



# 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 ICPSA—International Conference of Police Associations

VOL. 9

SAN FRANCISCO, AUGUST 1978

NO. 8

## FTO PROGRAM — EXCELLENT, BUT NOT PERFECT

by Paul Chignell

In my humble opinion, the Field Training Officer Program is the best project initiated in the San Francisco Police Department for many years.

The credit for the program is shared by many people: Chief Charles Gain as the administrator who implemented the program, the P.O.A. for its vocal support of the idea four years ago, and many others.

But the real credit must be shared by two groups: the project coordinators and the officers who make the FTO Program work day in and out.

FTO director Lieutenant William Koenig and his meager staff of Sergeant Dick Racine and Officer Al Benner tirelessly work to organize and adopt the program so that the training officers and recruits reach their full potential. There are few jobs in a modern police department that motivate people to excel — this program has been successful because of men like Koenig, Racine and Benner.

There is no doubt that the recruits who graduate from the FTO program are the best young officers that can be produced.

But the training certainly cannot be termed "production". The process is one of graduated training with tasks increasing as the weeks pass by. Recruits are graded on a scale that is a comprehensive test of police work. We have certainly needed this training philosophy in recent years. Prior to the FTO program, the field training and evaluation was haphazard at best. In many cases, officers were oriented to police work in a manner that brought continual discipline and low achievement problems.

To remain a Field Trainer is a task in itself. For low compensation, experienced officers must maintain their patience and knowledge under difficult circumstances. I have seen these trainers at first hand and marvel at the expertise they possess. To stick with a recruit week after week can be exasperating. Police work at the Mission and Northern stations is not only exciting but frustrating when you're teaching an individual the nuances and hazards of police work.

No wonder field trainers become "burned out" after several weeks of training and evaluation. Trainers must be freely available for remedial work if the recruit is not up to standard. The FTO Sergeants are not to be overlooked — they must watch carefully over the recruit evaluations and provide additional training as the needs arise.

This program should be commended by all employees of this department and the public it ultimately serves.

But in spite of all this praise and gratitude, no program including the Field Training Officer project, is without some fault.

The POA is placed on a precarious position with respect to the "FTO". Having argued for a field training project and gratified that it has become a success, other responsibilities remain.

The Association is obligated under its by-laws to defend police officers for actions arising within an officer's scope and course of employment.

(Continued Back Page)

## DOG UNIT DISBANDED

by Dirk J. Beijen

I am writing to protest another step backwards by the San Francisco Police Department. The police dog unit is being disbanded and the officers of this unit are being sent to the district stations and all training for the officers and their dogs will be discontinued. This is being done despite the fact that police dogs can be used to effectively locate bombs and narcotics and capture hidden or fleeing rapists, robbers and murders without risk to human life.

In 1974 this dog unit was used as a part of an attempt to deceive the public. Press releases proclaimed that the San Francisco Police Department was taking officers from other areas of the department and putting them "on the street" in district stations. Some of these officers were members of the dog unit and were re-assigned to only Southeast and Southern Police Stations to handle routine calls as well as to continue training and provide dog services. This political maneuver only served to make the dog unit, which had always been "on the street" responding to any emergency, less accessible to the seven other police districts.

One incident during that period occurred when two police officers, searching a building, were both shot by a burglar, who was also shot and killed. Had a dog unit been readily available at that time to search the building, two officers would not have been seriously injured and the city would not have paid thousands of dollars in disability pay and medical expenses for officers who were not providing service for an extending period. The suspect would probably have been captured without serious injury.

Presently, with local governments mandated by the people to cut costs, the police administration is attempting to convince the public that it is cost effective to disband the dog unit. If one officer is saved from an injury, or if one citizen is saved the loss of some property because a police dog sniffs out a burglar or catches a purse snatcher who might have otherwise escaped to prey again, or if one life is saved, then the low cost of maintaining the entire dog unit is more than justified.

Now, the time, effort, and money expended to develop a first class dog unit will be lost as both dogs and handlers lose their proficiency, which can be maintained only by continuous training. The department and the city will lose a valuable crime fighting tool. The officers going to the district stations will trade the dog, which costs the city about \$17.31 per week, for a human partner, who will cost the city about \$755.00 per week. This means that for every two dog unit officers "put on the street" in the districts, one less car will be on patrol in the city.

The San Francisco Police Department dog unit has endeared itself to the people of this city through public exhibitions in addition to on-duty deeds of merit. The unit should not be abandoned.

## LA SUES FOR PAY RAISE

by Mike Hebel

The Los Angeles Police Protective League has recently filed suit on behalf of L.A.'s police officers to require the City to pay an 8.3% salary increase for fiscal year 1978-79. The L.A. Charter provides for an annual prevailing wage survey. This year's survey projected an 8.3% increase for L.A. police officers and fire fighters.

### CITY COUNCIL REJECTS SURVEY

At its June 20, 1978 meeting the L.A. City Council voted in closed session to totally disregard the salary formula and thereby deny police officers any pay raise for 1978-79.

The annual survey, which compares trends in wages in private industry with those paid of L.A. police officers/fire fighters, indicated that an 8.3% increase was in order. The action of the Council completely set aside the Charter mandated prevailing wage doctrine.

The concept of setting L.A. public safety wages based on prevailing wages has been applied since 1925. Twice before the City of Los Angeles attempted to withhold raises due under the salary formula; both times the Courts ordered the City to pay.

The City Council has claimed that the salary freeze was necessary due to revenues lost because of the passage of Proposition 13.

### PREVAILING WAGE ON BALLOT

At the same time that the L.A. City Council enacted the pay freeze, it placed a resolution on the November 1978 ballot to repeal the 53 year old prevailing wage salary formula. (Reminds me of San Francisco circa 1975) The Protective League feels that without this formula there would be no guarantee that police/fire wages will at least parallel the cost of living increases.

In June of this year the County of Los Angeles, by a vote of 2-1, repealed the prevailing wage formula in its Charter. That formula had insured wage parity between L.A. City and L.A. County.

### SAN FRANCISCO IMPACT

The November ballot in Los Angeles will have a direct impact on wages paid to (Continued Back Page)

#### IN THIS ISSUE

Widows & Orphans, Fellowship,	
Police Post .....	Page 2
President's Corner, Policeman	
of the Year, ICPSA .....	Page 3
Around the Dept., Light Duty,	
Amendments .....	Page 4
Medal of Valor .....	Page 5
Two More Kevin Starr Reprints .....	Page 6
Sports .....	Page 7
Alternative to Paying Taxes, Part II .....	Page 8



# WIDOWS & ORPHANS

The July meeting was called to order by Pres. Andrew Quaglia on Wednesday, July 19, 1978 at 2:15 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. Turstee W. Parenti excused, all other officers and trustees present.

Treasurer Barney Becker reported the death of:

**MAURICE LYNCH** — Moe, born in 1926, was 22 years old when he entered the Department in 1948. He served in the various district stations until 1967 when he was transferred to Richmond Station where he served until his retirement in 1975 for ordinary disability. Moe received a Bronze Medal in 1969 for the capture of a holdup man. He was 52 at the time of his death which occurred around Donner Lake.

The Secretary reported the following donations:

**128th Recruit Class** — They had given a donation previously, however there were some additional funds left over and so this second donation was made. Thanks to all the members of the Class.

**John Ryan** — This donation was sent through many channels before finally arriving at its proper resting place — this Association.

On Friday, July 21, 1978, Pres. Andy Quaglia, Trustees Jim Sturken and Mark Hurley and your Secretary, paid a visit to Treasure Island to contact the members of the new Recruit Class regarding membership in the Widows and Orphans. After inspiring talks by Quaglia and Hurley, 54 of 59 signed for membership in the Association and payroll deduction cards. As it takes these cards 3 to 4 weeks before any deductions are made, these new members will not be eligible for actual membership until October.

There was one reinstatement voted by the Trustees — Angelo Bracco.

Action by the Trustees — Secretary to notify Hibernia Bank that any payment made to a member who should have been dropped from the rolls and was not, due to the failure of the Bank to supply the Trustees with a current list of delinquents, would be the responsibility of the Bank. The Bank was contacted by the Secretary and they stated that such a list (of delinquents) would be forwarded to the Treasurer. Members of the Hibernia Bank will be present at the next meeting of the Association, Wednesday, August 16, 1978 at 2:00 p.m., in the Traffic Bureau Assembly Room, Hall of Justice.

The question of a letter of condolence being enclosed with the check sent to the beneficiary of a member was put over until the August meeting.

There being no further business to come before the membership, the meeting was adjourned at 2:50 p.m. in memory of Brother Maurice Lynch.

Fraternally,  
Bob McKee, Secretary

To those few members of the Recruit Class now at Treasure Island who did not sign for the Widows and Orphans and now have second thoughts that they should have joined, contact any of your instructors and they will advise you how to get in touch with one of the officers of the Association who will be only too happy to sign you up. Remember, this is the only organization to which you may continue to belong even if you sever relationship with the Police Department.

**Andre's**

TELEVISION  
STEREO  
MICROWAVE OVENS

Special Discount Prices Mike Salerno - Owner  
731-2792 SALES—20 yr's—SERVICE 2401 Irving St.



**West & Praszker** REAL ESTATE

1812 Noriega St., San Francisco, 94122

(NR. CREDIT UNION)

I specialize in hard to find, CHOICE property. I work as hard for my clients as I worked my old 6th Street Beat!

**STEPHEN MAXOUTOPOULIS**  
RETIRED SFPD OFFICER  
661-5300



**SAN FRANCISCO**

## Fellowship of Christian Peace Officers

by Art Gerrans

Our meeting started at 7:30 p.m. and Tom Dickson gave our opening prayer. We had music ministered by Ken Thomas who is a Christian signer-musician and producer of Christian records. Wayne and Elaina Lewis shared with us about Elaina's healing that took place recently.

Our speaker was the Reverend Lloyd Mashore, Pastor of the Concord Christian Center. Pastor Mashore talked about our walking with Jesus. The struggle with our faith and

our relationship with God. He said sometimes we let our past sins interfere with that relationship. He said God forgives, if you believe you are forgiven. He wants to share your life with him, just invite him in.

Our next meeting will be August 15, 1978 at 7:30 p.m. at The Bethel Lutheran Church, 2525 Alemany Blvd., San Francisco. Our speaker will be Herb Elmwood, Special Assistant Attorney General of California. Music will be by Gary Vine.

### CROWLEY MOVING & STORAGE

Lic. & Ins.

CLOSET OR FULL HOUSE  
Offices & Stores

24 Hrs. Service - free Est.

922-4596 if no answer 922-5244

Same Rate Anytime

### ★ SCHOOL UNIFORMS ★

#### SWEATERS

CARDIGANS & PULLOVERS \$10<sup>99</sup>

#### PANTS

CORDS & TWILLS \$9<sup>99</sup>  
(BILLY THE KID & LEVIS)

#### SHIRTS

WHITE SHORT SLEEVE \$4<sup>29</sup>

ALL ITEMS SIZES 6 to 20 MADE IN U.S.A.



Men's & Boy's Dept.

11 Lakeshore Plaza, San Francisco

## Loaded deals

Fully equipped late  
model cars at  
stripped down  
prices.

Most fully equipped with air and power all around. All available with a limited power train warranty.

**AVIS**

Young Used Cars.  
For Sale.

SAN BRUNO  
200 El Camino Real

877-6763

# POLICE POST #456 NEWS

Still around and active is one of the charter members of Police Post #456, John Dolan. John can tell you some stories about the old days. He goes back to the time when Paul Zraggen was our able adjutant. There are just a few of the charter members left.

\*

Being considered is a feed that will appeal to all members. Keep your eye on this column and the bulletins for further details.

\*

Members receiving notices from National Headquarters regarding dues, please disregard if you are on payroll deduction. This system saves us money on the billing and saves the Legion much work.



The American Legion

SAN FRANCISCO POLICE POST #456  
FEDERAL CREDIT UNION

## MEMBERS

## BUY SHARES NOW

6½% INTEREST PER ANNUM  
PAYROLL DEDUCTION AVAILABLE

Office Hours:  
9 AM to 4 PM

Call Al or Earl:  
431 - 2877



the San Francisco

## POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION  
510 - 7TH STREET, SAN FRANCISCO, CA 94103  
(415) 861-6020 861-5050

Publication #882320

### BOARD OF DIRECTORS

PRESIDENT ..... Jerry Crowley  
SECRETARY ..... Joe Patterson  
TREASURER ..... Jack Ballentine  
CO. A ..... Al Casciato  
CO. B ..... Joe Toomey  
CO. C ..... Layne Amiot  
CO. D ..... Mike Dempsey  
CO. E ..... Paul Chignell  
CO. F ..... Ray Carlson  
CO. G ..... Roy Sullivan  
CO. H ..... John Minkel  
CO. I ..... Bob Bullard  
CO. K ..... Bill Hardeman  
..... Gale Wright  
HQ. .... Mike Hebel  
..... Vic Wode  
Insp. .... Bob Huegle  
CSTF ..... Theodore Schlink  
RETIRED ..... Joe Carew

Gale Wright ..... Editor

ASSOCIATION OFFICE ..... 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, S.F. Policeman 510-7th St., San Francisco, Ca. 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers' Association for unsolicited material.

THE SAN FRANCISCO POLICEMAN is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the San Francisco Police Department.

ADVERTISING: Nancy Heeres, 104 Point Lobos, San Francisco, CA 94121  
(415) 386-6613

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

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

POSTMASTER, ATTENTION! P.O. Forms 3479 Notices should be sent to: S.F. Policeman, 510 - 7th St., San Francisco, Ca. 94103. 2nd Class Postage Paid at San Francisco, Ca.  
Publication #882320



## VFH POLICEMAN OF THE YEAR



## DAN HAMPTON

The Veteran of Foreign Wars "Policeman of the Year" award is annually presented to the policeman who during the previous year has consistently performed his duties in an outstanding manner rather than recognition for one single act of heroism. In other words, this award gives recognition to an officer that is most admired by his fellow officers for day to day work and ability.

Dan Hampton is this kind of cop. Dan was selected as one of the original members of the Street Crime Unit because of his reputation as a knowledgeable, hard working street cop. He readily lived up to that reputation and as a team leader quickly commanded the respect of both fellow officers and supervisors in the unit. It is hard to avoid cliches when talking about Dan. He is a calm, soft-spoken, unassuming individual, who among other things is a Police Olympic Judo champion.

Congratulations, Dan, we as policemen are proud that you were selected to represent all of us a "Policeman of the Year".

## CLEVELAND POA STRIKE

This Mailgram is a confirmation copy  
of the following message:

Television Station News  
3001 Euclid Ave.  
Cleveland, OH 44115

The San Francisco Police Officers' Association supports the police officers of Cleveland in their actions to defend themselves against unsafe working conditions.

We are shocked that those police officers who with dignity stood against the arrogance policy of the administration were fired. We request immediate reinstatement of these officers and a return to sanity on the part of the mayor of Cleveland. Police officers in this city and throughout the State of California want all people of Cleveland to support their courageous officers and bring labor peace to a proud city.

Gerald A. Crowley, President  
San Francisco Police Officers' Assn.

(The strike ended when the fired officers were granted a hearing by the Court.)

### AVENUE CYCLERY

SALES—SERVICE—REPAIRS—RENTALS

GITANE-VISCONT-MIYATA- ARAYA

REDLINE-WEBCO-ETCETERA

ONE DAY EXPERT REPAIR SERVICE

387-3155

750 Stanyan St., San Francisco, CA 94117

## OPEN LETTER TO CHIEF CHARLES R. GAIN

by Robert J. Geary  
Richmond Station

It is my opinion that Deputy Chief Jeremiah P. Taylor has an unpleasant disposition and an innate inability to deal with the public by being aggressive and overbearing. This officer is unable to retain a warmth and a sense of humor that is invaluable in public relations. He has made it a special point of his life conduct, not to establish rapport with almost everyone he knows for any length of time. He has indicated by his negative attitude that ineffective living demands that he be negatively oriented and not outgoing and his lack of a social and religious background has led him to think the worst of his fellow officers. By practicing this belief he has been unable to establish a working basis of understanding with a wide variety of people, thus decreasing the effi-

ciency of the San Francisco Police Department.

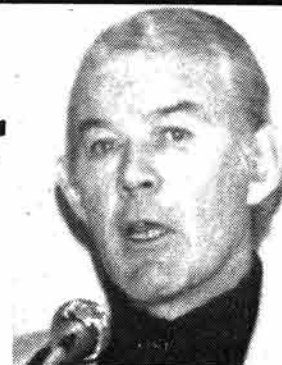
Deputy Chief Taylor has shown an inability to adjust to new and changing situations; not working in harmony with his fellow officers as a team member; being an immature individual who enjoys his job not relating well with his co-workers or subor-

dinates— he is never included in the conversation and off-duty social activities that arise. This officer has consistently shown an inability to reach conclusions promptly and deciding a definite course of action while not adhering to principles of honesty and moral courage. Although he has been faithful and loyal to you, he has never taken any

action to improve himself and says and does what is inappropriate while giving offense and does not accept and act upon suggestions and constructive criticism. Deputy Chief Taylor does not command confidence and respect and does not show an appreciation for the needs and viewpoints of his fellow police officers or fellow San Franciscans.

## President's Corner

BY JERRY CROWLEY



### I.C.P.A. VOTES TO JOIN AFL/CIO

The next step in the progression toward AFL membership of all police officers will be the submission of the ICPA application to the full executive board of the AFL-CIO. This executive board will meet this week in Chicago to consider the application. The procedure for any application will be the assignment of that application to a review committee for investigation and full report. This committee will submit this report back to the full AFL/CIO Executive Board for final determination and acceptance.

Target Date February 1979 for approval.

If the ICPA application is accepted there will be a Constitutional and By-Law meeting of all delegates. ICPA delegates will then vote on the by-law changes at the next annual meeting after approval of the AFL/CIO executive board. This meeting will occur sometime in February 1979.



## ICPA ANNUAL CONVENTION

JULY 7 - 12, 1978

The Area Vice-Presidents met on the 7th and 8th. There were twenty-five of the then twenty-eight Vice-Presidents present at each meeting. Each day opened with the usual roll call, Pledge of Allegiance and Prayer.

At the first session, the regular order of business was suspended and the purposed AFL-CIO Affiliation was brought on the floor for discussion. President Kiernan started the discussion off. He stated that he and Secretary-Treasurer Bob Gordon had met with President George Meany and Secretary Tom Donohue of the AFL-CIO and discussed the possible affiliation. From these discussions, President Meany assured our President that he would bring the matter before his Executive Board at its next meeting.

President Kiernan also stated that the Charter would contain the guidelines that our membership voted on at our last meeting. He also told us of some inquiries that he had received from Associations in Mississippi, Tennessee, Pennsylvania and others. They all stated that they would join the ICPA immediately after we get the AFL-CIO Charter.

There was quite a bit of discussion on the subject prior to a vote of the Vice-Presidents. Afterwards, a vote was taken and the Vice-Presidents passed the motion to affiliate.

Secretary-Treasurer Bob Gordon gave a legislative report. He stated that HR 12841 was introduced and passed the House on Tuesday, June 27th by a vote of 386-12. This bill would prevent the IRS from putting a tax on fringe benefits. The National Labor Relations Act, H.R. 8410, which would open the doors for National Collective Bargaining was hung up on the Senate floor by a filibuster. Those Senators who were for it, failed to get a two-thirds majority vote to end the filibuster. The bill was then recommitted to the Senate Committee on Human Resources with the understanding that if and when it is reported back to the Senate, it will be made pending business. All other pieces of ICPA legislation is in various committees pending hearings.

Gerald Crowley, President of the S.F.P.O.A. gave a report on the ICPA Political Action Convention. The Convention will be held in Washington, D.C. on September 8th through the 13th.

The Chairman of the Membership and Credentials Committee, George Berger of the Seattle Police Officers Guild, was not present and as co-chairman, I gave the committee report. We accepted eleven new associations with a total of 1,374 members.

Robert Kliesmet, Milwaukee Police Association, gave a report on the stress program and his trip to Australia. Bro. Kliesmet and Dr. Kelling were invited to Australia to do a stress study on the Victorian Police Association. While in Australia, he and Dr. Kelling testified in an arbitration hearing before a Tribunal. Kliesmet feels that their testimony had quite an impact on the hearings.

On Monday, July 10, 1978, the rest of the delegates to the convention met. The program began with a presentation by our President Gerald Crowley who is also Chairman of the ICPA Political Action Committee and Communication Support Service. He gave an inspiring slide show presentation on the Communication Support Service.

Next the President gave his report which was a repetition of his report to the Vice-Presidents with one exception. The exception being that he spent a great deal of time explaining to the delegates the importance of the ICPA affiliating with the AFL-CIO.

At the conclusion of his report David Baker, President of the Memphis (Tennessee) Police Officers Association, made a motion that the ICPA seek affiliation with AFL-CIO. The motion was seconded by yours truly and others. Bro. Al Sgaglione, President of the Police Conference of New York (State Organization) raised a point of order due to the fact that without amending our constitution and by-laws to effect such affiliation, the motion was out of order. The chair ruled that the motion was in order and Bro. Sgaglione made a motion to challenge the chair's ruling by a roll call vote. The motion was seconded by a delegate from Greenburg Town, N.Y. The challenge to the chair was defeated. Next came the original motion to affiliate. A roll call vote showed a tie of 50% of the delegates for and 50% against. The President cast the tie breaking vote and voted for affiliation.

The rest of the Convention consisted of a lot of motions and votes etc. as a result of the AFL-CIO vote and the usual reports and elections of the Area-Vice-Presidents.

by Joe W. Patterson  
Vice-President, I.C.P.A.



## AROUND THE DEPARTMENT

by Al Casciato

... If you've ever attended a meeting of the Fire Commission, Commission on Aging or just about any other commission, you would come away feeling that those commissions were supportive of their respective departments. The Police Commission is a very different story. The negativism and hostility that emanates from its meetings come through loud and clear to the rank and file, "We hate COPS". Just attend one of their meetings or kangaroo administrative trials...

... When reading news articles about police in the Chronicle or Examiner, I always look carefully at the headlines and adjectives used to describe police actions. A recent article by Birney Jarvis of the Chronicle contained the adjective "loitering" in describing a police civilian dress "patrol" near the Bay Street projects. Upon being confronted about the use of the word loitering, Mr. Jarvis stated that the rewrite man added that to his article and that his original didn't contain that wording. Bearing that in mind, then it must be the headline writer's fault for the "Police Murder" headlines which appeared in the Examiner a few days ago. Well, obviously the Hall of Justice reporters are not in control of their articles and can't be expected to have much credibility among police officers whom expect accurate objective reporting and not sensationalism...

... The subject of rotation transfers is still floating around the 5th floor and has been getting quite a bit of attention lately. To me, rotation means one thing and one thing alone. Rotation is the cloud which administrators use in order to effect political transfers which they can't accomplish any other way. Common sense tells you that rotation in a department this size can never be accomplished fairly. Special problems, details, units and a constant change of administrators at least every 8 years all spell doom to any equitable rotation policy that is written. So, take a good look around and see if you can find who it is that the 5th floor wants moved...

... Prior to the passage of Prop. 13, I stated that there was no reason to have our raises withheld nor was there any reason for reduced work weeks or layoffs. Bearing in mind all that has occurred since Prop. 13, I believe that our number one priority should be a raise and better benefits. Because it has been proven that the city and state have incredible reserves of money which are being wasted and if we were given the raises the charter entitles us to and benefits (dental, health, educational, etc.) equal to other police departments, we would barely catch up with inflation or dent the city's resources...

... Credit Union referrals are something many of us depend on heavily. Well, last month the Credit Union referred me to a Toyota dealer in San Bruno. I went there with my family and received extremely high pressure to purchase retail rather than at the fleet rate the credit union said they offered. To make a long story short, it was obvious that this dealership had lied to the Credit Union in order to get member referrals. Well I complained to Rudy Milan (credit union staff) and he assured me that no further referral would be made to that dealership. Rudy also encourages others who experience bad service to notify the credit union and I'm sure that Al and Earl at the Veterans Credit Union feel the same way. Let's make our purchase dollar tough by demanding good service and quality from those we do business with and giving feedback to the credit unions.

... The Baby Boom really got a boost this month with two new arrivals. Dennis and Lee Meixner became proud parents of Daniel Lee, 8 lbs. 9 oz., while Tom and Barbara O'Connell are beaming about the arrival of Colin John, 8 lbs. Both fathers claim that the boys will grow up to be rowers. Congratulations to all...

... Mind boggling: With today's great demand for unmarked police vehicles (equipped with radio, red light and siren) for sworn personnel, how come many civilian employees are driving these vehicles about in an assigned status?.. Bye...

**PROFESSIONAL APPRAISERS**  
**INSURANCE - TAXES - ESTATES**  
 WE WILL ACT AS YOUR BROKER, & SELL YOUR HEIRLOOM JEWELS FOR A SMALL COMMISSION (OR FEE) - WE WILL ARRANGE YOUR ESTATE FOR AUCTION - HOUSE OR BANK VAULT APPRAISALS BY APPOINTMENT

M. Arthur Azevedo - John F. Azevedo  
 Graduate Gemologists - Members:  
 The Gemological Ass'n of Great Britain  
 American Society of Appraisers

**AZEVEDO**  
**JEWELERS & GEMOLOGISTS**  
 ESTABLISHED 1936  
**781-0063**  
 210 Post - Third Floor Corner Of Grant Ave.

# THE LIGHT DUTY ISSUE

by Mike Hebel

On July 19, 1978 Chief Charles Gain appeared before the City's Retirement Board in order to enunciate and explain the Police Department's light duty policy. The Chief began by referring to the Police Commission policy established in June 1975.

## COMMISSION POLICY

The Commission (resolution 256-75) requires all officers to be in that physical condition so as to permit them to perform full police duties. The Department policy is to request retirement of those officers who cannot return to full police duty within one year from the date of their disability. Limited duty positions will be given to those officers who will be able to return within one year.

The Chief stated that this policy is not presently enforced because the Department is not at full strength. When at full strength, no additional officers will be given a permanent limited duty position. However, officers now on permanent light duty will be allowed to remain in the Department should they so choose. Thus the present permanent light duty officers would gradually shrink through normal attrition.

The Chief emphasized that there is no position in the Department which is a limited duty position. There are police officers who are limited because of injuries, but there are no light duty positions.

## PRESENT RETIREES

The Chief was asked if he would accept presently retired (disability retirement) officers back into the Department if the Retirement Board found that they were no longer disabled. He stated that there would be no position for them unless they were able to perform all the tasks and duties of a police officer including physical ones.

Dan Mattrocce, General Manager of the Retirement System, informed the Board of the practical difficulties in returning an officer, once retired, to police duty.

## SECONDARY EMPLOYMENT

Supervisor Feinstein inquired as to the possibility that officers presently on disability leave might be engaging in secondary employment.

While the Retirement Board gasped, the Chief indicated that in limited circumstances an officer on disability leave may be able to work secondary employment for therapeutic reasons (prevent physical/mental deterioration).

The Chief noted that present rules prohibit engaging in secondary employment while on disability leave. He said he would immediately stop any violations coming to the Department's attention.

# CONSTITUTION AND BY-LAW AMENDMENTS

On June 22, 1978 the Board of Directors unanimously adopted the following proposed amendments to the Association's Constitution and By-Laws. These amendments must now be published in the Association's official publication and then voted upon at the next special or quarterly membership meeting. If approved at that meeting, they will be submitted to the entire membership via mailed ballot. If ratified by a majority vote, they shall be immediately adopted.

Double parentheses (( )) indicate deletions

**Bold** indicates additions

## I. Constitution

### Article III, Section 1

Membership in this Association shall be limited to sworn members of the San Francisco Police Department having full peace officer status as defined in Sec. 830.1 of the Penal Code and covered in Retirement Sections ((168.1)) **8.544, 8.559, and 8.586** of the charter of the City and County of San Francisco. These members shall be deemed active members.

### Article IV, Section 1

The officers of this Association shall be:

- President
- Vice President
- Secretary
- Treasurer

### Article IV, Section 3

The Vice President shall:

- Assist the President in Association business
- Perform the duties of the President in the absence of the President
- In the case of the resignation or death of the President, ((Secretary)) the Vice President shall become **President for the unexpired term.**

The Secretary shall:

- Assist the President in Association business))
- Perform the duties of the President in the absence of the President))
- In the case of the resignation or death of the President, the Secretary shall become President for the unexpired term))

All subsections following the Vice President's duties shall be renumbered to reflect the addition of this additional officer.

## II. By-Laws

### Article II, Section 8 — Duties of the Insurance Committee

- There shall be established a five (5) ((man)) **person** Insurance Board of Trustees. One member shall be a retired member; **the other four (4) shall be active members.** ((this Board of Trustees shall be composed of active members of this Association and)) The Trustees shall be appointed by the Board of Directors of this Association at their March meeting. The term of office for members of the Insurance Board of Trustees shall be for two (2) years; two members appointed on the even-numbered years, and three members on the odd-numbered years.

If the membership adds the position of Vice President, this position would be first filled at the election of officers in January 1979.

LOOKING FOR A FUTURE?  
 MAKE YOURS IN  
 "YOUR OWN BUSINESS"

We provide complete business set-up. NO FRANCHISE, VENDING OR MFG. INVOLVED. A small investment can start you in a successful future. See the most dynamic concept since McDonald's! We will verify & prove immediate income potential for PART-TIME or FULL-TIME. Call GIL DAUGHERTY for appointment, Th.,Fr.,Sa.,Su. (415)386-1258. After Su. call COLLECT (714)226-8411.

**KRAY'S**  
**621-3311**

**AUTO PARTS**  
 THE FAMILY OWNED TRADITION  
 IN SAN FRANCISCO  
 FOR  
 25 YEARS  
**EVERYONE WELCOME!**

**ELECTRONIC IGNITIONS**  
**LIFETIME SHOCKS**  
**CLUTCHES - US/IMPORT**  
**NEW CARBURETORS**  
**IMPORT EXHAUST SYSTEMS**  
**HD BATTERIES**  
**NEW RADIATORS**

**LOW PRICES-TOP BRANDS**  
 \* MACHINE SHOP SERVICE  
 FOR  
 U.S. AND IMPORT ENGINES  
 SATURDAY SHOPPING 9-2

**TELEPHONE PRICE QUOTES**  
 Buy Your Domestic And Imported Parts At **160-7th STREET**



# MEDAL OF VALOR AWARDS

The Awards Committee met in Room 551, Hall of Justice, on Friday, June 30, 1978, at 0930 hours, in regular session.

Present:

Commissioner Judith E. Ciani  
Deputy Chief Mario Amoroso  
Commander of Traffic, Robert C. Seghy  
Capt. Charles A. Schular, Bureau of Investigations  
Capt. Edward J. Laherty  
Capt. Stanley E. Cordes  
Capt. George P. Jeffrey  
Capt. Joseph T. Lordan  
Capt. Ernest J. Raabe  
Capt. James A. Ryan  
Capt. Edmund J. Cassidy  
Capt. Donald L. Taylor  
Capt. James P. Shannon

## GOLD MEDAL OF VALOR

### POLICE OFFICER DAVID BROWN

For services rendered on Thursday, December 1, 1977, at 1545 hours, while working alone on a plainclothes detail, responded to a shooting at 1027 Hollister Street where the suspect, an NMA, had shot the victim, Ronald Reagan, a WMA, in the leg, using a .25 caliber automatic pistol. Officer Brown pursued the suspect on foot into the Alice Griffith Housing Project, where the suspect attempted to gain entry by banging on the door. Officer Brown repeatedly yelling to the suspect to halt, identified himself as a police officer, and ordered the suspect to drop his gun. Instead of complying, the suspect raised his pistol shoulder level and aimed it at Officer Brown, who immediately took cover by stepping behind the corner of the building. Suddenly, the door the suspect was banging on flew open and as the suspect turned to enter, Officer Brown rushed him. The suspect, seeing that Officer Brown had the drop on him, surrendered his weapon and was taken into custody. This suspect at the time of this incident, was wanted for a murder attempt on the life of a female victim at whom he had fired several shots one week prior. With murder attempts upon two persons within one week, it is readily apparent that this suspect would not have hesitated to kill Officer Brown had the officer given him the slightest opportunity to do so.

## SILVER MEDAL OF VALOR

### POLICE OFFICERS JOHN R. SHEEHAN AND DANIEL J. FERRETTI

For services rendered on Friday, February 3, 1978, at approximately 2315 hours, when they responded to a burglary in progress at 3975 Alemany Boulevard and were told that possibly two suspects were on the premises at the rear of the store. The officers then commenced to search the store and were confronted by suspect Stephen Faulk who was standing three to four feet from them armed with a .25 caliber automatic pointed in their direction. The officers realizing the inherent danger, immediately charged the suspect, wrestled him to the floor, and disarmed him. A further search of the premises was conducted by a dog unit (3T93) but no other suspects were found.

### POLICE OFFICER JOSEPH S. MAYER

For services rendered on Tuesday, January 14, 1978, at 1530 hours, upon responding to a "shots fired" complaint at 163 Dakota Street, was advised that the suspect in the shooting was now throwing, from her second story apartment, quart size coke bottles at victims below, hitting three, including two eight year old girls. Officer Mayers and his partner proceeded to the suspects apartment. Officer Mayers, leading the way, upon entering was savagely attacked by the female suspect who was armed with a butcher knife in both hands. Officer Mayers wrestled the suspect to the floor, however, while in the act of disarming her, she managed to work one arm free and plunged one of the butcher knives into his gun belt in the back. Fortunately the knife did not penetrate and the officer was uninjured. After the suspect was restrained, a .22 caliber revolver with two expended shells was found within the apartment. The suspect was taken into custody and booked for assault with a deadly weapon.

### POLICE OFFICERS STEPHEN T. GOUGH AND JOSEPH C. KIRLEY

For services rendered on Sunday, February 5, 1978, at 2330 hours, while working in plainclothes in an unmarked vehicle at 6th and Howard Streets, observed a suspect with a large butcher knife in his hand, running in their direction. He was being followed by another man. Realizing that there well may have been a crime victim, they identified themselves and ordered the suspect to stop and surrender his weapon. The suspect did not comply and the officers rushed him. After a

furious struggle, they were able to obtain possession of the suspect's knife. Subsequent investigation revealed that the suspect had stabbed a man who was found lying in a pool of blood some distance away from where the officers had first encountered the suspect. The victim was then removed to the MEH and treated for a stab wound in the lower back. The immediate follow-up investigation by the officers resulted in finding the wounded victim which more than likely saved his life.

### POLICE OFFICERS STEPHEN N. BOSSHARD AND JERRY A. SALVADOR

For services rendered on Tuesday, September 13, 1977, at approximately 0540 hours, assigned to radio car C-4, monitored an "all broadcast" concerning an armed robbery that had just occurred at 800 Turk Street. After receiving the pertinent details from Communications and noting the similarity of Modus Operandi of two previous robberies that occurred on May 2, and September 11, correctly deduced that the suspects would rendezvous at Cameron and Nicols Way in the Hunterspoint area. The officers informed Headquarters that they would stake out the area and requested a backup unit in the vicinity. Prior to the arrival of the back-up unit, the suspects arrived. The officers immediately notified Headquarters then lit up the scene with their headlights and spotlights. At shotgun point they forced the suspects from the vehicle and took them into custody. The suspects were subsequently identified as the perpetrators of all three robberies. The officers recovered the following weapons that were in the suspects possession: a .65 MM Automatic pistol, a .38 caliber S&W revolver, a .22 caliber magnum revolver and a sword cane with a sharp fifteen inch blade.

## BRONZE MEDAL OF VALOR

### POLICE OFFICERS DAVID A. MC NERNEY AND RODDY J. GLOVER

For services rendered on Tuesday, October 11, 1977 at 1032 hours, when they apprehended an armed suspect who had just, for no apparent reason, shot and wounded a passenger aboard a muni bus at Geneva Avenue and Howth Street. A .38 caliber revolver used in the shooting, was removed from the suspect's possession at the time of his arrest.

### POLICE OFFICERS DENNIS L. NEWCOMER AND GEORGE S. STASKO

For services rendered on Friday, January 6, 1978, at approximately 2340 hours, apprehended one of two suspects who committed an armed robbery at 648 Kearny Street. Prior to his apprehension, the suspect, attempting to hide, became aware of the officers approach and attempted to pull his weapon. The officers rushed him and wrestled a .38 caliber automatic pistol from his possession. The suspect was booked for armed robbery and related weapons violations.

### POLICE OFFICER ROBERT F. MARTINEZ

For services rendered on Friday, January 17, 1978, at 0908 hours, when he apprehended a suspect who had accosted a female victim at 2001 California Street, grabbed her purse and threatened her with a large metal afro comb. Two witnesses reported that the suspect was armed with a revolver. Officer Martinez in his efforts to apprehend this suspect, had to chase him

on foot for several blocks before tackling him in an area, where due to the recent rains, both went down in a quagmire of mud. After a furious struggle the suspect was taken into custody. The revolver, apparently discarded during the chase, was never found.

## MERITORIOUS CONDUCT AWARD

### POLICE OFFICERS MICHAEL J. MORELLO AND RENO L. RAPAGNANI

For services rendered commencing on January 10, 1978, when they conducted an intensive investigation leading to the arrest of two suspects and the closing of sixteen felony cases in which three victims were shot and three others kidnapped.

## POLICE COMMISSION COMMENDATION

### POLICE OFFICERS WILLIAM F. DECARSKY AND DANIEL H. SUI

For services rendered on Sunday, January 8, 1978, during the nighttime, when they assisted members of the Fire Department in bringing a person to safety who was trapped in a small cove and clinging to a small rock on the muddy slopes of the Cliff House.

### POLICE OFFICERS THEODORE A. SCHLINK AND ALBERT G. SQUAIR

For services rendered on Saturday, January 21, 1978, at 1650 hours, while on patrol in the vicinity of Eddy and Leavenworth Streets, apprehended an armed suspect who was wanted for three armed robberies in San Jose and six armed robberies in Los Angeles. In several of the robberies the victims were shot and on one occasion a victim was shot once in the eye and five times in the chest.

### POLICEWOMAN SANDRA C. DALY

For services rendered on Friday, January 20, 1978, at 1940 hours, when she conducted an outstanding investigation of a serious felony case (shoot out murder) leading to the arrest of two suspects and the recovery of over \$30,000 dollars in stolen property.

### POLICE OFFICERS JAMES J. HUGHES AND JAMES S. GUERRERO

For services rendered on Tuesday, January 14, 1978, when they responded to 173 Fair Oaks and arrested two suspects, one an armed male suspect who was holding a female victim at gun point as a prisoner at this location. The suspect and his female accomplice were both booked No. Warrant 211, 459, 12015 and 12022 of the Penal Code.

### POLICE OFFICERS FRED B. NEVILLE, JOHN S. PROPST AND THOMAS A. ARNOLD

For services rendered on Friday, January 17, 1978, at 0908 hours, when they assisted in the apprehension of a suspect who had accosted his victim at 2001 California, grabbing her purse and threatening her with a large metal afro comb.

The meeting was then adjourned.

Willie E. Frazier, Secretary  
THE AWARDS COMMITTEE

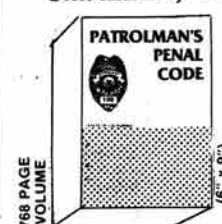
## PENAL CODE BREAKTHROUGH

### ANNOUNCING!!

A NEW PATROLMAN'S PENAL CODE FOR THE OFFICER WHO WANTS TO KNOW HIS AUTHORITY BEFORE HE HAS TO ENFORCE IT . . .

Now you can have a Penal Code designed by peace officers for peace officers, finally a code which says it all, and its nine codes in one with all the sections listed **alphabetically** and not numerically. It's a large enforcement dictionary available at your fingertips!!!

### EXPANDED SECTIONS — YET SMALLER, COMPACT SIZE!



- Penal Code
- Vehicle Code
- B & P Code
- H & S Code
- W & I Code
- Fish and Game
- Streets & Highway
- Food and Agric.
- Labor Code

#### FEATURES AND USE:

- Presented alphabetically and not numerically like the standard versions. When everything's coming down around your ears the last thing you're thinking about are **numbers!**
- You just think up that key word which describes the **incident, offense or person** you're dealing with. Then check that word through the alpha listings until you find all applicable violations in that category.
- Each book is a remarkable work of cross refer-

encing and indexing containing over **800** key words and **7,800** cross-referenced subdivisions.

- Small, compact 6 x 9 size containing actual examples of key forms, writs and warrants mandated by law.
- You don't have to read those long drawn out penal sections — since we've already done that for you! Then we present each authority in its shortest simplest form. Nothing could be more easier.

So hurry and order your copy today. It's guaranteed to save you time. Who knows it might even **save your job, or help you get that better one you've been trying for.**

CODE	HOW MANY	PRICE
PATROLMAN'S PENAL		9.95
MAIL TO		SHIPPING/HANDLING 1.00
HENRY PUBLICATIONS		
P.O. 161028 - DEPT. B		
SACRAMENTO, CALIF 95816		
6% TAX		TOTAL
Return within 30 days if not satisfied		
NAME		
ADDRESS		
CITY	STATE	ZIP
DEPT/		YRS

• HENRY PUB. - 5624 LA CAMPANO WY. - SAC, CA 95822

## GRAPELEAF

Lebanese Cuisine



Full Bar  
Belly Dancing

668-1515  
4031 Balboa, S.F.

**HARD TO FIND—  
HARDER TO FORGET!**

Enjoy  
**Sprite**

Enjoy  
**Coca-Cola**

THE COCA-COLA BOTTLING CO.  
OF CALIF. S.F.



# LABYRINTH

by Kevin Starr  
Reprinted S.F. Examiner

The San Francisco Police Department, always beset by some measure of politics, has become a labyrinth of intrigue and vindictiveness. Consider the case of Capt. J. William Conroy, on trial before the police commission on charges of failing to pursue properly an investigation of charges of racism.

After attending a hearing, I can only conclude that the trial smacks of a Machiavellian set-up to dispose of Capt. Conroy, with the winner being Public Advocates, Inc.

Conroy's conviction would strengthen the hand of Public Advocates, which is seeking to persuade federal Judge Robert Peckham that the San Francisco Police Department systematically and consciously discriminates against minorities and, hence, The City should pay all minority cops \$2.8 million in reparations — and should also fork over some \$380,000 of property taxes to Public Advocates as legal fees.

The prosecuting attorney is Lawrence A. Wilson, a CETA lawyer who was associated with Public Advocates before he joined Gain's personal staff. During a break in the Conroy hearing on July 12 at the Hall of Justice, Wilson — a recent law school graduate — said that he had learned the tricks of the legal trade from Robert L. Gnaizda of Public Advocates, Inc.

Gain is charging Conroy with willful violation of Article 2.245 of department regulations. This article stipulates that any supervising officer shall promptly report to higher headquarters any incident of gross malfeasance and shall immediately and personally conduct an investigation into the nature and extent of the violation. Gain brought Conroy up on charges because he says that Conroy failed properly to report and to investigate allegedly racist incidents perpetrated at Park Station against temporary Sgt. Peter Alarcon, a Latino.

The incident in question: Alarcon's locker was wired shut. On another occasion, he experienced a slight tearing in his eyes, the possible result of Mace, Alarcon speculates, being sprayed into his locker. On another

occasion, an unpleasant scent, possibly skunk-scent, might have been placed in Alarcon's car. Conroy has stated that he looked into the incidents and decided that they were not racist, but rather a response by some patrolmen of Park Station who were resentful of Alarcon's lack of experience. Conroy has testified that he unequivocally told the men to knock it off, and then considered the incident closed, unworthy of reporting up the chain of command.

Having just examined Xerox copies of a series of letters between Chief Gain, Robert Gnaizda and Lois Salisbury of Public Advocates and the NAACP — copies of which were sent to Judge Peckham — I now have some idea of why Gain feels compelled to press the case against Conroy and why the commission is giving the charges a hearing. To put it in a nutshell: Public Advocates seems desperate for evidence of racism in the SFPD. Its case on behalf of the Officers for Justice grows weaker every day. Deputy City Attorney Ken Harrington has possible evidence of collusion among certain members of Officers for Justice to do poorly on the sergeant/assistant inspectors' examination to strengthen their charge that they were being discriminated against by Civil Service. Decisions in other state and federal courts are moving away from allowing retrospective charges of systematic and conscious racism, and from enforced racial quotas, as a solution to racial imbalance. Proposition 13 has made it politically unfashionable to give away such huge sums such as Public Advocates is asking both for its clients and for itself. (*Emphasis added*)

Seeing its case on behalf of the Officers for Justice crumble, Public Advocates is putting Gain on the hot spot. Give us demonstrable evidence of racism in the SFPD, Public Advocates is saying, or we'll charge you with racism yourself. Public Advocates and the NAACP already have written Attorney General Griffin Bell asking that the FBI be sent in to investigate racism in the

SFPD — with copies to Judge Peckham, of course. This puts Gain on the spot.

To "take the sting out of Armistead Maupin's New West article" (the quote is from Deputy Chief Clem De Amicis), Gain delivered Inspector Dave Toschi's head on a platter. To take the sting out of Public Advocates' appeal to the FBI, suggesting that Gain could not handle racists in his department, Gain seems to be trying to deliver up Conroy. What a strange turn of events! The Public Advocates using the FBI, the accused agency of American fascism, for leverage against the SFPD.

This pressure from Public Advocates, furthermore, also plays into Gain's disposition to remove any survivors of the Nelder/Scott era — such as Bill Conroy.

When George Moscone took office as mayor, he announced that he was considering four senior officers for police chief — Deputy Chiefs Mortimer McInerney and William Keyes, Under-Sheriff Charles Gain — and Capt. William Conroy. Two of Gain's rivals, McInerney and Keyes, have gone into retirement. Only Conroy, now the senior captain on the force, remains of the old regime. A 30-year veteran, and an attorney, Conroy epitomizes the sort of old-time officer who has most resisted Gain. "I'm a member of the loyal opposition," Conroy readily admits, "but not the leader of it."

The plot further thickens when one realizes that Conroy, a Lakeside/Stonestown resident, and his district supervisor, Quentin Kopp, are close associates. Maureen Conroy, the captain's wife, ran Kopp's last reelection campaign. Should Kopp be elected mayor, Conroy might be chosen chief of police.

Delivering Conroy up on charges of not reporting racism, Gain assists the Public Advocates' case before Judge Peckham — and thereby gets Public Advocates, the NAACP and perhaps even the FBI off his back. He also gets a chance to take the sting out of the senior officer who rivaled him for the chief's job more than two years ago — and may do so again in the near future.

## PASSING THE BUCK

by Kevin Starr  
Reprinted S.F. Examiner

I sat in amazement on Wednesday evening, July 12, as the Police Commission heard Chief Charles Gain's charges that Capt. J. William Conroy failed to report and to investigate properly allegedly racist incidents at the Park Station. Gain has charged that temporary Sgt. Peter Alarcon, a Latino, was harassed by other police at the Park Station because of his race and that Conroy countenanced this. Conroy countered that the events in question were not motivated by racist feeling and that he considered the matter settled on the station level.

Yesterday I suggested that Public Advocates has pressured Gain to prosecute Conroy to strengthen the Officers for Justice suit before federal Judge Robert Peckham. (Public Advocates has asked the FBI to investigate Gain's handling of racism in the SFPD. I also suggest that the Public Advocates' pressure on Gain also has given the chief an opportunity to neutralize Conroy, the senior captain in the SFPD, whom George Moscone once considered making chief and whom Quentin Kopp esteems as a close friend and political associate.

Appearing before the commission, Conroy's defense attorney, Stephen Bruce Bley, a master of legal argument and strategy, seemed to face a stacked deck. Only Commissioner Burl Toler showed dispassionate fairness in his line of questioning. Only Toler maintained a stance of impartiality. The other commissioners seemed to act as prosecutors of Conroy than as objective evaluators of Gain's charges.

Sitting as the chief hearing officer, police commission president Richard Siggins practically led the prosecuting attorney Lawrence A. Wilson (a former Public Advocates' associate, now serving as Gain's staff lawyer) by the hand. He walked Wilson through his questions like a law professor in moot court. When it came to Bley, however, Siggins took the opposite attitude.

Bley attempted to introduce more than a dozen officers willing to testify under oath that Alarcon was un-

familiar with street work and that his failure in leadership — not his Latino blood — motivated certain pranks at Park Station. Siggins refused to allow them to testify.

Bley said that he had four militant black officers on hand, and two equally militant Latino officers, including Officer Art Tapia, a onetime higher-up in the Officers for Justice. All were willing to testify that Conroy was in no way a racist — that he had always been the first, in fact, to make sure that every officer got the same deal from the SFPD, whatever his race. These black and Latino officers were prepared to testify, furthermore, about specific instances in which Conroy went out of his way to help minority officers develop professionally in the department. Siggins refused to allow them to testify.

Throughout adroit maneuvering, however, Bley was able to sneak some pro-Conroy testimony before the hostile police commission. Bley established that Sgt. Robert Paco, a Latino sergeant with good leadership skills, had the respect of the other officers at Park. Bley established that it was very unlikely that Alarcon had had mace sprayed in his locker. Mace doesn't adhere to clothing, and furthermore, Alarcon showed no signs of mace-induced distress. Two and a half hours passed between the alleged incident and Alarcon's reporting to the hospital, as Conroy instructed him to do. Bley established that horseplay and such pranks as the wiring of a locker shut are common among police officers (as they are among enlisted men in the military) and that Alarcon was the victim of such pranks not because he was a Latino (the popular Paco, after all, is also a Latino) but because Alarcon bore down too hard on the men because he himself was insecure, having spent 17 of his 19 years in the department in various desk jobs.

Bley also established that once Conroy heard of the horseplay, he told the men in no uncertain terms to knock it off — that even though Alarcon held temporary rank, he too was to be respected as a sergeant of the SFPD, no ifs, ands or buts.

Surprisingly, when Alarcon himself took the stand, he turned out, under Bley's questioning, to be a friendly witness. Promoted by court order over the heads of some 200 officers above him on the sergeant's list — promoted, that is, strictly because of a racial quota — Alarcon was sent to Park Station as a supervising sergeant, although his real expertise is in administrative work. (Alarcon spent 16 years in the central warrant bureau.) Under oath, Alarcon testified that he felt that Conroy was behind him. He testified that Conroy repeatedly, in a professional manner, tried to help him adjust to his unfamiliar duties. Alarcon also testified that Conroy went out of his way to get him back to the warrant bureau when he requested it.

Alarcon strikes me as a man who has been used. He was happy at the warrant bureau and he did a good job there. Then he was promoted and assigned to unfamiliar duties as a supervising sergeant in the field. A few officers unwisely expressed their resentment of Alarcon's inexperience through pranks. Now Alarcon is being used to destroy Conroy, who befriended him.

Who stands to benefit from all this? Public Advocates is being helped in the Officers for Justice suit. Gain is trying to get Public Advocates off his back, plus availing himself of the opportunity to destroy an old-line rival. The police commissioners want to remain tight with Moscone, who wants Public Advocates to win its case in order to stay in good with Willie Brown, who runs George Moscone, who runs the police commissioners, who run Gain, who is after Conroy, who is a friend of Kopp, who is against the Officers for Justice settlement and is after Moscone's job as mayor.

**HALSTED & COMPANY**  
**FUNERAL DIRECTORS**

1123 Sutter, 673-3000

**When in Jail and You Need BAIL**

Phone

**AL  
GRAF**



**Market  
1-7901**

**The Bondsman with a Heart**  
**859 Bryant Street, San Francisco**

AL GRAF BAIL BOND - FORMERLY KEN TILLES

**Buy Your Future While You're Young!**

I will be glad to tell you about limited payment life insurance policies that can be paid up in a relatively short period of time.

GREGG LIPANOVICH



**New York Life Insurance  
Company**

50 California St., Suite 900, S.F. Ca. 94111 393-6276



# SPORTS

## '78 OLYMPICS

by Rebecca Rule  
Mission Station

I participated in the 1978 Police Olympics last week and I would personally like to thank the 12 women police officers of the San Francisco Police Department team for their participation, enthusiasm and team spirit. All 12 of us won at least a bronze in an event and many women took home more medals, including Sylvia David's three gold medals.

The "A" 440 relay team won the gold medal and the "B" team won the bronze medal in spite of the fact a policewoman had committed herself as a member of the team and at the last minute failed to show, not even giving us the courtesy of notifying us.

All in all, the Olympics were a success and a special thank you to Joe Mollo for his support and confidence in us.

## S.F. BREAKS L.A. CREW DYNASTY

In three grueling days of rowing, San Francisco's rowers managed to stop Los Angeles P.D.'s dominance of crew in the Police Olympics.

### HIGHLIGHTS

During the 8's eliminations, Tim Shanahan while rowing stroke, was ejected from the boat during a tremendous power stroke. But the crew completed the race with seven rowers all dying with laughter and to the delight of the crowd, when Tim was delivered to the dock by the official boat, Steve Wolf promptly tossed him back in for messing up.

In the 500 meter 8's final SFPD #1 and #2 rowed a dead heat race with LAPD. LA's captain then asked if S.F. would accept a tie. The request was denied and a row off was held in which S.F. won by a nose in one of the most exciting races ever held. The race was especially significant in that L.A.'s captain Ed Arneson and co-captain Tom Jones have never before been defeated in Police Olympic history. Both Ed and Tom are world class rowers, having rowed in numerous national events. Tom had the honor of representing the United States at Munich in 1972.

Humboldt, Orange Co. Sheriffs and CHP are teams which will have to be watched carefully in the future. Their first year performances were admirable, even medaling in some of the events.

And, needless to say, S.F. took the gold in all the partying without a dispute from the L.A. and Orange Co. rowers who shared the same home with S.F.'s teams for 3 days.

### S.F. RESULTS

#### Singles

##### 2000 meter

Tom O'Connell — Gold  
Steve Wolf — Silver

##### 500 meter sprint

Mickey Griffin — Gold  
Steve Wolf — Bronze— 3rd Place  
Tom O'Connell — Bronze — 4th Place

## RUNNING THROUGH MY MIND

by Walt Garry

To some of the PAMAKIDS runners, the San Francisco Marathon had been touted as the second jewel in the U.S. Triple Crown of Marathoning; Boston in April, New York in October and their event in July, the three races being spaced equally over a nine month period.

Unfortunately that opinion was not shared by many of the competitors entered in the club's premiere event. The lack of aid stations plus Pre and Post registration conditions didn't live up to expectations. There was also some comment regarding the quality and the advertisement on the T-shirt supplied to each of the finishers.

I have only second-hand knowledge about Boston and New York races but I think the San Francisco Marathon has some maturing to do before it considers itself in the same class as the two east coast events.

Overall I would rate the Marathon as good. Some of the positive aspects being the course. For many of us it was running in our old neighborhood again and it brought back memories of summers in the park and along the beach and fishing at Lake Merced. The weather was the usual West of Twin Peaks, cool and gray, ideal for running. I thought to myself as I passed the 18 mile marker at the far end of Lake Merced, who would have imagined thirty years ago that twenty-five hundred persons would be involved in this type of madness.

The list of SFPD Marathoners is growing. Ten department members entered and finished this year's race. Four officers were running in their first 26 milers. The new marathoners are Tom O'Connell Co. A, 3:24; Art Gerrans Vice, 3:35; Tom Green Co. K, 3:36' and Tom Dempsey Co. D, 4:11. Returning veterans included Dennis Gustafson Co. C, 2:52; Marty Walsh and Hugh Emerson both crossed the line at 3:29 (as a master, Hugh qualifies for Boston); Dan Inocencio YSD, 3:37; Walt Garry YSD, 3:55; and Chuck Gretten Co. C, (time unavailable).

The finish line at the Polo Field was the scene of bodies strewn about being administered to by friends and relatives. Other runners just sat on the grass waiting for their legs to rejoin the rest of their body and savoring that first beer. Runners and spectators exchanging congratulations and the cheers and applause that continued, even to the last, as each runner crossed the line winning their own personal marathon, glad it was over, but very shortly many talking about how they could better their time at some event in the future.

## Golf Club News

On Monday July 17, 1978, under beautiful warm and sunny skies, sixty-five San Francisco policemen and thirty-two Oakland policemen played our fourth annual tournament at the Richmond Golf and Country Club.

The final results of the departmental competition ended in a draw. This means that after four years we have a two to one lead, with one draw.

Following the golf, we had a barbecue and swimming which, from all reports, was a success with everyone getting enough to eat and having a good time.

It was surprising that the scores were not much better because of the fine condition of the course and the good weather. We did have a few good scores but generally they were poor. Gary Delbridge of Oakland had a seventy-two and Grant Fahs and Jim Labao, Jr. both had seventy-six's. Two-thirds of our players had net scores of over par.

Grant Fahs was the low gross winner and Jim Labao, Jr. was the low net winner. The flight winners were: First, George Gamble and George Eimil; Second, Gene Traversaro and Al Blasi. Third, Bob Cirimele and Charlie Barca and Fourth, Joe Allegro, Jr. and Lou Sevenau.

The hole-in-one competition was won by Jim Labao, Jr. followed by Jerry Cassidy and Pete Alarcon.

My congratulations to the new club champion, Bill Terlau. The results are in from last year's, July 1977 through June 1978, competition. Bill amassed fifty-three points, seventeen more than his closest challenger Harold Schwartz. The points are awarded as to how each player finishes in a monthly tournament. Eleven points are given for first down to one point for everyone who plays.

In August we are going to Monterey for our annual tournament away. In September we play Marin Country Club, in October Round Hill Country Club, in November Santa Rosa Country Club and we finish the year at Sunnyvale Muni with our first annual Turkey shoot.

Jerry Cassidy, Secretary  
S.F. Police Golf Club  
Co. K (Solo's)



### IF YOU ARE PLANNING TO SELL OR BUY

CONTACT: GEORGE A. O'BRIEN, 387-5000  
Retired SFPD Associate Realtor, Res. 661-0973  
5124 Geary Blvd. (nr. 15th Ave), S.F. 94118  
Commercial \* Residential \* Income Property

### Pairs

#### 2000 meter

Tim Shanahan-Al Casciato  
w/cox Kippie Locati — Silver

Bruce Gendron-Dennis Quinn  
w/cox Kippie Locati -- Bronze (5th Place)

#### 500 meter sprint

Tom O'Connell-Steve Wolf  
w/cox Kippie Locati — Silver

Tim Shanahan-Al Casciato  
w/cox Kippie Locati — Bronze (5th Place)

### 4's w/Cox

2000 Meter	500 meter sprint
SFPD #1 — Silver	SFPD #3 — Silver
SFPD #2 — Bronze (3rd)	SFPD #2 — Bronze (3rd)
SFPD #3 — Bronze (4th)	SFPD #4 — Bronze (5th)

### 8's w/Cox

#### 2000 meter

SFPD #1 and #2 combined for Silver — Cox Locati

#### 500 meter

SFPD #1 and #2 combined for Gold — Cox Locati  
SFPD #3 and #4 combined for 4th place not medaled

### Coach: Tom Troneum Dolphin Club

#### SFPD #1

Cox — Mary Lou Santillo - CIU  
Stroke — Mickey Griffin - YSD  
3 seat — Tom O'Connell - Co. A  
2 seat — Bruce Gendron - Co. G  
Bow — Forrest Fulton - YSD

#### SFPD #2

Cox — Kippie Locati - Co. D  
Stroke — Steve Wolf - Co. G  
3 seat — Dennis Quinn - Co. H  
2 seat — Karl Selehau - Co. B  
Box — Bob Guian - Co. D

#### SFPD #3

Cox — Milena Marsico - CIU  
Stroke — Tim Shanahan - Co. C  
3 seat — Clint Locy - Co. A  
2 seat — Steve Hutzler - Co. A  
Box — Al Casciato - Co. A  
Alt. — Dennis Meixner - Co. A

#### SFPD #4

Cox — Diane Schennek - CIU  
Stroke — Vince Neeson - Co. A  
3 seat — Warren Hawes - Co. H  
2 seat — Nelson Lum - Co. A  
Box — Jim Strange - Co. A  
Alt. — Gile Pursley - Co. A



I.S.K.

Okinawan Karate

—Self-Defense  
—Exercise

50% off with this coupon!

66 West Portal Ave., S.F.  
564-0292

Sid Ortiz  
&  
Don Davis



# YOUR ALTERNATIVES TO PAYING TAXES—PART II

by Robert C. Lawhon  
Putnam Financial Services

Personal Financial Planning can help you build a living estate, but you need time to accumulate this estate. The great mystery of life is the length of it and you should have a plan with the hope that you will live a normal lifetime. You should also have a plan in the event you should die prematurely. Since you do not know which will occur, you should prepare for either eventuality.

It would not be difficult to acquire financial independence if you have the average ability to earn a good wage, have the discipline to save a portion of it and the intelligence to learn some basic financial rules. But how can you be sure you will have sufficient time? You cannot!

There is a way to buy time and its name is "Life Insurance". There is no substitute for it until a sufficiently large estate has been acquired to protect those dependent upon you. Life insurance is an economic extension of the insured for the benefit of those who are his or her dependents. From our experience we feel the absolute minimum estate for every family is \$100,000. Six percent on \$100,000 is only \$500 per month and that's not "easy street" today. If inflation continued unabated, and it now appears it will continue at a projected rate of 7% per year according to the University of Chicago and the Bureau of Census, this figure should be raised to \$200,000.

If it is the desire of the breadwinner to maintain his family in the manner to which he has them accustomed, we can give you a rule of thumb on how much it will take. Begin with your present monthly salary, multiply it by 70%, subtract from this amount the social security and/or percentage of salary the family would be entitled to, multiply this amount by 200 to obtain a figure of how much capital is required to provide that monthly amount at 6% return, then subtract your living estate, exclusive of equity in your home if there are small children, and the remaining amount is the coverage you may want to consider.

For example:

\$2,000 — monthly earning
X 70%
<hr/> \$1,400
less 500 — social security and/or percentage of salary
<hr/> 900
X 200
<hr/> \$180,000 capital needed to provide \$900 per month at 6%
30,000 assets already acquired (exclusive of home)
<hr/> \$150,000 additional to be supplied by life insurance

If this amount can be obtained for a premium that fits your budget, then apply for that amount. If not, then we believe an investment in living is also important and we can lower the amount so that we can obtain the proper balance. We teach our clients that life insurance should be used for one purpose only . . . to buy them the time to accumulate a living estate. Once that has been attained, unless he wants to pass on that estate to his children or other heirs, he no longer needs to put his money into life insurance. We show our clients how to construct a diagram of financial independence, and how they are sheltered by an umbrella of time— life insurance.

## FTO PROGRAM (Continued)

This has caused some consternation and at times outrage from field trainers. Their rationale is quite simple: when POA leaders defend recruits who are being terminated, the Program itself, including the trainers, are being attacked.

That philosophy is simplistic.

The law requires the department to provide an opportunity for officers to be defended. Under the Police Bill of Rights, no longer can recruits be terminated without a hearing.

Even if the Association refused as a matter of policy to defend recruits, a highly probable result would be successful lawsuit against the Association for violation of its by-laws.

Some trainers go as far to say that recruits are not police officers. That stand is emotional and wrong. Under the law, a first day cop is a cop. If some trainers wish to prohibit representation, where does that philosophy end and where does it start?

Does a recruit get Internal Affairs representation, disability representation, shooting board representation, etc. or none of the above?

When the POA defends a recruit, many purposes are served. An officer's rights are protected, an officer knows he or she gets a fair shake when their livelihood is on the line, and constructive criticism is leveled against the FTO program.

Remember, the rules of evidence do not apply at a recruit termination hearing. Witnesses need not be cross-examined and the chief has complete authority.

No program is an end in itself. No program is the quintessence of human endeavor. Every program has faults and needs change for improvement.

Unless the current leadership of the POA is deposed or the by-laws are changed, the FTO Program will be applauded and admired but also tested.

San Francisco



SIGHTSEEING

(415) 771-4000 for reservations

Policemen Technicians  
Engineers Metalsmiths  
Mechanics Carpenters  
Pipefitters Electricians  
Firefighters Machinists  
Welders Administrators

The Coast Guard Reserve is looking for people with a variety of skills for its direct petty officer program.



U.S. COAST  
GUARD  
RESERVE  
RECRUITER

Walt Garry  
553-1321

## L.A. — PAY RAISE (Continued)

San Francisco police officers/firefighters since Los Angeles is included in the annual S.F. survey required by Charter section 8.405. Los Angeles has, for the past several years, been the leader in police wages in California and has therefore tended to counterbalance the low wages being paid to San Diego city officers.

It should be remembered that the 1978-79 L.A. pay scale was not included in the S.F. August 1977 survey because their pay scale was not finalized at the time the S.F. Supervisors established the pay ordinance for S.F. officers/firefighters.

While the S.F. Legislative and Personnel Committee of the Board instructed the Civil Service Commission to complete the 1978 police/fire survey, the status of the survey is not presently known. It would appear that even if the 1978 survey is completed, it will again leave L.A. out.

## In Loving Memory of James P. Desmond

Your comforting expression of sympathy will always be remembered with deep gratitude.

It was a great tribute paid to a courageous fire man. Thank you for your beautiful pillow of white carnations and S.F.P.O.A. all in red. They were very pretty.

Mrs. Evelyn Desmond  
and Children

Gentlemen:

Local 798 would like to thank the members of your Association for their assistance with the funeral of James Desmond of the San Francisco Fire Department.

We especially appreciate the traffic control and the respect shown for one of our departed brothers.

Thank you again!

Sincerely,

San Francisco

Fire Fighters #798

James T. Ferguson, Pres.

Leon D. Bruschera, Sec.

KORBUS GLASS

993 Howard St. at 6th St.

S.F.'s Oldest Glass Co.

362-5753

## CHECK WESTERN HARDWARE & TOOL COMPANY FOR THE LOWEST EVERYDAY TOOL

PRICES IN TOWN!!

We carry nearly all

major brands. For example:

- STANLEY •PROTO
- VISE-GRIP •KLEIN • BOSCH
- CHANNELLOCK • ROCKWELL

- Palm grip design for simplified one-hand control
- Economical to use—utilizes 1/4 std abrasive sheet
- Features removable pad for extra versatility

- Double Insulated for operator protection
- Absolutely swirl-free, super smooth finish

Reg. \$64.50  
**ONLY \$47.95**



MC, BA & Visa accepted. Open 8:15-5:00 Weekdays 9:00-4:00 Saturday



The Western Hardware & Tool Co.

450 BRYANT STREET • San Francisco, California 94107 • TEL. (415) 781-1088



HEALY  
INSURANCE  
AGENCY, INC.

## SFPOA Insurance Administrators

Insurance by payroll deduction available  
Life - Disability - Health - Dental Division  
2131 - 19th Avenue S.F. 94116 566-2121

Auto - Homeowners' - Commercial Division  
1430 Taraval Street S.F. 94116 731-9455

We want to serve you

Bill Healy, Ray Peterson, Frank Kalafate

NEW CARS - \$100 over dealer's cost

T-BIRD, LTD, LTD II, MUSTANG, MAVERICK, PINTO, TRUCKS



C. RUSS WILLETT  
Sales  
Manager

Jim Lutz  
Fleet Manager

GEARY FORD

4041 & 4700 Geary Blvd.  
San Francisco, CA. 94118  
(415) 221-2300