


MEMBERSHIP MEETING - SFPOA HALL
Sept. 19, 1978 7 p.m. 510 - 7th St.






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, SEPTEMBER 1978

NO. 9

MAYOR'S ACTION CHALLENGED

LAW SUIT FOR PAY RAISE

by Mike Hebel

At the July meeting of this Association's Board of Directors, our attorneys were directed to begin preparations for a law suit in that our wage setting formula (Charter section 8.405) was jeopardized.

As anticipated, Mayor Moscone in early June declared a state of emergency following the passage of Proposition 13; the Board of Supervisors immediately concurred. The Mayor's emergency proclamation abrogated Charter section 8.405.

Despite the suspension of our salary setting Charter provision, the Civil Service Commission did conduct the annual August survey of monthly compensation paid to police officers and firefighters in all cities of 350,000 population or over the State of California.

This survey revealed a 3.4% wage increase for fiscal year 1978-79.

City	Police	Fire
1. Long Beach	\$1,623	\$1,623
2. Los Angeles *	\$1,697 (Pol. II) \$1,792 (Pol. III)	\$1,697
3. Oakland	\$1,695	\$1,648
4. San Diego	\$1,438	\$1,404
5. San Jose	\$1,607	\$1,561
	\$1,642 average	\$1,587 average

(* 1977-78 fiscal year figures. As stated in the front page of the August **Policeman**, the Los Angeles Police Protective League is in court over an 8.3% salary increase for fiscal year 1978-79 which was denied by their City Council despite its legitimacy as shown by their salary survey.)

State Legislature

In June of 1978 the Legislature passed SB 154 which sent four billion dollars flowing to the treasuries of local governments to help them cope with Jarvis-Gann. A companion bill provided that if a local governmental jurisdiction received State monies it could not give its employees a pay raise in excess of that given state employees.

It is now well known that Governor Jerry Brown vetoed a 2½% raise for state employees thereby producing no pay raise for local government employees whose employing jurisdictions had accepted state surplus monies.

As of the end of August over ten law suits have been filed challenging the legality of SB 154. That legislation

On September 1, 1978, attorneys for the San Francisco Police Officers' Association filed a lawsuit in the Superior Court which will require the repeal of the Emergency Proclamation illegally adopted and perpetuated by the Mayor.

The suit demonstrates that there is no basis for the Emergency Proclamation. There is no emergency. The Mayor's proclamation violates the City Charter provisions for emergency action. The Charter requires an actual emergency "involving or threatening the lives, property or welfare of the citizens of the City & County"

Moscone's proclamation was drafted in a blind assumption that Jarvis-Gann would seriously deplete the City's operational budget. In fact there is a \$30,000,000 budget surplus. No facts exist to demonstrate any threat to the lives, property or welfare of the citizens of San Francisco.

The state legislature passed SB 154 to alleviate any fiscal problems local public agencies may have suffered as a result of Jarvis-Gann. This was passed two weeks after the Emergency Proclamation and before the proclamation took effect. SB 154 provided state surplus funds to the City & County of San Francisco. There was, therefore, never any necessity for the Mayor to adopt and maintain such drastic measure when the state legislature was providing funds to alleviate any budgeting deficiencies San Francisco may have realized after Proposition 13.

The law suit alleges that the Mayor acted unlawfully in adopting the proclamation. The Emergency Proclamation violates the Charter, state law and the state and Federal Constitutional guarantees to due process of law.

The Mayor has perpetuated a fraud on the citizens of San Francisco and on employees of the City & County of San Francisco.

The Board of Supervisors now recognizes the fraud and realizes the necessity of repealing the Emergency Proclamation. Moscone, through his veto power, refuses to allow the Board of Supervisors to rescue the citizens from the dictatorial powers Moscone has seized for himself.

This lawsuit will demonstrate that even the Mayor must obey the law and cannot rule by fiat.

stopped pay raises up and down the State even though these raises had already been approved or were due as part of multi-year contracts.

Board of Supervisors

In early August the San Francisco Board of Supervisors instructed George Agnost, City Attorney, to file suit against the State of (Continued Back Page)

SFPD NOW HAS RADAR

by Len Etherington
Sgt. S.F.P.D.

Recently two portable Radar units were purchased for use by the Solo Motorcycle detail on the streets of San Francisco.

These units are hand held. Operation is on the microwave principal and they are transistorized. Both units were completely checked for radiation emission by Mr. Richard Dechant, who is the Senior Industrial Hygienist of OSHA. His tests showed that both units offered no danger to the operator or motorist.

With the rising motor vehicle death rate and the serious vehicular injuries occurring in San Francisco to both motorists and pedestrians, it is hoped that with the use of the Radar Patrol officers, the void left in the depleted ranks of the Traffic Bureau will improve traffic enforcement.

Voluntary compliance with the traffic laws is really the best type of enforcement any city can wish for. But that is just not happening in our City. However, once the public learns more about the Radar enforcement, there should be more voluntary compliance with the traffic laws.

The city of Ontario, California in the southern part of our State noted a 20% drop in fatal motor vehicle accidents over a two year period after the use of Radar patrol units. We hope to do the same or possibly better than the Ontario experience.

The United States Department of Transportation estimates that more than 30,000 lives have been saved since the 55 mph maximum speed law was passed by Congress.

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WIDOWS & ORPHANS

The August meeting was called to order by Pres. Andrew Quaglia on Wednesday, August 16, 1978 at 2:15 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. All officers and trustees were present, as well as representatives from the Hibernia Bank. Treasurer Barney Becker reported no deaths during the past month. Congratulations to all our members on a job well done.

The Secretary reported the following donations:

Dennis Kray, Kray Auto Parts — For effective police work performed by the members of Richmond Police Station

Mrs. Ida Edwards — Also for the same reason. Richmond Station has done a fine job this past month. Other stations please take note.

At this time Pres. Quaglia suspended the regular order of business so that the membership could hear a report from the Hibernia Bank.

Bad news first: Our portfolio was down 5% in 1977 but as compared with Dow Jones, down 17% and Standard & Poors down 11%, we did not do too badly. However, the good news is that this 5% loss has been made up during 1978 and the portfolio has been increased 3% during the first 6 months. As the government is expected to borrow billions in the latter part of 1978 and beginning of 1979, the bank recommends the purchase of U.S. Treasury bill due in October of 1978 at a return of 6.7%. These can be reinvested, hopefully at maturity in higher paying government bonds or notes. Trustees adopted this recommendation.

The bank suggested a meeting Friday, October 6, 1978 at 6:00 p.m. at 290 Sutter Street so that the entire portfolio could be discussed and any suggestions as to changes to be suggested at this time for approval or disapproval of the Trustees. Trustees agreed to meeting date.

The bank presented a list of delinquent members to the Treasurer in response to a letter from Trustees requesting same. Said list to be inspected by Treasurer and letters sent to delinquent members.

Treasurer Becker presented the normal bills at this time which were approved by the membership. (M/Kurpinsky, 2/Jordan)

Under Good of the Order, Bro. Becker suggested that the Trustees look into placing more money in the Police Credit Union instead of our portfolio investment. Trustees, after consideration, felt that they could not do so under the Constitution and By-Laws and in addition it would be placing all our eggs in one basket which would not be a good idea.

There being no further business to come before the membership, the meeting was adjourned at 3:00 p.m. with the wish expressed by the President that all meetings could close without having any deceased Brothers.

Fraternally,
Bob McKee, Secretary

In regards to delinquent notices that will be sent out: The Hibernia Bank has had trouble with their computer system. It is now handled by a private company, so if you receive a delinquent notice and you have sent a check for your 1978 dues, then just send a copy of the check to Barney Becker, 3 Valencia Court, Novato, CA 94947 and he will adjust your complaint with the bank. During the past five months the Secretary has sent notices to members who have resigned, cancelled, retired and been on leave for over 3 months. Some of these letters have been returned with no new forwarding address, some have not been answered and the majority however have responded for which we thank you.

POLICE POST #456 NEWS A GUIDE FOR BENEFICIARIES

POST IN MEDICINE CABINET

Call Chief's Office.
Call Station or Detail.
Call Funeral Director (Most have forms for Veteran Burial).
Call Widows and Orphans Aid Association (If needed, money is available from fund).
Call Police Officers' Association: Notify Welfare Officer. Group life insurance benefits.
Call Retirement Board: (Pension Benefits for next of kin).
Call Health Service System: Beneficiaries can remain in system).
Call Credit Unions: S.F. Police Dept., and S.F. Police Post #456, Insurance on shares and loans.
Check with Veteran's Administration: Insurance and other benefits.
Check with Social Security Administration: Survivor benefits.
Check with Insurance Companies: Health, life and mortgage.
Check with Fraternal Organizations.
Check with Internal Revenue Service.
Check with Assessor's Office.
Check with Cal. Vet. Home Loans: Mortgage Insurance.
Check with Department Motor Vehicles.
Check with Banks, Savings and Loan Association.
Check with Department of Public Health: For death certificate. This is needed as proof in most of the foregoing check list.

Some of the foregoing will require death certificate, honorable discharge, marriage license or all of the above, to process claims for deceased.

Safe Deposit Boxes are closed immediately and are opened under only certain circumstances.

Joint bank deposits present no problem.

Keep beneficiary up-to-date as the one on record is the one to be paid.

The list that I have compiled here is essentially complete and in the proper order in which things should be done. I have purposely omitted the telephone numbers and addresses of these organizations as they will change from time to time. However, the information I have listed is in the order of its importance.

Should there be any questions and I can be of further help, I can be contacted at:

Office — 431-2877
Home — 359-5941

John A. Russell
Service Officer
S.F. Police Post #456

RETIREMENT DINNER

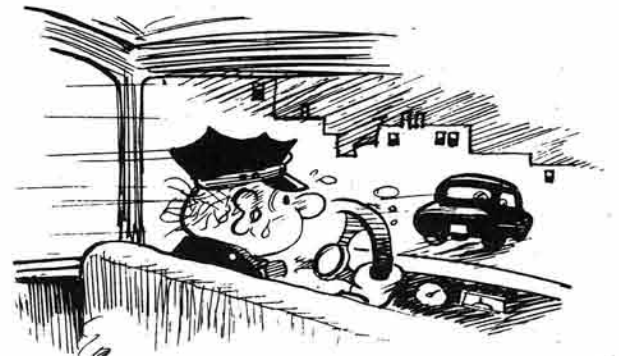
Lt. Robert Spotswood
Sgt. Felix Buckley
Sgt. George Holmberg
Off. Bill Creedon

WED., OCT. 11, 1978
6:30 - 8:00

7 Hills Restaurant
26 California St.

Prime Rib Dinner
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\$13.00

See Nick Marota, Co. B
Joe Hession, Co. B



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OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
510-7TH STREET, SAN FRANCISCO, CA 94103
(415) 861-6020 861-5050
Publication #882320

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

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

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TOP COURT WILL CONSIDER LIFTING STATE WAGE FREEZE

Reprinted S.F. Examiner

The California Supreme Court has agreed to consider the constitutionality of a post-Proposition 13 law that has frozen the salaries of about a million local government workers.

The court granted hearings on five petitions filed by employee groups challenging the new law, which prohibits salary raises in cities and counties that have accepted state surplus funds to ease the impact of Prop. 13.

The law granted \$4.1 billion in state aid and \$900 million in loans to local government to help replace the \$7 billion reduction in property tax revenue mandated by

Prop. 13. But it said that no surplus funds would go to any local government that gave raises to employees exceeding the cost-of-living increases state employees received.

Since the 1978-79 cost-of-living raises scheduled for state employees were vetoed by Gov. Brown, local workers lost their raises, too.

The petitioners say the law is invalid because it results in "impairment of contracts," denies due process and equal protection to local government employees, and interferes with local government affairs by controlling workers' pay.

Petition plaintiffs are the California Association of Professional Employees, deputy sheriffs' associations from Monterey and Santa Clara counties, the Long Beach Firefighters Association and the Sonoma County Organization of Public Employees.

Named defendants are the state of California, Santa Clara and Monterey counties, and the cities of Long Beach and Sonoma.

Voting to consider the highly political question were Chief Justice Rose Elizabeth Bird and Justices Stanley Mosk, William Clark Jr. and Wiley Manuel. Votes against granting such motions are not reported. No date was set for hearing arguments.

Bird, Manuel and Justices Frank Richardson and Frank Newman are seeking re-election in November.

The court has not acted on a related suit involving police officer associations in Long Beach, Glendale, Compton, Redondo Beach and San Mateo. It is claimed in that action also that local governments are refusing to live up to previously negotiated contracts.

In December 1976 an off duty Sacramento police officer was employed by a private association to provide security for a dance held at Cal Expo in Sacramento. While he was paid by the private association, a secondary employer, he did wear his regular police uniform and was armed.

During the dance, he was struck in the head with the shoe of a lady who desired readmission into the dance. He sustained a broken finger in blocking her repeated blows. She was subsequently subdued and placed under arrest for assaulting a peace officer (P.C. 243, a felony). She appealed her conviction.

Private Security Guard

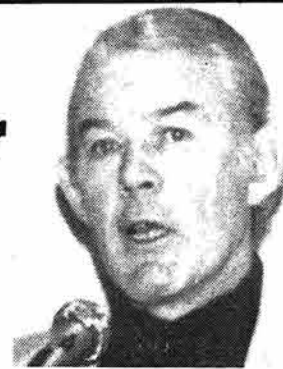
In a 6-1 decision the California Supreme Court (21 C 3d 738) decided that this peace officer "was not performing his official duties but rather performing only a private duty pursuant to contract. If he were engaged in such contractual activity, he was not engaged in the performance of his official duty, so as to bring the felony provisions of Penal Code Section 243 into operation."

Penal Code Section 243 provides that a felonious battery is committed when a peace officer, engaged in the performance of his duties, is struck by a person who knows or reasonably should know that such victim is a peace officer.

The court found that the off-duty officer performing security work was subject to the private investigator and

President's Corner

BY JERRY CROWLEY



ORGANIZED POLICE POWER

The AFL-CIO affiliation is more than a relationship built on legislative power and political numbers. This affiliation is the catalyst and vehicle that can, for the first time, unite police and sheriffs into a single national power block.

The winds of change have moved throughout the country. These winds have been fanned by the combined forces of vested business and professional organizations, Chambers of Commerce and other anti-public employee groups. Using the concerned taxpayers revolt as a storm front, these groups have destroyed all reason and logic concerning the role of public employees. They have characterized essential public service as meaningless and expendable.

There is a simple reason why they have been able to quickly transmit the California experience to the rest of the country. This was made possible because the local state and national apparatus for instant communication existed and the printed and electronic media outlets controlled by these groups acted instantaneously to vilify public employees on a national scale.

The elements of business power are no different than those of labor power. Only the degree of coordination is extremely structured. Their unity determines the extent of that power. Power blocks are organized locally, statewide, and nationally as well as internationally, and these blocks deal in political action at the local, state and national level.

The League of Cities, the Chamber of Commerce, the Bar Association and the AMA are all structured to reflect and articulate local, state and national concerns peculiar to their interests and to act collectively at any level against public employee representation and recognition.

All these groups have political action arms, all endorse and contribute to political campaigns and all exert the power of appointment to those posts which regulate their profession or interest.

It is no mystery that police officers controlled administratively by representatives of these power blocks have been constantly bombarded with the philosophy of these groups. Administrators parrot the control devices that lock police officers into a para-military automation lifestyle that controls their thinking twenty-four hours a day and builds a resistance to expression, concern and individual rights.

With almost religious fervor, civilian and police administrators call out for a religious mission that demands self-sacrifice, blind obedience, and renunciation of the right of protest when made in defense of self-respect, dignity, family, personal safety, laws and economic necessity for police officers.

SECONDARY EMPLOYMENT — NOT A PEACE OFFICER

by Mike Hebel

As a registered Republican, and contributor to the Republican National Committee, I think it is fair to assume that my political beliefs are apparent. I hold a Bachelor of Arts Degree from the University of San Francisco, after having attended Diablo Valley Community College in Pleasant Hill for 2 years, California State University at Hayward for 1 year, and 1 year of night school at USF. Prior to becoming a policeman in San Francisco, I was a police cadet in the city of Concord for 2½ years. In the past I have voted along the Republican Party lines, although this November I intend to change my pattern of voting.

After spending 3 days in Sacramento at the COPS Convention, I was afforded the opportunity to personally interview candidates for the Assembly, Senate, and the Offices of Secretary of State, Attorney General, Lt. Governor and Governor. Throughout the interviews, one of my main concerns were the candidates' opinions on the collective bargaining-binding arbitration issue, along with the issues of Workers' Compensation, the state surplus of funds and police reserves.

Come this November I intend to break party ties with the Republican candidates that do not support us in issues that affect us adversely. I have come to the firm realization, as I'm sure most of you have, that the candidates that advocate law and order, stiffer penalties for offenders and the like, really can't do much more for the victims of this state, as the laws and penalties are already on the books, but the problem is that the penalties are not being administered as they should be. As we all know, there is a lot of discretion in the sentencing procedures now used by the courts, so in my opinion, it seems wiser to support the judges who advocate law and order, rather than a candidate running for a non-criminal judicial post in government.

I intend to support the candidates that will support us in Sacramento, because it has become apparent to me over the past three years, as it has to other jurisdictions throughout the state, that the local city governments continue to use us as whipping boys when it comes to benefits we request, pay raises and the like.

It has come time that we stand up politically and let the people know that we have the most dangerous and important job in our free society and that we would like to be treated accordingly.

Support the COPS endorsements, and I think we may see a change.

adjuster act (B & P Code 7500) and as such must be licensed and cannot give an impression that he is connected in any way with a governmental entity. The fact of private employment operates to prevent a peace officer from acting in what would otherwise be his official capacity.

Implications

By specifically stating that off duty peace officers engaged in private security work are subject to the private investigators and adjusters act, such officers must now acquire the required license from the State's Department of Consumer Affairs. Additionally, the off duty officer is bound by the government code provision (Section 7538) which prohibits wearing a uniform insignia or identification with the intent to give the impression that he is connected in any way with a government agency (police department). This would prohibit display or use of the police badge or identification card.

While this case did not specifically involve a disability leave question, it does add to the argument that an off duty peace officer injured while engaging in secondary employment with security duties must look to the secondary employer rather than the governmental entity for disability benefits.

In light of this opinion and its potential expansion in the area of workers compensation, it might prove beneficial to ask your secondary employer about disability coverage, liability coverage, and medical/hospital benefits.

AROUND THE DEPARTMENT

by Al Casciato

... What are all these rumors flying around the 5th floor that Deputy Chief Taylor is implementing "Plan II"? Now that he has his year in as deputy chief and eligible for retirement at deputy chief's pay ...

... Captain Conroy's acquittal before the Police Commission came as no real surprise. What was embarrassing to police officers, was the verbage ala Pontius Pilot that the commissioners delivered to the press and public during the announcement of the verdict. And when the press corps ran to Captain Conroy for a statement, he rose above all and said "no comment". Truly class ...

... **Benefits take a step backwards:** If you didn't notice the subtle changes in your health coverage on July 1, look again. It seems that the Health Service System reduced the coverage and raised the rates because, according to one clerk at H.S.S., "they wanted to" ...

... An update: The Croatian terrorists who planted a bomb in the Kennedy Airport which killed a NYPD officer, did 7 months in jail ...

... When Field Training Officer Gary Manini met recruit Gil Chang, he promised a lot of action and excitement. Two days later Gil was wrestling with a knife wielding, naked woman in a small Mission district hallway. Needless to say, when Gary promises he comes through. But how? His only response to providing a medal of valor situation for his recruit is a snicker ...

... Sitting in court the other morning, I began to count the officers present. There were 4 uniformed officers, 3 decoy officers, 2 inspectors and 2 station civilian dress officers. All of whom were on duty. We all sat there from 9:30 a.m. until the noon break and returned at 2 p.m. awaiting the call to testify. Out of the 11 of us present, only one testified. All the other cases were dealt out between the judge, D.A. and defense attorneys. Well, the citizens of San Francisco paid 10 officers a full day's salary to sit in one courtroom all day. A waste? You bet! And it's going to continue daily in the city's 20+ courtrooms unless the citizens make D.A. Freitas change his method of subpoenaing officers to court. Blanket subpoenas shouldn't be issued to every officer involved in an action. Cases should be reviewed by the Asst. D.A. prior to the court date, not 30 minutes before court, etc. etc. etc. Can't someone do something before millions of dollars and valuable police officers street time go to waste? Not to mention the waste of victims and witnesses precious time also ...

... In response to that letter from Birney Jarvis in Letters to the Editor. There is no such thing as an "off the cuff conversation" only on the record or off. And those which are off the cuff should be specified before hand. As for the credibility of Hall of Justice reporters, they have for years blamed rewrite men and headline writers for inflammatory comments and headlines. Therefore, it's the lack of control that the Hall of Justice reporters have over their stories that I commented on **not their integrity** ...

... Phil (Rip) Povey, formerly of Co. F, stopped by the city recently to say hello. He's been with the Irvine Police Department 1 year and was promoted to Inspector last month. So if you are in Southern California, drop by Irvine P.D. and say hello to Rip and get a tour.

... The latest arrival to the police clan is Danica Lee Kidd, 7 lb. 10 oz. Danica's arrival took parents Bill and Karin quite by surprise. They had planned a nice natural family birth at Childrens Hospital. But Danica made her entrance to this world in the Southbay while Karin was visiting her aunt. All are doing fine ...

... At a recent wedding, I ran into John Coffey (retired). He's now living in Yorba Linda, Orange Co. where he's recuperated quite well from a series of heart operations. In fact, he's done so well that he is back to cutting a fine figure on the dance floor. It is really nice to see someone being able to enjoy their retirement ...

... Watching all the running around that is done on the 5th floor of the Hall, one must begin to wonder. What is going on with all these people rushing about, madly, with papers in their hands? A close look reveals that what is really going on is **Dynamic Inactivity** ...

... No surprise to me that Diane Campbell was arrested for removing her boy friend's records and some police reports from the record room. In June I wrote here that "Support Services has language problems, as well as security problems". And I don't seriously believe that the arrest of one person is going to solve

OUTSIDE LOOK AT THE SFPD

On August 3, Warren Hinckle's Journal in the San Francisco Chronicle contained what to me was a very incisive analysis and account of some of the major problems besetting the San Francisco Police Department today. I found after reading the article, that I could no longer remain silent about what I consider to be a systematic attempt by the city's administration to destroy all that has ever been good about the San Francisco Police Department.

It is time that someone away from the department spoke out and maybe a fire can be lit somewhere that will achieve some results different than what we have had to date.

*Fraternally yours,
Stephen M. Hardy, Retired
Vacaville, California*

Editor
San Francisco Chronicle

Dear Editor:

Warren Hinckle's Journal on August 3, 1978 was a very incisive, and to me accurate account of not only one incident occurring in the San Francisco Police Department today, but even more indicative of an even larger tragedy that has befallen what a few short years ago was certainly in my mind one of the finest police departments in the United States. I feel qualified to say that because at that time I was part of the San Francisco Police Department as a sworn member, and were it not for a disabling injury received on duty, I would be there today. Although I do not think I would feel very good about it.

Hinckle's portrayal of both Captains was very close to perfect. Captain Conroy was, and still is to my knowledge, a policeman's policeman. Always fair, just and most important in these days of impersonalness, HUMAN to all men under his command. It is most important to note that several of the police departments more militant minority officers were willing to testify on Captain Conroy's behalf in the recent proceedings before the Police Commission and were denied the right to do so by a body that is supposed to be at best fair and impartial.

Captain Taylor, on the other hand is a by-the-book, General Patton type, very rigid and unbending, which would be alright if that was as far as it went. All organizations need disciplinarians. However, Captain Taylor carries this toughness one step too far in that he goes out of his way to nail someone for an infraction of the rules. I can still clearly remember back to 1970-72

working midnight shifts out of Southern Police Station at the Hall of Justice hearing then Supervising Captain Taylor come on the radio between 5:30 and 6:00 a.m., after driving in from Marin County where he lived at that time, to make his unannounced station visits. I and many of the persons I worked with during that time believed that this was nothing more than a thinly veiled attempt by Captain Taylor to find someone goofing off. My point here being that it is tough enough being a police officer these days without having your own bosses out to get you. This is not to say that those who break the rules should not be punished, but proceedings against them should be fair and just, and this is not currently the case.

This leads me to what was for me the most important message in Hinckle's very fine article, and that is how long are the citizens of San Francisco going to stand idly by and allow this destruction of the morale of an excellent police department to continue? Police Officers I worked with have left the department, police officers the citizens of San Francisco would want doing the job for them left, just to get out. Gone to other departments or just other jobs altogether; because if you do not have the support of your own administration, who can you turn to?

The citizens of San Francisco currently have a Chief of Police whose negative track record speaks for itself. Even more destructive, they have a Police Commission that is for the most part at best, a kangaroo court, as evidenced by the proceedings against Captain Conroy. They appear by their actions to be nothing more than puppets of the city's administration.

How long are the citizens of San Francisco going to stand for the systematic destruction of their police department? The seeming persecution of Captain Conroy is only the tip of the iceberg. I implore the people of San Francisco to check out what I have said in this letter. You are the only ones who can ultimately make any change.

Expressing my feelings in this manner has not been an easy chore for me. Having been a police officer for the City of San Francisco was the finest job I have had in my working career, one that I am very proud to have had. These words have not come easily, believe me. I just cannot remain silent any longer when I see what to me is a blatant attempt to run a fine police department into the ground.

Sincerely,
Stephen M. Hardy

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those problems. Let's take a good look at the people and system that hired her ...

... Keep your eyes on LAPD. The situation regarding salaries is getting very heated. It seems that their formula has been taken away. That bus drivers make more than cops. That truck drivers make more than cops, etc. etc. and that "job action" is on the tips of many officers tongues. Strike in L.A.? Ha . impossible

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RECENT SUPREME COURT DECISION

HEART PRESUMPTION ..

WHAT IT MEANS TO YOU

I am enclosing an article prepared by the firm's Workers' Compensation specialist, William T. Hays, regarding the heart presumption, for possible publication in Association newspapers.

We consider it timely, as the Workers' Compensation Appeals Board is holding some heart cases in abeyance pending receipt of the Supreme Court decision in the Wiebe case, which challenges the constitutionality of the 1959 amendment to the presumption statutes. This issue has been before the Supreme Court for almost two years now. The results would be disastrous if unfavorable, since the 1959 amendment prohibiting apportionment to underlying heart disease would be ruled unconstitutional.

Very truly yours,
STEPHEN WARREN SOLOMON, INC.

Heart disease, affecting the coronary arteries of the heart, is a disease which is insidious in onset and progression. It is a process which may start at infancy and the significant factor is the rate of progression. This rate of progression is influenced by hereditary factors, cigarette smoking, obesity, and stress. The concept of stress as an important contributory factor to heart disease has now been almost universally accepted by the medical profession, and it was upon this concept, coupled with the relatively high incidence of heart disease in safety members, that the legislature in recognition thereof mandated that heart trouble developing or manifesting in policemen, firemen, and other types of safety members was presumed to be occupationally related. In the area of workers' compensation, it is not necessary that the occupation be the sole contributing factor to any medical condition, it need only be a contributing cause. The rationale for this concept is that it is impossible to quantitate the exact amount of stress superimposed upon a predisposed individual necessary to cause a disabling heart attack. Rather, the employer takes the employee as he finds him and the law does not attempt to measure his vulnerabilities to different quantum of stress or trauma. As a consequence, the law has evolved to the point that it is only necessary to establish that the employment contributed to the disabling medical condition in order for the employer to be responsible.

As stress was medically determined to be causative of heart trouble, the so-called heart presumption was enacted into law some thirty-five years ago to favor members of public service engaged in extra hazardous, and consequently extra stressful, occupations such as police and firemen. However, recognizing the fact that heart disease was not peculiar to safety members and the presumption was disputable, the public agencies in 1957 approximately commenced obtaining medical evidence from their examining physicians stating that the majority, or all, of the disabled safety members' heart trouble was due to the underlying heart disease and only a small portion, or none of it, was due to the occupation. As a consequence, Industrial Accident Commission and the courts began apportioning away the majority of the safety member's benefits, or denying them entirely, when he was stricken with a heart problem. For example, an officer could be totally disabled due to a heart attack and the Board and courts would determine that only 10% was due to the employment and the other 90% was due to the underlying heart disease. As a consequence, the disabled member would be awarded only 10% of his medical expenses, and only \$2,000 instead of a possible \$21,000 award with life pension (\$21,000 plus a life pension was the maximum permanent disability award for total disability at that time). The results of such apportionment, which was common, was catastrophic for the member who was totally disabled and thus required to survive on such retirement allowance as available to him. Apportionment in less severely disabled members was equally destructive in terms of severely limited work capacity albeit the continuing economic demands of supporting his family.

Confronted with this intolerable situation, the writer, who was representing a number of safety member organizations at the time, initiated legislation to amend the presumption statutes to provide that in no case

should the member's heart disability be attributed to any underlying disease. Through the joint efforts of all of the major safety member organizations in the state, we were able to obtain this "anti-apportionment" legislation, which became a part of the law in 1959. This amendment to the law as interpreted by the appellate courts has served to make it extremely difficult, if not impossible, for the employing agencies to apportion away the majority of benefits and deny the payment of benefits for heart disability or death. The inability of the employing agencies to apportion away disability, medical and death benefits has resulted in literally millions of dollars' worth of benefits to the safety member and his family.

This result is not inequitable nor is it a rip-off. It is based upon the well-established principle of workers' compensation law that the employer takes the employee as he finds him and the occupation need not be the sole cause of the disability in order for the injured employee to receive the full award. Although the benefit of the presumption statutes are not afforded all employees, the extra-hazardous nature of the safety members' duties with the daily encounters with injury and life-threatening situations, and indeed the actual death toll suffered by police and firemen on an almost daily basis, all serve to justify this additional benefit. Who can say when, or if, an officer or fireman would have developed heart trouble absent these horrendous stresses.

What prompted this rather lengthy discourse upon the history and benefits of the heart presumption is the fact that a case is now before the Supreme Court of the State of California challenging the constitutionality of the "anti-apportionment" amendment enacted through our efforts in 1959. Hopefully, the Supreme Court will hold that the presumption statute with the amendment in its entirety is constitutional.

The importance of this, the Wiebe Case, should be obvious to you as safety members, in view of the history of the law and its amendment as set forth above. If the 1959 amendment is ruled unconstitutional, we will be back where we were in 1957, and we will have lost a benefit of incalculable value.

by William T. Hays
Of Counsel, Stephen Warren Solomon, Inc.

PEOPLE V. COREY, 21 Cal.3d 738 (1978)

Recently the California Supreme Court, in the case of *People v. Corey*, 21 Cal.3d 738 (1978), held that an off-duty Sacramento police officer, who was paid for his services by a private association, but wore his regular police uniform and was fully armed, was not subject to the protections of Penal Code, Section 243, if he was assaulted while making an arrest.

Additionally it should be noted that, if the officer is working for another employer, other than the governmental entity, as a security officer, and is injured while making an arrest, based on the *Corey* decision, he is not acting as a full-time peace officer for the jurisdiction and therefore is not protected by his disability retirement protections or Section 4850 of the Labor Code.

It is therefore highly relevant that all associations make sure that any outside employment paid for by the employing agency is covered under Section 4850 of the Labor Code and the disability retirement provisions of the appropriate Code for the jurisdiction in question.

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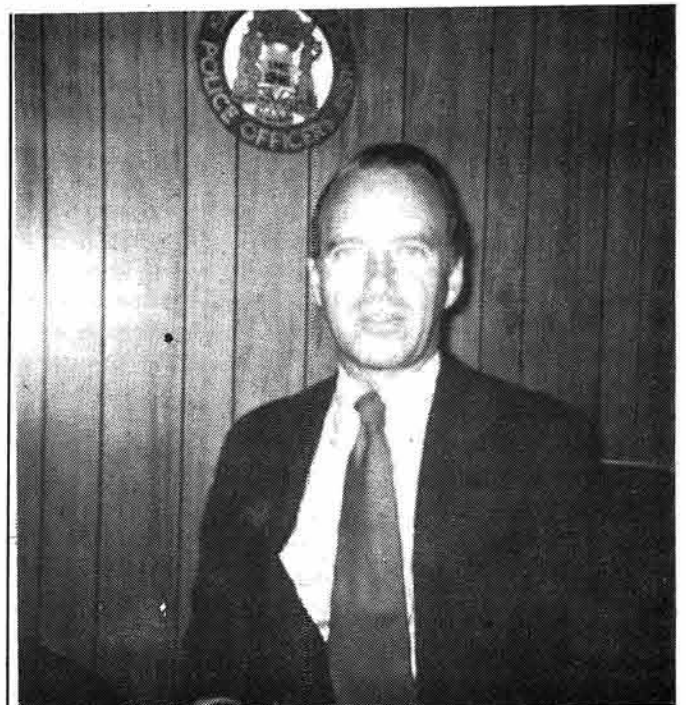
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Frank Howard

Mr. Howard has been in the benefit analysis business for 21 years. He is qualified to counsel with you.

Mr. Howard is a Honors Graduate of the University of Richmond, Virginia and lives in San Francisco.

Mr. Howard's San Francisco business address is 1750 Montgomery, (415) 956-1030.

"BENEFITS AND BENEFITS — WHO KNOWS WHAT?"

by Frank Howard

During the past twelve months over 185 billion dollars has been spent by employers and employees in the name of fringe benefits. In many instances the bulk of this money has been spent by an employer in favor of an employee. In many instances the employee makes a contribution to a welfare and pension plan. It has been our experience however, that regardless of who pays the ticket the ultimate consumer, the employee and his family, is uninformed as to benefits provided and how these benefits may help him and his family.

That's what we find everywhere . . . a lot of talk about new benefits — new provisions — but how do they help you, when can they assist you and what do you have to do to qualify for their dollar assistance?

The SFPOA, through endorsement of the Insurance Committee, has put together an informational booklet which contains the following:

- (1) Association sponsored insurance programs,
- (2) State and Federal Benefits,
- (3) Retirement Benefits,
- (4) Disability Benefits

In addition to the above (prepared in layman's language) there is a section dealing with personal items of interest — things concerning your personal financial planning which you may or may not have thought about. It is a guide which may help you get your house in order.

How many times have you heard people say — "If only I had known about that sooner". That's what this service is all about. To give you the information you need which may add substance to your personal financial planning.

If you suddenly were told that your income is going to be cut 50%, what would you do? How would you trim your cost of living to adjust DOWN to living on 50% of what you had yesterday?

Part of this service will be to share with you some ideas as to how you may prepare for the cut back in income at retirement. Our ideas will be suggestions — that means you can take them, use them, or not. But there is a need to know!

Recently the SFPOA Insurance Committee sent out a memo to all members telling them about this benefit review booklet, the response was excellent. We are now ready to implement the service and for those of the SFPOA who did not call or return the reply card we invite you to do so. There is no obligation except to yourself. Find out what you have — where you stand — so you can reach your goals and needs while you are still active. Let's face it — no benefit plan will do it all — we should examine some ways to help ourselves.

GAIN AND COMMISSION FAIR WITH SGT. BISHOP

by Paul Chignell

On Wednesday, September 13, 1978 Sgt. Burton Bishop was tried by the Police Commission on charges relating to alcohol intoxication on duty.

It was not alleged or proved that Sgt. Bishop consumed alcohol on duty, otherwise he would have been terminated pursuant to Permanent Order #5 of 1976.

After deliberation, Sgt. Bishop was terminated — that act being suspended and then to be vacated after one year's probation. In addition, the Commission suspended Bishop for ninety days effective July 28, 1978. Bishop was also ordered to comply with five conditions while on probation relating to abstinence in consuming alcohol.

The decision by the Commission paralleled Chief Gain's recommendation except that the Chief recommended sixty days and the Commission decided ninety days was in order.

Commissioner Richard Siggins and his colleagues were concerned that officers in the department would perceive the sentence as lenient and wished to make the fact known that Permanent Order #5 would and is being strictly adhered to. Chief Gain also reiterated that fact and will recommend ninety days suspension on a first offense of consuming alcohol on duty — with termination on a second offense and termination for both consumption coupled with intoxication.

I do not believe as some members of the Commission assert that the POA opposes the drinking order. I support the order wholeheartedly but did object to the manner of its presentation on March 17, 1976.

We as an employee group representing over 1,500 officers must work to eradicate the consumption of alcohol on duty by some officers. If any officer feels that he or she needs help, the Department's program is available and the Association is available 24 hours a day at 861-5060.

The public's perception of a police drinking problem has been exaggerated, however there was a significant problem prior to the issuance of Permanent Order #5 which lessened considerably two and a half years ago.

The members of this department should be advised that drinking on duty will not be tolerated by the Administration or the Association. The Association is available for the problem drinking officer, but he or she must seek help.

Sgt. Bishop was treated fairly and to the letter of Permanent Order #5. Future cases will be dealt with strictly and in conformity with existing rules.



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A drunk is a drunk, is a drunk, is a drunk

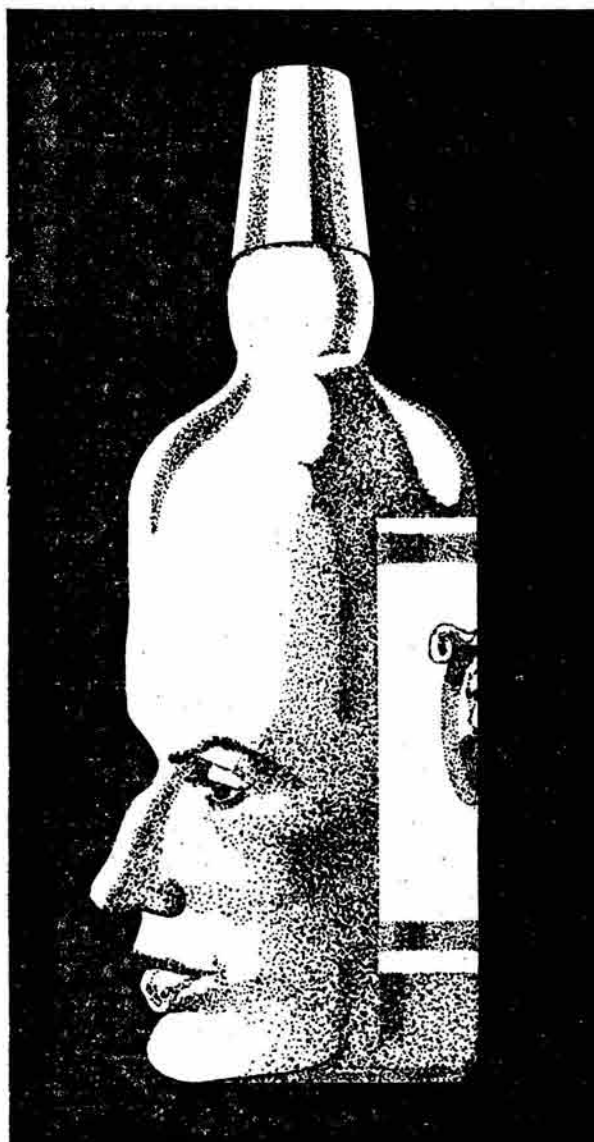
By Judith Bare

Page of a calendar found in a book. Date: April 1976 ... 9:30 a.m. Benefit show rehearsal, give new lyrics to piano player. 11 a.m. Meet T's kindergarten teacher, discuss reading & math progress. 2:30 p.m. Turn in two more chapters of Dr. X's book. Pick up drawings from illustrator. 4 p.m. Read kids term papers; return like books. 6 p.m. Dinner party ... Sounds too, too suburban, liberated lady-next-door, doesn't it? One can visualize the clothes, and the hair, and the house, and the lifestyle. One of those women to whom the community can point with pride. Except that the lady is an alcoholic.

In between "accomplishments", the lady drank. Now, when she drank she held her liquor like "a lady." Nobody ever saw her blatantly drunk. She obviously wasn't "a drunk."

Oh, wasn't she though?

This lady was in the early stages of the only disease



that requires self-diagnosis. She certainly wasn't about to pin a stigmatic label like "sick" on behavior that seemed to conform to a social norm. Nobody else would either.

But five mornings out of seven she had a tendency (unexplained) to have "the shakes." She woke up at 3 in the morning with "black horrors." She was beset by a gnawing and desperate boredom.

Look again at the page from the calendar. There is a large space for noontime cocktails and 5 o'clock cocktails. The lady drinks at those times of day. Doesn't everybody?

What happened to her? Well, not much. Don't look for horror stories of descents to figurative or literal skid rows, because there aren't any. The husband in this particular instance abandoned the game of "if you can't beat 'em, join 'em." The party games at home weren't fun any more.

Fact began to intrude its ugly head into a fantasy-filled existence. A teen-aged boy said "Mother, you drink too goddam much." And kept saying it. The alibi system the lady had created for herself began to be less comforting. A sneaking surreptitious thought occurred from time to time: "Could it be that there is something somewhat compulsive about the way you drink?"

So the lady quit. To "show them!" (and herself). Not a drink for two whole months. Just like that. Obviously not an alcoholic, right? Alcoholics have no will power and can't quit, right?

Wrong. Alcoholics of a certain type, especially in the early stages, can quit for months or even years. They can quit booze. But they have no control over it when and if they drink.

But the lady didn't know that. She went to a party, intending to be "a social drinker." Keep in mind that alcoholism is a progressive disease. You don't get to start again at "Go." You start again where you left off — or worse. So when the lady couldn't control her drinking or her behavior, which seemed to be going on in instant replay and slow motion, she was surprised and shocked.

"Oh well, if you haven't had anything to drink in a long time, it just hits you hard." But the party after that, a discreet social sip or two of white wine sent the lady into an 18-hour blackout. She woke up the next morning without the faintest memory of what she'd said or done, to whom, with whom or where.

This happens a lot to practicing alcoholics, and usually they are armed with a whole set of rationalizations to account for it. Unless, as is the case of this lady, a knowledgeable family member either has talked or will talk about alcoholism and alcoholic behavior. This lady had been bombarded with facts about alcoholism (which, of course, did not apply to her) during those two non-drinking months. The family had been practicing subtle intervention; they had stopped playing the games that alcoholics like to play.

And, although alcoholics don't always trust their own guilt-ridden self knowledge, the lady did have a deep down painful awareness that whatever it was that was the matter seemed to be getting worse. Some of those facts had hit the target. It might just be possible that what was the matter was a matter of life and death.

Too often, in cases of the disease called alcoholism, we expect the patient also to be the doctor. In most cases, "even your best friends won't tell you." Sadly enough, your family won't either, most often because they are afraid to and they don't know how. It sure is a social disease, and like the other "social disease," something that "nice" people don't get.

And those who do have it don't often talk about it. The only reason that I can tell this lady's story is that it's my own story. I am also painfully aware that while I was hiding in the closet during my third precarious month of doubting sobriety, wearing that label like a name tag I could remove anywhere I didn't want to be recognized, a person starting up a program to help alcoholics asked me to be its spokesperson because, he said, "You are obviously not an alcoholic."

I AM an alcoholic. But because I am no more "obviously sober" than I was "obviously a drunk," I have to tell this story in the first-person singular. After all, I am not the first person (nor the last) ever come to that terrible moment of truth. Nor am I all that singular a person.

We are not singular. And we are not alone. I was able to face myself in that moment of truth, and get help for my alcoholism, because my family had refused to continue to adapt, adjust, excuse, wait and hope until I "hit bottom" all by myself. When I crept into treatment like a furtive Doubting Thomas, my decision was treated with encouragement and respect. That doesn't happen often.

GO FOR HELP. Contact the National on Alcoholism-Bay Area, 2131 Union St., San Francisco, CA 94123. Phone: (415) 563-5400.

Judith Bare, a
graduate of
Stanford
University, is
associated with
the National
Council on
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CONSTABLE CONROY ACQUITTED

Ciani says "I read it all and voted my conscience"

by Bob Barry

On February 3, 1978, Captain J. William Conroy, a distinguished 31 year veteran of the San Francisco Police Department was brought up on charges by the Administration, was tried, and was justly acquitted by the Police Commission on August 30th.

Captain Conroy was charged with violating department regulation 2.245 which states: "Shall, in the event of the arrest or misconduct of a member of his command within any district, make an IMMEDIATE AND PERSONAL INVESTIGATION"

He was further charged with violation of rule 2.199 which states: "Shall, promptly report in writing to his commanding officer any violation by his subordinates"



Constable Conroy

The charges stem from incidents that arose while Captain Conroy was commanding officer of Park Station during September, 1977, and that these incidents of alleged misconduct (perpetrators unknown), were committed against non-civil service sergeant Peter Alarcon.

Alarcon was among eight other officers that accepted a minority promotion to the rank of sergeant, passing over approximately 270 other officers with higher standing on the promotional roster.

Shortly after the nine were appointed and had received their assignments, they were summoned to a closed door meeting with then Deputy Chief Donald L. Taylor and Commander Augustus Bruneman. In that meeting, the new sergeants were told that because their assignments were of a sensitive nature (having been selected outside the normal promotional standards), any difficulties that were encountered with other personnel could be brought directly downtown, and that they should feel free to bypass the normal chain of command.

Alarcon, and officer Robert Paco, also a minority appointee, were both assigned to park station and both assigned to supervise the same officers on the 4-12 watch.

In the ensuing weeks, Alarcon not only encountered some difficulty in supervising (primarily due to his lack of street experience), but he also became the recipient of some "station house pranks" that were suddenly viewed by some to be racial in nature.

On September 9, 1977, Alarcon discovered that someone had allegedly sprayed chemical mace into his locker and that he had become affected by the chemical. He personally notified Captain Conroy, and the good constable then directed Alarcon to St. Francis Hospital for the proper treatment. He never went. Instead, he appeared at Park Emergency three hours later. (?)

Between September 2, 1977 and September 12, 1977, Alarcon discovered that someone had wired his locker shut with a piece of bent coat hanger. Having removed it, he presented the evidence to Captain Conroy.

Due to the fact that the incident occurred during a 10 day period, little in the way of an investigation could have been accomplished (which didn't warrant one anyway), and the incident was viewed as a simple prank. Besides, the Captain did all he could do in the first place, by addressing each supervisor and watch, and informing them of the sensitivity of the situation and to refrain from any indignities toward these sergeants.

Comments at the commission trial alluded to the fact that incidents of "horse play" have been going on in this department since Hoover was baptised, and one high official stated that his locker was actually nailed shut on one occasion.

Another concluded that the flock of live pigeons found in his car was the work of an expert prankster, never to be identified. Even the commissioners found humor in that.

On September 19, 1977, Alarcon found that someone had poured what appeared to be epoxy glue into the locking mechanism of his locker, and reported this incident directly to Internal Affairs without first informing the captain.

Apparently Alarcon felt that there was no "substantial investigation" being conducted, and he took the advice given in the "secret" meeting. It still isn't clear as to when he actually informed the captain of the incident.

When questioned on the witness stand by POA Attorney Stephen Bley as to what type of investigation should have been conducted, Alarcon was at a loss for an answer.

Nevertheless, having now been made aware that Internal Affairs was now investigating this incident, and having previously notified higher authority of the circumstances surrounding all the incidents, Captain Conroy felt, without qualification, that he was in full compliance with the rules and procedures as related to this case. After all, he was one of the authors of our present rule book. Whether or not it's up-to-date is another story.

So as time continued to pass, and the inquiries from the Public Advocates became more consistent, so was the administration's desire to sacrifice Conroy as the official "scapegoat" to dispel any notions of an administration whitewash.

During that same time period, Sergeant Paco testified that there were no incidents of any kind committed against him, and that his short tenure at Park Station was going very smoothly. He praised the Captain as being fair and impartial as did Alarcon, and any notions of racial tensions at Park Station were completely dispelled.

Paco had been in the patrol force since he entered the department, and his understanding of patrol work and the manner in which he must exercise his authority as a "new" sergeant certainly added to the ease of his position.

Alarcon, on the otherhand, had been in the department for 19 years, and lacked any street experience as a patrol officer. The majority of his career had been spent in the Bureau of Criminal Information.

This isolation, insofar as having little or no contact with the patrol force, and never having experienced locker room "horse play", left him with a distinct disadvantage in supervising young, hard-working, jock type police officers. There's no question, that the manner in which he was supervising those officers left a lot to be desired, as evidenced by his own admissions to Conroy.

As a result, the personality conflict that surfaced, was expressed to him in the form of pranks, and had he experienced that form of expression in the past, as we all have, then the situation would have been a tolerable one, and not viewed as racial.

Alarcon, through the assistance of Captain Conroy, was transferred back to the record room where his expertise could best be utilized.

On June 21, 1978, the trial began, and the administration presented its case without ever offering any conclusive evidence that Captain Conroy failed to properly execute his duties. As a commanding officer with 31 years experience, and having broad discretionary power, he acted in a manner that he certainly felt was appropriate.

Rules are rules, and each has it's exception or extenuating circumstances that may or may not require its enforcement, and to act in a manner contrary to that philosophy would be a detriment to any organization.

As Commissioner Murphy read her statement of finding into the record, she concluded that 1) the decision to allow the sergeants to bypass their captains and to go directly downtown was a grave administrative error, and that that kind of directive was self-defeating; 2) that Captain Conroy did everything possible under the circumstances to control these incidents, and 3) that the administration knew full well what had transpired. Therefore, both charges are not sustained.

Commissioner Ciani however, had somewhat of a different perspective of the situation. Although she agreed that the interpretation of rule 2.245 means "identifiable individuals" and therefore does not apply in this case, charge #1 is not sustained.

"I actually read through all of the transcript" she said, and began thumbing through the voluminous material as if to impress upon everyone that she did her homework, and that her forthcoming decision (with respect to charge #2) was the result of a diligent effort in researching all the facts.



Commissioner Ciani

However, Commissioner Ciani failed to enlighten the audience and the accused, that the transcript was only a partial one. After spending about \$700.00 for the prosecution's side of the case, the commission decided to disregard the defense portion. "It would be impossible for any reasonable person to view them (the incidents) as pranks" . . . therefore, I find that specification #2 is sustained. She concluded her remarks with, "I had to vote my conscience".

Commissioners Siggins and Toler both concluded that neither charge had any substance and that both charges are not sustained.

Commissioner Sanchez was absent during one of the preceding hearings and justly abstained from voting. His comments at the conclusion of the hearing indicated that after his review of the material, and his independent recollection of the testimony, he would have voted with the majority decision.

His final comment was that he wondered if the department wasn't running a M.A.S.H. outfit instead of a police department.

OHS ASSIGNS CONTRACT TO PROFESSIONAL DENTAL SERVICES

by Gale W. Wright Chairman, Insurance Committee

After weeks of phone calls, letters, meetings, comparison of dental plans and pressure from the Association members, the Insurance Committee selected the Professional Dental Services plan (PDS).

PROFESSIONAL DENTAL SERVICES

The PDS plan offers the members a low annual membership fee (about one-third less than the former plan) and a large panel of dentists (25 at present throughout the Bay Area) who are contracted to provide almost all dental services at a reduced fee schedule.

CALIFORNIA DENTAL SERVICE

What about the California Dental Service, you may ask. Yes, we called them and made an appointment at the POA offices. When the salesman learned we are a voluntary group (that is, we pay our own premiums) he couldn't get out of the office fast enough. CDS is probably the biggest and the best, but they handle only mandatory accounts. So much for CDS.

We contacted the Department of Corporations of California to verify that PDS was licensed, and they were, but under the old system and not the new system of the Knox-Keene Act of 1975. Yes, PDS was working on completing their application, but it was unknown when their additional license would be granted.

ORAL HEALTH SERVICES

Oral Health Services, which is fully licensed, was contacted and they agreed to handle the PDS referral type plan for us. They printed the brochures which were mailed to the over 500 members of the former, defunct plan. Since that letter went out over two weeks ago, wouldn't you know it, PDS was granted their full license.

Because PDS had originally contracted with the dentists in the San Francisco Bay Area for the plan, and a few other complications, Oral Health Services agreed to allow PDS to take over the dental plan for the police association, and that is where we are now.

ABOUT THE PDS PLAN

Where we are now is a pretty good place to be. We do have a dental plan again, and in our opinion, it cannot

be over-used or burned out. As with the former plan, teeth cleaning, scaling, polishing and x-rays are provided at No Charge. If and when other dental services are needed, they are done at a greatly reduced fee schedule.

All monies owed to the dentist come directly and only from the patient, not from any third party. That is why the annual membership fee is so low, only about one-third the cost of the former plan.

The annual membership fees are used by PDS for marketing, contracts, travel, offices and so forth, but they make no payments to the dentists. All co-payments come directly from the patient.

FOREMOST CONSIDERATION

Although it may be late in this report to say so, I must state that the over-riding consideration in seeking another dental plan for our Association members has been this: If at all possible, we did not want our members to have to change dentists. That is why a supreme effort has been made to get dentists of the former plan to join the PDS plan.

PDS informational material and contracts have been sent to all former PDHF dentists, as well as a letter from the SFPOA Insurance Committee, and an appeal has been made to the over 500 former members of the PDHF plan to personally contact their "old" dentists, to ask them to join the PDS plan. It's working because of the personal contact. Nine of the former PDHF dentists have joined PDS.

TIMETABLE

The Timetable reads like this:

I. Take care of the former members first in order to cut down the time they are without a dental plan. If you have received a letter and brochure from the Insurance Committee, please let us know before September 20, 1978 if you want to join the new plan or not. If you do, complete the enrollment card, sign it and get it back to us right away. If you choose not to join, we have to know that too. Just write "refused" on the enrollment card, sign it and send it back to us. ALL OF THE ABOVE IN PART I IS NECESSARY FOR THE PLAN TO BE EFFECTIVE ON OCTOBER 11, 1978 (processing, making ID cards, mailing, etc.)

II. Refunds — All monies collected through payroll deduction have been kept separately and if you join the PDS plan, the lower fee schedule will be computed to reduce your bi-weekly premium and the balance will be refunded to you in November.

If you choose not to join the PDS plan, you will get a full refund just as soon as that particular payroll deduction is no longer withheld from your check and we are notified by the controller in November.

III. Retired members of the old dental plan: Same as above, except that any monies held for you will be applied to the full annual rate for PDS. Refunds will be made where applicable.

IV. New Enrollees: Professional Dental Services is now printing new brochures for the Association. Just as soon as we receive them, they will be mailed to the rest of the entire membership. The target date, at this writing, for NEW members to use the PDS plan is November 1978. BUT that target date balances very delicately on how fast the members respond with their signed enrollment cards, signed payroll deduction cards, and a small check to cover the 60 days that it takes the Controller to withhold the monies to send to the SFPOA for you.

If we do not have all of the above within a short time, then the dental plan can only be delayed unnecessarily for the majority.

V. New Enrollees, Retired: Same as IV above except since you do not have payroll deduction, a check in the full amount for the category you choose will have to accompany the signed enrollment card which you must send to the SFPOA, Attention: Insurance Committee, 510 - 7th Street, San Francisco, CA 94103.

I hope this information is helpful and complete. If you have any questions, please call (415) 861-6020 for assistance.

Finally, if you owe any monies to the Insurance Committee for any policies you have (life, disability, dental) wherein we advanced some premiums for you until payroll deduction took over, naturally we will make adjustments to balance the books, before the refunds are sent to you.

BUSINESS AFFECTING CITY EMPLOYEES

by Gale W. Wright

The November ballot issues are coming into focus. The Board of Supervisors has voted 6-5 to put an amendment on the ballot which will allow outsiders to compete with permanent City employees for upper level government jobs.

Will the voters go for it? You bet. They voted for the Rule of Three and they will vote for this too. Screw the public employee, the career employee they depend on for service, but give him or her the back of your hand at the ballot box.

Is there a cost involved?

Not likely, which will insure its success.

#

A San Francisco Charter Commission will be elected this November. Last June the SF voters said yes to such a commission. That question will be asked again in November, but we will also be asked to elect candidates to that Commission.

If the voters say no to the commission, then it doesn't matter who is elected to the commission. On the other hand, if the voters say yes, and 15 members are elected to the Commission, they will get started on Charter revision.

The Chamber of Commerce is already supporting a coalition of retired or former City or Civic leaders to be elected. Other groups are forming or supporting more coalitions. The S.F. Police Officers' Association will support a coalition too. Without any public employees on that Commission, we could stand to lose many benefits.

#

Mayor George Moscone vetoed a resolution of the Board of Supervisors to grant City employees at least a cost of living pay hike. Nice going, George. Supervisor John Molinari

summed it up the best, "It's not fair to deny City workers raises when inflation hits them as it does everyone else."

"San Francisco's FIRST
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deliciously different and a
visit ... is a delight."

R.B. Read
Underground Gourmet

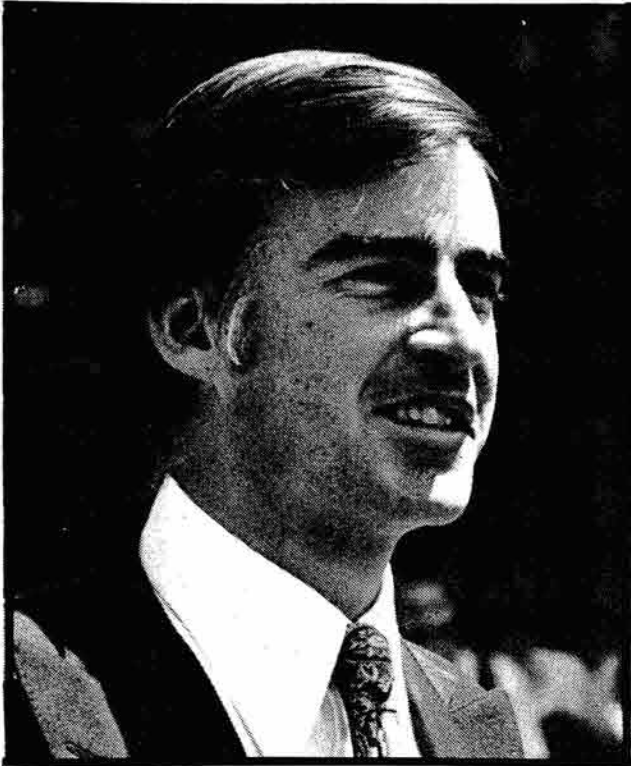
"... just wait till your
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Robert Finigan's
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COPS Endorsements 1978



**GOVERNOR
EDMUND G. BROWN JR.**

**LT. GOVERNOR
MERVYN DYMALLY**

The California Organization of Police and Sheriffs held their annual Political Endorsement Convention in Sacramento on August 21 - 23, 1978 at the Senator Hotel.

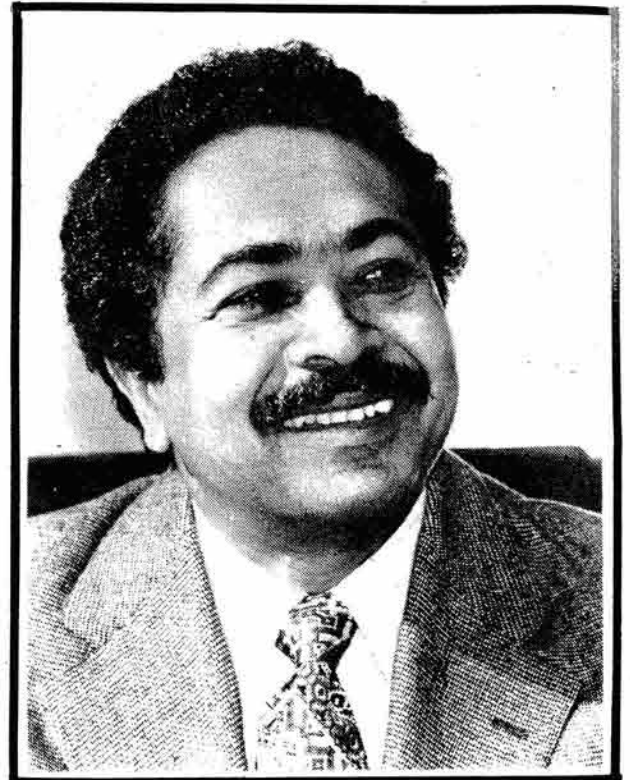
"The future of the police movement is dependent upon those elected candidates who support the priorities of rank and file police officers," said COPS President Jerry Crowley. "There are those candidates who seek to destroy the police labor movement within this state, and we must oppose them."

Governor Edmund G. Brown, Jr. was endorsed, as was Lt. Governor Mervyn Dymally, Secretary of State March Fong Eu and candidate for Attorney General, Yvonne Burke.

Endorsements for the State Senate and the State Assembly were also made, and the list is quite long. If you would like to read the names so endorsed, let us know at (415) 861-5060, or write to 510 - 7th Street, S.F. CA 94103 and we will send a copy of the COPS newspaper to you.

**SECRETARY OF STATE
MARCH FONG EU**

**ATTORNEY GENERAL
YVONNE BURKE**



PRE-RETIREMENT PLANNING

DOWNTOWN COMMUNITY COLLEGE CENTER

33 Gough Street — Conference Room
San Francisco, CA 94103

Tuesdays — 5:30-8:30 p.m.
Sept. 5, 1978 — Jan. 23, 1979

Description: A series of informative classes designed to aid one in preparing for retirement years. Guest speakers who are specialists in various retirement fields are utilized for each class.

Objectives: The object of this course is to make one approaching retirement years more fully aware of as much pertinent data as possible affecting his/her retirement in the fields of Health, Finance, Law and Leisure in order that the individual may develop a realistic and individualized retirement goal and plan based on his/her own needs and desires.

Subject Area: Good Health in Retirement
Health and Long Life
Emotional Aspects of Retirement
Housing and Living Arrangements
Legal Aspects for Retirement
Leisure Time Activities
Social Security & Medicare
Second Career Opportunities
Vocational Rehabilitation
Financial Aspects:
Banking
Money Management
Economics
Insurance
Investments

Registration: Continuous and is conducted by the instructor in class.

Fees: There are no fees or tuition to the student. The course is being offered as a public service of the San Francisco Community College District to meet the needs of City & County, State and Federal employees, and the general public.

Instructor: Roy A. Drury, B.S., M.A., University of San Francisco. Mr. Drury's experience includes six years of teaching, thirteen years in the Investment Banking Field, and his current association with the Retirement System for the City and County of San Francisco.

interest to those employed in law enforcement or criminal justice, the courses are open to any interested persons. They are regular University of California classes which can be transferred to meet credit requirements on any UC campus. It is not necessary to be admitted to the University to participate.

*NOTE: LEEP regulations no longer authorize payment for books from grant funds. Please be prepared to buy your books at the first class session with check or cash. Financial aid in the form of scholarships is also available. For further information contact Jack W. Harris, Program Administrator, Law Enforcement and Criminal Justice Programs, University of California Extension, Santa Barbara, CA 93106, (805) 961-3363.

Programs in
Criminal Justice
Schedule of Classes
**FALL QUARTER CLASS
IN DALY CITY**

CERTIFICATE IN CRIMINAL JUSTICE COURSE

XSB 172 — SOCIOLOGY OF CRIME AND DELINQUENCY —

Theories of the genesis of delinquency and crime; factors in the organization of delinquent and criminal behavior from the points of view of the person and group; delinquent and criminal behavior systems.

Theories of the genesis of delinquency and crime; factors in the organization of delinquent and criminal behavior from the points of view of the person and group; delinquent and criminal behavior systems.

LOCATION: South San Francisco High School, Room A-2, 400 "B" Street

DATES: Thursdays, September 28 — December 21, 1978

TIME: 7:00 — 10:00 p.m.

SECTION: 82945

FEE: \$245 — Court fees can be funded up to \$250 by LEEP grants for eligible personnel*

CREDIT: Four units of University of California upper division credit

INSTRUCTOR: Richard Speigman, D. Crim., Lecturer, New College, San Jose State University

This class is another in the nine-course sequence in political science, sociology, and psychology leading to a Certificate in Criminal Justice. Although of particular

CRIME PREVENTION ALERT

Other crimes from prostitution

You are walking in the downtown area of a major city and are approached by an attractive woman who asks, "How about a date?" This is usually an invitation to perform an illegal act of sexual intercourse for a price.

If you accept you may encounter other problems as prostitution is not merely limited to the sex act. There has been a severe increase of prostitution related crimes. The offenses that are committed in conjunction with prostitution are pickpocketing, hotel room burglaries, robbery, assaults and thefts by trick and device.

The purpose of this Crime Prevention Alert is not to discuss whether prostitution should or should not be legalized or the moral issues involved, but to inform and advise citizens how to prevent becoming a victim of prostitution related crimes.

In San Francisco there are seventy to eighty vice related crimes per month. It is estimated that only one out of ten victims of this type of crime report them due to embarrassment, possible loss of employment and fear of discovery by his friends or family.

Prostitutes use various methods of operating. The most common approach is to solicit a person on the street. The prostitutes (at times there are more than one) may then begin to place their hands on the person,

which can be a strong indication that they are in the process of picking the persons' pocket.

Men be conscious of your wallet at all times and especially in the described situations. In any crowded public place always place your wallet in your front pants pocket and keep your hand on it.

While traveling, if you are drinking in cocktail lounges do not place your hotel room key on the bar or table. Prostitutes and thieves have been known to memorize the hotel name and room number in order to commit thefts.

Street prostitutes usually ask for some type of identification before the solicitation is complete. If the potential customer shows the prostitute any identification that reflects that he resides out of state or a great distance from the city, the chances that he may become a victim of a prostitution related crime is greatly increased. Never show your identification or hotel room key to strangers. It is also a good practice not to invite any strangers to your hotel room when traveling.

In many cases where the prostitute is invited to the hotel room by the customer, the prostitute will commit a theft or set the person up in several ways.

If the prostitute requests that you take a shower either by yourself or with her, it is possible you were

followed to the hotel by other persons involved with the prostitute. While you are in the shower, an accomplice will enter the room and steal your valuables. In some cases the accomplice confronts the potential customer and will rob him and at times may even commit an assault.

Sometimes the prostitute will only steal the customers hotel room key after the sex act is completed, to return to the room at a later time when it is unoccupied and steal valuables.

If you are approached by a male person who tells you he will take you to a high class house of prostitution beware, as you can become a victim of an old but successful crime known among law enforcement people as a Patty Hustle. The person will direct the potential customer to a premise and before entry is made will ask for money, stating he has to check with the madam and pay her. Once the potential customer pays the individual, the person enters the premises, never returning to complete the transaction.

These are a few of the methods that have been used by prostitutes nationwide.

The San Francisco Crime Prevention Unit warns if you are approached with a friendly, "How about a date?," this acceptance could be the most costly, troublesome, embarrassing date of your life.

DINNER-HOUR AUTO BOOST .. HOUSE BURGLARIES: SUNSET .. RICHMOND DISTRICTS

On April 24, 1978 the San Francisco Police Department issued a News Release bringing to the public's attention the dinner-hour auto boost and house burglaries that were occurring in the Sunset and Richmond districts of the City. During the two month period from the release to June 27, 1978 only two similar incidents occurred. However, between June 27 and August 2, 1978, 8 more incidents have taken place.

The most recent dinner-hour auto boost and house burglaries follow the same pattern as those previously reported. The burglar initiates his activity by staking out the parking lot of a popular restaurant in either the Richmond, the Sunset, or in nearby San Mateo County. Once the selected victim enters the restaurant and begins his evening meal, the burglar rifles the victim's automobile (auto boost), obtains his home address

from the vehicle registration, takes the registration slip and often an available automatic garage door opener. The offender then proceeds to the victim's residence and burglarizes it. On a few occasions the auto boost has taken place near a church while the victim is attending evening services or social events.

There have been 41 incidents since January 1, 1978. They took place any evening of the week with Tuesday night being most active with twenty-two percent (9) of the incidents. Thursday and Friday evenings were the next most active days with each having nineteen and five-tenths percent (8) of the incidents.

The San Francisco Police Department once again urges all Sunset and Richmond citizens to take the following steps to avoid becoming a burglary statistic:

1. Before leaving home be certain to secure it. Doors and windows should be locked. Leave a light burning.

2. At your chosen restaurant try to park in a well lighted area which is easily seen from the restaurant, or is at least in public view. Lock your car. Take your registration and automatic garage door opener with you to the restaurant or lock them in the trunk.

3. If you return to your vehicle and find that it has been rifled and your garage door opener or registration slip are missing, call the police immediately. Inform them of the situation and give your home address so that it may be checked.

If you take these few simple steps, you will discourage criminal activity and protect your own property.

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The odds are 2 to 1 you will be alive at age 65.

The odds are 12 to 1 you will be dependent at age 65.

FACT:

- About 73% in 1975 of all persons 65 or older made less than \$5,000.
- One of every seven couples with a husband 65 or older received less than \$4,000.
- About 23% of all persons 60 years or older live below or near the poverty level.

Source: H.E.W. Administration on Aging

Based on 100 average Americans starting out life at age 25,
on an equal footing at age 65

1 will have \$10,000 or more • 4 will have \$2,000 to \$4,000 • 5 with no estates will be working • 54 will be dependent on relatives, friends and charity • 36 will be dead

Source: U.S. Dept. of Commerce Bureau of Labor Statistics

In other words 9 out of 10 were either DEAD or DEAD BROKE when they reached age 65.

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Beautiful City, ugly problem

by Marcus C. Elliot
Managing Editor
S.F. Progress

San Francisco is one of the most beautiful cities in the world and as such draws visitors from all over the world.

With the combination of visitors, residents and the commuters who work in San Francisco, vehicle and pedestrian traffic is difficult at best.

The Progress commends the San Francisco Police Department for its recently renewed efforts to crack down on traffic violations. The department should not let up and should continue strict enforcements of all traffic laws.

An observer in San Francisco, especially downtown, will frequently see Muni bus drivers running yellow and red lights and blocking cross walks; pedestrians jaywalking and swarming across intersections against blinking "Don't Walk" lights; private vehicles speeding, failing to yield right-of-way and rolling through stop signs. Few, if any, motorists observe posted speed limits.

Traffic laws are primarily based on common sense and courtesy. Pedestrians and motorists in San Francisco appear to display little of either.

In the six weeks the Police Department's more strict enforcement police has been in effect, the department has increased citations about six per cent.

In the light of the flagrant violations The Progress feels this percentage should grow by leaps and bounds.

Nearly ten years ago the Chicago police department found it solved many crimes merely by the apprehension of a person violating traffic laws. The crackdown on speeders netted a seven per cent improvement in burglary apprehension. Known suspects had, by traffic citations been placed in the vicinity of crime scenes and in some cases the goods were still in the car.

In San Francisco a crackdown on vehicle and pedestrian violations could even produce more needed revenue for the City.

The fact is a traffic crackdown should not be necessary. Obedience of traffic laws is mainly an educational matter.

Since the streets in San Francisco are well marked, maybe the type of educational experience which will result in better adherence to traffic laws is a police citation. Keep it up guys.



There is just one thing wrong with the traffic cartoon above, not the editorial, but the cartoon. That one thing is the police officer standing in the middle of the intersection. WE DO NOT HAVE POLICE OFFICERS DIRECTING TRAFFIC IN SAN FRANCISCO!

We do have a small force of 14 Traffic Controlmen who do attend certain downtown intersections and/or corners, but they do not get the same respect and compliance that a uniformed police officer does, and they would be the first to tell you so.

So, while we lament about the deplorable traffic conditions in San Francisco, know too that we are about 250 police officers too few. And, hiring non-police persons for certain police related functions does not always work out.

LITTLE TRAFFIC ENFORCEMENT

by Gale W. Wright

The purchase of Radar units for use in San Francisco is certainly timely. Our once proud Solo Motorcycle detail of 90 officers was cut to just 45 officers over two years ago, and the Accident Investigation Bureau has dwindled to just eight officers from a high of 50 officers two years ago.

Both the Solos and the Accident investigators work out of the Enforcement and Investigation Division of the Traffic Bureau and over the past several years (pre 1976) accounted for about 90% of all enforcement for moving violations (speed, red lights, no turns, lane changes, etc.).

Patrol could not pick up the difference in enforcement caused by depletion of the Solos and Traffic in-

vestigators, BECAUSE they were/are kept so busy with crime investigations and reports, ball game details, parades, guarding Supervisor's homes (bomb threats) and so on.

Herb Caen and Dwight Chapin, of the S.F. Chronicle and S.F. Examiner respectively, as well as other columnists, have often written of the deplorable traffic enforcement in San Francisco. It's about time the SFPD reacted to how bad it has become to drive in San Francisco.

The violations I see everyday are commonplace, in whatever district it is I happen to drive in. A right turn through a red light without stopping first is tops. Next, is trying to beat the light before it changes from yellow to red. Hollywood

stops at stop-signs have become San Francisco stops at 15 to 20 mph, if that slow. Right or left turns from any lane is quite popular as perfected and demonstrated to the rest of the motoring public by those really scientific professional drivers — our taxi cab pros.

When in doubt, double park! Motor running rough? Step on the gas to clear the carburetor. Got the green light, but traffic is moving slow or you won't be able to clear the intersection? Go ahead, get out there anyway. So the cross traffic can't move because you've got them blocked? Tough! After all, you've got to get home.

The point is that there are so few officers assigned to enforce the traffic laws,

that the motoring public has become aware, aware and AWARE. Deputy Chief Jeremiah Taylor has started a new traffic enforcement effort, which is commendable, but if he does not get the troops to do the job, the newspapers will hang him out to dry.

Good luck D/C Taylor, but the situation should have never been allowed to get so bad in the first place.

**GERBER
UNIFORMS
and
HERB'S**

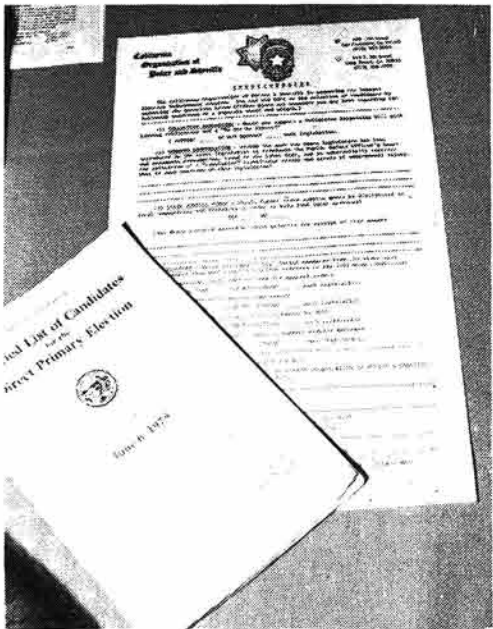
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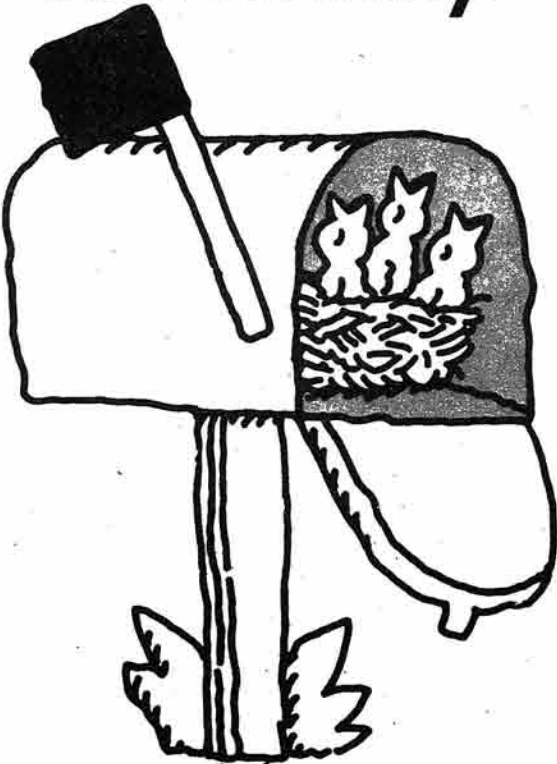


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510-7th Street - San Francisco, CA 94103



LETTERS

Former Supervisor Responds to Canine Crisis

Dear Editor:

I read, with interest, the letter of Dirk Beijen about the dog unit which was carried in your August edition. Incidentally, thank you for keeping me on your mailing list. I shall always have a keen interest in the affairs of the uniformed forces.

The letter on the dog unit reminded me of some of the discussions I had with Tom Cahill way back when I served on the Finance Committee with Jack Morrison. I feel that out of that dialogue a satisfactory policy position evolved, which basically provided for the retention of the dog unit with a proviso that it could not be employed in crowd control situations. From that time until now I have been supportive of the unit and particularly as a desirable alternative to sending in a police officer in a situation where a desperate armed suspect is in hiding. I can't conceive of any other position, given such a situation, which would be humane and defensible.

For the foregoing reasons, I support the position of Mr. Beijen opposing the discontinuing of this unit, provided that the restrictions I have outlined above are retained.

Incidentally, I also consider it unfortunate that the helicopter unit was discontinued. Much that goes in the name of progress or economy is sheer folly.

Sincerely,
Terry A. Francois

Blood Bank Benefit

Blood Bank Committee:

On April 28, 1978 my wife, Barbara, had open heart surgery for the second time in three and

one-half years. This time three coronary by-passes were performed.

Following the operation complications developed due to bleeding. This necessitated her having to be given sixteen (16) units of whole blood. We would have to pay for these units if they were not replaced.

This was brought to the attention of the Blood Bank Committee by our son-in-law, Officer John Tursi of Mission Station. He was told the blood would be replaced from the blood reserve of the San Francisco Police Officers' Assn.

As an active member, I donated blood for the use of members and their families in time of need. I did not realize I would have to call for assistance from the Blood Bank Committee two times in three and one-half years.

We are very grateful for the kind consideration shown us and wish to thank the members of the San Francisco Police Department and their families who have contributed to the blood bank for their kindness in our hour of need.

I am a charter member of the S.F.P.O.A. and have continued to be a member during the years of my retirement.

Again, Barbara and I wish to express our sincere thanks and hope it will not be necessary to call upon you again.

Fraternally yours,
Daniel J. Quinlan

Memphis POA Thanks

Dear Jerry,

Thank you for your telegram and words of encouragement during our strike. As you have probably heard by now, we were successful in obtaining the goals which we set out to get.

Since this strike, the City Council has decided to

attempt to put the so-called San Francisco Ordinance on the ballot for referendum in November, calling for the dismissal of any public employee who goes on strike. Later today the City Council is to meet, and we have been successful, we think, in amending that ordinance to provide for an impasse procedure made up basically of an arbitration panel consisting of three city councilmen. It's not the best method, but it's better than what we had.

Sincerely,
David E. Baker, Pres.
Memphis Police Assn.

Reporter Asks

Dear Sir:

I read with interest the rundown on what I thought was a private, off the cuff conversation with Al Casciato (August issue S.F. Policeman, "Around The Department") re undercover officers "loitering" in the area of the Bay Street projects.

I didn't write a story about what Casciato told me in confidence at the time, nor did I expect to read my remarks in your paper. So be it. I'll be more careful next time I talk to Casciato.

However, I take sharp exception to his attack on the credibility of Hall of Justice reporters. I can't help but recall two major stories relayed to me by

high ranking officers that later proved grossly inaccurate. One of the brass types now calls ME inaccurate because of HIS mistake.

Should I doubt the credibility of all policemen because of these incidents? (I don't, of course, but I want wanted to make a point.)

And speaking of adjectives and English, Al, it's not "police officers whom," it's "who," ain't it? Anyway to make another point, reporters aren't always right, nor are policemen. Ain't we got fun?

A faithful reader,
Birney Jarvis

Thanks

I wish to thank the Police Officers' Association for the two units of blood donated to my mother, Viola McDermott, grandmother of Inspector Michael Mullane of Homicide.

I especially wish to thank officer Jay Holle of Central Station.

Gratefully,
(Mrs.) Dolores Mullane

Shoulder Patches

"If you send me a shoulder patch from your police department, I will send you a San Francisco police patch."

Curt Cashen
P.O. Box 1425
Pacifica, CA 94044

POLICE INSIGNIA COLLECTORS

Officer James J. Fahy, of the Greenwich (CT) Police Department, has announced that the Police Insignia Collectors Association, Inc., has embarked on a worldwide recruiting drive to attract new members. The object of the drive is to contact everyone interested in the lawful collection and preservation of police memorabilia. The goal of the association is to assist all collectors everywhere in their mutual quest for police badges, patches, uniforms, and insignia.

According to Officer Fahy, the association has a membership of over 800

persons throughout the world. The association is divided into fourteen districts and meetings are held at timely intervals in the districts. The association publishes a bi-monthly Newsletter to keep the membership well informed of happenings and to provide tips on collecting.

Anyone interested in the association should contact: Jim Fahy, 15 Pond Place, COS COB, CT 06807 U.S.A.

The current dues are \$10.00 for U.S. and Canadian members and \$12.00 for members from other countries.

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Captain J. William Conroy

Dear Mr. Crowley:

I am a small business retailer and I have been established in the Haight Ashbury for the last eight and a half years. I operate a small corner liquor store as a sole proprietor business. It is unusual for me to make a comment at this time on city matters, particularly important matters when it comes to the police department. However, after reading an article in the San Francisco Chronicle, August 3, I was very upset to learn that Captain J. William Conroy had been charged with being biased and discriminate and being accused of not properly exercising his office in investigating an alleged prank that had taken place under his command.

Since I have known Captain Conroy and working closely with police matters, for as you know, the hours are long in my store, many things happen and there are times when we have to call upon the police department for assistance in trying to keep things under control, I have found him to be a very hard worker and an honest man. I have never found him to be biased. I did not know of the situation that had taken place and I am not elaborating upon that, but I am saying that it would be very hard for me to believe any accusation that Captain Conroy is racist. I find this to be a very disgusting charge against a man of his education and stature and a man who has given so much to the City and County of San Francisco and all of its' people to be humiliated like this.

I think it is time that we all take a look and consider that we need each other rather than continue to fight with the racist slurs, dislikes, etc. I have fought for civil rights all my life. As a black man I know what it means to be discriminated against and I am sure that we all are striving for the very same thing, to try and take care of ourselves, our families and become a part of the community. As a part of the Haight Ashbury and as a black businessman I have a very high respect for the San Francisco Police Department. I feel that there are some inadequacies, but we all have inadequacies. I think with time these things will be worked out.

Once again, I do not feel that the charge against Captain Conroy is justified. I think this is a very bad charge against him. I have never found Captain Conroy, in the three years that I have known him, to have had any animosity towards any race in this neighborhood. I have seen him resolve very highly emotional situations on the buses with young black kids coming to and from the Mission High. I have seen him on the spot and I have never seen any kid handcuffed and thrown into the back of a car.

Sincerely,
George Stewart, Jr. Proprietor
Uganda Liquor
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San Francisco, CA 94117

Sylvan Gallery

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SPORTS



SFPOA BOXING CERVANTES WINS MAIN EVENT

One of the best crowds seen in a long time for amateur boxing attended the Police Officers' Association 14-bout card at Kezar Pavilion on Friday, August 11th.

San Francisco's Max Cervantes, a scrappy 139-pounder, won the main event in a close decision over Trent Alexander. Word is that Cervantes will soon turn pro.

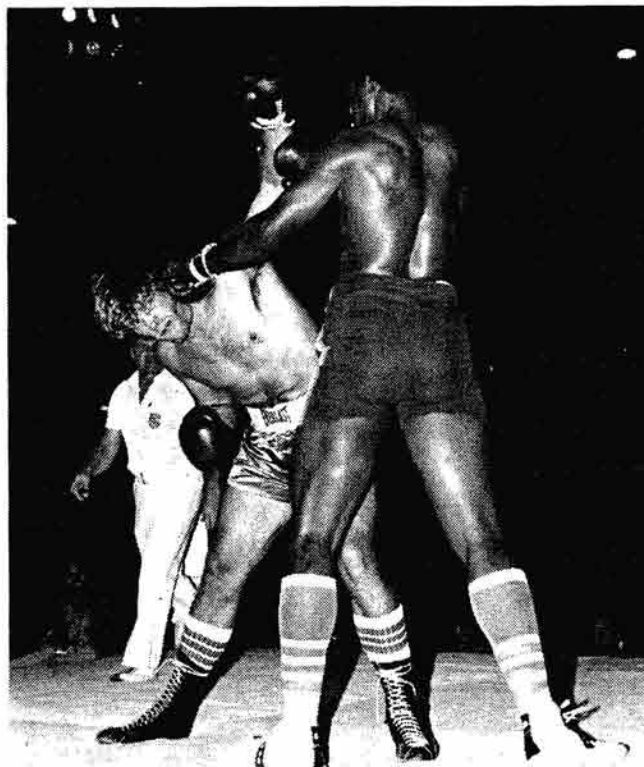
In heavyweight bouts, Dave Davies of San Francisco defeated Emmet Oliver while Oakland's Ricky Debose dispatched of Fred Ealom.

Results:

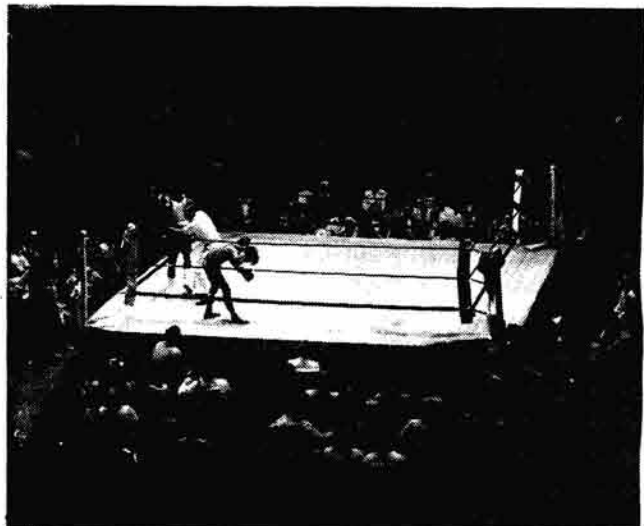
130—Arnell Mausisa d. Abdo Esseidi; 130—Andy Nance d. Robert Pineda; 152—Fiti Togia d. Steve Moore; 118—Freddy Melendez d. James Bosch; 139—Gary Biagi d. Mike Lester.

Hvy.—Ricky Debose d. Fred Ealom; 160—Dennis Martin d. Randy Pomeroy; Harold Sumniquit d. Butch Gomes; 139—Kelly Pickering d. Doug Pikul;

144—Nap Boot d. Bobby Palma; 156—Billy Ray Darwin d. Doyle Dotson; Hvy.—Dave Davies d. Emmet Oliver; 147—Fred Martin d. John Bucellatto; 139—Max Cervantes d. Trent Alexander.



Photographs by Bob Clay



BOARD OF DIRECTORS MEETING August 15, 1978

The meeting opened with the Pledge of Allegiance to the flag. A roll call showed eighteen (18) members present and one excused. Excused was Carew, retired member.

The first order of business was the President's report. He announced the dates of the COPS's Political Endorsement Convention to be held in Sacramento on August 21st, 22nd and 23rd. He also canvassed the Board for their attendance. Continuing with his report, he stated that the Board of Supervisors, at its last meeting, voted to reject the purposed settlement of the Federal Litigation suit brought by the OFJ's and others. Concerning pay raises, he stated that we have filed a law suit against the City & County of San Francisco because of the illegal refusal by the Civil Service Commission to include the pay increase due the employees of the Los Angeles Police Department in formulating the pay raise for the fiscal year 1977-78.

This is a 1.75 million dollar law suit and if won, it could mean about \$20.00 per month plus interest, retroactive to July 1, 1977. A second suit concerning pay will be filed after August 25, 1978. This suit will be to overturn the emergency proclamation in the City of San Francisco which prohibits us from getting a pay raise for the fiscal year. On October 6, 1978, we have a court date on the 5 mile residency rule. At that time, we will ask for a permanent injunction against the residence rule.

Other things discussed under the President's report was the chartered revision commission election, sick leave payoff, Code 3 response and police radio room

procedures. The Association is doing its own survey on communications and radio procedures. If any members have any helpful suggestions concerning this issue, please call the office. Bro. Bob Barry is detailed to Communications to conduct our survey.

The Treasurer gave a report. He stated that the assessment for Proposition "A" has stopped coming out of our pay checks and that we will have some monies left over. Bro. Hebel made a motion, which was seconded by Bro. Chignell, that the Association pay all accrued bills from Prop. "A" and refund the remaining funds to the members through the Controller. This motion passed by voice vote. Bro. Ballentine will meet shortly with Dick George to discuss another variety show. There was a motion made by Bro. Wright that was seconded by Bro. Chignell that any monies derived from another show be put in a special fund and to be spent only with the approval of the Board of Directors. The motion passed by a voice vote.

The next report was the Insurance Committee report. This was given by the Chairman of the Committee, Bro. Wright. Bro. Wright distributed a 2 page report to all members present. The report gave an account of the various meetings that the Committee has held and some of the investigating they had done to bring us the best dental plan that they could find. The report also stated that the Health Service System has already approved a dental plan for city employees, which may be available by the middle of next year. The name of the city's plan is Safeguard.

The report also gave what the Committee felt were

the options open to us if we are to have a dental plan. They were (1) no dental plan at all and full refunds to all members, (2) accept the Oral Health Service plan for one year and try to negotiate the cost down for succeeding years, (3) wait for the Safeguard plan through the city and (4) spend \$5,000.00 to \$15,000.00 to get licensed for our own plan.

After about a 2 hour discussion on the pros and cons of these four options, Bro. Wright made a motion, which was seconded by Bro. Sullivan, that we accept the Oral Health Service plan for one (1) year with the condition that more dentists have to be added and made available to our members. A roll call vote showed 10 yes and 8 no. The motion passed.

Under new business, Bro. Chignell presented the Board with the salary structure of our office staff and made the following motion. That Laverne and Louise receive a raise of 5% per hour above their present hourly salaries and that Chris receive a raise up to \$5.00 per hour and that our newest employee Dawn, get no raise at this time. A roll call vote showed 17 yeas and 1 absention.

Bro. Hebel made a motion that was seconded by Bro. Casciato that we appropriate \$20.00 per member to the 34 members of our Olympic team to subsidize them on their trip to the National Olympics. This motion was amended to make the amount \$50.00 per member. A roll call showed 14 yeas and 4 nays.

The meeting was adjourned.

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

SPORTS

RUNNING THROUGH MY MIND

by Walt Garry

The California Police Olympics held in Eureka last August belonged to the SFPD, or so it would seem, judging from the number of medals members of the department brought home.

With about 200 officers entered in a variety of events, we made a definite impression on this 12th annual event. From boxing to wrist wrestling, the San Francisco team was well represented in most events and very evident to spectators in their new blue and white warm-up suits.

A special mention should be made of the Women's Team. They stole the show in Track and Field. Coached by **Willie Frazier** and captained by **Barbara Jackson**, **Terrye Ivy** and **Malinda Pengel**, they ran, stroked and swam away with over thirty medals. Team results went like this.

Willa Brown, Co. C

3rd (Bronze) Shotput
4th (Bronze) 400 Meter Relay

Sylvia David, Co. F

1st (Gold) 100 Meter
1st (Gold) 200 Meter
1st (Gold) 400 Meter
1st (Gold) 400 Meter Relay
2nd (Silver) Long Jump

Judy Haridman, Co. I

2nd (Silver) Swimming (Free Style)
2nd (Silver) Swimming (Breast)

Terrye Ivy, Prop. Mgmt.

1st (Gold) 400 Meter Relay
3rd (Bronze) 100 Meter
5th (Bronze) 200 Meter

Barbara Jackson, Academy

1st (Gold) 400 Meter Relay

Kathy Nelson, Narco

4th (Bronze) 5000 Meter

Malinda Pengel, Co. F

1st (Gold) 400 Meter Relay
2nd (Silver) 100 Meter
2nd (Silver) Racquetball
3rd (Bronze) 200 Meter

Vickie Quinn, Co. E

2nd (Silver) Tennis (Singles)
4th (Bronze) 400 Meter Relay
5th (Bronze) Racquetball

Rebecca Rule, Co. D

4th (Bronze) 400 Meter Relay

Susan Schumacher, Co. G

4th (Bronze) Swimming (Free Style)

Kippie Locati, Co. D

The top female medal winner

1st (Gold) Crew Events
3-2nd (Silver)
2-3rd (Bronze)
2-5th (Bronze)

The Womens Track Team's great showing ended the long domination of the LAPD and LASO in these events. The Mens Team was not to be overshadowed. The 400 meter relay team of **Minkel Co. H**, **Kelly Co. F**, **Sweeney Co. H** and **Carle Co. B** out ran a strong LAPD foursome in what was the most thrilling event of the games.

The new Cross Country event brought out eight SFPD entrants. **Gustafson**, **Mahoney** and **Walker Co. C**, **Garry**, **Sarin** and **Inocencio YSD**, **O'Connell Co. A** and **Tovani Co. D**. We took two medals in the event. The Half Marathon had six entered and four won medals in two divisions.

Some of the other events that San Francisco was represented in included Billards. We watched **Jerry Morgan** CSTF shooting against some very tough competition and finishing well. **Frank McDonough** CSTF took a Silver in his final match in Wrist Wrestling. The chants of SFPD, SFPD, were so loud at the Eureka Civic Auditorium that **Ben Vigil** couldn't hear his manager's instructions from the corner. It didn't matter. The young officer from Co. E won the match and took the Gold in his weight division.

DOLPHIN SWIMMING & BOATING CLUB

The Dolphin Club of San Francisco takes great pleasure in announcing the Second Annual Dolphin Sprints.

Location: Lake Merced, San Francisco
Time and date: 9 a.m., Sat., and Sun.,
November 4 and 5, 1978

Events open to all schools, clubs, non-affiliated crews or individuals.

Course length: Mens events — 1500 meter Heats
1000 meter Finals

Womens Events — 1000 meter Heats and Finals

Events: Mens (Sat.) Eights, fours
(Sun.) Pairs, doubles, single scull, single wherry

Womens (Sat.) Eights, fours
(Sun.) Pairs, doubles, single scull, single wherry

Mixed (Sun.) Pairs, doubles

Additional applications are available by contacting the Dolphin Club, in care of Mickey Griffin at 502 Jefferson St., San Francisco, CA 94209 or phoning (415) 347-4285.

A registration fee of \$10.00 per crew per event or \$5.00 per individual per event must accompany your completed applications, checks made payable to: Dolphin Club. Fees will cover cost of awards, ribbons and lunch for all participants. Applications and fees must be submitted prior to October 25, 1978. Mail to: Dolphin Club, 502 Jefferson St., San Francisco, CA 94109.

The Lake Merced facilities will include ample parking for trailers and vehicles. Stretchers for holding shells will not be provided. We are arranging for a secure area at the lake for overnight storage of equipment.

For your convenience, a snack bar and cocktail lounge overlooking the finish line are located at the lake. In addition, if the area's mild Indian summer turns unexpectedly cold, a large hospitality room with an excellent view of the entire course will be open for all.

The Dolphin Club sincerely hopes that you support this event with your active participation. If you require further information or assistance, please feel free to contact any of the committee members listed below:

Mickey Griffin (415) 347-4285

Al Casciato (415) 359-5018

Forrest Fulton (415) 564-0931

The soccer team that arrived at the games was a club that had been formed but a few weeks and was in need of practice. But, what they lacked in experience they made up in spirit and hard play. They scored one fractured skull, a broken ankle and several assorted lumps and bumps on the opposition. They were quickly nicknamed the "Wreakers".

The competition wasn't all a young man's game. **Joe Stone Co. E** running in the Master Division made the final heat in the 100 meters, placing 6th out of 9th. Not bad for a 45+ beatman.

The Alameda Sheriffs Department will host next year's Police Olympics in Oakland. Plan on it. There is no reason why San Francisco can't enter 300 plus members at these games.

Even at the height of our fun and games we were brought back to the reality of our profession. At a cocktail party hosted by the Alameda S.O. an announcement was made that a Stockton narcotics officer had just been shot and killed . . . There was a minute of silence and life continued on.

Golf Club News

On Monday, August 14, 1978 thirty members and two guests checked in at the Monterey Travelodge for three days of golf and other assorted activities. Twenty-six of us brought our wives.

This was the third year in a row that the club has had a golf trip and from most reports was very successful.

We played Rancho Canada on Monday, Spyglass Hill on Tuesday, and Del Monte on Wednesday. The weather was typical of Monterey Peninsula with overcast mornings, clear afternoons with a little fog here and there.

* * *

Low gross winner at Rancho Canada was **Even Lammers** with a seventy-five. Low net winner was **Jack Doherty** with an 89 minus 25, net 64. The hole-in-one winners were **Dennis Martel** and **Even Lammers**. Other flight winners were **Vic Macia** with a net 67, **Nick Eterovich Sr.** with a net 68, **Al Alves** with a net 68 and **Tom Prevezich** with a net 67.

The team winners at Rancho Canada were **Nick Eterovich Jr.** and **Ed Cassidy** with a team net score of fifty-six. Second were **Vic Macia** and **Hank Miner** with a net score of fifty-nine.

* * *

The low gross winner at Spyglass was **Tom Gordon** with a score of 80 which is really a good score at this course. Low net winner was **Dick Sanden** with a 99 minus 30, net 69. The hole-in-one winners were **Hank Miner** 16'4" from the hole and **Jim Kirwan** 20'7". Other flight winners were **Dave Minner** with a net 72, **Nick Eterovich Sr.** with a net 70, **Nick Eterovich Jr.** with a net 75, and **Tom Prevezich** with a net 66.

The team winners at Spyglass were **Nick Eterovich Sr.** and **Rene Aufort** tied with **Jim Kirwan** and **Dick Sanden** with identical sixty-fours.

* * *

The low gross winner at Del Monte was **Tom Gordon**, again, with a seventy-four. Low net winner was **Nick Eterovich Sr.** with an 82 minus 17, net 65. The hole-in-one winners were **Chet McKenzie** who hit one 6'1 1/2' from the hole and **Jim Skinner** who was 7'7" from the pin. Other flight winners were **Even Lammers** with a net 69, **Hank Miner** with a net 67, **Dick Sanden** with a net 69 and **Joe Allegro Jr.** with a net 69.

The team winners at Del Monte were **Jim Kirwan** and **Dick Sanden** tied with **Nick Eterovich Sr.** and **Rene Aufort** with a net score of 59.

The team winners for the three days were **Nick Eterovich Sr.** and **Rene Aufort** with a score of 183. Tied for second were the teams of **Macia-Miner** and **Kirwan-Sanden** with scores of 187.

Nick Eterovich Sr. also won the individual low net for three days with a score of 203. Second was **Tom Prevezich** with 206 followed by **Tom Gordon** and **Even Lammers** tied at 211. Even however did edge out Tom for the three day low gross total, 235 to 238.

We haven't decided where to hold next year's outing but such places as San Diego, Hawaii, Las Vegas, Tahoe and Reno have been mentioned. Also quite a few people like Monterey enough to return. In any case, if the same people who went to Monterey go against next year, we will have a good time wherever we go.

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Don Davis

MAYOR'S EMERGENCY PROCLAMATION

WHEN GONGS ARE OUTLAWED

by Michael G. Pera

It's embarrassing to admit, especially to myself, but I enjoy the Gong Show. It's not the talent, or lack of it, that satisfies me. The pleasure I get from that dumb show is nothing more complex than a primeval appreciation of the Gong's power. I've been a wishful gonger all my life, and I suspect most people have. My frustrated inability to gong has been expressed by way of catcalls, Bronx cheers and various gestures that bring little satisfaction to the soul. But, to have the opportunity to rudely, without even a glimmer of concern, gong some seemingly talentless soul (guilty of nothing more than irking your personal taste) would be delightful.

It's not a bad solution to irritable situations. Think about it. People could be conditioned to the gong.

Psychological and physical conditions intertwine and cross over constantly. The psychophysical condition varies with circumstance. It is reasonable to believe a psychologically fabricated (harmless) fear can equal a feat caused by actual danger. So, some indoctrination, a few generations and . . . , the primary weapon could be the gong.

It could be step closer to civilization. The next step would be an absence of desire to interfere with others.

But, having a poor opinion of human nature, I feel we would ruin even this basically pure delight. As time went on and the use of the gong expanded, sooner or later innocent people would be gonged in the street. The courts would have to make concealable gongs illegal in public areas. The courts would attach nice sounding words to the rulings like "reasonable" and "prudent".

A gong mallet would have to be more than 18 inches when carried with a gong in an incorporated area. And, along would come a gatling gong, giving unfair advantage to one side or the other.

The underworld of organized crime (after observing so many unorganized criminals that term strikes me funny) would develop and use silent gongs for hits. The real fear and threat would be the first nation to put a nuclear gong in space.

The time would come when society would have to be degonged. Except for the armed forces and police. Of course, some would be reluctant to give up their constitutional right to act foolish, and bumper stickers would appear across the land — "When gongs are outlawed only outlaws will have gongs".

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How It Affects Us . . .

The Proclamation took effect with the new City budget on July 1, 1978. A portion of the budget, \$261,110,175., comes from property taxes, or ad valorem taxes as they are known. City services effected in a large part by these taxes are those services which involve protecting the lives, property and welfare of the citizens of San Francisco.

Unless the Mayor and the Board of Supervisors adopt a reasonable plan to meet these services reductions, some may have to be eliminated. The Proclamation has high and mighty language to continue all services, but they better find the money to do it.

The police officers will not suffer a pay cut, although we could under Charter section 8.405, which was suspended. And, of course, we will not get a pay raise, as you well know. The Proclamation also prohibits members assigned to a higher rank to which they have been appointed from receiving the pay of that rank, unless the Police Commission approves it.

In regards of layoffs, the Chief of Police has the authority to do same. In regards to reduction of wages, any reduction in our rate of pay, must reflect a reduction of our hours worked. The only employees that the above rule does not effect, are the employees earning less than \$10,000.00 per year or less. Also, if the Chief lays off employees within a classification, he must reduce the wages of employees in the same classifica-

tion who are laid off.

Anyone who retires within the next two years, will have their vacation and sick leave payments deferred, although a payment will be made within the two year period, and carry an earned interest rate of seven (7) per cent per annum, from the time payment is due.

All civil service rules and regulations and all departmental rules and regulations adopted pursuant to Charter Section 8.105 (g) which prohibit any employee from employment outside the government of the City and County of San Francisco are hereby suspended.

Charter Section 8.440 is suspended to the extent that where an employee has accumulated the maximum amount of vacation and has been directed by his appointing officer not to take all or a portion of his vacation in the calendar year, the employee may carry over that portion of his vacation to the first 180 days of the next calendar year.

And last but not least, the bi-weekly pay period was suspended, and we must be paid at least once a month, but as you know, the Controller has not decided to implement that rule upon us, as it is his discretion.

The SFPOA has filed suit in all of our behalfs, in an effort to recind the Emergency Proclamation, prior to its expiration date of June 30, 1978. As in the past, support from you will be essential when needed, so please, when you are asked to chip in or help out, please do so.

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Law Suit — Pay Raise cont'd.

California challenging SB 154.

The Board, by its recent actions, has shown concern for City employees voting consistently to restore pay raises scheduled for city employees prior to Proposition 13 passage and to approve scheduled raises for police, fire and muni railway workers which normally are set annually in the month of August.

POA Suit

If SB 154 should be found invalid to the extent that it denies pay raises to local governmental employees, then the remaining obstacle is the Mayor's emergency proclamation which, by its own terms, is effective until June 30, 1979.

It is our position that an emergency does not in fact now exist and may never have existed. If so found in court, then the proclamation was either invalid at its inception or became invalid shortly thereafter when state funds were received (early July).

Inflation Forecast

The August salary survey shows a 3.4% increase for fiscal year 1978-79. No actual increase has been approved due to SB 154 and the Emergency Proclamation. The rate of inflation for calendar year 1978 is now forecast to be in excess of 8%.

At a very recent meeting of the National Governor's Association, President Carter's chief inflation fighter Robert Strauss stated that the projected inflation rate for this year has been twice revised — from 6.1% to 7.2% and now in excess of 8% but not more than 10%.

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