoy program had been in effect — February 1977 through January 1978.

Since this alone means that for at least 300 times our loved ones or any citizens had not been subject to this type of crime.

We, the San Francisco Council of District Merchants Associations strongly urge to the Commissioners and the Chief of Police, to not only maintain these program, but to expand them throughout the City.

Sincerely yours,
Howard C. Thompson
Chairman
Council Police Committee
S.F. Council of District Merchants Assns.

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Federal Litigation

Dear Mr. Ballentine:

Enclosed is a small contribution toward the cost of court action in your fight to set aside the \$2.635 million settlement.

As a native San Franciscan, I resent the vote of those six supervisors that I or any other San Franciscan discriminated against anyone. I was always so proud of the fact that Roy Milkins singled us out when he said "San Franciscans were always such nice people." Fight, even if one loses, don't surrender without a fight.

Sincerely yours,
Anna E. Magner
(Mrs. R. Magner)

Mr. Frank Alioto,
President
Civil Service Commission

Dear Mr. Alioto:

May we compliment your Commission on turning down the proposed settlement of the police discrimination suit against the city.

As we understand another proposed settlement is in the offing. May we strongly urge you to continue to turn down any settlements and have the matter decided in the courts.

In the minds of people everywhere, the official acceptance of any agreement (regardless of how it is worded) will carry with it forever the City's official agreement that it was officially guilty of discrimination. This is absolutely contrary to fact.

We believe City officials should never take any action which would tarnish the name of probably the most tolerant city in the country. Regardless of finances, the City should fight this case through the courts until it has cleared the name of San Francisco. . . a name all of us think is beyond price.

Sincerely,
Joseph P. McElligott
Chairman Executive Board
Retired Employees of
City & County of
San Francisco

Help Wanted

Dear Brothers,

I would just like to take the time to inform you that the Pinkerton Security Police are looking for bank guards.

The pay is \$4.25 per hour, plus Social Security benefits. Anyone interested may call, 543-2100, ask for Capt. Davis or, appear in person at 9-1st St., S.F. Age is no barrier.

Herman Jackson

Thanks POA

Dear Sergeant Crowley:

This is just a brief note to thank you and all members of your staff, especially Paul Chignell, Jack Ballentine and Al Casciato, for your efforts on behalf of my son-in-law, James T. Stringer. I assure you Jim sincerely appreciates your support. This has been a terrible ordeal for him, as you can well imagine.

Please accept the enclosed contribution to the San Francisco Police Officers' Association Fund as my way of saying "thank you" to all of you for all your hard work.

Very truly yours,
James H. Harrington

Urges NO vote

Dear Sup. Molinari:

I am a San Francisco taxpayer and this Labor Organization also represents approximately 10,000 licensed marine engineers, radio operators, deck officers, mates and white collar workers and we think that the multi-million dollar giveaway in the lawsuit against the San Francisco Police Department is not acceptable to us and that a "NO" vote should be given.

You may consider this letter as being notice that this Labor Organization has no intention of playing dead and rolling over while you surely phase out this \$3 million dollars of our taxpayers money to settle such a suit.

I am writing you this letter today to personally ask for your help in a matter that is of great concern to all of us.

Sincerely,
District No. 1
Pacific Coast District
MEBA (AFL-CIO)
Henry A. Borello
Branch Agent
Port of San Francisco

Respectfully,
Ellen Baker

Enclosed is \$25 to complete my \$100 contribution to the legal fund.

I just finished the congratulatory letter to the Civil Service Commission for voting against the \$2.5 million settlement.

Hope the Association is successful in the coming trial.

Best regards,
Joseph E. Mangan
Ret. Sgt. SFPD

Supervisor Milk

To the Editor:

My sincere thanks to you for printing the article by Ray Carlson on the Briggs Initiative.

It was a strong and thoughtful article and Ray makes it clear that Briggs is not just an enemy of gay people but of other minorities and organized labor as well. I have often said that the Police Officers Association is in the position to really show leadership on this issue. I'm glad to see that you are doing that.

Warmly,
Harvey Milk
Supervisor
City & County of S.F.

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HEALTH SERVICE NEWS

by Harry Parechan, SFFD
Member, Health Service Board

By now you have probably seen the new Health Service Comparison sheets showing benefit coverage, charges and the adoption of a new Plan III, Childrens Hospital. I would urge everyone to look it over very carefully, especially the newer members in the department. Also, for those of you who may not know or remember, May is the only month of the year that you may change plans or add dependents, excluding new born children or a new spouse.

There has been considerable benefit increases in Plan #I, which I will explain.

BASIC BENEFITS

	From	To
Hospital room & board:	\$ 130.00 per day	\$ 140.00 per day
Ancillary charges:	\$2600.00	\$2800.00
Ambulance	\$ 100.00	\$ 125.00
Maternity	\$1200.00	\$1600.00

The newest inclusion which I am happy to announce is one which I have been working towards since the Vision Care Plan was introduced. This is the **Prescription Drug Plan**. Members in Plan I will be issued I.D. cards from the Pharmaceutical Card Systems, Inc. which will entitle you or your family to have your prescriptions filled for only \$2.00 per prescription. A list of the druggists who subscribe to this system in the Bay Area will be furnished to you. This, I am sure, will be of great help to many of you.

Also, while on the subject, I would like to remind you of the **Vision Care Program** which is available. Plan I members are entitled to an eye examination and lenses every 12 months and frames every 24 months. This, for only a \$5.00 deductible charge. I have spoken to many persons who are not aware of this benefit and have paid large amounts of money for this service when it was not necessary. Again, information and proper telephone numbers are on the Comparison Sheet.

Plan I went up slightly, while Kaiser went down considerably in the family group. It would be too lengthy to explain the whys and wherefores, so here is a list of the new rates and the variances. Also included is information for those retired members who are in Medicare.

PLAN I

	Bi-Weekly	Monthly	1977-1978	Variance
Employee	1.98	4.30	4.50	- .20
Employee + 1	18.97	41.10	38.43	+ 2.67
Family	29.68	64.30	61.21	+ 3.09
Employee + 1 Medicare	10.16	22.01	20.90	+ 1.11
Employee + Medicare + Family	20.87	45.21	43.68	+ 1.53

Retired not in Medicare will pay the same.

PLAN II

	Bi-Weekly	Monthly	1977-1978	Variance
Employee	.23	.50	.50	- 0 -
Employee + 1	14.82	32.10	33.54	- 1.44
Family	23.05	49.93	57.82	- 7.89
Family + 1 Medicare	9.58	20.76	20.81	- .05
Family + 1 Medicare + Family	17.81	38.59	45.09	- 6.50

PLAN III

	Bi-Weekly	Monthly
Employee	.12	.26
Employee + 1	9.93	21.51
Family	20.27	43.91
Employee + 1 Medicare	8.90	19.26
Employee + 1 Medicare + Family	19.23	41.66

Benefit change in the Prescription Drug Plan for Kaiser, \$1.00 deductible up to a 34 day supply.

One last point I wish to bring out to the retired members is that a new booklet has been produced by the Health Service System to help you in the processing of medical claims in Plan I. This booklet will be distributed shortly to you or you may obtain one by coming into the office located at 450 McAllister St., 5th floor.

HEALTH PLAN NOTICE

TO: All members, active, retired, resigned and surviving spouses of the Health Service System.

SUBJECT: Annual May sign-up — Change of plans, adding dependents and exemptions, coverage to become effective July 1, 1978.

The Health Service Board has designated **MAY** of each year as the open period to:

1. Transfer from one Plan of the System to another.
2. ADD eligible dependents not presently covered. Dependents, other than spouse, to age 25 years are eligible if unemployed, unmarried and dependent upon you for support. (Dependents may be CANCELLED AT ANY TIME DURING THE YEAR.)
3. Transfer from an EXEMPT status to enrollment in one of the System's three available Plans.
4. Apply for exemption from the System by: (a) Documented adequate outside coverage; (b) Salary in excess of \$14,000 straight time; (c) Religious belief.

Members must come to the System's office — Monday through Friday (8 a.m.-5 p.m.) during the month of **MAY**. Change of Enrollment forms will be accepted by mail from members working out of town. **NO OTHER EXCEPTIONS.**

Change of address: Notify HEALTH SERVICE SYSTEM and your DOCTOR'S OFFICE of your CURRENT ADDRESS AND TELEPHONE NUMBER (to insure prompt payment of bills).

Comparison of plans sheet: Sufficient sheets will be sent to departments to be distributed to each permanent employee. PLEASE CONTACT YOUR PAYROLL CLERK FOR YOUR COPY.

Authorized Leaves of Absence Without Pay: Notify the Health Service System 30 days prior to leave. Pay premiums directly to System while on leave.

Exemptees: Remember the FIVE-YEAR RULE. Prior to retirement, one must have an aggregate of five (5) years Health Service coverage to remain a member after retirement.

Retirement: Employees anticipating retirement must be members of one of the three plans for one year immediately preceding their retirement, in order to remain in the Health Service System after retirement. Must add their eligible dependents during the month of **MAY** prior to retirement. No dependents may be added after retirement.

Disability retirees: (Under age 65) must join Medicare Part 'A' and Part 'B' if eligible. May add qualified dependents under age 60 after retirement.

Medicare requirements: Members and/or Dependents who attain age 65 must notify Health Service System of your Medicare status.

1. Must enroll in Part 'B' (Medical portion) of Medicare.
2. Must enroll in Part 'A' (Hospital portion) of Medicare if eligible at no cost.

14 STANDARD EXCUSES

1. That's the way we've always done it.
2. I didn't know you were in a hurry for it.
3. That's not my department.
4. No one told me to go ahead.
5. I'm waiting for an OK.
6. How did I know this was different?
7. That's his job, not mine.
8. Wait 'till the boss comes back and ask him.
9. I forgot.
10. I didn't think it was very important.
11. I'm so busy, I just can't get around to it.
12. I thought I told you.
13. I wasn't hired to do that.
14. That's not my writing.

DENTAL ASSISTING PROGRAM

Darth Vadar, The Tooth Fairy, Mr. Goodbar and The Bugs sound like the names of a Saturday morning cartoon show but for students of City College of San Francisco's Dental Assisting Program they are plays which they perform to teach San Francisco school children the important of good oral hygiene.

Each semester students from the Dental Assisting Program visit different elementary schools with five-minute plays about the dangers of tooth decay and the value of proper nutrition. When the performance is over they divide the young audience into small groups, distribute tooth brushes, disclosure tablets and mirrors and personally supervise while the children learn the correct way to brush, floss and care for their teeth and gums.

More than 400 children in five elementary schools were visited in Fall '77 and this semester the traveling Dental Assisting student/actors will visit more than 500 other students. The project is sponsored by the Dental Health Education Fund at City College of San Francisco, which receives donations from faculty and members of the dental profession.

The tuition-free Dental Assisting Program at City College prepares students to be eligible for licensure as Registered Dental Assistants. Their new program, entitled "Dental Office Administrator," is geared for those interested in dental terminology and management in addition to basic clerical skills.

For information regarding these programs, call the Dental Assisting Program at City College at 239-3479 or write the College at 50 Phelan Avenue, San Francisco 94112.



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HAWAII SEMINAR, "COMPENSATION BENEFITS FOR PEACE OFFICERS", July 10-17 OR Aug. 14-21. Course conducted by Sgt. M. S. Hebel Esq. SFPO. Course topics: MUNICIPAL, STATE & FEDERAL BENEFITS; RECENT COURT DECISIONS & LEGISLATION; STATUTORY PROTECTIONS (College credit available in Public Admin). \$388. per person/double occupancy. \$78. additional for Seminars. Included are: 8 days/7 nights Ocean Front Kona Lagoon Hotel in Hawaii; rd. trip airfare; lei greeting, cocktail party & car rental discounts. AFTERNOONS FREE! NOTE: IRS #1.162-5, educational expenses, including enrollment fees, travel, hotels & meals deductible if to improve or maintain professional skill. Contact CALIF FIELD STUDIES, 3462 Golden Gate Way, Lafayette, 284-5282.

ELECTION RESULTS ASSESSMENT — APRIL 17 - 21, 1978

BUREAU, COMPANY, UNIT	YES	NO
A	36	3
B	36	5
C	42	5
D	39	10
E	41	10
F	18	1
G	18	7
H	33	4
I	17	6
K	41	17
CSTF	41	9
HQ	52	20
INSP.	21	14
TOTAL	435	111

5 voided ballots

Total received: 551

Craig S. Piro, Chairman Election Committee

Brian M. D'Arcy

PBA TO SUE OVER "FALSE CHARGES"

Reprinted from ICPA Newsletter

Officials of the Patrolmen's Benevolent Association of New York City said recently that the union would sue anyone who brought any unsubstantiated complaint of brutality, corruption or other misconduct against city police officers.

The "large scale" countersuit policy was suggested by the PBA's new chief counsel and labor negotiator, Richard Hartman, as a means of discouraging what he called "false charges." "It will inevitably encourage cops to do their duty and not back down from making arrests because of the fear of false and absurd charges," Mr. Hartman asserted.

The plan was disclosed one day after high police officials said they had "come down hard" on the commanders of seven precincts in which civilian complaints had been ignored or discouraged.

More than 8,000 complaints charging police abuses were filed with the Police Department's Civilian Complaint Review Board in each of the last three years. About 500 cases a year are eventually substantiated to any degree by the board of other investigative bodies, police officials said.

Samuel DeMilia, President of the police union, said all personnel cleared of charges would be urged to sue for civil damages. "If it's unfounded, we'll sue you — that's the message."

William T. Johnson, Executive Director of the review board, which receives most of the complaints filed against police, and Chief John Guido, whose office investigates many of the charges, warned that the PBA plan would deter "legitimate complaints" from being made by the public.

S.F. POLICEMAN FINANCIAL STATEMENT April 30, 1978

BALANCE - March 31, 1978		
General	\$3,648.39	
Prepaid Ads Reserve	225.00	\$3,873.39
REVENUE		
Subscriptions	227.50	
Ads	952.55	
Buckles	219.06	
News Stands	58.35	
SFPOA Salary Subsidy	620.09	2,077.55
WORKING CAPITAL		
		\$5,950.94
LESS EXPENSES		
Commission	211.24	
Paper (Printing)	586.93	
Salaries (Office)	420.09	
Salaries (Exec.)	200.00	
Office Supplies	55.38	
Utilities (Telephone)	32.21	
Furniture & Fixtures	50.00	
Credit Union Loan	160.00	1,715.85
BALANCE - April 30, 1978		
General	4,040.09	
Prepaid Ads Reserve	195.00	\$4,235.09

BOARD OF DIRECTORS MEETING

APRIL 18, 1978

The meeting opened with the Pledge of Allegiance to the Flag. A roll call showed seventeen (17) members present and two (2) excused. Excused were Crowley and Hebel. Brother Patterson presided over the meeting.

Two of our attorneys, Solomon and Saltsman were present and the regular order of business was suspended so they could address the Board concerning Federal Litigation.

The Secretary's and Treasurer's reports were accepted as printed in the Policeman. In addition, the Treasurer stated that he felt that the Federal Litigation Fund should carry us through the current phase of the proceedings.

Next were the Committee Reports. Brother Bob Barry, Chairman of our Legislative Committee, presented the Board with an excellent report on the campaign against Proposition "A". (Note: Proposition A was taken off the ballot on Monday, May 1st.)

In his Publications Report, Brother Wright emphasized the importance of getting articles into the paper prior to the deadline. He also stated that he has taken some steps that will increase the number of subscribers to our paper.

Brother Carlson, the newest member of our Insurance Committee, reported that due to the number of complaints received from members about PDHF, he has contacted an insurance carrier in the East Bay who has looked at all of our various insurances and will make us an offer in a month. The Committee will compare this with what we have and then make a decision.

The Board was addressed by seven candidates who are running for judges on the Municipal and Superior levels. After listening to them, the Board voted to endorse for the Municipal Court Bench: Richard Figone and Albert Wollenberg; for the Superior Court: Ira Brown, Charles Goff and Roy Wonder.

Under new business the Board of Directors requested that Brother Bob Barry, Chairman of our Legislative Committee, take a leave of absence from the Department in order to run the campaign against Proposition "A". There was a motion made by Brother Chignell and seconded by Patterson that the Association pay Brother Barry's full police salary through the duration of the election. At the time of this vote, there were fourteen (14) members present. The vote was fourteen (14) yeas.

There being no further business, the meeting was adjourned.

Joe W. Patterson
Secretary, SFPOA

Labeling the plan "a repressive measure," Chief Guido added: "The police officer is a public servant and he has to stand the gaff. I'm against any hindrance of people making complaints whether they are bona fide or not."

Mr. Hartman replied: "We want the public to come forward with valid grievances, but we are trying to prevent officers from being hit with malicious charges that can affect their morals and careers even if they are ultimately cleared."

S.F.P.O.A. BALANCE SHEET Month Ending March 31, 1978

ASSETS		LIABILITIES & RESERVE	
General Fund 103	\$ 4,306.19	Federal Employee Withholdings 321	\$(1,916.82)
Legislative Fund 105	(15,000.00)	State Employee Withholdings 326	(270.16)
Building Improv. 203	27.50	Net Worth 501	12,853.29
	<u>\$10,666.31</u>		<u>\$10,666.31</u>

S.F.P.O.A. INCOME STATEMENT Month Ending March 31, 1978

INCOME:			
Dues - Active	601	\$16,755.00	
Dues - Retired	603	42.00	\$16,797.00
EXPENSES:			
Administrative Expenses			
Accounting	701	340.00	
Annual Election	703	50.00	
Bank Charges	707	10.00	
Dues Collection	723	68.85	
General Membership Meeting	740	40.34	
Insurance & Bonding	744	2,753.43	
Janitorial Svc.	753	140.01	
Mailing	771	233.88	
Public Relations	772	167.32	
Rent	773	1,353.00	
Salary - Office	776	552.51	
Salary - Executive	777	600.00	
Supplies - Office	781	94.46	
Supplies - Admin.	782	159.18	
Administrative Exp.	782A	112.61	
Federal Payroll Tax	785	708.86	
Federal Payroll Withholding	786	945.40	
State Payroll Tax	787	125.98	
State Payroll Withholding	788	216.35	
Utilities	792	1,114.79	
Building (510)	794	4,450.00	
			\$14,144.95
Committee Expenses			
Board of Supervisors	810	67.78	
Community Svc.	800	100.00	
Health Svc./Retirement	830	450.00	
Insurance	835	987.00	
Legislative	845	2,382.00	
Legislative - COPS	845B	189.94	
Labor Relations	850	1,227.41	
Screening	860	6,225.43	
Publications	863	732.95	
COPS	870	3,460.83	
Dick George Pro.	885	(518.00)	
			<u>15,505.34</u>
			<u>49,650.39</u>
			<u>\$12,853.29</u>

DEATH BENEFIT — KILLED IN LINE OF DUTY

Mrs. (Robert) Consuelo M. Hooper

Dear Mrs. Hooper:

We are pleased to inform you that the Law Enforcement Assistance Administration has approved the claim for benefits which you filed under the Public Safety Officers' Benefit Act of 1976.

This Act recognizes the dedication and heroic services of state and local public safety officers and firefighters. It is a grateful memorial to brave public servants like your husband who gave his life in the service of his community.

As authorized by the Act, the Law Enforcement Assistance Administration will provide a payment of \$50,000 to Officer Robert E. Hooper's survivors. Twenty-five thousand dollars will be awarded to you.

Your children, Scott Michael Hooper, Janice Marie Hooper and Suzanne Elaine Hooper, each will receive \$8,333.33. Because the children are minors, payment will be made to you, subject to the condition on the checks that you spend the money "for the use and benefit of" the minor beneficiary. By this condition, LEAA intends that any decision you make to spend, conserve, or otherwise use the money be made for the purpose of protecting or advancing the best interests of the child. Your acceptance of these check is also an acceptance of the responsibility to faithfully administer the benefit for that purpose. Benefit checks will follow this letter.

We are sending a copy of this letter to the San Francisco Police Department.

Please let me know if we can be of further assistance.

William F. Powers, Director
Public Safety Officers' Benefits Program
United State Department of Justice
Law Enforcement Assistance Administration
Washington, D.C. 20531

Changed your address lately?



NAME

OLD ADDRESS

CITY, STATE, ZIP

NEW ADDRESS

CITY, STATE, ZIP

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

SPORTS

POLICE OLYMPICS

1978 CALIFORNIA POLICE OLYMPICS

Humboldt County, Aug. 2, 3, 4, 5, 6, 1978

Deadline — June 1

EVENTS	COORDINATORS	CO.	EXT.
Archery	Richard Cairns	CSTF	1278
Arm Wrestling	Bob McAllister	D	1544
Badminton	Joe Mollo	Gym	1530
Basketball	Jim Deignan	A	1532
Billiards	Joe Mollo	Gym	1530
Bowling	Bill Wilson		
Boxing	Joe Mollo	Gym	1530
Crew	Al Casciato	A	1532
Cross Country Run	Walter Garry	Youth Serv.	1321
Cycling	Joe Mollo	Gym	1530
Diving	Joe Mollo	Gym	1530
Golf	Jerome Cassidy	K	1245
Han all	Ed Dullea	D	1544
Horsmanship	Joe Mollo	Gym	1530
Horseshoes	Joe Mollo	Gym	1530
Judo	Joe Mollo	Gym	1530
Karate	Joe Mollo	Gym	1530
Marathon	Walt Garry	Youth Ser.	1321
Motocross	David Herman	C	1021
Pentathlon	Ken Foss	B	1373
Pistol	Jay Christman	K	1245
Powerlifting	Joe Mollo	Gym	1530
Racquetball	Bob Paine	Warrants	1871
Rifle	Jim Stokes	B	1373
Sailing	Joe Mollo	Gym	1530
Scuba Diving	John Lazarich	K	1631
Service Dogs	Art O'Keefe	CSTF	1278
Skeet	Joe Mollo	Gym	1530
Skin Diving	John Lazarich	K	1631
Soccer	Joe Mollo	Gym	1530
Softball	Jeff Barker	F	1061
Surfing	Joe Mollo	Gym	1530
Swimming	Jim Curran	Comm.	1736
Table Tennis	Joe Mollo	Gym	1530
Tennis	Jim Farrell	P&R	1101
Track and Field	Ray Musante	P&R	1101
	Bob Del Torre	CSTF	1278
Trap	Joe Mollo	Gym	1530
Volleyball	Joe Mollo	Gym	1530
Waterskiing	Joe Mollo	Gym	1530
Wrestling	Joe Mollo	Gym	1530

Athletic Club members will be furnished with uniforms.

POLICE FISHING PROGRAM

For the past six years, I have been fortunate enough to be associated with the San Francisco Police Fishing Program. When I first decided that I wanted to help, it was because I shared a love for fishing and an idea that part of my job as a police officer was to be of service to the community.

What better way I decided, to combine the two concepts than through the Fishing Program. After all, the program was initially started by a couple of police officers who also loved fishing and saw it as a tremendous outlet for San Francisco's young people. When these men started the program, they were handicapped by such things as a lack of equipment, little or no financial support and the absence of a precedent for a program of this type.

Patience and determination being two of a fisherman's and a policeman's most important attributes, these minor obstacles were easily overcome. From the initial year of the program's existence, the goals and ideals of the Fishing Program have not changed.

In recent years, we have taken as many as 10,000 San Francisco youngsters fishing during a single summer vacation. This not only represents that many young people who were taken off the streets (if even for only one day) but it also presents the Police Department with a wealth of potential new friends.

No one will suppose that each youngster who participates is going to become an honest, law abiding citizen. It is fair to assume however, that many of these kids will be able to see the police officer in an entirely new light. No matter from what part of the city these kids come, their experience with police officers has established in their minds the concept of disciplinarian and enforcer.

Wouldn't it be great if they could see past that image to the actual man or woman who is the police officer? Perhaps the police will be seen as friends and this friendship can become a strong influence on how these young lives will develop.

As the 1978 summer vacation period approaches, so nears the opening of this year's Police Fishing Program. Due to obvious manpower shortages within the Department, we in the Fishing Program have to establish realistic goals as far as the number of youngsters who will be able to participate this year. We will not sacrifice though the concept on which the whole program is based: police officer/youngster relationship established through fishing.

The San Francisco Police Fishing Program is ready to make this year's program as extensive as those of the past. All we ask is that members of the Department who share our ideas come forth and volunteer a day or two during the summer. Who knows, besides making new friends, you might even catch a fish or two.

This summer's fishing program will include trout fishing at Lake Merced and party boat fishing for salmon, striped bass and rockfish. For any further information, please contact:

Larry Minasian Park Station 553-1062
Sgt. Bob O'Brien Northern Station 553-1563
Sgt. Owen Kenny Central Station 553-1532

ATTENTION!

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—WE WOULD APPRECIATE IT!

POLICE TENNIS TEAM VS. FIRE DEPARTMENT

by Sheila Mullen

On Friday, April 7, 1978, the Police Tennis Team met the Fire Department's Team for the Third Annual Tournament.

This year, thanks to very determined play we were able to end up with a tie of four to four. In the two previous tournaments we had been lucky to come away with only one win. The team consisted of:

Stan Buskivich	Co. B
Don Carlson	Academy
Jim Farrell	Planning & Research
Rich Leon	Burglary
Larry Pedro	Intelligence
Morgan Peterson	Juvenile

The scores in the match were:

SINGLES

SFPD	SFFD	SCORE
1. Farrell	defeated Alwirol	7-6, 6-3
2. Pedro	lost to Sullivan	6-3, 6-7, 6-3
3. Carlson	lost to Norris	6-1, 6-0
4. Buskivich	lost to Molinari	6-2, 6-4
5. Peterson	lost to Pioresi	6-2, 6-1

DOUBLES

SFPD	SFFD
1. Farrell-Peterson	defeated Sullivan-Alwirol 3-6, 6-2, 6-4
2. Pedro-Leon	defeated Doan-Drocco 6-4, 5-7, 6-4
3. Carlson-Buskivich	defeated Lopez-Chesterman 6-4, 5-7, 6-2

Notice: Soccer players needed

For information: Call Frank Machi- Ext. 1544
- Leave Message



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Levi's Saddleman Boot Jeans:
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Levi's took the comfort and durability of man-made 100% polyester knit and sewed it up to look for all the world like the original denim boot jeans. These jeans have Levi's famous over-the-boot fit, slim in

the legs, slightly flared below. They've got Levi's familiar contrast stitching. Even a watch pocket. But, maybe best of all, they've got what it takes to keep looking good for a good long time.



Suggested Retail Price \$18.99

The SFPOA price will be \$12.99



Men's & Boy's Dept.

11 Lakeshore Plaza, San Francisco



This solid brass buckle commemorates the San Francisco Police Department's long history of service to the public, and is dedicated to the regular, retired and reserve officers, men and women who have proven that they are exemplary in the field of law enforcement.

Over 700 of these fine buckles have been sold to date to both active and retired members of the SFPD. Because sales have been good, we ordered, and now have 50 buckles available to fill your order right away.

Please complete the order form below and send it to Gale Wright through the Department mails, or address it to the Policeman, 510 - 7th Street, San Francisco, 94103. Each buckle sells for \$13. Be sure to include your check or money order. If you want it mailed to you, add \$1.00 for each buckle to be mailed.

Please send me . . . buckle(s), at \$13 each. (Add \$1.00 if to be mailed)

Enclosed is \$ check money order in full payment.

NAME _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____

SPORTS

RUNNING THROUGH MY MIND

by Walt Garry

This year's Boston Marathon is history. Almost 5,000 official runners competed in 50 degree weather before close to a million spectators, making this year's event one of the most memorable in the long history of the race.

Dennis Gustafson was there and was telling me what it was like to be part of Long Distance Running's most prestigious race. Persons from all over the world, who have qualified, came to this city to run in its marathon. And run is what they did, setting more race and personal records than ever before.

The infamous Heart Break Hill was little or no trouble for the Northern California runners and, according to Dennis, it wasn't much steeper than our Hayes St. climb during the Bay to Breakers run.

It was the crowds that made it happen, always there with liquids, oranges and towels for the runners as they passed. Even young ladies jogging along side, giving a friendly pat on the butt to the tired marathoner. Then the thrill of rounding a corner and hearing a loud roar "Go S.F.P.D.", "Keep it up San Francisco, you're almost there". With this type of support coming from the crowd all along the 26 miles, the runners were carried along and the pain and fatigue never had a chance to take hold.

Dennis went on describing the last few miles, which are always the hardest, in a race of this distance. He felt the people there supplied the strength to break through the wall and cross the finish with a pure feeling of accomplishment that only comes with finishing a Marathon. Dennis placed #482, with a time of 2:30:30 and #1 among the 300 plus law enforcement personnel entered. Congratulations, Dennis, what's next?

If the Bay to Breakers is your event and you didn't make the DSE practice run on the 23rd of April, you missed a chance to see what your time would be over the same course, but with a lot less runners. Only about 800 ran the 7.6 miles cross the city.

The 4th Annual Marin Headlands fun run for National Park Service employees and their friends was held on the GGNRA by Fort Cronkite on April 21. The 2.2 mile race had about 50 entrants and Doug McCannon, YSD took a second in the Mens' 35 yr. and over. First time in competition and he places — somebody must be training.

Next month the story of the Avenue of the Giants Marathon, and the showing the SFPD made, complete with excuses.

MDA PRESENTS

BASKETBALL

OAKLAND RAIDERS

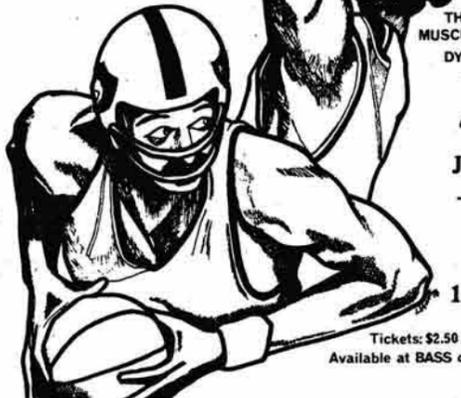
VS

SF POLICE DEPT.

KEZAR PAVILION

FELL and STANYAN

Fri. May 19
8 PM



Proceeds go to
THE MUSCULAR DYSTROPHY ASSOCIATION

CONTACT:
Jim Deignan
— 3-11 p.m.
or
Jim Kemp
12 mn-8 a.m.

Tickets: \$2.50 Adv. \$3.00 Door
Available at BASS or MDA Office
278 Post Rm 406
S.F. 94108

P.D. #1 DOES IT AGAIN

Bowling team, Police #1, sponsored by the Police Athletic Club, did it again. They won the first place berth in the Muni League, with some of the finest clutch bowling that this league has ever seen. It went right down to the last ball of the last frame, of the last game.

At the "Victory Banquet" Team Captain Bill "Honey" Wilson will be presented with the Perpetual Trophy for the second year in a row.

This is the first season the same team has succeeded themselves as Champions. One more win and the Police Athletic Club becomes the permanent home for the perpetual trophy.

Last seen floating above Japantown Bowl without benefit of transportation were, Wally Jackson, Budd Armstrong, Dennis Newcomer, Jim Curran, Frank Petuya and Bill Wilson.

BASKETBALL NEWS

INVITATIONAL BASKETBALL TOURNAMENT

Will be held on Thursday, May 25 through Sunday, May 28, location will be Kezar Pavillion. Contact Joe Mollo, Police Gym or Jim Deignan, Co. A for starting times of games.

There is no admission and there will be a hospitality room featuring favorite refreshments Friday, Saturday and Sunday.

So, come out and support your two police teams and watch them compete against their Southern California counterparts.

The S.F.P.A.C. Basketball Team will play the Oakland Raiders in a benefit game, Friday May 19, 1978, 8:00 p.m., \$2.50 admission price. All proceeds go to the Muscular Dystrophy program. For tickets contact Jim Deignan, Co. A, Ext. 1532 or Joe Mollo, Police Gym, Ext. 1530.

KORBUS GLASS

993 Howard St. at 6th St.

S.F.'s Oldest Glass Co.

362-5753

THE SFPOA AMATEUR BOXING CLUB



San Francisco Police Officers' Association Amateur Boxing Club "Pop" Hall, Nick Marota, Richie Cupp, Chuck Burkhardt, Mike Hebel Between bouts — Kezar Pavillion, April 14, 1978

The San Francisco Police Officers' Association Amateur Boxing Club is licensed by the State of California Athletic Commission and the Amateur Athletic Union (AAU).

The fight program is usually held at the Kezar Pavillion, with an average of eight bouts in all class categories.

The late police officer, William Kwartz, and his partner, Nick Marota, were the first Boxing Commissioners for the SFPOA boxing events.

Members of the com-

munity who donate their time in order to either teach boxing to youngsters or help promote the matches or donate other services are:

Bill Barros, Ring Announcer; Mack (Pop) Hall, Matchmaker; Richie Cupp, Ticket Office; Alex Harris, Time-Keeper; Greg Varney, Weigh-In Table; Chuck Burkhardt, Referee; Jack Downey, Referee-Judge; Jack Campbell, Referr-Judge; Tony Olivera and John Olivera, Ring Judges; Jon Lucero, Larry Alberts, Jonathan Lucero, and

George Peters, Glove Table; Mike Hebel and Nick Marota (SFPD) Security.

There are free boxing lessons for boys every Saturday, 9 a.m. to 12 noon at Billy Newman's Gym, 312 Leavenworth in San Francisco. Telephone is 775-7020.

If interested, the gymnasium rates are: Daily - \$1; Weekly - \$5; and Monthly - \$8.

The SFPOA believes this is a healthy program for boys who may want to use their spare time in an interesting challenge of their skills.

DISCO DANCING

"Friday Night Fever," the disco dance craze, hits City College of San Francisco on Friday, May 19 from 7:30 to 11:30 p.m. in Smith Hall Cafeteria on the City College campus.

The public is invited to dance, compete for prizes in a couples' contest and see professional demonstrations. National

Bandstand winners, Gary Poole, a City College alumnus, and his sister, Gloria, will make a guest appearance.

A disco dance instructor will start you off on the right foot during the first hour; then you're on your own to boogie the night away. Proceeds of ticket sales, which are \$1.50 in

advance or \$2 at the door, will benefit student activities.

Smith Hall Cafeteria is located on the City College campus just east of Phelan Avenue near Ocean Avenue and is easily accessible by streetcar, bus or BART. For further information on "Friday Night Fever," call 239-3212.



HEALY INSURANCE AGENCY, INC.

SFPOA Insurance Administrators

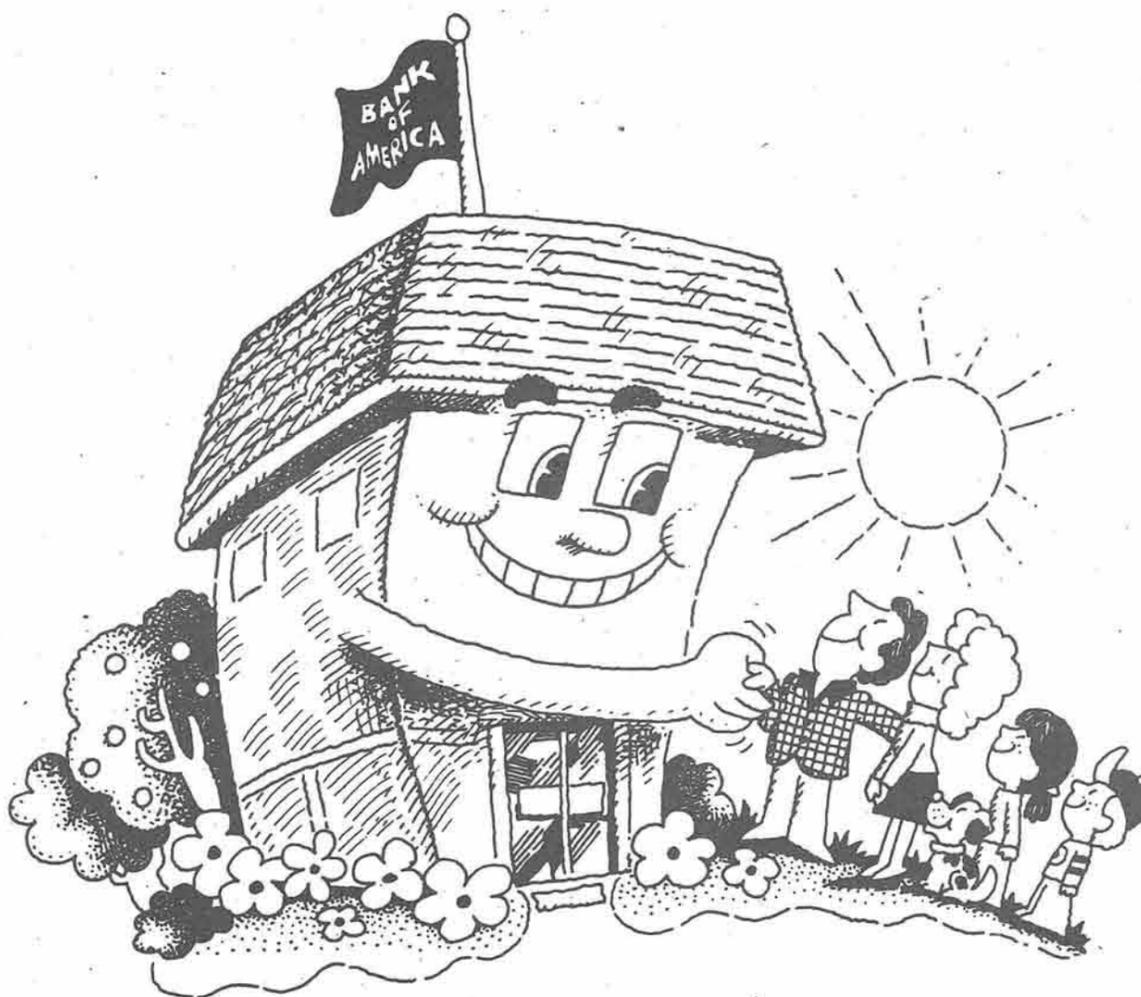
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