

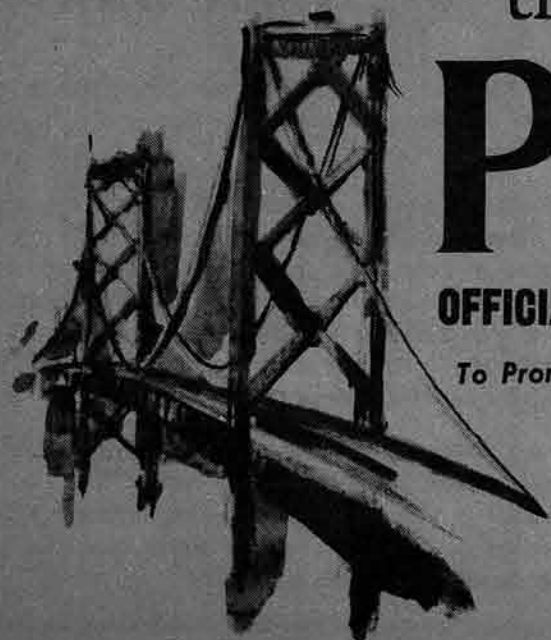
GENERAL MEMBERSHIP MEETING THURSDAY JUNE 22, 1978 7 p.m. Mayor's Emergency Note change in date

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, JUNE 1978



NO. 6

AFL-CIO AFFILIATION

by Michael G. Pera

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

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

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

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

There's not even the slightest justification to suggest (as many have) that a "good cop" takes minimum outdated benefits and shuts-up.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

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

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

From within the department, the taking away of police jobs, also referred to as "civilianization" will be limited. What started (Continued Back Page)

RETIREMENT STRATEGY

by Mike Hebel

The Jarvis-Gann tax initiative was passed by a 2-1 majority. Legal challenges to its constitutionality have been filed with the State Supreme Court. Mayor Moscone has announced that the Police Department would be funded at 90% of the 78-79 budget and that no city employee would receive a pay raise this year.

Police officers eligible to retire have either already filed or are awaiting an appointment with the very competent and helpful Mrs. Zona Moyer on the Retirement System's staff.

Confusion, speculation, concern and disappointment seem to be the prevalent emotion. In order to be of some assistance, all the relevant and current retirement factors should be set forth.

The Human Tragedy

It is axiomatic that when substantial uncertainty exists in such an important area as retirement benefits, behavior will be manifest in any manner perceived to reduce the uncertainty.

In human terms this means that police officers will immediately file for retirement even though they had fully intended to pursue their occupation for several more years.

The tragedy is that while immediate retirement may reduce the pension uncertainty, it necessarily produces an entirely new bewilderment — "what do I do now". The psychology of retirement is a field which has grown in the last several years and which has demonstrated that retirement is a critical life situation which produces emotional stress and inner conflict. These stresses are relieved by long term planning and adequate preparation for that day in which one no longer returns to his place of employment.

Merely observe those around you who have recently and suddenly retired because of the actual and perceived effects of Jarvis-Gann. Look at the confusion, hesitation, and reservations. You cannot convince me that this is an easy transition period and one which is insured to leave good feelings about the prior employment.

But what about the other considerations.

Pay Cut/Pay Raise

At his press conference on June 7 the Mayor announced that there would be no pay raises for city employees for fiscal year 1978-79; however, he announced no pay cuts. He did speak of terminations and reduced work weeks. Since an Academy class commences on June 26, I sincerely doubt that terminations and reduced work weeks will effect police officers.

The Charter provides for the establishment of police/fire salaries based (Continued Back Page)

4/5 OF POLICE COMMISSION VOTES FOR QUOTAS

by Bob Barry

At a special meeting of the Police Commission held on Monday, May 15th, the Commission voted 4 to 1 in favor of accepting the proposed \$3 million settlement of the Officers for Justice (OFJ) law suit.

The suit, initially filed in Federal Court in 1973 alleges racial and sexual discrimination in the hiring practices of the Civil Service Commission and the San Francisco Police Department.

The settlement decree calls for quota hiring (by race) and advancement into the upper echelon of the police department (by race), as well as the wholesale give away of \$3 million of San Francisco's tax monies.

In convening the special meeting, Police Commission President Richard Siggins hardly reached the cushion of his chair when he abruptly called for the vote without requesting any discussion on the matter.

But — Commission Ciani was quick to react to that, stating that she wished to discuss the issue prior to voting for its approval.

In approving this consent decree she said, "Some people view it as a sellout, however, we (the Police Commission) feel it is in the best interest of the department." She went on to say that "We believe that if the suit went to trial, it (the results) would be more restrictive than the decree."

Viewed in the context of the alternative, she stated, "The trial would be very disruptive, and the cross examination of witnesses would further feed the ill-will in the department and cause further morale problems."

Dr. Sanchez, on the other hand, was quick to add that he was voting "No" on the settlement and that he was prepared to articulate each and every reason for his disapproval if the commission so desired. They didn't!

So, for the sake of time, and to curtail any further rhetoric, his comments were limited to say "The basic assumption in the promotion of this settlement is that minorities do not have the intellect to compete" and that the settlement was a "reward" for those involved. By approving this settlement. (Continued Back Page)

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WIDOWS & ORPHANS

The May meeting was called to order by Pres. A. Quaglia on Wednesday, May 24, 1978 at 2:15 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. All officers and trustees were present and a sufficient number of members to form a quorum.

Treasurer Barney Becker reported the following deaths:

CLIFFORD DUNLEAVY — Born in 1897, Cliff entered the Department in 1922 at age 24. After working Northern and Potrero Stations for ten years, he was assigned to the Bureau of Inspectors. He became an Assistant Inspector in 1937, and a full Inspector in 1941. He was awarded a 1st Grade meritorius in 1943 for the capture of an armed escaped convict, a Captain's Commendation in 1945 for the arrest of an armed robber. Cliff retired on service in 1962. He was 80 years old at the time of his death.

JAMES HURLEY — Born in 1891, Jim joined the Department in 1924 at age 33. After working various district stations for 5 years, he was assigned to the mounted detail to Ingleside working in the Potrero area. Jim and his horse became known to the residents of this district for their ability to keep outsiders from criminal acts within the Potrero District. Jim retired on service in 1956. He was 87 at the time of his death.

FRANCIS B. LYNCH — Born in 1890, Francis was 26 years old when he joined the Department in 1917. Assigned to Headquarters Company, he worked in plain clothes for several years. Then he was transferred to Northern Station and from there to various district stations. He was awarded a Captain's Commendation in 1939 for the arrest of an armed burglar. He retired on service in 1951. He was 87 at the time of his death.

HERBERT SMITH — Born in 1893, Herb joined the Department in 1927 at the age of 34. He worked the various district stations until being assigned to Northern Station in 1950 where he worked until 1958 when he retired on service. Herb received a Captain's Commendation in 1944 for the arrest of a soldier wanted for a stabbing, in 1945 for the arrest of 3 suspects in a burglary, in 1945 for the arrest of two tavern holdup suspects. In 1942, he was awarded a 2nd Grade meritorius for the arrest of an armed holdup suspect.

The Secretary reported the following donations:

Harvey Miller — For the recovery of his wallet by Offs. Howren and Smoot, Park Station.

Mrs. James P. Murray— In memory of her husband, Lt. James Murray and of her son, Officer Lloyd Enmark.

Mr. Wand D. Burk — For the consistant police work performed by the members of Northern Station

Ms. Mary Kelly — In memory of her cousin, James Hurley

Mr. Joseph I. Wilson — The man that remembers our organization monthly

Under New Business, Bro. Sturken brought up the question of sending a floral piece or contribution to some charity from this organization to departed members. This was formerly done through the Chief's Office. Bros. Jeffery and Jordan are to inquire why same was stopped and to report back at the next meeting.

Bro. Hurley is to head a committee, of his choosing, to look into the feasibility of a Centennial Celebration.

There being no further business to come before the Association, the meeting was adjourned at 3:05 p.m. in memory of our above Departed Brothers.

Fraternally,
Bob McKee, Secretary

Any members contemplating retirement will be notified by the Secretary as to the amount of dues that will be owing. This information will have to wait until the actual retirement and when the Association is notified by the Policemens Fund that the person retiring is no longer on payroll. In other words, don't call us, we will notify you. We would appreciate hearing of any change of address so that we will be able to notify you.



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S.F. POLICE POST 456 NEWS

Did you know that there are three generations of the Payne family in S. F. Police Post #456? "Uncle Ed" Payne, who is retired and living in Paradise, California, John M. Payne, the erstwhile lothario of the traffic courts for many years and now retired, and young John Payne, an active and personable member of the Big E (Northern Station). Ed Payne and John Payne, Sr. are Past Commanders of Police Post 456. A good target for young John to shoot for. Does this qualify for the Guinness Book of Records?

Don Sloan and Dennis Kaleva have really been kept hopping getting the Post colors from one funeral parlor to the other.

An unpleasant task but we won't forget our fallen comrades. Well done, Don and Dennis.

Don't forget the 2nd Tuesday of each and every month is a Post meeting and is to be held from now on at the Police Officers' Association Building at 510 - 7th Street, San Francisco.

Keep the 2nd Tuesday in mind and remember that there is easy on and off access to the freeway from and to there.

Al and Earl are anxiously awaiting your arrival if you are in a financial bind. S.F. Police Post 456 FCU is ready and willing to help you out. Good place for savings, too.

See you at the next meeting.

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Fellowship of Christian Peace Officers

Our May 16th meeting was opened with music by Jim Santos and the "Second Collection", a Christian musical group.

The guest speaker was Pastor Bob Carrington from the Church of the Highlands in San Bruno. Pastor Carrington spoke of the spiritual renewal he expects in the Bay Area and which he asked us all to pray for. Pastor Carrington encouraged all of those present not to be fearful or hesitant when it comes to speaking out about the need for a personal relationship with Jesus.

Jim Crowley closed the meeting with prayer for San Francisco and the Police Department. All are encouraged to join us for our regular monthly prayer breakfast at the Flower Mart Restaurant the last Thursday of every month at 7:30 a.m.

Our next meeting will be held at the same location, the Bethel Lutheran Church, 2525 Alemany Blvd., San Francisco, on Tuesday, June 20th, 1978, at 7:30 p.m. Our speaker will be the Rev. Jim Hayford, Pastor of Zion Fellowship, Danville, California. Music will be by Jim Crain.

Eddie Erdelatz

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

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LETTER FROM THE TREASURER

At the May 1978 Board of Directors meeting, I was directed to notify all members that the assessment monies for Proposition "A" will be stopped as of payroll deduction period 13 (check of July 5, 1978).

The assessment was for \$50, but the entire amount could not be stopped as there were certain "up front" expenses involved to rent billboards, contracts for production of campaign materials and so forth, for "NO on A".

After these above expenses have been paid for, any remaining monies will be held in a special bank account to be disposed of only by the will of the membership.

I would like to add my appreciation, as Treasurer, to the Board of Directors, and the entire membership for the quick and affirmative vote for the "NO on A" assessment. I believe that our ability to raise the money for political action in a relatively short time had a dramatic effect on having Prop. A removed from the June ballot. I am very pleased to discontinue the assessment on your behalf.

Jack Ballentine
Treasurer, S.F.P.O.A.

HOME SECURITY & SAFETY SEMINAR SCHEDULED

Home burglaries have increased to the point that several groups are now combining forces and placing added emphasis toward controlling the problem. The South San Francisco Police and Fire Departments, together with the California State Automobile Association (AAA), will hold a FREE "Anti-rip-off" class (Home Security and Safety Seminar), Thursday, June 22, 1978, at Mater Colorsa Church, 307 Willow Avenue, South San Francisco. The free 2 hour class open to all on a first come, first seated basis,

will start at 7:00 p.m. sharp. Advanced reservations can be obtained by calling the CSAA office, 756-8420.

According to South San Francisco Police Officers John Moran, Fred Carelli and Detective Jim Cooper, those attending will learn proper precautionary measures to help prevent home burglaries and other neighborhood crimes.

South San Francisco Fire Department Arson Investigator Gil Castro will give important information on dwelling fire prevention and include

tips on what to look for and, perhaps more important, what to do when you find it. At the conclusion of the program, there will be time for questions and answers.

The program, co-sponsored by South San Francisco Police Department, South San Francisco Fire Department, and California State Automobile Association is intended to increase awareness of safety and security in the general public and provide them with some answers to aid in reducing potential safety hazards found in the home.

DENNY O'CONNELL IS GRATEFUL

Fire Victim is Recovering

Dear Jerry & Friends:

Again, I can only use the words "thank you" for everything you've done for me and mine. I'm progressing fairly well.

The main purpose of this letter is to thank everyone for their participation in the benefit held for me at the Hunters Point Officers Club, April 15th. Only policemen and police oriented people would respond as they did. They are the greatest people in the world.

I feel very humble and gratified that so many people would take the time and effort to help out as they did. There is no way I can ever attempt to repay the kindness and generosity shown to me.

I would especially like to thank my co-workers at Co. C. Capt. McFarland, Mike Mahoney, Mark Hurley, Willis Garriott, Layne Amiot, Dick Moore, Bernice Cummings and the many others at Co. "C" and the other stations that I may not be aware of that helped. My wife and I are very much in debt to all of them.

I would appreciate it, Jerry, if you would print this letter in the next edition of the POLICEMAN. It is the most expedient way I know of to get to the most people to express my thanks.

Keep up the excellent work you are doing.

Sincerely,
Dennis V. O'Connell
Co. "C"

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BAR ASSOCIATION CIVILIAN REVIEW BOARD DEFEATED AGAIN

by Paul Chignell

For the second straight year, the San Francisco Bar Association's civilian review board has been defeated by the San Francisco Board of Supervisors.

After intensive lobbying by the POA explaining the issue, the Supervisors defeated this ill-conceived device to hamstring San Francisco police officers.

The Bar Association's proposal would have completed a true review board by adding civilian investigators to the process that ends with civilian police commissioners making the final judgment on complaints against officers.

The proposal has been supported by a coterie of groups including the White Panthers and other radical groups.

There is no doubt that the small group of individuals at the top of the Bar Association will again present their

proposal next year. These attorneys seem to be intent on forcing their beliefs on police officers. I submit that our gallant barristers have enough problems to deal with in their own profession without hatching schemes on us that have failed miserably in other jurisdictions.

The Internal Affairs Bureau should not, however, rest on their laurels. The personnel staffing that unit need a lot of training in the rights of police officers under investigation.

They are hereby put on notice that any violations of the Government Code will be pursued in the courts. In addition, the San Francisco Police Officers' Association Board of Directors will be conducting a comprehensive review of the operation of the Bureau as it affects our members.

Appropriate legislation will be supported that remedies the problems found in Internal Affairs.

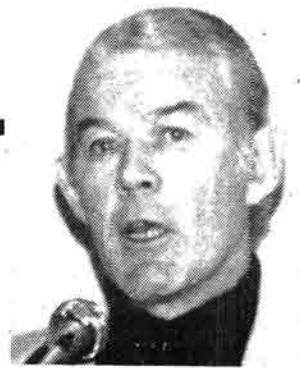
We were responsible for the Public Safety Officers' Bill of Rights (AB301) and will not stop at those meager protections.

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President's Corner

BY JERRY CROWLEY



JARVIS-GANN CAREER ISSUES

Jarvis-Gann mandated that local politicians lower property taxes and set priorities as to the expenditure of the tax dollar. The local politicians have decided that the public employee should be the scape goat for the present fiscal plight of the cities. Police officers are public employees whether they want to acknowledge that fact or not. What Prop. 13 is telling police officers is that their survival as individuals and as an organization is not dependent upon whether they are unique, professional, and protected by civil service, but how much political power they possess.

We will shortly be at the point where civil service cannot, or will not, protect us from political patronage, special preference, tenure, layoff management "flexibility" and other indignities. Job protection, job satisfaction, career paths, and the right to have a say in our future can only be the result of political organization and participation.

The counter attack is building, and the currents of change, strategy and tactics will slowly emerge over the next several months. The fate of the San Francisco police officer who is a public employee is directly related to the ability of his police union to have a say in the setting of priorities which deal with the expenditure of the tax dollar and the preservation of the merit system. This can only be accomplished if we are joint partners in the public employee labor movement as well as the decision making process of local, state and national councils of the labor movement.

However painful, we as police officers must accept the simple fact that we must break free of the web of illusions we have spun about ourselves and see the world as it is in relationship to the aftermath of Jarvis-Gann. We as police officers must be political realists and see the world as it is, not as we would like it to be.

The real world of Jarvis-Gann, and the power it gives to politicians to exploit our present inability to respond to their rhetoric demands that formal alliances be made, direction be set, and political power be used to change the world around us. This month, let the politicians vote their personal priorities for 1978. They, as individuals, may not be our priority in 1979.

#

RESIDENCY INJUNCTION

On June 13, 1978, Judge Ira Brown granted a Preliminary Injunction prohibiting the City from enforcing the residency ordinance. Judge Brown enjoined the City from terminating Jack Ballentine, who had submitted a declaration of intention to move outside the five mile limit specified in the ordinance.

In issuing the injunction, the court specified that this was a message to the Police Commission to not enforce the residency ordinance against any police officer moving beyond the 5 mile limitations. Attorney Ralph B. Saltzman, appearing for the Association and Ballentine, indicated that the SFPOA would soon be applying for a permanent injunction in the matter.



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AROUND THE DEPARTMENT

by Al Casciato

... There's been much conversation about numerous retirements which have been taking place. But it seems that everyone is overlooking the numerous resignations which are also taking place. Veteran officers are leaving in unprecedented numbers to other departments and private industry. A sign which should prompt the city fathers into addressing the issue of morale on a priority basis to reverse this very costly trend ...

... As a member of the Board of Directors I, Al Casciato, believe that the state of emergency imposed by the mayor and the Board of Supervisors is not a true state of emergency. I believe that this Association should immediately file suit against the city in order to cease this so-called state of emergency. I firmly believe that there does not exist any reason that we, as police officers, should receive any cut in salary or hours or be denied the pay raise we are entitled to this year. If you agree with this motion to file suit, please attend the general membership meeting and support my presentation before the Board on Thursday, June 22, 7 p.m. ...

... Recently, officer John Devine testified before the Police Commission that he is the special assistant to the Chief of Police and that it is his responsibility to notify the commission and chief whenever an officer who has been referred to this program takes a drink. Officer Devine's testimony also revealed that some member officers in need of alcoholism counseling or referral have had to wait two months until he returned from disability leave, since he is the only alcoholism officer. Well, I'm very happy to report that there now exists an alcoholism program which is completely confidential, separate from the department, and is run by police officers for police officers. The program has officers available 24 hours a day, 7 days a week. But in order to protect the confidentiality of the officers involved, the only way to contact the program, at this time, is to contact Jack Ballentine or myself. We sincerely hope that this new program will save careers, families, and care for our own ...

... Last month's column called for employers who were looking for off-duty officers to contact the P.O.A. office. The response was excellent. We have set up a sheet in the office with the offers available. I've also received calls from retired officers looking for work, single officers looking for live-in employment, etc. Remember, this service is free to members and employers as a P.O.A. service ...

... Internal Affairs Bureau reminder. Whenever called as either a witness or subject, take a tape recorder and record every word. Also, go prepared. Review the case with a representative prior to the first interview. Along the same lines, the legal office has recently acquired some C.E.T.A. attorneys to prosecute officers before the commission. The tape recorder policy applies to them also ...

... Horror is going to the range and firing your off-duty revolver only to discover what little control you have with it. Well, a little coaching by the excellent range staff and some practice will correct control problems. So take advantage of those 100 practice rounds offered each month and bring your off-duty revolver as well as the department issue weapon. A shoot-out can occur any time. Be prepared ...

... Support Services are critical to the effectiveness of the street officer and investigator. Yet, traditionally the support service bureau has been a low priority among administrators especially and their performances. Today, use of C.E.T.A. employees has also brought language problems as well as some security problems. Well — the officers running the support services bureau are trying their best with the resources they have. So if we give them some support and keep them apprised of our experiences when dealing with the bureau, all will be benefited ...

... More and more is being heard about a desire of some midnight shift officers to return to the flip-flop system of watch rotation. Lack of mobility, manpower shortages, and low morale are creating a very bad atmosphere in most of the stations. Maybe the flip-flop system would work at some stations while the happy stations could stay on a steady watch-off schedule (?) ...

... Campaigning can be hazardous to your health, so found out Bob Geary. While stuffing literature in mail slots along Joost Avenue, Bob heard an explosion and saw a home burst into flames. He rushed into the house and dragged a 65 year old man out. The man was dazed and mumbled about something in the house. Not having time to hear a full story, Bob rushed back in to see if any other people were left in the house. Luckily no

TO JOSEPH FREITAS, DISTRICT ATTORNEY, CITY & COUNTY OF SAN FRANCISCO

I would first like to thank you for giving me an answer in our paper, however it is incomplete. I must also compliment you on your abrasive counter attack in the San Francisco Examiner on May 17, 1978 by Ernest Lenn. It appears your political expertise is in fine form by relying on the old standby "The best defense is a good offense".

I am requesting our paper, THE POLICEMAN, to publish a memorandum to me dated April 6, 1978. In the memorandum it clearly states concerning the first court date that "none of the officers had been subpoenaed". How can you state in your reply to me the fault lies with the police department? The truth is this case was not handled properly by you or we police officers would have been subpoenaed. Again, this memorandum clearly states on March 21, 1978 I nor other officers were subpoenaed.

Concerning the date of April 4, 1978 in which officers appeared but not the victim or witnesses, the memorandum in question only relates to subpoenas for police officers. The memorandum states nothing about subpoenas for the witnesses or victim.

Mr. Freitas, I will not call you a blatant liar but I will ask all concerned to read the memorandum of which you speak. Nowhere in your memorandum is there any mention of evidence of a "foul-up" by the police department or any evidence to show any negligence on our part.

Naturally, with you holding all the aces in these matters, you will undoubtedly stop at no bounds to cover your tracks. You probably, right this minute, are collecting all cases in which errors were committed by the police. However, recall one thing, our decisions are made often in seconds. Your decisions are often made in months.

Mr. Freitas, as the saying goes, "You can fool some of the people some of the time but you can't fool all of the people all of the time" should well be remembered by you.

I know you are wrong, as do several other police officers. Emily Meyers knows you are wrong. Probably more people will know you are wrong after reading this article and the memorandum. Your fame as an ambitious prosecutor is even spreading to other jurisdictions. Recently a man wanted by this depart-

one remained in the house. But Bob's campaign was curtailed as he spent the next 3 days in the hospital being treated for smoke inhalation ...

... Chief Gain stated to the Commission that there is a problem with motivation among the officers. He attributed much of this to the ongoing litigation in the Officers for Justice suit. Correct he is, but I can't help but wonder if he realizes that when officers, both commissioned and non-commissioned, are treated as juveniles or robots rather than adult, human being motivation suffers ...

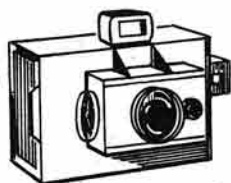
... Have you used your floating holiday? If not, do so before June 30th ...

... Prop. 13 has passed loud and clear. It looks as if at this time that S.F.'s politicians will be playing a lot of word games with the public at city employee's mental expense. What can we do you ask? Well, read Kevin Starr's Prop. 13 article in this issue and begin thinking about where the true fat is in city government. If you find any fat or new areas of revenue, put it in writing and mail it to me for forwarding to the Labor Relations Committee ...

... Jack Delmas Co. I and Tom Perdue Co. E have opened a motorcycle parts store on Wawona Street opposite the Zoo. It's called the Cycle Source. Drop in and say hello ...

... Blood drive on June 30th. Drop by the P.O.A. office and contribute between 11 a.m. until 4 p.m. Appointments will help get you in and out in a short time. Call for an appointment. Many thanks ...

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 or drop the equipment by the P.O.A. office at 510 - 7th St.

ment for an armed robbery was picked up in another jurisdiction for auto burglary. After we confirmed he was in custody in the foreign jurisdiction, the police officer with whom I spoke stated "We may as well keep him here, he'll do more time here for an auto burglary than he will for an armed robbery in San Francisco".

Since you have taken office I have noted, along with several other officers, even greater inefficiency. You bring up the arson case but I personally can state several instances of almost complete frustration as an officer being called to court.

From my first letter you still did not answer me on the cost you spent to prosecute Emily Meyers attackers as compared to the cost to taxpayers to discover Bruce Jenner's diet. This would prove interesting since you did promise to prosecute violent crime.

I recall one of your campaign promises "to lower the crime rate" which has obviously not occurred. However, could I expect more from one who invited all to make San Francisco a whorehouse and accept campaign contributions from smut kings.

Sincerely,
Officer Daniel J. Hance
Mission Station

MEMORANDUM TO: John J. O'Brien (Asst. D.A.)

FROM: Kathleen Umrein

RE: Danny Searle and Jose Reyes - 211 P.C.

The case was initially set for preliminary hearing on January 25, 1978, at 2:00 p.m. and assigned to Carol Hehmeyer. On January 25, the case was continued until February 27, 1978, by stipulation. On that date, there was again a stipulation to continue the case until March 21, 1978, at 2:00 p.m. Carol had the file between January 25 and March 21, and made all the appearances.

On the morning of March 21, 1978, Carol was sent out to trial. I received the case at approximately 9:00 a.m. on that date. Both civilian witnesses appeared pursuant to subpoena on that date. A note in the file from Carol indicated that three officers were also necessary witnesses as the civilians could not make the case against the second defendant. When no officers appeared by the time set for hearing, I called court liaison and learned from Sgt. Sullivan that none of the officers had been subpoenaed, and that they could not be reached. I called Carol in court and was not able to consult with her. I then called Inspector Ryan and asked him to come to court. Since both defendants were out of custody, I requested a continuance. Garcia denied my motion and dismissed the case pursuant to S 1385. I indicated on the record that I had two witnesses in court and that there was no prejudice shown to the defendants by a short continuance.

I requested the continuance because the victim, Mrs. Meyers, was scared and somewhat shakey on the i.d. and I realized that I might be relying heavily on her prior i.d. I determined that it was best to not proceed without the officers.

I had the case rebooked by Inspector Ryan. The matter came on calendar on March 23, 1978, and was set for P.H. on April 4, 1978, at 2:00 p.m.

Gene Sweeters assigned the case to me shortly thereafter. On March 24 I prepared a notice of preliminary hearing and civilian subpoenas, and attached those to the notice of preliminary hearing (copy attached). I placed the notice and subpoenas in the box in the secretarial pool.

On March 29 I gave discovery to both defense attorneys and was served with a motion challenging the line-up. On that date, I spoke with Officer Murphy and Inspector Ryan regarding the discovery order and my compliance.

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GOING TO COURT

by Kevin Starr Reprinted S.F. Examiner

The astonishing news comes from City Hall that City Attorney George Agnost, reversing his previous position, has now decided to defend San Francisco in federal court against the lawsuit lodged by the Officer for Justice charging systematic and conscious discrimination against minorities in the San Francisco Police Department. Agnost has assigned Deputy City Attorney Kenneth J. Harrington, a crackerjack trial lawyer, to argue The City's case.

I do not envy Harrington this assignment. First of all, since an easy settlement of this suit was in the air right from the start around the city attorney's office, preparation for The City's defense has been haphazard and lackadaisical. Secondly, The City has already prejudiced its defense by the city attorney's voluble advocacy of settlement. It was the Civil Service Commission, after all, together with a responsible element within the Board of Supervisors — and not the city attorney's office — that has fought settlement from the start. Harrington has got to pick up the pieces of an ill-prepared, internally compromised defense.

He faces a federal judge, moreover, the ultra-liberal, affluent Palo Alto Robert Peckham, who cannot be expected to be sympathetic to San Francisco's case. Harrington has got to come into Peckham's court loaded for bear. He has got to slug it out point by point with the aggressive attorneys of Public Advocates, representing the Officers for Justice. He must also resist any intimidation from Judge Peckham. Peckham belongs to that genre of federal judge who, among other things, gave us enforced busing — with the resultant collapse of our public school system to the point that

the black people of San Francisco, for whom busing was originally intended, now threaten to withdraw their children from the entire mess, leaving San Francisco with no black children to ship like cattle across The City — away from their homes, away from parental or community guidance.

Politics, moreover, has weakened The City's case. Harrington must tiptoe through a minefield of conflicting forces. Mayor Moscone has worked actively to award \$2.6 million upon the Officers for Justice and \$380,000 in legal fees upon Public Advocates. Moscone needs minority support if he is to keep his crumbling political base intact.

The Police Officers' Association, moreover, has suggested that Moscone is out to break the San Francisco Police Department — first, because it knows too much about the unedifying after-hours highjinks of certain political officials, but more importantly because, as it presently stands, the Police Department (taken from the point of view of its rank and file) is a bulwark against the political takeover of San Francisco by radicals. "The radicals are currently after the judiciary and the police department," is the way Supervisor Dan White sees it. "They are trying to crack the judiciary through challenging incumbents for reelection. They are after the Police Department through enforced racial quotas that will destroy the department's non-radical middle management. Once they've taken over the law enforcement mechanism of San Francisco, they've got The City cold."

Despite these difficulties, however, Kenneth Harrington has got a chance to see justice done. Whatever his personal prejudices, Judge Peckham is

above all a man of law. Harrington has got to fight The City's case tooth and nail, legal point by legal point. A growing number of judicial decisions across the country in both federal and state courts is underscoring the fact that systematic and conscious discrimination is difficult to prove. Public Advocates may be able to document individual instances of discrimination, even individual instances of racial persecution — but in no way can it prove that the Police Department as a matter of conscious, systematic policy sought to exclude minorities from promotion. Nor can it prove that the testing process used by the Police Department was consciously discriminatory.

The Bakke case, furthermore, has underscored the moral and legal bankruptcy of enforced racial quotas and discrimination in reverse as tools of affirmative action. Judge Peckham must construe the law in light of what his fellow judges are saying. Federal courts, moreover, are shedding some of their arrogance when it comes to the wholesale interference of the federal courts in municipal affairs. The collapse of busing programs across America — ordered, in the main, by federal courts — has taken the wind out of their sails.

A majority of the bright, younger deputy city attorneys has been against settling with Public Advocates from the start. They felt The City's case could be fought effectively had politics not interfered. They felt that the law is moving in another direction — moving away, that is, from an immediate, naive acceptance of pseudo-sociological arguments, and back in the direction of the sovereign right of all of us — regardless of race, creed or gender — to be treated equitably when we step before the bar of justice.

LEGITIMATE SAVINGS

by Kevin Starr
Reprinted S. F. Examiner

Certain that Proposition 13 will pass tomorrow, I called on Quentin Kopp, chairman of the Finance Committee of the Board of Supervisors, to get some idea how the proposition could be locally implemented without destroying some of the aspects of city government that I and some 700,000 other San Franciscans hold most dear — such as parks, libraries, museums, cultural events.

The scare tactics of entrenched politicians, including Mayor Moscone, in threatening to take these things away from us when Prop. 13 passes, has accounted — paradoxically — for the overwhelming popularity of Proposition 13. The American people do not wish to be treated like recalcitrant children by their elected officials, threatened with having their goodies taken away if they should be so presumptuous as to tell politicians that the unchecked growth of government must stop, here and now, no ifs, ands or buts.

Take our local situation, for instance. The only creative response that Moscone could come up with when he was faced with the impending passage of Prop. 13 was to threaten to close down the libraries of San Francisco, which account for less than 1 percent of The City's budget. A few months ago Moscone sent over to the Board of Supervisors a budget that he described as "bare bones". Rolling up their sleeves, Finance Committee members Quentin Kopp, Ella Hill Hutch and Lee Dolson trimmed \$61.4 million from what Moscone said was an irreducible budget. "Had the Finance Committee designed the budget in the first place," Kopp said Friday, "we could have trimmed another \$60 million from it — without any essential damage to the city."

When Proposition 13 passes, will libraries, parks and museums have to be shut down?

"Absolutely not!" Kopp said. "There need be no

dramatic curtailment of these services. There are a number of things that The City can do that will allow us to save millions of dollars without depriving our citizens of these cultural services."

According to Supervisor Kopp, under Prop. 13 The City can take the following steps:

- The general assistance benefits of San Francisco are among the most liberal in the state. Most of the persons receiving such aid are unmarried, white male college graduates, he said. Without harming mothers supporting children, this program could be shifted onto the state for a savings of \$5 million.
- The consolidation of the municipal and superior courts and the shifting of these state courts to state-based support would save San Francisco \$7.8 million.
- San Francisco now pays a substantial amount of the costs of the Medi-Cal program. Shifting this program to the state saves another \$20 million.
- San Francisco's over-developed, duplicative mental health program (90 percent of it is paid for by the state) costs The City \$5 million a year. This program should be shifted totally onto the state.

"The reason that the state of California should assume these burdens from the local taxpayer," Kopp said, "is that the state currently has a \$4 billion tax surplus. Gov. Jerry Brown chronically underestimates the surplus for political purposes. I talked yesterday to State Treasurer Jesse Unruh, and he told me that the surplus will reach \$5 billion by June 30. There is no reason in the world that the state of California should tax its citizens \$5 billion dollars more than necessary. Taxes are intended to pay legitimate government bills. Government does not have the moral right to squirrel away a nest egg at the taxpayers' expense. That \$5 billion must be returned to the people. It is, after all, their money."

There are 133 special funds in The City. These funds

allow city departments to accumulate surpluses. These should be abolished, according to Kopp, with the exception of bequests left to The City by deceased San Franciscans. This will put \$17.5 million into the general fund.

The airport, the water department and the Hetch-Hetchy are currently allowed to keep 25 percent of their revenues above expenses. These departments exist, in other words, as profit-making enterprises. Should their profits be put into the general fund, The City will gain \$15 million. Each year the public employees of San Francisco accumulate \$5 million of sick leave. They are entitled to this sick leave or to recompense in money whether or not they are sick. By allowing only bona fide sick leaves, The City could, conservatively speaking, save \$4 million.

Should Deputy City Attorney Kenneth Harrington successfully defend San Francisco against the Officers for Justice suit, another \$3 million will be saved.

More than half the beds in the private hospitals of San Francisco are empty. Keeping only its Trauma Center active, together with other essential emergency services, the public hospitals of San Francisco can save millions of dollars in reduced overhead by paying a flat fee to private hospitals to take care of public patients.

Should the exemption of banks and insurance companies from a gross receipts of payroll tax be lifted, millions more will flow into the public treasury. "If we say that we will save \$3 million in hospital costs, and gain \$10 million through lifting of bank and insurance exemptions," Kopp said, "that gives us, all told, approximately \$87 million in savings — and we haven't had to cut back on parks, museums and libraries. If we think creatively, and not just indulge in scare tactics, we can fulfill the intent of Prop. 13 without destroying the things that make urban life worthwhile."

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GRIEVANCE PROCEDURE WORKING!

by Paul Chignell

The grievance procedure is the life blood of any organization representing employees.

Without an equitable grievance procedure, the rights of police officers cannot be protected; rather, a police administration can violate their own rules and run roughshod over officers who have no remedy for their problems.

There was no formalized grievance procedure in the San Francisco Police Department prior to 1971. If officers had problems, often times juice was the determinant on whether an officer received a fair shake.

But since 1971, the San Francisco Police Officers' Association has increasingly received the trust and respect of dozens of members because the grievance procedure works.

The grievance committee does not accept all grievances. Generally, a grievance can not be filed unless the grievant alleges a violation of rule, contract, law, past accepted practice or good personnel practice. However, if a grievance has some merit, it will be filed.

Most grievances are resolved at the lowest administrative level by the members of the Board of Directors with department supervisors. But others go through channels and are usually resolved at the level of the Chief of Police. Of course, that Police Commission and arbitration are available beyond the chief's level.

For your benefit, the total grievance procedure is reprinted below. In addition, selected comments from officers who filed grievances are also reprinted. The Association has received scores of letters and phone calls from officers who have benefited from the grievance procedure. But the best statement I have received as to the effectiveness of the procedure came on June 5, 1978 from the Chief after the POA had won its second grievance within three working days: "You've now won over 99%".

The grievance procedure benefits the administration and the Association: Use it!

GRIEVANCE PROCEDURE

a. The disciplinary procedure provided for in Section 8.343 of the San Francisco Charter shall be the exclusive procedure utilized by the Employer and the Association for action taken by the Department against sworn personnel of the Department who are guilty of an offense, or violate the rules and regulations of the Department.

b. This section is designed to afford any police officer and/or the Association a procedural method by which a grievance may be resolved in an expeditious and orderly manner and at the lowest administrative level possible.

c. A grievance is defined as any issue, real or imagined, relating to the interpretation, application or enforcement of any provision contained in this resolution, or any dispute, complaint, problem, issue or question arising with respect to conditions of employment or employer-employee relations of any nature or kind whatsoever.

d. The steps in the procedure set forth herein shall be followed unless the Chief of Police and the grievant agree in any particular case that procedural steps should be waived or added. The time limits set forth in this grievance procedure may be extended by mutual agreement between the Chief of Police and the grievant.

i. Step 1 — Immediate Supervisor (Oral). The officer and/or his Association representative shall explain, orally, the grievance to the appropriate immediate supervisor. The supervisor shall reach a decision and communicate it orally to the officer and/or Association representative within four (4) days from the receipt of the grievance.

ii. Step 2 — Immediate Supervisor (Written). If the Officer is not satisfied with the decision rendered, he and/or the Association representative, shall submit the grievance in writing within five (5) days to the immediate supervisor on the employee grievance form. Said form shall be developed by the Association in consultation with the department. The immediate supervisor, after further review and discussion, shall notify the officer and/or the Association representative in writing on the grievance form of his decision and the reasons therefor within five (5) days from receipt of the written grievance.

iii. Step 3 — Chief of Police; If the grievance is not resolved or adjusted in Step 2, the officer and/or Association representative shall use the grievance form to submit the grievance to the Commission within five (5) days after receipt of the decision by the Chief of Police.

After review and discussion with all parties involved, the Commission shall use the grievance form to notify the officer and/or the Association representative of their decision and the reasons therefor with ten (10) days from receipt of the written grievance.

iv. Step 4 — Police Commission. If the grievance is not resolved or adjusted in Step 3, the officer and/or the Association representative shall use the grievance form to submit the grievance to the Commission within five (5) days after receipt of the decision by the Chief of Police.

After review and discussion with all parties involved, the Commission shall use the grievance form to notify the officer and/or the Association representative of their decision and the reasons therefor with ten (10) days from receipt of the written grievance.

v. Step 5 — Impasse and Arbitration Procedure. If the grievance is not resolved or adjusted in Step 5, the grievance shall be submitted to the impasse procedure set forth in Section 4, for final and binding determination. In the event the Arbitrator determines in any case arising under this section that either party to this Resolution and Memorandum of Understanding has wilfully disregarded this Memorandum and Resolution, or in any contract entered into pursuant to said Memorandum, then the arbitrator shall tax all costs of said grievance arbitration against that party.

e. The Association shall make available to all officers information concerning the appropriate procedural steps to be taken in individual cases.

Dear Paul,

We really appreciate all your help and Steve is satisfied with the way the grievance was handled.

With thanks, The Gough Family

"From my personal experience and observation, the grievance procedure is a SHAM and a MOCKERY."

"From my observation, one must be CROOKED and/or DISHONEST in order to receive PREFERENTIAL ACCOMODATION"

Arvo W. Kannisto, Lt. Ret.

It took a little head scratching to figure out the reason for the grievance procedure letter. You are probably referring to a disagreement between a group of veterans and the city with regard to an interpretation of the charter.

We asked for and received assistance from the Association. After administrative remedies were exhausted the case went to Superior Court — the cite was "John Burke vs City and County of San Francisco". Unfortunately we lost.

A proposition was placed on the ballot by the Civil Service Association endorsed and supported by the San Francisco Police Officers' Association and the voters gave us an overwhelming majority.

So the initial action taken by the Association did pave the way for a successful conclusion to our dilemma. We are extremely grateful to the Association for this.

Reno Palla

I am a member of the Association since I entered the department over 22 years ago.

In both years of 1971 and 1972, I filed grievances with the Grievance Committee of the Association and on both occasions I was pleased with the representation I received from members of this Committee.

Prior to having a Grievance Committee to represent members, there was no way for a subordinate in this department to challenge any accusations, in this case false, alleged by a superior officer.

Again I thank the Grievance Committee of the Association for its help, in the past and any help needed in the future.

Inspector Peter D. Cappadona

If I hadn't filed a grievance I'd still be handling raccoon complaints in the Richmond...

Joe Allegro

My grievance in 1971 concerned a denial of a solo motorcycle position by the traffic director based upon a 2 week sick pay period several years earlier for a minor back injury.

An appeal by Co. "K" director, Lee McVeigh was successful to the extent that a 5 year limit was instituted on sick pay or disability pay back injury time (within limits) and if no recurrence of problems with said injury, the member would be considered eligible for solo duty if he could pass the police surgeon's physical — obviously, in this instance, the grievance procedure was adequate.

James McDonald

Where there is a right, there is a remedy, (Ubi jus, ibi remedium.) LEGAL MAXIM

One hour of justice is worth a hundred of prayer. ARAB PROVERB

The aim of justice is to give everyone his due. Cicero: De legibus, I, c. 78 B.C.

In regards to your letter of grievance procedures, words cannot express my deep concern over this subject.

Ray Portue

"If I hadn't filed a grievance, I would probably still be changing watches every three or four days. To say thank you P.O.A. hardly seems enough."

And I do mean thank you.

Charlie Gale

Without the grievance procedure (and Association assistance), how else would the individual officer be afforded the opportunity to challenge administrative manipulations.

Sergeant Alan L. Perini

In March of 1970 I submitted a request for the mounted unit. Sometime in 1976 I found myself No. 1 on that list, with assurances that I was next up.

After four appointments to the unit, the latest being an officer with less departmental seniority than I had on the mounted list, I filed a grievance.

Three days later, I was on the mounted.

Rene LaPrevotte, CSTF

"The grievance procedure is the best thing since the invention of sliced bread!!!"

"A working system of check to provide a proper balance for all."

"A concealed grievance has no remedy."

Bill Traner

Thank God — you saved my sanity and the Chief is now someone who I know rather than "the 5th floor". I'm glad I won because I was told by a deputy chief that I would lose.

Pam Meeds

In April 1977, I was transferred from Ingleside to Park Station in violation of the Memorandum of Understanding re: proper transfer procedure.

Upon presentation of my grievance to the Association, it was acted upon immediately to my complete satisfaction. A special word of praise should be given by me to Paul Chignell for the step by step pattern which he followed.

Lieutenant Matthew C. Duffy

You don't receive your rights unless you use the grievance system.

I used it and with follow up on the decision, I was transferred from Communications.

Jim Batchelor

I filed a grievance because of an improperly investigated complaint by the Internal Affairs unit. Their "final notification" was eventually overturned in my favor. The grievance procedure really works.

Ted Peck

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

ASSETS		LIABILITIES & RESERVE	
General Fund	103	\$5,294.68	Federal Employee Withholdings 321 \$(2,120.28)
Building Improv.	203	164.49	State Employee Withholdings 326 (426.85)
			Net Worth 501 7,677.32
		<u>\$5,130.19</u>	<u>\$5,130.19</u>

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

INCOME:			
Dues - Active	601	\$16,618.00	
Dues - Retired	603	12.00	
			\$16,630.00
EXPENSES:			
Administrative Expenses			
Bank Charges	707	10.00	
Board of Directors	709	9.13	
Dues Collection	723	68.05	
Equipment Rental	728	59.18	
General Membership Meeting	740	30.68	
Janitorial Svc.	753	135.01	
Maintenance (Equipment)	761	48.00	
Mailing	771	506.62	
Public Relations	772	595.42	
Rent	773	1,353.00	
Salary - Office	776	1,142.04	
Salary - Executive	777	4,576.00	
Special Elections	779	506.95	
Supplies - Office	781	300.20	
Supplies - Admin.	782	213.61	
Administrative Exp.	782A	54.51	
Personal Property Tax	784	90.67	
Federal Payroll Tax	785	1,008.77	
Federal Payroll Withholding	786	981.20	
State Payroll Tax	787	880.38	
State Payroll Withholding	788	206.26	
Utilities	792	772.53	
			\$19,248.51
Committee Expenses			
Community Svc.	820	157.00	
Grievance	825	60.57	
Health Svc./Retirement	830	400.00	
Insurance	835	650.70	
ICPA	840	1,087.50	
Legislative	845	1,125.80	
Legislative - Collective Barg.	845A	(5,887.50)	
Legislative - COPS	845B	4.80	
No on Prop "A"	847	2,126.22	
Labor Relations	850	28.58	
Screening	860	7,966.30	
Publications	863	1,116.26	
COPS	870	1,021.80	
Federal Litigation	875	500.00	
Dick George Pro.	885	(109.00)	
			11,058.81
			<u>28,397.32</u>
			<u>\$17,677.52</u>

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

ASSETS		LIABILITIES & RESERVE	
General Fund	103	\$23,243.01	Federal Employee Withholdings 321 \$ 2136.91
Legislative Fund	105	(5,000.00)	State Employee Withholdings 326 424.92
Furniture & Fixtures	207	376.92	Net Worth 501 16,058.10
		<u>\$18,619.93</u>	<u>\$18,619.93</u>

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

INCOME:			
Dues - Active	601	\$44,727.35	
Dues - Retired	603	136.50	
Gifts & Donations	630	180.00	
			\$45,043.85
EXPENSES:			
Administrative Expenses			
Bank Charges	707	59.22	
Dues Collection	723	136.85	
Equipment Rental	728	18.05	
Insurance & Bonding	744	(37.00)	
Janitorial Svc.	753	135.01	
Maintenance (Equipment)	761	91.00	
Mailing	771	718.32	
Public Relations	772	22.34	
Rent	773	1,303.00	
Salary - Office	776	(505.47)	
Salary - Executive	777	4,176.00	
Special Elections	779	20.86	
Supplies - Office	781	482.12	
Supplies - Admin.	782	95.34	
Administrative Exp.	782A	394.82	
Federal Payroll Tax	785	1,209.58	
Federal Payroll Withholding	786	1,634.10	
State Payroll Tax	787	99.64	
State Payroll Withholding	788	352.64	
Utilities	792	261.72	
			\$10,668.14
Committee Expenses			
Board of Supervisors	810	41.94	
Grievance	825	18.26	
Health Svc./Retirement	830	439.99	
Insurance	835	1,025.25	
Legislative	845	858.28	
Legislative - Collective Barg.	845A	(6.25)	
No on Prop "A"	847	1,880.32	
Prop "K"	848	2,000.00	
Screening	860	7,109.45	
Publications	863	736.08	
COPS	870	1,258.24	
Insurance - Life	872A	2,458.30	
Federal Litigation	875	382.75	
Dick George Pro.	885	115.00	
			18,317.61
			<u>28,985.75</u>
			<u>\$16,058.10</u>

S. F. POLICEMAN FINANCIAL STATEMENT May 31, 1978

BALANCE - April 30, 1978			
General	\$4,036.09		
Prepaid Ads Reserve	195.00		\$4,231.09
REVENUE			
Subscriptions	228.00		
Ads	1,279.00		
Buckles	130.75		
News Stands	46.25		
Ent. '78	15.00		
SFPOA Salary Subsidy	642.03		2,341.03
WORKING CAPITAL			\$6,576.12
LESS EXPENSES			
Commission	165.03		
Paper (Printing)	567.21		
Paper (Misc.)	18.24		
Salaries (Office)	442.03		
Salaries (Executive)	200.00		
Office Supplies	18.05		
Utilities (Telephone)	27.46		
Furniture & Fixtures	40.00		
Equipment Maintenance	68.00		
SFPOA, to be rein.	320.00		
Credit Union Loan	160.00		2,026.02
BALANCE - May 31, 1978			
General	4,321.10		
Prepaid Ads Reserve	225.00		\$4,546.10

BOARD OF DIRECTORS MEETING — May 16, 1978

The meeting opened with the Pledge of Allegiance to the Flag. A roll call showed eighteen (18) members present and one (1) absent. The absent member was Bro. Schlink, CSTF.

The regular order of business was suspended so that President Crowley could make a Federal Litigation and Labor Relations Committee report. During his report, the issue of Propositions J and K came up and after lengthy discussion on this, there was a motion by Ballentine and seconded by Amiot that the Association expend a maximum of \$2,250,000 on billboards in support of Proposition "K" a roll call vote showed eighteen (18) ayes and zero (0) nays. The motion passed.

The regular order of business was resumed. The Secretary's report was approved as printed in the POLICEMAN. During the Treasurer's report, he explained that although Proposition "A" has been taken off of the June ballot, we have already expended approximately \$15,000.00 on Proposition A and that we need to get enough money from the assessment to cover these expenses and then stop the assessment.

After proper discussion, Bro. Wright made a motion to the effect that the assessment be stopped after the second pay period and that the Treasurer send a letter of explanation to each member about the assessment and that the cost of the mailing be taken from the Prop. A money and any excess money from the Prop. A

assessment be placed in a special fund and not be used without a vote of the membership. The motion was seconded by Patterson. A roll call vote showed eighteen (18) ayes and zero (0) nays. The motion passed. The Treasurer's report was approved as printed in the POLICEMAN.

Under new business, Bro. Wright brought up the problems we have been confronted with concerning the lack of tape recorders or workable tape recorders for IAB interviews. Bro. Huegle volunteered to check with the IAB to see if they will allow us to leave a recorder in the offices for our use. The Board, by voice vote, voted to expend funds for four (4) new tape recorders, tapes and a file cabinet and that Bro. Bob Barry be given the task of purchasing these items.


Bro. Hebel gave a Welfare and Retirement report. He expressed a strong dissatisfaction with the Healy Insurance Agency in regards to their handling of the death benefit payments to the widows of some of our recently departed brothers. Other Board members joined in and gave other examples of complaints about the Healy Agency from our members. After hearing all of the complaints, the Board voted to direct the Insurance Committee at its meeting with the Healy representatives on May 17, 1978, to tell the Agency to take immediate steps to rectify these complaints, or the Committee will begin to seek another agency.

As a special order of business, the President informed the Board of the offer of an independent Charter from the AFL-CIO which has been made to the ICPA. In order for the ICPA to join the AFL-CIO under a separate Charter for police only, the ICPA would have to have the approval of its local Associations. The President asked the Board to get the feelings of the members they represent and be prepared to vote on this issue at the June board meeting. Therefore, he will (or I will) know how to vote at the ICPA Convention in July.

There being no further business the meeting was adjourned.

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

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PROJECT 406

by W. A. Tennant

The past two years have seen a tremendous increase of interest in the psychological problems of police officers. Grants have been given, psychologists and psychiatrists hired, articles written, seminars held, associations for police psychologists founded, more articles written, and so on.

But the growth has been a two-edged sword. Some officers who consulted department psychological services saw their voluntary consultation become an involuntary internal affairs investigation. Many officers around the nation have been disciplined, suspended, terminated, or made civilly liable on the basis of psychological opinions, which when examined, turn out to be nothing more than pseudo-scientific justification of administration wishes.

We are told again and again, for example, that most police officers are unstable, alcoholic, suicidal and divorced. Yet we have very little hard data on these conditions for police officers around the nation and virtually no reliable data for the San Francisco Police Department. In fact, a recent study by the ICPA contradicts these assumptions.

Of course all of this is important to an association whose job it is to protect and help its members. We have some concerns. One of the concerns we have is

about the orientation of the psychological "helper". When you let loose an army of people, trained and paid to find pathology and disease, they will find just that. No mention will be made of the psychological health of officers, of the flexibility under stress, the ability to cope, or to lead, or to be impartial. Science goes out the window, and their anti-police attitudes come in the door. We call such a person a shrink-fink.

Shrink-finks have become the latest weapon of the traditional anti-police forces, including lawyers, radical groups, and administrations. Recently in three cases we were able to re-gain custody of officer's children after the court had taken them away on the basis of psychological and psychiatric testimony which claimed that any police officer is "unfit" to be a parent.

These kinds of concerns have suggested that a new approach to helping police officers needs to be found. During the past several months, Jerry Crowley, Jack Ballentine, myself and others have been discussing how this could be done. We call it Project 406. We have come to believe that most police problems are quite complex, and involve financial, legal, emotional, medical and, importantly, political aspects. Because Americans love a simple answer, officers have been told to solve their complex problems with a variety of simple

means — meditate, take a vitamin, sleep more, eat less, see Dr. X once a week, pay \$500 dollars. All seem to work for a short while, but don't really seem to get at the core of the problem.

We believe that the only satisfactory helping program for police officers is one which is designed, implemented and administered by the officers themselves. We also believe that a successful program will be one which analyzes each problem and offers a wide variety of services and alternatives in an inexpensive and supportive way.

During our meetings we have discussed the psychological literature about police stress, how diagnosis is made, the training of mental health workers, how different drugs work, what financial-legal services would help, how to protect confidentiality, how to evaluate the cost-effectiveness of helping services, and many other areas. We found a lot of answers, and more questions. Now, we want your ideas.

This is an important opportunity for officers to use their experience, concern for each other, and common sense to build a positive approach to the problem of police life.

If you are interested in finding out more about the program or have some ideas of your own, contact the POA office. We need and respect your help.

Mounted police ride back out of sunset across U.S.

by Jak Miner — Staff writer of
The Christian Science Monitor

BOSTON — A growing number of police departments around the United States are rediscovering the truth in the statement of Oliver Wendell Holmes — that a man on a horse is looked up to.

The mounted police officer is riding back out of the sunset and into large cities in greater numbers as crime fighters reach out for "new" solutions in crime prevention.

Boston, Philadelphia, Chicago, and Louisville are among cities saddling up some more of their men in blue.

In recent years, mounted police units — looked on as reminders of a bygone and perhaps happier urban era — have performed such tasks as park patrols and crowd control work around arenas, ball parks, and the like.

Crime deterrent

But some new thinking sees the mounted policeman as a strong, highly visible crime deterrent.

Vandalism, street rowdiness, harassment of passersby — the sort of public disorder which is not counted in most crime statistics — "make a deep impression on far more people than personally experienced serious crime," said Boston's Mayor Kevin H. White recently in announcing a \$1.3 million program to increase the city's mounted patrol from 23 to 70.

"We need policing which is as visible and reassuring as it is effective," the Mayor added as he outlined the program.

The Boston experiment will replace nearly all the regular foot patrols in business districts and residential neighborhoods with mounted officers. There already are mounted patrols in the center city, the Boston Common, Public Garden, North End, and Waterfront districts. Patrols by car will remain the most common method, however.

Foot, car limitations

"Footmen are limited in their capacity to deal with unruly gangs," Mayor White said. "They are not mobile enough, or visible enough, or imposing enough. Patrol cars, on the other hand, tend to appear distant, cut off, too difficult to hail when a citizen sees or senses trouble."

The public-relations aspects of a mounted officer are not overlooked by those cities using horses.

"People just like horses; they want to walk up and talk to an officer on a horse, a good rapport is developed," said Inspector Charles Turner, commanding officer of the 138-horse mounted unit of the Philadelphia Police Department.

When Philadelphia's Frank Rizzo became Mayor in 1972, he instituted a program to phase in a 150-horse unit. According to Inspector Turner, another 10 officers and horses will join the mounted unit early in April. Already the mounted unit patrols in 21 of the city's 22 police districts, he said.



Boston

By Peter Main, staff photographer

Other cities call

"It seems as if the idea is really catching on," said Sgt. Bill Mastrantuono, supervisor of the mounted police unit in St. Louis. "We've been getting calls from Seattle, Chicago, and Kansas City, Kansas."

"It costs us \$2.46 a day to maintain a horse — can you maintain a police cruiser for that amount a day? I'd say it costs \$5 - \$6 a day just to keep a cruiser going — maintenance, repairs — and that doesn't include the gas."

Police experts who support a growing role for horses increasingly point to cost effectiveness.

A good horse suitable for police work ranges in cost from \$800 to \$1,200, but many departments find that many of their animals are donated by citizens — and in most cases those donated animals are more valuable than the city could afford to buy on the market.

A new, fully-equipped police cruiser can cost several times as much as a horse. Also, mounted patrol officers are quick to point out, a good horse can have a useful life on duty of 15 to 20 years — "and they'll never drop a transmission."

An image of fairness

Some images are better than other images, observed Robert Richter, an urban affairs adviser to Boston's Mayor White. "People feel good about horses, they reflect an image of fairness, strength, they reach a deep 'good' feeling."

And then he asks, "What kind of an image do you get of a policeman on a motorscooter?"

"People want to talk up to a horse and touch his neck, pat him on the nose — have you seen anyone lately go up to a police cruiser and pat it?"

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"OUR ASSOCIATION"

A time to grow

by Lou Calabro

Traditionally, our Association has acted in a proper manner similar to most "unions of men". By that I mean that we have tried to address ourselves to bread and butter issues as well as conditions of employment.

The bread and butter issues are locked within the City Charter and our efforts in that direction have gone into charter amendment campaigns. The conditions of employment struggle has taken a different direction wherein "neogitations" and meet and confer are the vehicle for gaining benefits. Our Association has done well in that direction especially when we consider the "Police Officers Bill of Rights" and our Memorandum of Understanding.

As a next step in the progressive history of our Association, I believe that the time for growth into uncharted areas has arrived. If we fail or refuse to see the need for this growth, we are destined to the same "failure" that many "unions of men" have experienced. I'm referring to the loss of respect by the American public for some union practices, especially in the area of "featherbedding"

and the union's absolute unconcern for the non-productive worker.

My dignity and the dignity of all my brother officers is tied up with how this Association projects itself to the public in regard to these concerns.

I remember a case that a member of my Academy class told me about his rookie year (probationary period). He told me that he was assigned to the "back of the wagon" as was customary in those days (no doors and you rode in the back of the wagon along with the suspects being transported) and the driver was a senior officer that unfortunately appeared to have an alcoholic problem. The rookie objected to this type of problem on-duty by the driver and protested to his immediate supervisor, a sergeant. The sergeant's reaction to his complaint was indifference.

In other instances there are known cases wherein brother officers have almost come to blows because a member has avoided work and the work load had fallen upon someone else. Complaints to supervisors about such a situation have often resulted in the usual reply "what can I do under the present climate and civil service."

Corruption may not have been rampant in our department but I do believe that there has been sufficient instances, both discovered and not publicly uncovered, that eventually reflect upon the dignity of every police officer within the department. Too often, a



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All sworn Peace Officers, Reserve Officers, and Firemen, male or female are invited to participate in the Third Annual Destruction Derby sponsored by the ROSEVILLE POLICE ASSOCIATION.

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The All American City of Roseville

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Entry Fee: \$20.00 per car and driver

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August 15, 1978

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brother officer who suspected corruption, simply kept quiet. Who could he go to to plead his case? The Association should be available for this type of grievance.

I could list other cases where a police officer would have to put his career in jeopardy if he were to demand proper action by his brother officers and/or his supervisors, but I hope I have mentioned enough to make my point clear.

I know that this article will bring forth cries charging that I am advocating a "squealer squad", the KGB or similar clandestine investigation section. I also

know that there will be no roses sent in admiration for this particular stand.

Every writer of reform type articles understands that he may have been guilty of some of the things he wants ceased. There are few among us that are perfect, but in spite of our imperfection, I believe that the greatest majority of officers in our Association want protection from the abuses I've mentioned.

The Constitution of our San Francisco Police Officers' Association grants the power and duty to the officers and Board of Directors to become involved in this new and necessary growth. Our dignity is at stake.

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The Ski Fling river rafting programs descend the south fork of the American River between Chili Bar at Placerville and Coloma, encompassing 8 miles of wild action, chills, thrills and beautiful Mother Lode country. Ten to fifteen rapids of different intensities create a superb experience of unforgettable river rafting at a reasonable cost with maximum safety. All tours use all top-grade inflatable rafts manned by competent experienced guides. The trip usually takes from 4-5 hours, with stops for a picnic on the river, and sightseeing at Sutter's Mill in Coloma where gold was first discovered in California.

WHAT TO BRING

A dry change of clothing, tennis shoes, swim suit, cut-offs or shorts, a warm sweatshirt or sweater (the water is always cold) a wide-brimmed or visored hat (optional), suntan oil, and a strap to secure eyeglasses or sun glasses.

MEALS

A box lunch is provided by Ski Fling while on the river. Alcoholic beverages are not permitted while on the river.

CAMERAS

Passengers are urged to bring cameras, however we also urge camera insurance before the trip.

DATES AND TIMES

All Ski Fling white water programs are operated by Chili Bar White Water Tours of Placerville, California or Echo River Trips of Berkeley, California. Programs depart weekly from April to October each Saturday and Sunday morning.

COSTS: \$56.00 per person

The trip includes round trip transportation, full days rafting on the American River with the services of a competent whitewater navigator certified by the Pacific River Outfitters Association, lunch on the river, lifevests and waterproof containers for all personal gear, Ski Fling whitewater escort and a special dinner discount for the return trip home.

CANCELLATIONS AND PAYMENTS

All payment must be in this office no later than 14 days prior to your departure. After that date no refunds will be given whatsoever.

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PRESENTS

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San Francisco

FRIDAY, JUNE 16th — 8:00 p.m.

DONATIONS — \$3.00

DA JOE FAILS AGAIN

by Paul Chignell

District Attorney Joseph Freitas in a lackluster effort, has finally emerged from his protective shell in a vain attempt to criticize San Francisco police officers.

After repeated articles exposing the activities of DA Joe's office, Freitas recently wrote to the *POLICEMAN* accusing the police department of being inefficient in serving criminal subpoenas.

Now that our noble law enforcer has finally responded to the issue of subpoena serving, are we lucky enough to have DA Joe respond to other matters that have been in the public domain?

Will DA Joe explain why he keeps ex-Delaney street Daniel Weinstein on the payroll? Will he explain Weinstein's crime fighting talents and judicious decisions in the prosecutorial field? Will DA Joe write a letter describing the talents of the wizard of the Grand jury system, Mr. John Dwyer?

Can DA Joe give us justification for his interesting statements concerning the enforcement of prostitution when he assumed office?

How about that large staff of investigators, Joe? Can you explain exactly what they do?

But I wouldn't worry if the above issues are beyond your answer, DA Joe; there are a few more that you could respond to.

How has your luck been in prosecuting San Francisco police officers?

How much of the taxpayer's money did you spend prosecuting two of the finest officers on the force, Craig Piro and Bob Rodriguez? What price did these officers pay to their reputations and to their families for that shameful, disgusting display of prosecutorial incompetence?

How many times during that trial was admitted prostitute Margo St. James huddled with your chief assistant, ex-Delaney street Daniel Weinstein?

And after the quick acquittal by a courageous jury, why didn't you prosecute their accuser, self-admitted prostitute Janet Phillips for perjury?

As long as you are out in front on the subpoena issue, DA Joe, come out a little further so that the voters can make an intelligent decision when you run for reelection in November of 1979. How about it Joe?

PATENT RESEARCHERS



Curtis Landi

Caught in the pace of modern day society, who has the time to invent? Consider and develop improvements, or even observe how and where they are needed?

Curtis Landi, a 31-year old Greek/Italian born in America, has a business dedicated and determined to stimulate this principle. An inventor himself, having developed and marketed his ideas for over eight years, Mr. Landi believes that the key to inventing is observation. He is interested in par-

ticular in making policemen aware of his services because, as he says, "policemen are natural observers; it's the skill of their trade."

Landi recently opened his office and company under the name **PATENT RESEARCHERS**, located in Mill Valley. He offers the service of a Pre-X Search (a preliminary and necessary step to filing for patent). One of the many victims of several patent development and marketing invention companies with a reputation for taking advantage of inventors or individuals with an idea (C.B.S. TV's "60 MINUTES" did a thorough expose of these companies and their fraudulent practices), Mr. Landi was motivated to provide a service to aid inventors like himself. "I was tired of being given the run around and then getting ripped off," he states frankly, referring to his dealings with the

WINE AWAY A DAY

by Bruce Wright

An easy day trip from San Francisco is a visit to the wine country of the Napa Valley. The 16,000 acres of vineyards produce enough wine for a satisfying day of winery hopping. From San Francisco, follow Interstate 80 to Highway 29 to the Napa Valley.

While in the wine country, for comparison, visit a premium winery, a large-quantity winery, and a champagne cellar. A premium winery will allow you to taste quality, higher priced wines you normally reserve for special occasions. Examples are Beaulieu and Robert Mondavi wineries.

Large-quantity wineries, such as Beringer/Los Hermanos and Louis Martini, are in the more affordable category. They will allow you to taste any of their regular line of wines.

Champagne makers use an entirely different process than wine makers. Visit Hanns Kornell (la methode champenoise) or the Christian Brothers (Charmat process) for good sparkling wines.

What do I taste? Beginners should try to sample at least one in each of the categories of wine — white, red, rose, appetizer and sparkling. Another option is to select one or two types of wine (Chenin Blanc, Zinfandel) and taste them at each winery; new discoveries await you.

Tasting is a matter of personal judgment, is a wine pleasing to you or not? Rate a wine on its appearance, smell and taste.

Most wineries have guided tours along with a tasting room. The tour guides will explain the winemaking process, from vine to bottle, in varying detail.



Beringer Winery, Est. 1876, St. Helena, Calif.

Before running in to sip, pause to examine the winery buildings, most of which are fine examples of architecture. Perhaps the most beautiful is Beringer's Rhine House, north of St. Helena.

The most important thing in wine country is to take your time. Enjoy the atmosphere, the scenery, the wine, drive safely, and don't try to make it to every winery in just one day!

companies in question.

"The only way to help an inventor or person with an idea he needs and must protect is by educating him," he advocates.

Aside from the service of a Pre-X search, which he stresses is not only extremely accurate (all searches are performed personally by Mr. Landi) but also fast and economical, he does consulting on how to go about developing a prototype for the invention, as well as a step-by-step process for marketing it. He explains that he does not do any actual development or marketing of the idea. "I strictly provide a service," Landi confirms.

Proof of his dedication to not only helping, but protecting his clients is expressed by his "Client Protection Release Form"

which before it is given to his client, is signed by himself and notarized. The form states that his company will in no way "disclose, reproduce or manufacture" the client's idea. "Mine is the only company of its kind willing to stick out its neck to protect an individual," Landi states with obvious pride.

The conversation turns back to his particular interest in police officers. "You know," he says, recalling the days before he began working on his inventions, a young man living in Beverly Hills, "I always thought I'd like to be a policeman. Their skill for observation captivated me." He hopes to see evidence of this skill not only from individual inventors in the Bay Area, but from the working population of police officers. He explains the reasoning behind this

LETTERS

Citizen Served

The P.O.A. recently received a letter (printed below) from Mr. Brendan Jennings, a resident of San Francisco for the past 50 years. Mr. Jennings' letter was very much appreciated as well as his \$50.00 contribution to the P.O.A. Mr. Jennings donation has been deposited into our Community Services Fund and will be used to assist a worthwhile organization in San Francisco.

Like the reassurance that you received with my letter, it is equally reassuring to all police officers that citizens like yourselves are willing to stand up and be counted as having faith in their police officers.

We applaud you for that voice of support. Thank you very much.

Bob Barry

Dear Mr. Barry:

Thank you for taking time out to explain an incident about which I "blew my cork". Your letter is fully explanatory and reassuring. I should have known better and therefore I apologize for my nasty and perhaps ill-worded letter. But I'm sure you know the Irish temperament and all I can say is that I simply blew a fuse.

It was not my intent in returning the show ticket to ask for a refund. It was simple part of my "blow-up". So therefore I am returning your refund check. I gave willingly and am not an "Indian giver".

In my book the P.O.A. has always been — is now — and will continue to be the real San Francisco Police Department. And for your association, I have the highest admiration and respect. Incidentally I might say that you have done a fine P.R. job and my compliments to you.

It is my hope that you may not regard me as a cantankerous old man but rather keep me on your friendship list. In appreciation of your kind

and courteous communications, I enclose herewith a wholly unsolicited gift to the S.F.P.O.A. which I am sure you can well use to good advantage. Again forgive me for "blowing up" — thanks for your letter — and my best wishes to you, to Mr. Crowley and the Association.

Sincerely,
Brendan Jennings

Variety Show

Dear Sir,

We wish to express our gratitude for sending the complimentary tickets to your annual Police Officers' Variety Show.

We enjoyed the evenings' entertainment. It was a lively show which kept our attention. You were kind to remember us.

Yours truly,
Ed Thompson

Blood Bank

Dear Mr. Crowley:

Thank you for your letter expressing concern about the Irwin Memorial Blood Bank.

My staff and I are actively working with the blood bank and with the Department of Consumer Affairs to facilitate the earliest possible settlement. While the lawsuit has had an adverse impact on blood donations, the decline to date has been contained to about 9% from what it otherwise would have been had the normal growth pattern continued. There is no danger at this date, I am told, that your members will not get the blood you need.

I appreciate your sharing your views with me and I will continue to do what I can to protect the blood supply of San Francisco.

Sincerely,
Willie L. Brown, Jr.
Assemblyman
17th District

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SPORTS

S.F.P.D. CREW

by Mickey Griffin

Rowing is alive and well with three police crews training at Lake Merced for the California Police Olympics at Humboldt. This year's events will be expanded from 2000 meter and 500 meter races with a four man shell with coxswain to include eight man shells, single sculls and doubles.

Our oarsmen have been competing with local rowing clubs and college crews from U.C. Davis, Paxton College, Santa Clara University, to name a few. Again this year in the Police Olympics, Los Angeles P.D. will be our rivals for the gold medals in all events. However, our ace in the hole for a gold medal will be **Steve Wolf** Co. G in the single scull class. Steve would have been a gold medal winner two years ago had the singles race been sanctioned by the Olympic Committee.

In regards to the three crews, all are equally talented and should prove worthy of several medals

this year. Competition this year is expected from L.A.P.D., L.A.S.O., C.H.P., Humboldt S.O., Long Beach P.D.

* * *

After the Olympics this year, the rowers are planning a three day row around Lake Tahoe sometime in September.

Several police women have attempted to develop a women's crew at Lake Merced. If any female officer is interested in rowing, they should contact **Steve Wolf** at Co. G. He is coaching the women.

Any male officers interested in rowing should

contact **Al Casciato** at Co. A or **Mark Hurley** at C.S.T.F. Mark Hurley is developing a rowing program at the Police Athletic Club located on the Bay in Hunters Point. His equipment and docking facilities are excellent.

Remember — Row well and live!!!



Santa Clara Varsity Heavyweight Four edges S.F.P.D. by a nose at the finish of an 1800 meter race at Lake Merced.

RUNNING THROUGH MY MIND

by Walt Garry

Where the hell is Weott? Well, that's where seven policemen and some friends traveled to for a marathon run (26 miles) along the Avenue of the Giants, last May 7th. For six of us, it was our first attempt at the classic distance and turned out to be an experience that won't be forgotten soon.

9:00 a.m. found approximately 1,700 persons nervously moving about the starting area awaiting the gun. The double out and back course was even more beautiful than had been described, winding through the Redwood Giants that provided welcome shade throughout most of the race.

The runners were treated to some of the most enthusiastic support I've seen, from the hundreds of friends and relatives gathered at the starting line and again as we returned to the start and headed out on the second leg.

There is no way I can put into words what it is like out there, trying to make it through those last six miles. It affected everyone different and each handled it in their own way. It's a threshold that has to be crossed mentally and physically before one can say I've completed a Marathon. The "SFPD 8" finished, all of us. I overheard one by stander say "How many S.F. cops are running? I've seen them all along the course." And we were.

The best performance of the day was turned in by **Mike Mahoney** Co. C, who unofficially broke 3 hours by just a few seconds, placing #219. **Dennis Gustafson** Co. C #221 paced Mike the last six miles and pushed him across the finish. Impressive performance for a first timer.



SOFTBALL

The San Francisco Police Activities League (PAL) is presently setting up the 1978 Summer Softball League for girls. Major League Division is for girls who are 12, 13 and 14 years of age. The age cut-off date is August 1, 1978. Coaches and teams interested in participating in this softball league are invited to contact the PAL at 2475 Greenwich Street or phone 567-3215.

Golf Club News

On Friday, May 26, 1978, sixty-one players rode up and down the fairways of the Presidio Golf Course trying to conquer the ever present foe; par. I'm sorry to report that once again par was the victor, and it probably was the most convincing win it has scored over our club in it's four years of existence.

The low score of the day was eighty-four by four different players, **Even Lammers**, **Joe Buckley**, **Jim Labao Jr.** and **Bill Grosz**.

Even Lammers won the low gross and **Bill Grosz** won low net with an 84-17-67. The flight winners were: first, **Jim Labao Jr.**, **Joe Buckley** and **Gene Traversaro**. Second flight; **Jim Skinner**, **Nick Eterovich Sr.** and **Henry Kind**. Third flight; **Les Adams**, **Bill Terlau** and **Emmett Cooney**. Fourth flight; **Pat Pfeifer**, **Rich Renehan** and **Carl Klotz**.

The hole-in-one was won by **Emmett Cooney** with a shot 3'5" from the hole. **Rene Aufort** was second at 11'0" and **Dave Minner** third at 14'0".

The member-guest flight was won by **Nick Eterovich Jr.** followed by **Luis Casteneda** and **Bill Simms** respectively.

The club membership is now at one-hundred and twenty-eight. The schedule for the remainder of the year is now complete. Starting in June we are playing Alameda, Richmond Country Club, Monterey Trip, Marin Country Club, Round Hill Country Club, Santa Rosa Country Club and Sunnyvale Muni.

The club is open to all active and retired members of the San Francisco Police Department. The dues are \$5 per year. Anyone interested send a check made payable to The San Francisco Police Golf Club to myself as below or to Lt. Vic Macia in the Chief's office.

Jerry Cassidy
Co. K E&I Solo M/C
Rm.150, Hall of Justice
or
237 San Marin Dr.
Novato, CA 94947



Avenue of the Giants Marathon Participants

Left to Right: **Dave Seyler**, **Dennis Gustafson**, **Walt Garry**, **Jerry Sarin**, **Jim Ryan**, **Mike Mahoney** and **Dan Inocencio**.

The other SFPD runners were **Chuck Gretton** Co. C, #708, 3:34; **Dan Inocencio** YSD, #769, 3:37; **Jim Ryan** Service Station, #915, 3:48 (Jim just completed his fourth marathon last week); **Jerry Sarin** YSD, #1053, 3:56; **Walt Garry** YSD, #1189, 4:09 and **Dave Seyler** Co. D, 4:19. Congratulations to everyone for an outstanding race. Also thanks to **Tom Vigo** Robbery, for some great pictures.

There appears to be considerable interest in the up and coming San Francisco Marathon to be held on July 9th. I'd like to hear from anyone who is planning to enter the event, or any other race or fun run that may be coming up. There is a possibility that the PA-AAU handbook won't be published this year so we'll have other sources to keep up with race information.

The Police Olympics are in August and the applications have to be in by June 16th. We are looking for entrants for the Cross County, this year it's along a beach and some trails, the steeple chase, 5000 and 10,000 meter events. Contact **Ray Musante** or **Walt Garry** for information at 553-1321.

CORRECTION: In the April issue I reported that a team from Southeast placed first among the Athletic Club entries at the Christmas Relays. This was incorrect. A team from Headquarters finished first, two and a half minutes ahead with a total time of 6:02:13. I regret the error. Thanks for keeping me on my toes.

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AFL-CIO AFFILIATION

-Continued

as probably a good idea some years ago has become a monster. A monster that stands between the police and high level efficiency. AFL-CIO affiliation will spell "hands-off" to other unions looking to fill these positions.

Let me put some basic concerns to the side:

1) We will remain autonomous as far as by-laws to the association and association policy.

2) The cost is minimal.

3) The arrangement will not and cannot touch the pension system. Except that it may help to improve it or defend it at a later date.

4) We will remain completely independent where strike conditions or picket lines are concerned. There is no question that we will and must act according to the law and our obligation when involved in such a circumstance. The AFL-CIO expects and wants us to perform as police officers in such situations.

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

FIRST ANNUAL S.F.P.O.A. BLOOD DRIVE

The San Francisco Police Officers' Association will conduct its First Annual Blood Drive at the new Association offices located at 510 - 7th Street on June 30, 1978. The drive will be from 1100 until 1600 and will be staffed by regular members of the Irwin Memorial Blood Bank Mobile Personnel.

In order to accommodate all who may wish to attend this drive, we ask that you make an appointment by phoning the Association offices at 861-5060. The purpose for appointments is to allow blood bank staff to handle all donors as easily as possible. There will only be a limited staff on the mobile drive and we request this consideration of a phone call to expedite the process.

In the event you have to wait a few moments prior to donating, the Association will provide refreshments. This is also a chance to nose around the offices and get to meet the hard working Association staff and officers.

The drive is intended to offset any potential blood shortage crisis that may arise during the 4th of July long weekend. All donations will be credited to our blood account for any future use we may have for them. All members, active and retired, are eligible to use this fund when the need arises. The same members are eligible to donate.

On April 10, 1978, a blood drive was conducted at the Hall of Justice, The Irwin Memorial was able to get a total of 77 net donations from this drive. Much of the success of this drive goes to Officer Don Condencia who was able to get 42 of 49 pledges to attend and donate at this blood drive. The Blood Bank Committee wishes to thank Don publically for a job well done. We also hope he can repeat his performance at our First Annual POA Blood Drive. Please make an effort to make this drive a success.

Tom Vigo, Chairman
Days 553-1201 Blood Bank Committee

COMMISSION VOTES QUOTAS

Continued

racism" he said.

Although his comments were brief, there was little left to the imagination as to what his beliefs are. He should certainly be commended for stepping outside the political arena and standing his ground on this most crucial issue.

Commissioners Siggins, Murphy and Toler had little to offer except to echo Ciani's comments and to further stress that the settlement was "good for the city".

When the vote finally came, Ciani had an obvious look of total dissatisfaction in the way Commissioner Sanchez emphasized his "no" vote. It was as if the mayor was standing in the wings ready to cut their strings should the vote be anything but unanimous.

Her discontentment was highly visible and her ensuing comments were no less than astounding. "We have a concern in not having a unanimous vote" she said and began walking on egg shells as she attempted to clarify what Commissioner Sanchez was "trying to say".

As the eyebrows raised and the heads began to turn, I somehow cannot help but believe that she realized her foot was in the wrong place again. Nevertheless, she continued her dissertation as the spectators sat in awe.

As surprising as her comments were, they certainly were not without precedent. Her attempts to clarify other dissenting in the past created the same controversy. To degrade a colleague in that manner, especially in a public forum is not only a lack of political savvy, but a total disregard for Commissioner Sanchez's integrity.

Ciani knew very well in their closed door caucus that Commissioner Sanchez vehemently disagreed with the settlement and that he had every intention in voting for its defeat. Therefore, to become involved in such senseless rhetoric and degradation was without justification and conscience.

Your purpose, Commissioner Ciani, is to serve the public and serve them well. However, your comments in that hearing and in others past, fall far short of that service, and unless your criticisms and philosophical disagreements can be aired in a more constructive fashion in the future, it might behoove you to consider your effectiveness on that Commission and to seriously contemplate the submission of your resignation to the Mayor of San Francisco.

*

On June 5, 1978 scores of police officers attended the Civil Service Commission meeting to see if that Commission would reject the second attempt by the City Attorney George Agnost, to have this suit settled without going to trial. That Commission rejected the settlement 3 to 1 (Alioto, Salomon and Powell against, Sing and Tarantino for).

The Board of Supervisors will have another go at it soon. We will publish a Bulletin requesting police officers to be at this meeting. If the settlement is defeated again, hopefully we can then start the trial in earnest. Our attorneys are confident they can refute all charges.

San Francisco



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it will "institutionalize

RETIREMENT

STRATEGY

-Continued

on the average maximum paid to police officers in California cities having a population of at least 350,000. The salary survey is made not later than the 1st day of August and is retroactive to July 1.

What happens if the August survey reveals that the average maximum is below that which is presently being paid? Fortunately, the Charter provides (section 8.405g) that no police officer/fire fighter "shall suffer a salary reduction by the application of any new compensation schedule." So the survey itself will not and cannot produce a reduced salary.

The Charter section (8.406) which provides for salary deductions during times of extraordinary economic conditions clearly provides that retirement benefits "shall be calculated on the basis of gross salaries and compensations of such members in the same manner and amounts as if no deductions from said gross salaries and compensations were made under this section." So, here to, a salary reduction would not effect retirement benefits.

Sick Leave Payoff

This substantial retirement benefit, established several years ago by the Board of Supervisors and the Police/Fire/Civil Service Commissions, is now being recognized by city leaders as being in the nature of a retirement benefit and therefor not subject to revocation without first providing a comparable or better benefit. But this benefit will not go untouched.

One plan under discussion calls for deferred payment with interest (at 7% on the unpaid principal during the repayment period (2-3 years). This plan would effect all sick leave payoffs which have not yet been made. The date of retirement would not be determinative.

With the declaration of emergency already initiated by the Mayor and the Board's concurrence expected, it seems certain that the present payoff procedure will be modified. Modified not deleted.

The Panic

Officers who in alarm and terror flee without sufficient reflection must realize that they may be giving up, amongst other things, a) additional retirement percentages, b) chance for advancement created by the panic, c) chance for advancement created by the eventual resolution of the federal litigation and d) perhaps a job that was enjoyable and worthwhile.

The full effects of Jarvis-Gann are not presently known; the State legislature's response and distribution of the surplus is unknown; and, most importantly, I have it on good authority that there will be a tomorrow

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