

# the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

VOL. 6

SAN FRANCISCO, SEPTEMBER 1975

204

NO. 9

## FIRST POLICE STRIKE IN SAN FRANCISCO HISTORY!

An Editorial

POLICE OFFICERS EXPLAIN STRIKE BACKGROUND,  
SEE SOLUTION IN BINDING ARBITRATION

San Francisco's police have been criticized for going on strike, because they are considered "different" from other jobholders. True, in their duties and responsibilities, and in the dangers and stresses they face daily, they are different.

A policeman is subject to pressures experienced in very few other occupations. It has been documented that the incidence of heart disease, severe depression, and other stress-induced illnesses is higher among police than among the general population, and that their marriages are more likely to end in divorce.

Police perform onerous, distasteful, dangerous work that often requires split-second judgment, with severe public condemnation or departmental censure if he fails. On the one hand he is expected to be beyond reproach — strong, silent, and wise in every situation — and on the other he is an object of scorn for those in the society to whom he is a highly visible symbol of the establishment, and an object of ridicule in countless cartoons, TV shows, and motion pictures.

Others take out their frustrations on him, but he is expected to display no frustration at a time when police work, because of increasing crime and contemporary court practices, is more frustrating than ever.

And what are policemen to do when they feel, and can clearly document, that they are not being fairly or adequately compensated for work performed?

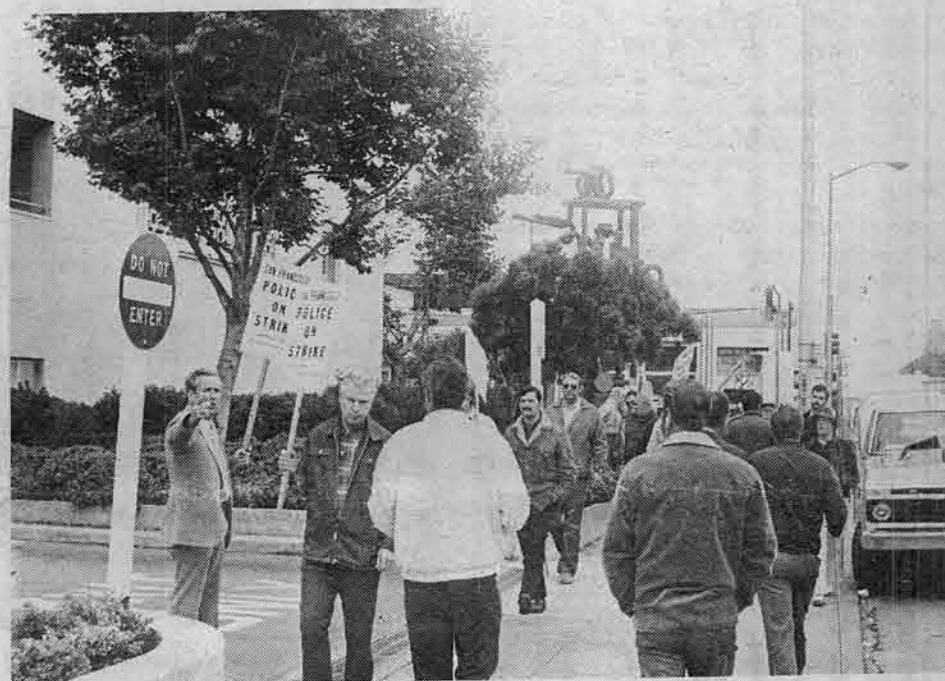
San Francisco policemen receive only straight pay for overtime and no special rate for working nights, weekends, or holidays. Nor do they receive such benefits as fully paid medical, paid dental, educational incentive, longevity pay, Social Security, and other fringe benefits enjoyed by other city workers and by police in other cities.

It was therefore a major shock when the Board of Supervisors chose to cut in half the standard pay raise which the police were scheduled to receive. This shock, and its after-effects, must be viewed in the light of the policeman's role in society today.

The police went on strike because of frustration and because of what they felt was unfair treatment by politically-oriented officials in an election year. But they recognize that strikes are not the most desirable means of settling a dispute, especially when an effective alternative exists — one that enjoys widespread acceptance in private industry and has proved to be a successful method of setting police wages in other major cities.

That alternative is collective bargaining with binding arbitration, in which the final decision is made by an independent, unbiased expert, who must take into consideration all the facts, including availability of city funds. Among its advantages is the fact that it is conducive to realistic negotiation, rather than flat demands and ultimatums.

San Francisco police will accept the most stringent anti-strike rule if the arbitration method is introduced for establishing policemen's wages, benefits and working conditions in this city. No other anti-strike law will be necessary, and there will be no future threat of a strike.



### STATEMENT BY

**MARVIN E. CARDOZA**  
**PRESIDENT SAN FRANCISCO**  
**POLICE COMMISSION**

The first police strike in the history of the City of San Francisco has ended, but not without causing a deep and serious rift between the residents of this city and the police department. Sadly, many citizens and policemen, too, believe the trauma and ill-will generated by last week's activities have driven a deep wedge between these two natural allies. It is this critical issue upon which we must now focus.

Our primary responsibility must now be to come together—to rebuild and restore confidence and credibility in our police department and among our citizens. Frankly, it will be a difficult job, but one which must be accomplished.

The reason for pursuing this course should be abundantly clear. The support and respect of every citizen is vital in fighting crime. Without it, police are waging a losing battle.

I'd like to also emphasize a point which is often misunderstood.

No one has to be in law enforcement. I'd like to believe that those of us who are in law enforcement also believe in the dignity of the law and are dedicated to doing the best possible job.

But all too frequently, policemen and policewomen are expected to do that which we do not require of ourselves. In the eyes of our citizens they must be above reproach, scrupulously honest, virtually without a fault.

They must not make mistakes, and if they do, we criticize them unmercifully. We citizens expect policemen and policewomen to handle all situations with finesse, tact and competence.

We expect them to risk their lives to apprehend lawbreakers. And we expect our officers to be enthusiastic, perform their jobs at top efficiency, and never complain or gripe (as we all do), yet we citizens refuse to take the time to acquaint ourselves with their working conditions at the district station or wherever they may be.

If the streets of San Francisco are to be truly safe for all citizens—and that is the real issue—not only policemen, but citizens must accept the responsibility that law enforcement is everybody's business. Through a strong relationship of mutual trust and respect, everyone can win. Cooperation, not dissension, is the key to this effort.

San Francisco is fortunate, indeed, to have as its Chief of Police, Donald Scott. He is a top professional, capable in every respect. Last week he did an outstanding job under most trying circumstances. Chief, thanks for a job well done. Please convey our thanks to the men and women who performed so well last week.



## POLICE/FIRE APPRECIATION

by Al Casciato,

Representative of Co. A

During the past year I have served on the Board as the representative of the Central Station. My eyes have been opened to an amazing fact, that being who appreciates us and who votes for us.

In viewing the voting results of past ballot propositions which have effected Police and Firemen, one finds an interesting voter pattern. The pattern that arises is that the high crime rate, low income communities are the ones that support Police and Firemen.

Why is it that the people in the Bayview Hunters Point, Western Addition, Mission, Tenderloin, and Haight-Ashbury vote in favor of the uniformed forces? I have searched vigorously for an answer to this question and after many conversations with citizens and Policemen, found an answer.

The reason that the persons in the above mentioned communities support us is that they are the ones that see us working on the battle lines criminal and fire night after night.

Persons from the Sunset, Richmond, Marina, Nob Hill and Pacific Heights, only occasionally see Policemen and Firemen in action, hence they believe us to be a tax drain.

At a recent Board of Supervisors committee meeting I observed representatives of the Marina Homeowners Association, Pacific Heights Association and Nob Hill Neighbors Association testify regarding how Police and Firemen were overpaid. This testimony was expected since these persons' main police problems are traffic and juvenile.

A group of residents from the Western Addition summed up the feelings of the low income communities when they said, "We have to lock ourselves in our homes behind bars and dozens of locks on doors and windows. Once inside, we watch through the window as the Policemen come and take the criminals away. Many times we call the Police but we're afraid to give our names for fear of retaliation from the criminals. If it weren't for the Police the criminals would come right into our homes. We know the judges wouldn't keep them, so the Police have to do all the protection work."

## POLICE STRESS — THE DILEMMA OF THE POLICE PROFESSION

by William Hemby

Executive Secretary

California Organization of Police and Sheriffs

From the time you first pin on that star until the day you put away your uniform for good you will experience and live with a phenomenon known as police stress.

In our line of work police stress and its manifestations are fast becoming recognized as a very serious detriment to law enforcement.

Many academicians and physicians believe police stress manifests itself in such problems as alcoholism, divorce, physical and mental disabilities and in some extreme cases, suicide.

What are these stresses and what causes them: The identification of stress situations to police officers is an easy task. I believe there are two types of stress categories.

**First, are the internal stresses**, those problems inherent in most police organizations; rotating shifts; working nights, weekends, holidays; court sessions on your days off or off a midnight shift; lack of educational incentive programs, little recognition for good performance of duty; bad supervision and management; unsatisfactory working conditions; poor equipment; low pay, few benefits and inadequate retirement.

**External stress situations**, the second category are also many and varied; political interference in police procedures; Internal Affairs investigations of the most minute complaints; political patronage within the department; ridicule and harassment by law breakers, mistreatment by defense councils in court; being the scapegoat for most of society's ills; lack of understanding by the public of what the police role is, lack of respect by certain segments of the public.

Many stress situations are, of course, physical. We all have learned to adjust to them. Hot chases, gun battles, subduing resistors, building searches and riots, are but a few.

How we are affected by these stress depends to a great extent on our own tolerances and limitations.

Some officers go through their whole careers seemingly never or hardly ever affected at all. Others are effected.

It is the latter group, those who are affected by stress situations that we must help. Through recent studies we are beginning to realize this group is not as insignificant in numbers as was once thought.

**Recent data leads us to believe stress situations in police work does in fact cause physical and mental debilitation.**

Some M.D.'s are making good cases linking up heart disease, ulcers, back pain, hernias and other physical disabilities to police stress. Other problems including alcoholism, mental breakdowns, fear, rashes, cold sweats and uncontrollable shaking, diabetes, obesity, can all be causations of an inability to cope with job stress.

It is becoming apparent that police work, is somewhat unique in the degree of stress situations that must be dealt with.

The incidents of serious family problems and divorce or dissolution if you prefer, is extremely high in police families. Most officers were either married before they became police officers or got married shortly after. Neither these young officers nor their spouses really realized the demands of the law enforcement profession. Many new officers thrown into the rigors of rotating shift work, count time and the frustrations one suffers over lost cases, antiquated rules and regulations, unsympathetic bosses and the loopholes in our judicial system bring those frustrations and anger back home with them.

Awaiting at home is an unsuspecting spouse, left at home most nights and weekends, upset over a lack of money to keep a household going, or a father of her children who is seldom around, and when he is at home, is usually sleeping as he worked a midnight watch.

**After a few years of this it is easily understood why the divorce rate is higher in police work than in most other professions.**

### LOSS OF A GREAT FRIEND

The community has lost a great friend. Mary Jane Scharff passed away in August. She was the program coordinator of the Citizens Coalition, the civilian liaison arm of the police community relations unit and was always anxious to help the police improve their relations with the community.

Mrs. Scharff died of cancer at Marshall Hale Hospital. She was 60.

Mrs. Scharff had received awards for her work in police community relations and was named one of the 10 most prominent women in San Francisco in 1959.

A native of Ohio, she had been resident of San Francisco since 1956.

Survivors include her husband, Fred J Scharff, a daughter, Marianne Bickford, four sons, Fred, Robert, John and William, and her mother, Mary Platt of Dayton, Ohio.

In a grant proposal to the Office of Criminal Justice Planning by the California Organization of Police and Sheriffs these problems were very nicely put.

"The consequences of the personal problems of the police officer are serious and uniformly negative. The officer who is drinking on duty is a danger to himself and his fellow officers as well as to the community. If his problems become public knowledge he may lose his credibility in court and his effectiveness in the field. The officer who is having serious personal family problems may be ineffectual in general, and may create serious difficulties during citizen contacts. The officer who develops back problems may be unreliable in attendance and may be rendered useless for any assignments except light duty. It is an excellent bet he will retire early on disability pension at considerable expense to the city."

Unfortunately, police departments have failed to establish programs to deal with this dilemma.

Most departments would rather ignore that problems exist, believing police officers "are above" such personal problems. Officers found to exhibit these failings are stigmatized throughout their careers.

Many officers, because they must deal with society's dropouts, refuse to accept that they too may have succumbed to one of those failings.

What can be done?

**At a time when most cities are experiencing financial problems it is unrealistic to expect an increase in police personnel to fill the gap.**

**What must be done is create programs to deal with police stress and their resultant problems.**

One solution has already been suggested, as was mentioned earlier in this article by the California Organization of Police and Sheriffs. COPS has submitted a request for a criminal justice grant that will create effective programs to deal with police stress.

Whether or not the Office of Criminal Justice Planning believes in these programs will be decided within a few weeks.

### CHIEF "BORROWS" 67 OFFICERS FROM THE HALL

Although it's hard to find in the dailies, Chief of Police Donald M. Scott, has said many times that he "borrowed" needed police officers from the Hall. Please let me emphasize that word "borrowed."

To any non-police reading this newspaper, please be strongly advised that 98% of these men were already doing "street work." Only one patrolman might be considered the typewriter person, and he worked at Planning & Research. One other patrolman was teaching at the Police Academy.

With those exceptions, all others are street cops.

"Borrowed" means just that. With the crime rate increasing dramatically, the COP had to get more men out to the District Station areas, to beef up that type of patrol work. When the Department gets back to regular strength, these men will return to their former assignments.

Due to the Federal litigation suit, which alleged discrimination in the hiring of police officer candidates, and regular attrition through retirements and resignations, the Department is short 210 officers.

Hardest hit was the Field Patrol Company. The 20-man dog patrol was divided between the Southern Station (at the Hall) and the Southeast Station. Men from the Parks and Beaches were re-assigned to the Park and Richmond Stations.

The next big crew came from the Traffic Bureau. Instead of making Accident investigations, these men will now be doing district work. The Inspectors and Assistant Inspectors "borrowed" will be working on the Anti-Purse Snatch robberies. This was a highly successful operation in April of this year, when the Juvenile Bureau officers reduced the number of incidents by very big percentages.

336 Kearny Street


788-1868

**Foxies**

BILL KENNEDY

ED O'HAIRE

RETIRED S.F. POLICEMEN



the San Francisco  
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OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION  
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## A MEMBER SPEAKS OUT

The strike by my brother officers in a united crusade against the arbitrary action of the Board of Supervisors, who chose to tell us to stick it instead of sitting down and talking with our Association Leaders, fills me with pride.

Our association leadership has shown the Board of Supervisors that we are not going to be used as a political football during an election year.

Our membership did not want to strike. We wanted to sit down and negotiate with the Board of Supervisors, but instead of listening to our leadership the Board of Supervisors slammed the door in President Crowley's face, and implied to him that cops don't have a right to negotiate for anything and that they will take what they get and like it.

The leadership of our association took a strike vote and the majority of our membership chose to strike, as a last resort because the Supervisors would not negotiate.

The Supervisors then chose to shift all of their responsibility to Mayor Joseph Alioto, and when he met with our representatives and reached a settlement with our association, Mayor Alioto was called a dictator, because he invoked the powers that are legally his, as written in the City Charter, to be executed in time of emergency. In this case the emergency was called by the Board of Supervisors. The mayor merely acted on the emergency, which the supervisors declared, and incidentally created, and settled the strike.

*The men of the Police Officers Association were referred to as outlaws. We are not outlaws. We are citizens of the United States of America, and are entitled to protection under the constitution as are all other citizens. When we have a complaint it is our right to be heard, and when we are stepped on it is our right to strike back.*

The Board of Supervisors threatened us with various vindictive ballot measures for the upcoming November elections.

The Supervisors claim that they will lessen the tax burden on the property tax payer by doing these things, but with less benefits and inferior equipment furnished by an inferior budget, the only thing that will be accomplished will be to lose qualified police officers, scare away prospective applicants, and thus cause public safety to diminish. The end result will be more crime, more fires, and more cost to the taxpayer.

I only hope that the citizens of San Francisco can see that to vote for any of the amendments just mentioned will only hurt them, and that these amendments have been initiated by a hysterical, vindictive Board of Supervisors, who caused the strike.

Sincerely,  
James R. Pera

## POLICEMAN'S WIFE WRITES

Next to the police officers themselves those most affected by the police strike were their wives, and for the most part, our feelings about the strike probably echo those of our husbands.

I can only speak for myself, however, and I have never experienced a more difficult personal conflict. The idea of a police strike is and always has been abhorrent to me. It is immoral and unfair in my judgment to jeopardize the public safety for monetary gain. The trouble was not just monetary gain, however, it was a question of civil rights — those of society and those of police officers. They did not, contrary to popular opinion, surrender their rights in society when they become police officers.

*As a citizen and home owner of San Francisco I was fearful for my children and home during the strike, and that is a shameful commentary on the state of affairs in San Francisco in 1975.*

The Board of Supervisors and most, but not all, of the media, would have us believe that this sorry state of affairs was the sole responsibility of the Police Department and their strike action criminal.

But where is the real crime — the crime that caused the confrontation in the first place — the crime that forced the police to go on strike because their right to meet and discuss their problems was denied to them time and again.

The real crime is that this city has for so long kept on its books a pay formula that allows for the POSSIBILITY of a police strike. I agree that police strikes should be illegal but only if the "right to strike" granted to every other private or city employee be replaced with something just as viable. Collective bargaining with binding arbitration is the ONLY answer.

Police and Fire Departments cannot be treated the same as other city workers. The Board of Supervisors does not have the right to set their wages as they do other city workers because the Police and Fire Departments do not have the right to strike.

I do think there are some real flesh and blood criminals to come out of the strike and they should be punished. The first of these would be any police officer who vandalized or broke the law in any way.

## COP FLIRTS WITH FATE

Tragic history almost repeated itself early today as a man pointed a loaded pistol at a policeman in front of 500 Eddy St.

The officer's name: Robert Brodnik.

His father, policeman Joseph Brodnik, then 41, was shot to death here May 1, 1969.

But the son, 26, escaped by grabbing his assailant's gun and wrestling the man to the ground.

The man, Richard Norman, 23, a carpenter from Sacramento, was booked for aggravated assault on a police officer. Brodnik suffered a sprained hand in the struggle.

There were remarkable similarities in the cases of father and son.

Joseph Brodnik, with partner Paul McGoran, were patrolling in their unmarked "Mission Eleven" on that May day six years ago. They stopped to question burglary suspects on Alvarado Street.

In a row that followed, McGoran's gun was wrested from him and fired. Brodnik was killed.

The son joined the force three years later. At 2:30 this morning, Brodnik and Patrolman John Sheveland, 35, were on patrol in a Northern Station car when they stopped to question two burglary suspects at 500 Eddy St.

Brodnik asked about the contents of a paper bag one of the suspects carried.

The man dropped the bag, shattering its contents — a bottle of beer.

Brodnik said the man swung around and pointed a .32 automatic at his chest.

"Look out, John, this guy's got a gun!" Brodnik shouted.

Brodnik jumped the man as Sheveland whirled to help his partner. Sheveland saw the second man drawing and fired twice but missed.

The second man escaped. Brodnik got his man down and took the gun.

Before Brodnik went off shift later in the morning, his commanding officer, Lt. Richard Klapp, recommended the department award him a medal of valor.

They should be found out and dealt with without delay.

They are the ones that give all policemen a bad name and do not deserve the protection of their fellow officers. Nor should these same honest men be branded by the slanderous remarks made by certain members of the Board of Supervisors. Any statement made by them referring to police officers as a whole or those who participated in the strike as criminals or thugs should be gathered and used as evidence in a law suit against them.

The police department and society deserve better than both of these criminal elements.

Kathleen Bianchi

# WHY DID IT HAPPEN?

## MAYOR PRAISED FOR BACKING THE POLICE AND FIREMEN

By Russ Cone

*Russ Cone has been the Examiner's City Hall reporter during the administrations of Mayors Robinson, Christopher, Shelley and Alioto.*

Reprinted from the S. F. Examiner

When Mayor Alioto unilaterally settled the police and firemen's strike Aug. 21 it was probably his finest hour. Few people realize it, tragically. It was one public moment of courage and maturity which ought to be noted.

Public outrage over the strike is not surprising. It came upon the public suddenly. One day all was calm. The next the public was stunned by the walkout of nearly 3,000 uniformed safety officers demanding higher wages.

What the general public missed — and still fails to perceive — was the long, agonizing prelude to the strike.

The strike did not, thanks to Alioto, cascade into a shutdown of the Muni and the airport, into a general strike, the call-up of National Guard and danger and economic hardship.

It is easy to pooh-pooh this scenario today with the men back at work and eight Supervisors campaigning earnestly for election on the hottest political issue since school busing.

The Supervisors, snug in their righteousness and deluged by public demands to hang tough, refused to buy the scenario. But Alioto is on close, friendly terms with ranking labor leaders. He believed the scenario was as plausible as it was frightening.

The Mayor recognized something else which he has been trying in vain to get across to Supervisors since the strike ended: A desperate need to restore public respect for police and firemen.

In a confused, often treacherous urban society, police and firemen are the front-line troops defending life and property. Upholding and enforcing the Establishment's laws can be hazardous, even inhumane. It is work for tough men.

This is one reason the city has traditionally paid its officers at a par with the highest paid in other California cities. The good pay and the high standards of the departments also comprise one reason why police and fire departments are rated tops nationally.

It wasn't a bunch of apple-stealing keystones that hit the bricks for higher pay. It was a lean, tough, largely college educated, highly motivated and socially sensitive group of trained professionals.

Most of them are veterans of the dirty work law-abiding citizens required them to do during the most tumultuous decade in San Francisco history — a decade of sit-ins, protests, marches, teenage drug abuse and a bewildering escalation of rip-offs and brutality.

The men deserve respect. The City, as a whole, will be the loser if they don't get it, if public hostility curbs their zeal or propels them individually to jobs elsewhere.

Resentment and hostility caused by the strike, however, will be kept alive during the next nine weeks of election campaigning for the Charter amendments which Supervisors seem determined to place on the Nov. 4 ballot. This is what Alioto dreads. It is something every thoughtful citizen should ponder.

The police had more to their demand for 13 per cent pay raise than the simple obstinacy which most reports reflected. The customary procedure for setting police and fire pay was side-stepped by Supervisors two weeks before Alioto exercised his emergency power.

(His act has been challenged in court and so long as the lawsuit exists police and firemen will continue to receive last year's rate of pay.)

Police and firemen are not covered by the meet and confer process by which Supervisors now fix pay for the city's 11,000 miscellaneous employees.

In addition to take-home pay, miscellaneous employees may negotiate certain fringe benefits — overtime pay, night differential, holidays, premiums and vacations.

The Charter restricts consideration of police and fire pay to a single item, the monthly rate of pay.

The Civil Service Commission certifies the maximum allowable rate on the basis of statewide survey. For 23 years Boards of Supervisors accepted this maximum rate. It still leaves the men without time-and-a-half pay for overtime, longevity pay, night differential, dental insurance and other benefits enjoyed by some other departments.

Since January, Supervisors were alerted that if they didn't sharply curtail city spending an extra \$98 million — or two-fifths more — in property taxes would be required to operate municipal government this fiscal year.

Disregarding this advice, they proceeded to give five to 12 per cent pay raises to the miscellaneous employees, thousands of whom already earned in excess of what other cities and private firms pay for identical work.

Supervisors plowed ahead with adoption of a new record \$707 million budget for non-school operations, including funds for three new commissions they had invented.

Last May, legislators were aware police and firemen might be eligible for the 13 per cent raise. They began privately agreeing to try to hold the raise to 6½ percent as a means of saving \$6.5 million. Controller John Farrell was predicting city surpluses of \$14 million.

Supervisors then granted \$10 million in raises to 5,000 city craft workers. Here again civil service certifies, the Board routinely enacts.

Supervisors Barbagelata and Kopp sharply questioned some craft fringes. They managed to reduce the size of the pay bill about \$500,000.

Then, came an August Board decision in closed caucus to draw the line across the policemen's boot.

Instead of facing the men in the usual public hearing to debate and iron out the pay bill, legislators instructed police and firemen to sit down with their meet and confer officer. It was an obvious ploy to take the heat out of the public arena and try to twist the pay demand down.

Against our tough men in uniform, the ploy failed. And the very day police struck Farrell reported surpluses reached \$32 million.



## HOSTILITY TOWARD FIREMEN, POLICE UNJUST, SAYS ALIOTO

by Mayor Joseph L. Alioto

Reprinted from the S.F. Examiner

THIS GREAT city has just passed through a traumatic experience.

The discernable result is the emergency of a hysterical, near-vigilante mood directed against the uniformed police and firemen of San Francisco.

I ask thoughtful reflection from every person whether such an attitude is warranted. San Francisco has asked and received much from its police and firemen.

It has asked its police to enforce annoying but necessary traffic laws and, in the process, has made the police targets for citizen hostility and scorn.

It has deposited its worst social problems with the police and has asked them to act responsibly in campus riots, civil rights protests, anti-war demonstrations, and removal of public inebriates from the streets.

We require our police to disarm the dangerous robber, defuse the ticking bomb, and make secure all of our property. The response by San Francisco policemen has not only been responsible, but it has been magnificent.

I would urge every person to visit the Hall of Justice and there stand in mute contemplation before the engraved roster of officers who have sacrificed their lives in the line of duty.

San Franciscans should take pride in their police department for there is no finer metropolitan police force in the nation. The college graduate is the majority in the ranks and dedication to duty is never a rarity.

Our firemen have always been our first line of defense against disaster. Too often death or serious injury has been the reward for such unselfish public service.

Nor should San Franciscans forget their city is among the most fortunate metropolitan centers because of low insurance premiums secured through the professional competence of our firefighters.

Nor was there a complete abandonment of a sense of duty by picketing firemen. I remind you that on the night of Aug. 20, when fire broke out in a garage and residence at 11th Avenue and Judah Streets, 30 firemen pickets dropped their picket signs, responded to the alarm and aided the two engine companies in controlling the blaze within 14 minutes.

Early in the morning of the following day, 20 pickets responded to a two alarm

blaze at Omstead and Bowdoin streets, manning the equipment of engine and truck companies in the hour-long fight to extinguish the fire.

The temper of our times has been to deny the public safety officer the respect once automatically accorded him. Much of what we read, see, and hear includes contemptuous references to police and firemen.

We have even witnessed the phenomenon of the middle class, usually the staunch support of police and firemen, borrowing the anti-police argot of the underworld in retaliation against the necessity of enforcing drug laws against juvenile middle class offenders.

It is a cheerless fact that the realities of police work and firefighting place the workers in most unflattering roles.

I urge everyone, public official and private citizen, to ponder the wisdom of further eroding respect for police and firemen.

Punitive measures, such as we now see being prepared against police and firemen, are products of unreasoning rage and frustration. This should not be the public mood in a time that demands reason.

The products of hysterical reaction inevitably will weaken the morale of the men and women who provide the city's most essential services. Let each of us ask whether hasty recrimination is worth the penalty of less effective police and fire protection.

There is an unforgettable irony to the situation wherein the San Francisco police felt forced to walk off their jobs because of the denial of wage demands.

The walkout occurred within minutes of the city controller's report to the Board of Supervisors that city revenue surpluses had just swelled to more than \$32 million. Nor should it be forgotten that the settlement agreed upon by police and firemen fell \$4 million short of their wage demands.

The incontrovertible facts remain that the Board of Supervisors offered the striking police \$7 million. The police struck because the offer did not fulfill their demand for \$13 million. And the strike was settled by mediation for \$9 million.

Was the literal splitting of the difference between the highest offer by the Board of Supervisors and the demand by striking police too high a price to pay for the safety of San Francisco?

## ECONOMIST'S CONCLUSIONS

by Harry Pollard

The rash of publicity primarily from the newspapers suggesting slashing salary costs including modifying the police and fire formula without regard to merit has been answered in this report.\*

1. The salary formula for police and fire in effect for 23 years is neither unreasonable nor excessive. It has barely exceeded the increases in cost of living in the last six years. Indeed in the last 3 years salaries for police and fire have gone up 17.847% while the Consumer Price Index for San Francisco went up 25.6% and in 1972-1973 police and fire accepted the formula which was .0077% without running to the newspapers to help modify it.

2. The two principal cities in California are Los Angeles and San Francisco. Why shouldn't San Francisco police and fire get the same as Los Angeles police and fire? Virtually every category of work in San Francisco has substantially higher scales than another city in the state. Its wage schedules for blue collar workers in virtually all occupations are the highest paid in the country. Certainly the 23 year formula of matching the highest metropolitan rate in the state is not inequitable.

3. The Board of Supervisors has postponed its reevaluation of business taxes. This is an area that needs immediate attention. We trust that police and fire will not become scapegoats because the Board needs to placate taxpayers. We fully recognize that taxpayers need relief but not at the expense of services which are so essential to the entire community. Police and fire perform services that benefit the entire community. Every segment in the city is the direct beneficiary. The business community receives many services including the allocation of extra manpower where large crowds are gathered for special events. Commercial and other business establishments involving the public receive their tax dollar value in terms of protection provided by police and fire. Indeed, rich and poor, young and old — the whole city across the board is provided with a service. In short, in terms of cost-benefit, for each tax dollar spent for police and fire each individual in the city benefits directly or indirectly which few other city departments can match.

4. The building tradesmen's wages, working conditions and fringe benefits are far superior to those of police and fire. Among a large array of occupations only the general laborer, the most unskilled, makes less than police and fire. Other occupations make from \$150 to \$400 more than police and fire and in addition have daytime 35 hour work weeks — Monday through Friday — and other benefits. Gardners make the same wages as police and fire while the pick-up truck driver is almost \$200 per month ahead. These comparisons are all based on the proposed 4th year rates for police and fire. We are not questioning the merit of the other rates. We are satisfied that despite the fact that the formula for police and fire yields substantially less salary than the crafts our purpose is simply to show that our proposed scale is not excessive. The ballot proposition in November does not change the 1975-1976 pay scale for the crafts. Why tamper with police and fire in 1975-1976? Why single out police and fire whose formula is a sound one?

5. The retirement plan for police and fire has been seized upon as being excessive and thus the basis for changing the salary formula. This is a fallacy. The basic factors involved are as follows:

a) Earlier retirement characterizes police and fire because of the nature of the work. Therefore, it costs more. How effective would police and fire be with large numbers of

personnel over age 60?

b) There is a high evidence of disability retirement due to the hazards of the work and the stress of the work.

c) The San Francisco police and fire retirement plan is well funded and amortized basically over a 15 year period. If it were amortized as police and fire plans are in some other cities the cost could be substantially reduced but the day of reckoning would come later and could be devastating.

d) This is more than a retirement plan. It includes some Workmen's Compensation coverage which otherwise would be treated as a separate entity. The Workmen's Compensation feature is costly and tends, therefore, to exaggerate the retirement plan cost with which it is commingled.

e) Police and fire are not covered by Social Security. Miscellaneous city employees are eligible for such coverage. The contribution for Social Security which the city does not pay for police and fire is 6.85%.

f) The contribution rate for police and fire is predicated on a number of factors that make it more costly to provide a retirement plan for them than for other occupation groups. The risk characteristics of fire and police including the crime and hazard rate increase substantially the contributions required.

g) The actuarial assumptions regarding salary change over the years have been low. Thus funding over a substantial period of time did not take cognizance of changes in the cost of living. If this had been done the level of current contribution would be considerably lower.

h) Proposition H benefited police and fire already retired. This is a cost which the plan must bear which does not benefit current or future police and fire personnel.

i) The San Francisco retirement plan is the equivalent of those in most major cities in the country including Los Angeles. The difference is that the San Francisco plan is better funded.

j) Plans for police and fire have historically incorporated features recognizing the high risk factor in the work so that the spouse is protected in the event of an individual catastrophe and an individual has security in the event of disability. The retirement plan is directly related to the dangerousness of the work.

k) In the final analysis the cost is based on experience rating. If experience improves the cost could conceivably be reduced.

6. Policemen and firemen have awesome responsibilities. They perform onerous, distasteful, dangerous work. It requires keen alertness and courage. The taxpayers and citizens consider the problems with which police and fire deal to be the most important. They function in a dynamic and dangerous environment. Under the circumstances, it would be penny wise and pound foolish to pay them less than city gardners. This is what will happen if the Board tampers with the formula.

\*A Review of the Terms and Conditions of Employment for Policemen and Firemen Employed by the City and County of San Francisco as of July 1975.

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*'If I had been mayor.....'*

The five leading candidates for mayor in the November election were asked by Examiner Reporter Harry Johansen for their views on last week's strike of police officers and firemen. The question, "What would you have done if you had been in Mayor Alioto's position?" Here are their responses:

*Reprinted from the S.F. Examiner*



**DIANNE FEINSTEIN**

If I were mayor and a repeat of last week's strike were to take place, I would:

1. Instruct the police and fire chiefs and commissions, prior to the strike, to establish policy for emergency protection and for immediate suspension and discipline of strikers. Both chiefs and commissions would be instructed to meet with their personnel and urge them to accept the meet-and-confer process to negotiate differences.

2. Make it clear that striking personnel would be suspended by the chiefs and, as such, required to immediately turn in their weapons for the duration of the strike. All vacationing supervisorial SFPD personnel would have been immediately recalled to duty.

3. Immediately request emergency personnel through mutual aid or the state and activate such service as soon as the Police Officers Association defaulted on its pledge to provide emergency personnel.

4. If requested to mediate by the Board of Supervisors, I would have maintained consistent communication, and responded promptly to concerns about public safety.

5. At no time would I have abrogated the responsibility or power of the Board of Supervisors, whose responsibility it is to set pay and establish the tax rate.

It is clear, in summary, that a procedure for impartial mediation, fact-finding, and voluntary binding arbitration should be developed. The advantage of voluntary arbitration is that in the event one of the parties does not agree with the arbitrated result, the issue can be submitted to the electorate for their approval or rejection.

Let's look at the crisis which faced San Francisco last week from the standpoint of how I would have acted as mayor not only during the strike but before and afterwards.

1. I would have worked on reforming the pay schedules and promotional procedures for both the police and fire departments months before the crisis developed.

2. Well in advance of the danger point, I would have used the power of the mayor's office to bring both the supervisors and the labor representatives together to negotiate on an around-the-clock basis.

3. If my efforts at personal arbitration failed and an illegal strike had begun, I would have, if necessary, personally served or seen to the services of the union officers with the restraining order from the Superior Court.

4. If necessary to protect life and property, I would have called upon outside peace officers to provide emergency services.

5. I would direct the district attorney's office to prosecute those individuals involved in acts of harassment, vandalism and obstruction of justice, and take the opportunity to upgrade the departments and clean out the deadwood by selectively rehiring those who had left their jobs.

Had the police and firemen known the truth, I'm convinced we would not have had a strike.

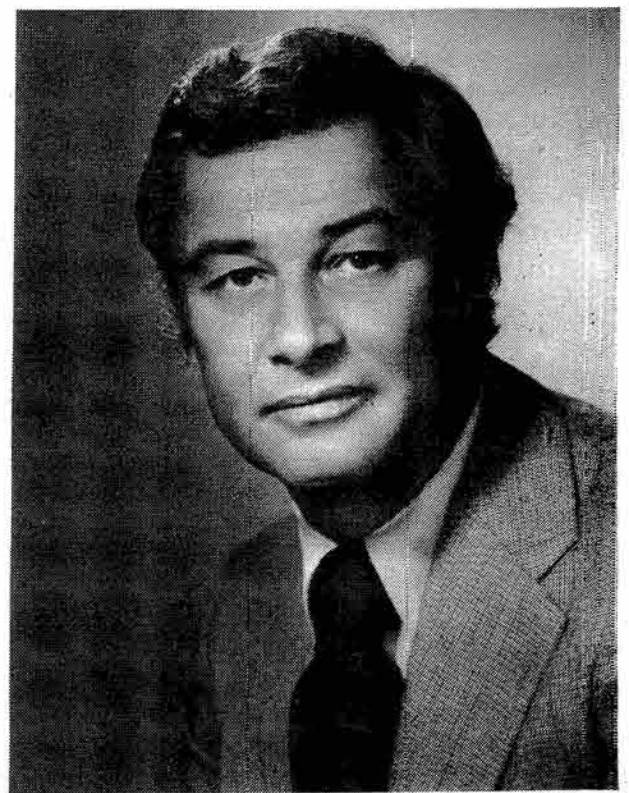
If I were mayor I would have used my authority as chief administrator of the police and fire departments to refute the false and inflammatory rhetoric of Sergeant Crowley of the Police Officers Association.

Most people are fair and reasonable and respect the truth. Police and firemen are no different. But to this day most safety officers do not realize that as a group they have higher wages, better benefits and, in the case of firemen, shorter hours than their counterparts in major California cities.

I would have made this information public. If a strike was still being considered, I would have arranged for secret balloting and not allowed the POA to trade on the purported results of a misleading questionnaire.

In the case of a strike, I would have promptly declared a state of emergency and called upon the governor to protect our people and property.

I would have brought in a respected outside mediator to keep talks going in an atmosphere of reason, and I would not have interfered with Charter-mandated duties and responsibilities of the Board of Supervisors.



**GEORGE MOSCONE**

I would have called the mayor of Los Angeles in July and asked him what the police there were going to get in pay increases. That way we could have an idea weeks before of what would be the level of parity.

Then I would have publicly asked the president of the Board of Supervisors, the chairman of the legislative and the personnel committee and other board members to join me and representatives of police and fire associations in discussions on how we could come to a meeting of the minds.

There would have been no threats by the mayor, and in return there would have been no threats by the police, and no threats by the Board of Supervisors.

However, we do need a better mechanism to deal with this type of situation. I have long advocated collective bargaining and compulsory arbitration.

Anyone who wants automatic dismissal for police who strike ought to answer, "who replaces them?"

If we fire the entire force, we could not replace them quickly, and when we did they would all be rookies. Firing them all sounds tough, but it is demagogery.

No only during a strike, but well in advance, I would demand that the Board of Supervisors sit down with me and commence around-the-clock negotiations.

Sincere people willing to do the job can settle this kind of dispute pretty quickly if they want to. Unfortunately all the Board of Supervisors cared about was their public posture during an election year.



**JOHN ERTOLA**



**MILTON MARKS**

Neither I nor any candidate for mayor would be answering this question if an ounce of prevention had been used to avoid the drastic surgery this city had to undergo.

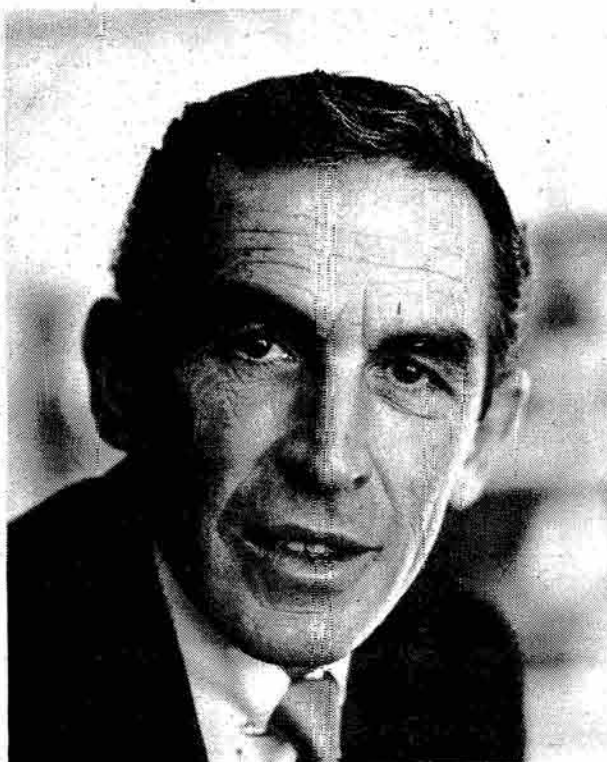
The terrible crisis of last week would not have occurred if preventive steps had been taken months before. I feel confident that by acting in this manner I could have prevented the strike.

As mayor I would have summoned all parties in anticipation of the problem to work out a solution that would have been fair to everyone.

With the help and advice of representatives of policemen and firemen and of the supervisors, the pressure of last-minute ultimatums could have been avoided and we could have reasoned our way to a satisfactory accord.

If after all this the strike did take place, I would have immediately instituted round the clock sessions, meeting with the parties involved, meeting together and not separately, to arrive at a settlement which would be fair to the city of San Francisco and to the employees.

To prevent such emergencies from ever again taking place, I introduced Senate Bill 1310 to prohibit strikes by police and firemen and to provide for mandatory arbitration when the parties cannot reach agreement.



**JOHN BARBAGELATA**



# DO PUBLIC EMPLOYEES HAVE THE RIGHT TO STRIKE?

By Msgr. George G. Higgins

A West Coast diocesan newspaper recently featured an editorial entitled, "Decay in the Cities," which severely criticized public employees who, for whatever reasons, resort to the use of the strike. "These people," we are told, "were not drafted into their appointed community tasks. Each, in his own way, implicitly or explicitly chose and vowed (sic) to serve the community by accepting the responsibilities of the office. To withdraw this service is, in each case, an act of willful disregard for the public's safety and general welfare."

In my opinion, this is a gross oversimplification of an extremely complicated problem.

Responsible labor leaders in the field of public employment readily admit, of course, that public service employees should be conscientiously concerned about the public interest, but, understandably, they tend to become very irate when the public interest concept, "waved like a banner when there is a confrontation between public employees, is used to prejudice the community against the cause of the public employee...even though the employee is, himself, part of this taxpaying service-using public."

This quotation is taken from a study entitled "Collective Bargaining in the Public Sector," prepared for the Executive Board of the AFL-CIO Maritime Trades - Department. I recommend this study very highly. As an "interim" report, it does not pretend to have all the answers to all of the questions that can be raised about collective bargaining in the field of public employment, but it does delineate the issues very clearly. It is particularly clear on this matter of the "public interest" which is emphasized so strongly in the editorial referred to above.

In summary, the report says that the trouble with the "public interest" concept is that it is only triggered in time of crisis. There is no "public interest" generated ahead of time, no particular show of concern for meeting the genuine economic and social needs of the public employee—whether he be a teacher, a fireman, a policeman, a clerk, or a so-called common laborer. It is not until there is a direct, adverse effect of the body politic that the "public interest" is invoked — and then it is generally invoked against the public employee and on the side of the public administrator.

It goes without saying, of course, that the public interest must be taken into account when public service employees sit down to bargain over wages and other benefits with government administrators. But it should also be taken into account long before the parties come to the bargaining table. That is to say, government administrators — and the citizenry at large — have an obligation to show at least as much concern for the elementary rights of public service employees as they do for the public interest. They have no right to expect public service employees to subsidize the rest of the community by settling for wages and other conditions below the standards prevailing in private employment.

Until government administrators and the public at large are prepared to face up to their responsibilities in this regard, we might just as well get ready for a continuing rash of strikes in the field of public employment. Moreover it would be naive to think that we can effectively prohibit such strikes merely by enacting punitive legislation. That won't begin to solve the problem; as a matter of fact, it might even aggravate it, at least in certain cases.

Strikes in essential branches of the public service are admittedly very important, but short of establishing a system of forced labor, we cannot hope to eliminate them merely by appealing to the concept of the public interest. The only way to reduce their frequency — and hopefully, to eliminate them in the longrun — is for public officials, backed by the citizenry at large to take the initiative in paying decent wages and setting up equitable procedures for adjudicating such disputes as may arise when the machinery of collective bargaining breaks down. (Emphasis added)

Reprinted from NC News Service, Washington, D.C.

## INVESTIGATIONS

Jack Immendorf founded his company in 1967 after being the chief investigator and manager of several investigation outfits in the San Francisco area since the 1950s.

Jack is very active in the PAL Program and is proud to present the perpetual trophy named in his honor, every year to the outstanding boy in the area of field and track. He is mighty enthusiastic about the Police Activities League and serves on the Board of Directors of PAL.

In November of 1973, Chief Donald M. Scott of the SFPD awarded the Meritorious Conduct Citation to Mr. Immendorf as a result of his disarming two holdup men, who had shot and seriously wounded one victim and were trying to shoot a police officer.

Investigations of course, are his life blood. While his firm handles everything from



JACK IMMENDORF

criminal to domestic, the majority of work is in the field of insurance fraud. He has offices in both San Francisco and Santa Rosa, but he will go anywhere the assignment takes him.

One of the really nice things about being an investigator is the many opportunities he has to lecture on the subject in both San Francisco and Marin regarding careers in the investigative field.

The Immendorf and Company Investigations is a regular advertiser in this newspaper.

# LETTERS

Dear Sirs:

The action of "Police Commissioners," Mr. Robert E. Buckley, Mr. Marvin Cardoza, and Dr. Washington E. Garner at the Wednesday, Sept. 3rd meeting of the San Francisco Police Commission was reminiscent of the "S.S." trials of the not so late gestapo who also were judge and jury, upholding "law, order and justice" — their version thereof.

The obviously prejudicial decision, from where I was sitting, which was handed down by the police commissioners concerning the insubordination of a civilian employee employed through the Civil Service Commission must have made Clarence Darrow spin around in his grave.

The civilian employee in question who works for the police department was suspended for 30 days because he stood on his constitutional rights and refused, on advice of his counsel, to take a lie detector test that the Chief of Police ordered that he take, even though this employee had already given several statements and showed his willingness to co-operate with the Bureau of Internal Affairs concerning an alleged police brutality case by appearing before the Bureau of Internal Affairs at least five times. No criminal can be forced to take a lie detector test, no matter who orders it. ARE THIS MAN'S RIGHTS LESS THAN THOSE OF FELON'S?

Dr. Garner, would you have come back to your seat on the panel with such a big smile on your face, just before Mr. Cardoza called for this man's suspension if that civilian employee had been a black?

Mr. Cardoza, would you have influenced the conspired verdict if the civilian defendant had not been from Mission Police Station?

Mr. Buckley, do you and the other erudite gentlemen of the commission maintain that the employee in question — who has an excellent record, who has been given the Captain's Commendations and has never had a black mark on his record — do you maintain this man warrants 30 days suspension in view of the recorded fact that a Police Officer from that same station was suspended only for 20 days after he was found guilty of using excessive force in handling a suspect?

Let the punishment fit the crime! What crime? YOURS! In the unjust punishment and in advising, in this free and democratic society, that this

defendant henceforth ignore advice of counsel and do what he is ordered — just like in Nazi Germany! In light of the recent strike I can only assume your decision was prejudiced and retaliatory in your ignoring the background facts on the man you so blatantly and unjustly penalized since he worked, more than his shift required, as station officer because of emergency during the recent strike.

You, most erudite judges, have conspired with the Bureau of Internal Affairs and the office of the Chief of Police to impugn this man's honesty, integrity and good character, and your prejudicial ruling has put his baby daughter, his wife and himself in extreme jeopardy.

May your conscience give you each peace in your time.

Sincerely yours,

J.C. Wong

a very concerned citizen

Dear Jerry:

The members of the San Francisco Veteran Police Officers' Association wish to express their gratitude for the efforts of the POA on behalf of the retired police officers in the recent salary negotiations.

This Association also stands ready to lend what assistance they can in fighting the charter amendments directed against the police and firefighters in the November election.

Sincerely,

Joe Carew

President

Editor:

The August issue of **San Francisco Policeman** contained two tables comparing the wages of Police officers with those of other City employees, especially those in the building trades. These same comparisons were made during strike negotiations by Jerry Crowley and others. A striking officer was quoted in the newspapers as telling an irate citizen to "go call a Gardener", and references to streetsweepers were endless. No comparisons were made with salaries of people in vital jobs such as nurses and interns at San Francisco General Hospital who receive substantially less than Police officers.

Last November, Proposition M was passed with a plurality of approximately 2000 votes, a margin which could not have been achieved without the support of other City employees. We are now faced with ballot proposals quite detrimental to us, and which we cannot hope to defeat by ourselves. We will again need the help of City employees in

other classifications — and of labor people in all categories — and we can hardly ask for it while disparaging the way in which they make a living.

The Supervisors are once again, with Proposition B and other Propositions relating to Police and Firefighters attempting to divide and conquer City employees. They failed with Proposition L last year, but have found some new allies for this year. We are in no position to alienate anyone, particularly since we observed the results of the POA contribution to the Feinstein for Mayor campaign.

Louis E. Barberini

Star 497

Dear Jerry:

For the past several days the newspapers have been full of everyone's view of the strike except the policemen's view. Public opinion could be changed if they were presented with a calm and reasoned presentation of the facts; the refusal of the board of supervisors to negotiate, a comparison of the wages and benefits paid to other city workers, etc. Let's start using the media now when public interest is high to defeat those proposed ballot measures, and to help those politicians who opposed us to oblivion.

An investment now in advertising and speakers would pay dividends in November when we would not have to defeat the proposed ballot measures.

Fraternally yours,

John F. Quill

Ingliside Station

Editor:

I have been a civilian employee for the S. F. Police Department for approximately 14 years, working in a district police station.

I am sick and tired of reading all the derogatory letters you keep receiving against the police and firemen. Isn't there someone, somewhere that can tell the truth?

Policemen and firemen are paid straight time for overtime, receive no night differential, have no dental, prescription or vision plan. A police officer with a wife and one child has to pay \$75.00 a month for a medical plan out of his own pocket. He pays 7% of his gross wages to the retirement plan. He can't buy his food or care for his family on the retirement fund.

The men are dedicated to their jobs. They didn't want to strike, they just wanted to be treated like human beings.

Since the strike has ended, I have heard these men talk. They are sick at heart. The public that they are willing to give their lives for couldn't care less. The policemen and firemen have the most thankless job in the world. Not only are they subjected to verbal abuse, physical abuse but death itself. I know, I went to the funerals for five police officers, all of whom I knew and worked with and gave their lives in the line of duty for the citizens and taxpayers of S.F. Has any S.F. taxpayer ever given his life for a policeman or fireman?

Bernice Cummings  
San Francisco-  
Southeast Police Station

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# IT'S TIME TO STOP THE GRANDSTANDING!

by Sam Kagel

## A CONSTRUCTIVE PROPOSAL FOR PREVENTION OF STRIKES BY POLICEMEN AND FIRE FIGHTERS AND ALL CITY EMPLOYEES

The days since the end of the police and fire strikes have been turbulent with the rhetorical insults and threatened lawsuits. The insults are old standards; the lawsuits are useful only as further pretexts for irritation and as fuel for the genius of divisiveness in this City.

We need a structure to effectively prohibit strikes by essential-service City employees—fire fighters and policemen.

The Board of Supervisors currently is proposing an amendment to the City Charter to provide automatic dismissal of any striking city employee. So 2,000 police officers strike and are discharged. Where has the City 2000 replacements on short notice?

Firing strikers is hardly a complete solution. Such "deterrents" are effective only if they are backed up by provision for effective alternatives to the strike as a means for settling disputes. Such alternatives can provide for final and binding decisions—final and binding on both the City and County as employer and the Police Officers' Association and the Fire Fighters' Union as employees. Strikers would be subject to discharge as violators of a contract; disputes would be resolved by recourse to a method tried and proved in the arena of major industry-labor confrontations: mediation-arbitration.

The City of Oakland today provides for arbitration of disputes involving police and firemen.

The City of Vallejo has established arbitration for all city workers including police and firemen.

The Berkeley firemen offered arbitration in lieu of a strike. A prominent Berkeley politician, reporting the City Council's incredible rejection of this alternative to work stoppage, was heard to declare "We were elected. We will not allow an impartial person to decide wages."

Mayors, Supervisors, and Councilmen are certainly subject to great pressure from their constituents (one hesitates to describe them as "responsible to the electorate")—but the management of giant industrial corporations are no less subject to pressure from stockholders. Yet industrial management prefers arbitration to the agony of a strike or lockout. Municipal and county politicians are reluctant to surrender their shaky power over the setting of wages, but not out of concern for the public purse; rather, they fear institutionalization of disputes between municipal employers and employee organizations because they know arbitration would weaken the probability of wage disputes turning into ugly

confrontations in which the politicians may compete in the sordid sweepstakes of the scare-monger. Neighborhood-based demagogues and cool puppets of the financial district may equally benefit from a hand or two in the troubled waters of a police or fire strike, that most anxious of conditions, in which the normal, well-policed day's roster of crimes may be blown into a wave of anarchy, and the modest and moderate demands of the rank and file fire fighters are transformed by headline-hungry editors into veritable manifestoes of disaffection and contempt.

The City and County is an employer. It hires people and pays them for their labor. Do the Supervisors really believe that the "status" of a municipal job or the "glamor" of police work are sufficient to plug the leaks in City employees' standard of living? The Supervisors—from the exalted corridors of City Hall and from their well-appointed residences—may be convinced that the average cop or fireman lives as securely, both economically and physically, as the average Supervisor. If that be the case the Supervisors had best undertake to adjust themselves to real life in the twentieth century. If you tell police and fire fighters and city employees they have a responsibility to the public and therefore will be exempt from the legally-guaranteed right of employees to strike, you can not support that rule with a mere threat of dismissal for strikers. You must establish at least a workable structure for real and effective settlement of disputes, resulting in final and binding decisions. You—Mayor and Supervisors alike—have failed to make the slightest serious initiatives in this direction.

I propose: that the City and County of San Francisco and any of its employee-representative organizations shall settle any and all disputes between them as to wages, hours, or conditions of employment through mediation-arbitration. City and County representatives and employee organizations shall in such cases mutually agree upon an impartial person to act as med-arbiter, and such med-arbiter will be hereby given authority to make final and binding decisions on all disputes. Disputes settled by the med-arbiter in the mediation stage shall become part of the med-arbiter's decision and shall be final and binding on all parties.

Mediation-arbitration—a proven method for avoiding strikes—may be written into the City Charter.

We can assume that the impact of the City and County's adoption of mediation-arbitration to avoid strikes might not be too different from the same procedure's effect on labor relations in Hawaii, a state whose economy is as vulnerable (by its dependence on tourism) as San Francisco's, and where mediation-arbitration has proven its record.

Hawaii is the only state that allows its

government employees the right to strike. I call attention to three successful mediation-arbitrations there in 1973. The first was when 9000 teachers walked off the job. After 14 days, all parties agreed to mediation-arbitration and the teachers agreed to return to work. The second involved Hawaii longshoremen, who agreed to mediation-arbitration before going on strike, thus preventing a walkout. The third involved electrical workers, who ended a 15-day strike by agreeing to mediation-arbitration. After this, the Honolulu Advertiser editorialized on December 4, 1973:

"Mediation arbitration has emerged... as an important new technique for avoiding or settling labor disputes—especially those that hurt the public interest as much as or more than the participants... Med-Arb has been shown to be an instrument that can be used in a number of situations. It has provided relief from much of the crisis of deadlocked talks and the impact of damaging strikes."

The 1970 dispute of the California Nurses' Association was resolved when both parties—4000 nurses and 33 hospitals—agreed to mediation-arbitration giving up the right to strike or lock out strikers. 88 out of 89 major issues were worked out in the presence of a med-arbiter, who settled the remaining issue by the authority granted by the parties.

A case involving 40 disputed issues between restaurants and bartenders in Oakland was settled in a single day's session with a med-arbiter. Med-arb, as we have come to call it, has served in cases involving the Pressmen's Union in a major printing company, six Teamster unions in the soft drink industry in San Francisco—and lest anyone question its effect in bigger situations—over 1000 grievances long pending between Aerojet General, a major aerospace employer, and its employees. Use of mediation-arbitration has drastically reduced the time span for settlement of major disputes; North American Rockwell's Space Division and the United Auto Workers arbitrated only one grievance in the year after adoption of mediation-arbitration; previously, innumerable cases went to arbitration, where they languished for years.

Mediation-arbitration written into the City Charter might even satisfy those city politicians whose consciences are so troubled by the notion of compulsory arbitration. Mediation-arbitration puts the emphasis on negotiations—we are presuming that city politicians are not so dazzled by their eminence as to reject the principle of negotiation. The settlement is neither externally imposed nor thrown to the uncertain Fates of the strike and the mass dismissal. Mediation-arbitration enforces a necessary seriousness and sense of mutual responsibility in the resolution of disputes. Mediation-arbitration makes strikes and

mass firings equally unnecessary, and guarantees an orderly continuity of essential services—fire and police protection—while issues are under debate.

Together, by placing on the ballot and then voting for the proposed amendment of the Charter we present, City employees, City taxpayers, and those responsible for daily affairs of City government may secure a compromise, both principled and economically sound, that will assure security for all.

## SAM KAGEL'S PROPOSAL

1. Representatives of the Board of Supervisors and recognized employee organizations shall negotiate on matters of wages, hours and working conditions for a period of 90 days after the submission of proposals by either party to the other concerning wages, hours and working conditions. Unless such time is extended by mutual written agreement, either party at the end of the 90-day period shall have the right to request mediation-arbitration of the matters still in dispute.

2. One mediator-arbitrator (med-arbiter) shall be appointed by the Board of Supervisors, one by the recognized employee organization and those two shall appoint a third med-arbiter who shall be chairman. If they are unable to agree upon a third, they shall select the third member from a list of five names to be provided by the State Conciliation Service, a state agency which provides a list of mediator-arbitrators. The med-arbiters shall consider all factors relevant to the issues from the standpoint of both the employer and the employee, including the City's financial condition. The decision of a majority of the Board of Med-Arbiters shall be final and binding upon the parties, including all matters settled by mediation or solely by determination of the Board. The cost of the mediation-arbitration shall be borne equally by all parties.

Any employee who fails to report for work without good and just cause during negotiations or the med-arb process or who participates in a strike against the City will be considered to have terminated his employment with the City, and neither the Board of Supervisors nor the Civil Service Commission shall have the power to provide, by reinstatement or otherwise, for the return or reentry of said employee into the City service except as a new employee who is employed in accordance with the regular employment practices of the City in effect for the particular position of employment.

*Reprinted from City of San Francisco Magazine*

*Sam Kagel is a well-respected labor mediator and expert in labor law.*





## THE CITY POLITIC: POLICE PATRONAGE

by Russ Cone, S.F. Political Reporter

Reprinted from City of San Francisco Magazine

If you want to glimpse what is really at stake in San Francisco's mayor's race this year, talk to a cop.

The 1826-member police department, make no mistake, is one of the juicier plums given a mayor by city charter. All major candidates for mayor know this. Privately they wash their hands in glee over the prospects.

No candidate talks about it in public. Candidates don't tell you there's \$1 million in patronage jobs to be dispensed by a mayor in the police and fire departments. This deemed a bit too real for the average voter.

What candidates feed the public are glittering generalities. A lot of garbage about law and order. A lot of brochures and press releases asserting the candidate's determination to make the streets safe. Publicly, each candidate has a wondrous plan to use police to clean up San Francisco. Privately, each has a very practical plan to use police to get elected. In return for pledges of police-campaign support, solumn promises are going down—promises to promote individuals, to reassign individuals, to create more brass jobs, to secure longevity pay and other cash benefits for the men.

By virtue of a mayor's authority to pick a police commission, police chief and \$350,000 a year in top command staff, he can virtually dictate the assignment of every man and woman on the force. Perhaps more importantly, a mayor can dictate how the various police-enforcement powers delineated in the one-and-a-half-inch police code—affecting thousands of businesses—are administered. A mayor can order where the emphasis, or deemphasis, will be.

The yellow curbing outside a neighborhood grocery store, for example, spells free parking at the door for many regular customers, a practical, direct economic benefit to the storekeeper. Police dictate where every inch of white-yellow-and-green-curb reserved parking will be permitted. The allotment may be changed unilaterally at any time.

The police commission issues taxi permits, which in private hands become worth upward from \$20,000 each as an exclusive license to conduct business 24 hours a day on the public streets. Such permits are limited to about 800, which keeps up their private market value but leaves something to be desired in the way of local taxi service.

It is rumored that six, maybe seven police captains intend to quit in 1976, regardless of which candidate is elected mayor. That means a loss of one-fourth of the department's top command, not because each of these veterans simultaneously pulled up lame or arrived neck and neck at the magical age of retirement. They will quit because, politically, there's no future for them. Because each faces demotion or transfer to demeaning duty under a new chief.

Yes, Virginia, there will be a new chief. The original script called for Chief Donald Scott to bow out by October, thus allowing Mayor Alioto to bestow the title and pay of the chief on his old pal, Charles Barca, chief of inspectors. Barca would serve until Alioto's term runs out January 8, then join the exodus.

But with federal investigators still poking around, the script is being reviewed. The police strike added another complication. Scott was to have retired gracefully, toting the accolades of a grateful community and a tax-free check for the six months of sick leave this robust fellow did not take off while in uniform. Now Supervisor Dianne Feinstein has demanded Scott be fired. It was a cunning move. Alioto is loath to show any semblance of response to Feinstein's demand. Scott is loath to leave under a cloud. So, the Scott-to-Barca play remains in doubt.

Harbor no doubts, however, about a mayor's control over the three-member police commission, which runs the department in a manner responsive to the mayor as well as gratifying to prerogatives of individual commissioners. Here are command jobs a mayor can dispense through his commission to friends, relatives and supporters within the department: police chief, \$4224 a month (when the new 13 percent raise goes into effect); deputy chief, \$3554; director of traffic, \$3554; chief of inspectors, \$3554; supervising captain of districts, \$2885; department secretary, \$2885; captain of inspectors, \$2627; captain of traffic, \$2627; director, bureau of personnel, \$2497; director, bureau of criminal information, \$2497.

The police chief also has the privilege of choosing from the ranks of 149 assistant inspectors, who get \$1682 a month, those to be promoted to the \$1822 a month job of inspector. The chief may, at whim, assign sergeants to inspector's duty and may move uniformed patrolmen into the budding mufti, elite corps of assistant inspectors.

Most patrolmen aspire to become inspectors, the Kojaks of police work, who cruise about in unmarked cars and perform all the romantic, albeit often dangerous, aspects of criminal investigation and apprehension. These are the detectives, celebrated in film and television, scurrying to clandestine meetings, sifting evidence, interrogating witnesses, paying stoolies and making pinches, with occasional publicity. Chief Scott, former Chiefs Alfred J. Nelder, Thomas Cahill and Frank Ahern, became chief-worthy public figures as crime-bustin' inspectors, nabbing killers, burglars, kidnappers and bookies to the perpetual amazement of newspaper readers.

Editors lost personal touch with police commanders, abdicated the authority of their reporters by allowing police to construct a public-relations fence around their operation and turned down the burners on veterans such as Malcolm Glover, Charles Raudebaugh, Ernie Lenn, Frank O'Mea, Ed Montgomery and Paul Avery, men who could, if their management desired, get to the bottom of things. No one talks to the chief anymore. It used to be a daily must. Only Glover and Baron Muller know all the guys in the inspectors bureau.

A new mayor, rest assured, will gratify many old friends, cronies, supporters and school chums who chose the police academy over clerking, by seeing to it they get inspector's duty, plus the personal unmarked car and abundant, extra overtime pay that go with it.

The administration of both uniformed forces is a matter of critical concern to thousands of businesses in the city. Decisions by police and fire commissioners by the chiefs and their troops can make or break some enterprises and directly affect the cost or convenience of carrying on others.

## SAN FRANCISCO POLICE FISHING PROGRAM

The idea for the San Francisco Police Fishing Program has received favorable national and local acclaim. Many law enforcement agencies from various locations around the country have initiated similar programs in their local communities.

The San Francisco Police Fishing Program's success to date simply may be attributed to the willingness of the entire community to get involved in a program dealing with youth. The generosity of many businesses and corporations and in particular members of the San Francisco Police Department who have given of their own time to work with the youngsters, have been the primary factors responsible for the program's tremendous success.

Financial support for the program has been provided by numerous businesses, corporations and individual citizens in the Northern California Area.

More than 40,000 youngsters have been afforded the opportunity to participate with the program since the first year of operation. Supervision and instructions are provided by off-duty uniformed police officers from the various district-stations and details.

The goals of the San Francisco Police Fishing Program are:

1. ENCOURAGE AND STIMULATE SPORT FISHING AMONG THE YOUNGSTERS OF San Francisco as an alternative to the boredom of the city streets which all too often can breed juvenile delinquency.

2. Bring together the youngsters and uniformed police officers in a relaxed atmosphere to promote a greater police-youth relationship.

3. Encourage the participation of businessmen, civic leaders and citizens in a worthwhile delinquency prevention program.

In its attempt to combat the juvenile crime rate and promote a better police-youth relationship, the San Francisco Police Fishing

The program offers youngsters three facet of fishing. They include fishing from chartered boats, fishing from piers along the San Francisco Embarcadero and fresh water fishing in any one of the many fresh water compounds in the Northern California area.

At present the San Francisco Police Fishing Program has an inventory of approximately 600 rods and reels to handle all facets of the program available to the youngsters. All the equipment has been most generously donated by the Garcia Corporation of Teaneck, New Jersey.

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# Letter Sent To Board

## on August 29, 1975

Dianne Feinstein, President  
 John J. Barbagelata  
 Terry A. Francois  
 Robert E. Gonzales  
 Quentin L. Kopp  
 Robert H. Mendelsohn  
 John L. Molinari  
 Alfred J. Nelder  
 Ronald Pelosi  
 Peter Tamaras  
 Dorothy von Beroldingen

Dear Board Member:

This letter is being written to you in order to express the views of the 3,500 policemen and firemen employed by the City of San Francisco who are represented by the San Francisco Police Officers Association and San Francisco Fire Fighters, Local 798.

We believe it is now time to set aside recrimination for past conduct and look forward to a sensible and peaceful resolution of any future problems which may arise.

We want to work for progress for the good of the City and in cooperation with the Board of Supervisors. Such progress and cooperation cannot be accomplished by a myriad of confusing and unnecessary Charter amendments. We do not want to be forced to spend time and money and further unnecessarily divide this City by being forced to oppose proposed counter Charter amendments on the ballot in future elections. This approach so often followed in the past on personnel matters is counter productive and should be discarded once and for all.

We believe that everything relating to police and firemen which the Board has tentatively suggested may need revision can be accomplished by one Charter amendment which both the Supervisors and the uniformed forces can support. This Charter amendment would consist simply of binding arbitration for all issues concerning police and fire wages, hours and conditions which cannot be resolved by negotiations and mediation. This Charter amendment would contain an explicit prohibition against strikes and would provide for dismissal for any violation of this no-strike provision. We have never wanted strikes and we don't want a strike ever to happen again. Under our proposal there would be no occasion for any strikes and strike because everything would be submitted to a negotiation, mediation, and, if necessary, a final, impartial binding solution. In those many states and other cities in California and throughout the country which have adopted arbitration, there have been very few strikes.

This one Charter amendment would resolve all issues as to fire fighters' hours and all issues as to pensions of future employees. The presently existing Charter provisions on these and other subjects would no longer bar future proposals and counter-proposals for change: intensive studies full evaluation of all relevant factors, negotiations, opportunity for compromise and, if necessary, an impartial nonpolitical determination by an experienced professional who would be bound to base his award upon all material considerations — including the availability of funds.

One of the most important aspects of arbitration is that the parties know they now must negotiate realistically. Experience establishes that most often the parties reach a mutually satisfactory solution to labor problems when they know that neither side can any longer impose its solution on the other side by fiat or by strike.

It is not a valid argument to say that arbitration is too complicated and must be postponed for further study. In major states such as Michigan, Pennsylvania, Connecticut and Minnesota and in our own State our approach has been approved by the voters, upheld by the courts, and it has worked in practice.

A number of you have already publicly expressed your interest in arbitration. You are not alone. In addition to the other states and cities and the authorities referred to above, it should be noted that during the Sacramento fire fighter strike and the Vallejo police-fire strike many responsible civic leaders and newspapers including the Sacramento Bee, the Vallejo Times Herald, the *San Francisco Examiner* and the *San Francisco Chronicle* editorialized that binding arbitration was the only alternative to police-fire strikes.

The salary formula proposed by Supervisor Barbagelata is unacceptable. The people don't want to be tied to other cities. San Francisco is unique. Formulas never turn out as intended.

This particular formula is self-stagnating. If one or two other of these few cities should adopt a similar formula approach, the median salaries would always remain virtually the same. Supervisor Barbagelata admits that if this formula had been in effect this year it would have meant a 3.4 percent

increase for police and fire personnel. This in the face of a 10.3 percent increase in the cost of living and your own decision to grant a 6.5 percent increase. His formula would not have allowed you to grant even that much.

As Supervisor Barbagelata points out, hours and conditions in other cities are different. We would be comparing apples and oranges. What if the formula in the first year decreed a decrease. Is that the real intent? Any attempt to write unrealistic formulas into the Charter inevitably continues the conflict which we hope all concerned wish to end.

Similarly it is unnecessary to put an ill considered and unpriced punitive fire fighter hours amendment on the ballot which may cost the taxpayers millions of dollars. Arbitration will allow change in hours — if justified without making our fire fighters' hours a political football.

As for the retirement proposal, the only result would be to penalize future employees. The City is trying to recruit more minorities for our police and fire departments. Let's not give them second-class work status. Prior to the strike, the Board decided not to put this issue on the November ballot; obviously, therefore, the revival of this proposal can only have a punitive purpose. Even that is not accomplished because it applies only to future employees. Arbitration, on the other hand, can resolve the issue fairly and dispassionately, without seriously affecting morale in the police and fire departments as this proposal is bound to do.

*The argument is made in support of this proposed amendment that the present retirement program is too costly. The facts appear to be that the City is putting much more money into the Fund than is needed. Actuaries tell us that a 15 year amortization is highly conservative when most plans provide for 30 years and the new federal law requires only a 40 year amortization. Secondly, we fail to understand why it is expected that only 4 3/4 percent can be earned on the 650 million dollars now in the Fund. Most actuaries assume realistically that 6 percent and more is a safe estimate. If no more than 4 3/4 percent can be earned on money these days something is wrong somewhere. Just changing these two assumptions to realistic levels would save the City millions of dollars over a period of time in retirement contributions.*

There is no need to put a separate provision on the ballot concerning the prohibition against strikes and dismissal for striking. This should be included in the arbitration amendment so that it is clearly the quid pro quo for arbitration. It can be made as strong as is constitutionally permissible, for arbitration will eliminate any future need to strike.

Similarly it makes no sense to have the voters vote separately on pensions and hours since the vote on the arbitration amendment will control.

We truly desire to work with the Board on this matter and avoid a political campaign now and in the future.

We can support a strong no-strike-dismissal proposal and the opening up of hours, future pensions and other alleged Charter protected "sacred cows" if done through the reasoned process of arbitration.

We cannot support Supervisor Barbagelata's police-fire amendments, nor can we support a complicated or delaying position on arbitration.

We are available at any time for further explanation or discussion and are prepared to speak if permitted at the Tuesday Board Hearing. We are attempting to reach all Supervisors over the weekend with this message. However, it would be appreciated if you would read this letter at Tuesday's Board meeting for the benefit of any Supervisors whom we failed to reach.

SAN FRANCISCO POLICE OFFICERS ASSOCIATION

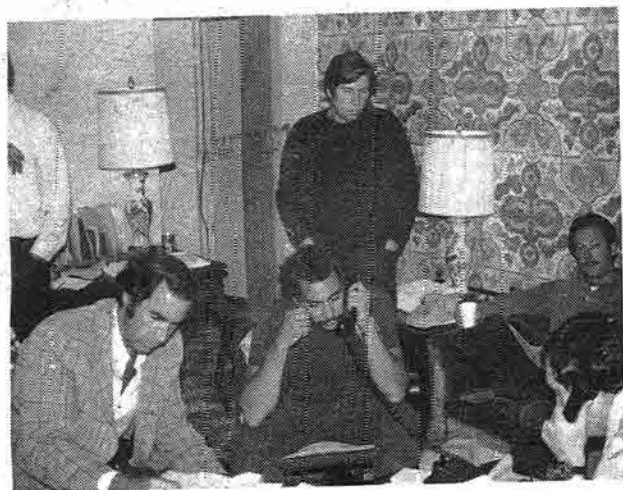
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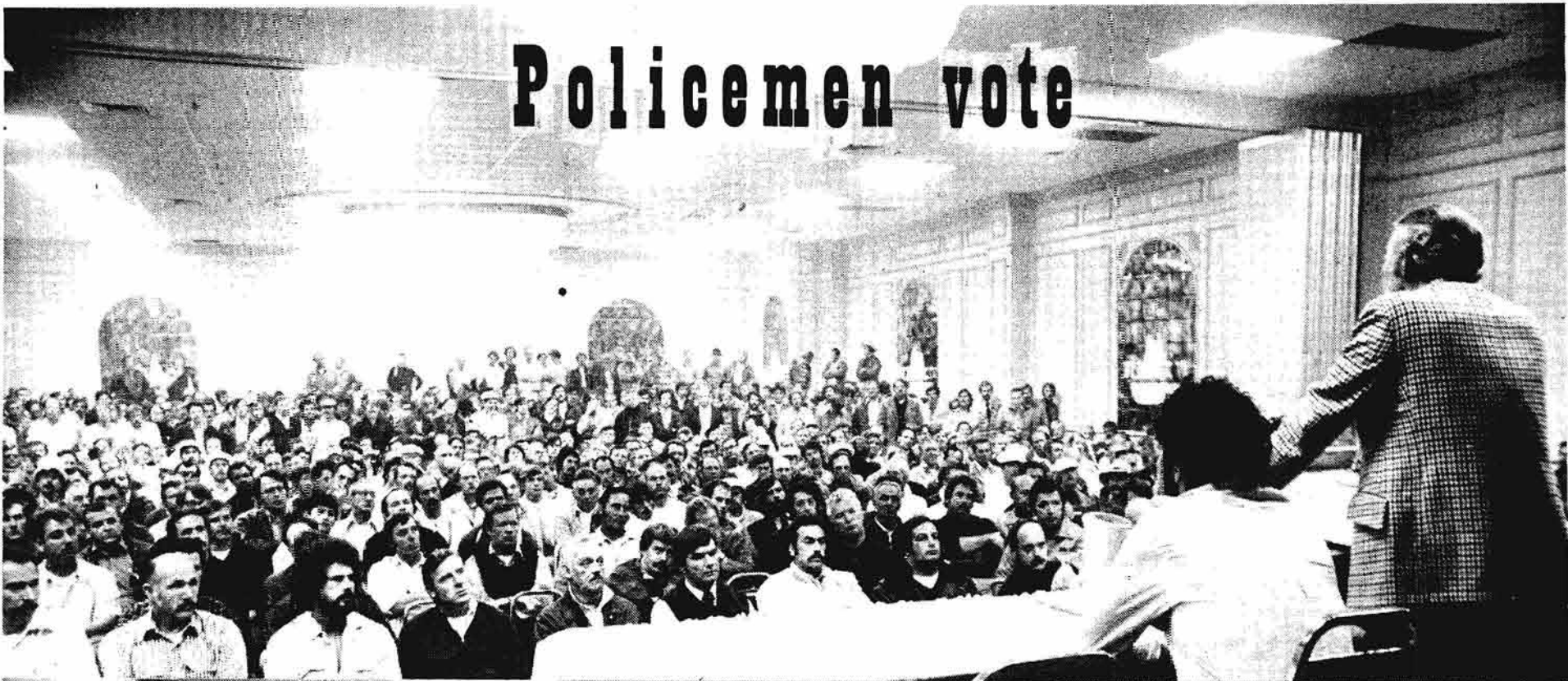
SAN FRANCISCO FIRE FIGHTERS LOCAL 798, AFL-CIO

JAMES T. FERGUSON  
 PRESIDENT

LEON BRUSCHERA  
 SECRETARY









# PROPOSITION R

***Ordinance to make police and firefighter strikes illegal and to provide collective bargaining and binding arbitration on their compensation, not to exceed the highest rate paid in other major California cities.***

Pursuant to the powers vested in me by the provisions of Section 9.108 of the Charter of the City and County of San Francisco, I hereby submit the following ordinance to the electors of San Francisco at the General Election to be held on November 4, 1975.

Be it ordained by the people of San Francisco:

Section 1. This ordinance embodies the existing restrictions and ceilings of Section 8.405 of the Charter of San Francisco.

Section 2. It shall be illegal for any San Francisco police officer or firefighter to instigate or participate in a strike against San Francisco or engage in any picketing activity in furtherance of such a strike.

Section 3. Any police officer or firefighter found guilty of violating Section 2 hereof shall be dismissed. It shall be the duty of the appropriate appointing officer of the City and County of San Francisco forthwith to suspend without pay any police officer or firefighter who violates Section 2 of this ordinance, and to initiate dismissal proceedings against him or her in accordance with the usual regulations of the Departments.

Section 4. In exchange for prohibiting police and firefighters strikes and in furtherance of the policy of the voters of the City and County of San Francisco to endeavor to establish and maintain, without labor strife and dissension, compensation for uniformed members of the Police and Fire Departments which is fair and reasonable, there shall be collective bargaining and binding arbitration for compensation to be paid to police officers and firefighters. The Legislative and Personnel Committee of the Board of Supervisors, or its equivalent, on behalf of the full Board of Supervisors, shall bargain collectively with the recognized representatives of police officers and firefighters within the ceilings set forth in Section 8.405 of the Charter.

Section 5. Pursuant to the public policy hereinabove declared, the City, or either of said recognized employee organizations, may declare that an impasse has been reached. If an impasse should develop in the collective bargaining negotiations, there shall first be mediation, including advisory recommendations, followed by more collective bargaining, and if the impasse persists, there shall be binding arbitration by the usual method of each side selecting an arbitrator, and the two thus selected, selecting a third. In the event that said arbitrators cannot agree upon the selection of the arbitrator immediately after any impasse, then the California State Conciliation Service shall be requested to nominate five (5) persons, all of whom shall be qualified and experienced as labor arbitrators. If the two arbitrators are unable to agree immediately on one of the five, then that third arbitrator shall be selected by the Director of the said Conciliation Service by lot from the panel of five names.

In any arbitration pursuant to this Section, the arbitrators are directed to establish and maintain compensation which is fair and equitable and which is responsive to changing conditions and changing costs and standards of living. The arbitrators shall also consider: the interest and welfare of the public; the availability and source of funds to defray the costs of any changes in compensation; and shall also consider all existing benefits and provisions relating to compensation, benefits, rights, hours, and all other terms and conditions of employment of the uniformed members of the Police and Fire Departments, whether contained in the Charter of San Francisco or elsewhere. The arbitration proceedings herein provided shall be governed by Section 1280, et seq., of the California Code of Civil Procedure. The arbitrators' award shall be submitted in writing and shall be final and binding on all parties.

Section 6. The arbitrators' award, made pursuant to binding arbitration, shall be enacted by ordinance of the Board of Supervisors as the rate of compensation paid to police officers and firefighters, but in no event shall the rate of compensation exceed that paid to police officers or firefighters in cities certified by the Civil Service Commission under Section 8.405 of the Charter.

Section 7. Nothing in this ordinance shall be deemed to affect any other additional provisions of law for members of the Police Department assigned to two-wheel motorcycles.

This ordinance shall not be repealed, modified, or amended except by vote of the electorate.

Joseph L. Alioto  
Mayor

# PROPOSITION S

***DECLARATION OF POLICY: San Francisco favors paying her police and firefighters as much as their counterparts are paid by Los Angeles, San Diego, San Jose, Oakland, Long Beach or any one of these cities.***

Joseph L. Alioto  
Mayor

# PAY FORMULA

***The NO argument on Proposition P***

***The proposed new pay formula is unfair because it would give our police the same pay as policemen in other cities but would not give them the fringe benefits that those other policemen receive. Other San Francisco city employees receive fringe benefits like medical and dental care, special pay for overtime, holidays, night work, etc., but our police get only straight wages. Our city government should decide what is fair pay for San Francisco policemen, and not leave it up to what other cities with lower living costs pay their police. The old formula was not the best, but this new one is even more unfair to our policemen.***

***Sponsored by the San Francisco Police Officers' Association.***

# DISMISSAL

***The NO argument on Proposition O***

***This proposition takes away a policeman's right to strike, but does not give him any other way to ask for fair pay or better working conditions. All other workers and professionals have ways of standing up for their rights, but this proposition makes policemen into second-class citizens. What San Francisco police are asking for is an arbitration system, which means that a qualified independent referee will decide what is fair pay for them. This will make strikes unnecessary. There should no anti-strike law unless some other means is provided for policemen to make their wants and needs known. This proposition does not do it.***

***Sponsored by the San Francisco Police Officers' Association.***

# EVERYONE IS RUNNING FOR CHIEF

*by Paul Chignell*

For the first time in eight years the administration of the police department is "up for grabs."

The mayoralty race will be close with five strong candidates vying for the two spots in a certain runoff.

Regardless of Proposition E (November 1971) there are at least 14 choice jobs for captains to aspire solely on the basis of political patronage. When you add the numerous prestigious lieutenants' positions available, we now see why so many commissioned officers are becoming directly involved in city politics.

Each candidate for mayor is being swamped by vultures not looking for a better police department but for a choice spot for themselves.

Additionally, the actions taken by strikers are being scrutinized to the fullest with leanings toward criminal prosecutions in an apparent move to sway certain members of the Board of Supervisors.

During the next 45 days the Association will once again establish a rapport with the public by defining and explaining issues that have been conveniently forgotten by politicians and the press.

Political bedfellows within our department and the chambers of City Hall will continue their mad scramble for power but the rank and file police officer and the public will close that act in November.



# CRIME PREVENTION EDUCATION

by Lt. Frank M. Jordan

Everyone should help to prevent criminal activity.

Unfortunately, too many citizens regard crime as a "police problem" — until they are affected by it. In reality, crime is not a problem for the police alone — it is a community problem.

The San Francisco Police Department's Crime Prevention Education Program is an attempt to more effectively protect all residents of this City — your family, your friends, your property, and your neighbors.

Police officers cannot be everywhere. If every citizen reports the things that look "unusual" many crimes could be prevented. Many criminals are successful in their efforts simply because too many people who see crimes being committed or who see suspicious activity that may be crime-related don't want to "get involved."

If a crime was being committed against you, or was about to be committed against you, wouldn't you want your neighbor (or a passing stranger) to "get involved?" Put yourself in the victim's place.

*Leading a quiet life, keeping to yourself and minding your own business is no guarantee of safety or immunity to crime. If you're going to live in this world, you can't withdraw into a shell. You'll want to take precautions to protect yourself and your home, of course; but your efforts toward preventing crime must go further. The crime problem extends beyond the boundaries of your property line.*

To solve crimes and catch criminals, the police must gather a lot of information. Much of that information comes from interested and concerned citizens. The bit of information you supply may be the lead necessary to start an investigation, or it might be the last little piece to wrap up a case.

When you see any suspicious person in your neighborhood, or any activity that you think might be crime-related, make note of the details (the time, descriptions, license number, etc.) and notify the Police.

*Don't be afraid of "getting involved." Many people are hesitant to call the police for fear they'll become involved in court appearances or a police "line-up" to identify the suspect. Not so.*

It is best that you identify yourself when you report possible crime, but if you wish to remain anonymous, your call will still be accepted. Do not be hesitant or fearful of reporting "no merit" calls as innocent activity will be regarded as such upon police investigation. The extent of your "involvement" need not go beyond your telephone.

## Citizens Crime Prevention Message

### What to watch for:

1. A broken window or open door of your neighbor's house, or any stranger entering it or leaving it, when you have reason to believe no one is at home. (Burglary).
2. Any stranger cutting through backyards or between houses, especially if he's carrying anything. (Burglary).
3. Sounds of breaking glass or other loud noise, or a scream heard anywhere. (Burglary, Sex Offense).
4. Anyone loitering in a secluded area. (Robbery, Sex offense).
5. Salesmen attempting to force entrance into your home. (Robbery, Sex Offense).
6. Offers of merchandise at ridiculously low prices. (Stolen Property).
7. Anyone walking down the street looking into every parked car. (Auto theft, Boosting).
8. Persons leaving one car and driving off in another. (Robbery, Auto theft).
9. Anyone removing auto accessories, license plates, or gasoline from car. (Auto Theft, Vehicle Tampering, Auto Boosting).
10. Any strange car cruising slowly in the area, especially if seen more than once. (Burglary, Sex Offense).
11. Anyone in a store concealing merchandise on their person. (Shoplifting).
12. Persons seen entering or leaving a business place after hours. (Burglary).
13. Persons involved in a fight (Robbery, Assault).
14. Anyone using or displaying weapons, or trying to conceal weapons. (Robbery, Aggravated Assault).
15. Any car parked near a business or commercial building with the motor running. (Robbery).
16. A stranger carrying appliances, household goods, luggage or other bundles from your neighbors home. (Burglary).
17. Young juveniles walking or running while carrying a woman's purse. (Pursesnatch).
18. Report any injured persons you observe, i.e., flesh wounds, shock. (Robbery).

**Remember, the San Francisco Police Department wants you to report suspicious activity even if it turns out to be perfectly innocent.**

What

About

Vitamins?

by Andy Banas, Sr.

## TAX PAYER'S SUIT (s)

"I don't think anything will be gained in developing the facts by consolidating the trials," said Superior Court Judge William E. Mullins.

Thus, at this time, there will not be a combining of the two similar taxpayer suits which seek to enjoin the settlement agreement by Mayor Joseph L. Alioto that ended the police / fire strikes.

The trial started last week was on the suit filed by an insurance man, who claims that only the Board of Supervisors can set wages. The Chamber of Commerce argues that the Charter section invoked by the Mayor is unconstitutionally vague, and that there was no emergency.

To date, Judge Mullins has ruled 1) There was an emergency 2) The Mayor did act correctly in invoking the Emergency powers and 3) A Performance Bond be filed by anyone who may challenge these rulings, so that when October 15th comes along, the Police and Fire Fighters can get paid while the suit(s) are being heard.

Dependence on vitamin pills as the only source of vitamins is not recommended.

However, nutrition authorities in the U.S.A. and Canada continue to cling to a ridiculous position: one day they scorn vitamins as unnecessary because people eat well on this continent and the next day they confirm still another grave vitamin deficiency discovered in millions of us, from babies to pensioners.

Use of vitamin complexes given in 'courses of treatment' has been proven in the USSR to improve the function of the heart muscles, normalize blood pressure, heart beat and circulation.

Soviet research has discovered that continued dosing with vitamins is harmful. Any long-term use weakens the body's ability to absorb vitamins from food and to manufacture vitamins within the body.

Selected courses of vitamins can be recommended for you by Andy Banas, Sr. who is the originator and developer of the amazing formulas—Nu-Ban and Banasol.

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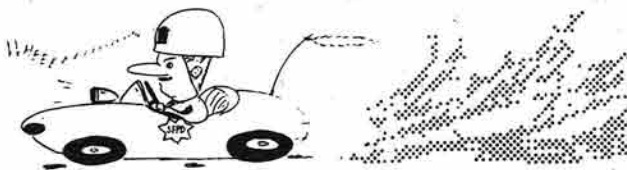
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**ON ROUTINE PATROL** by S.G. Yasinitsky

Brothers! Brothers! What happened to us? What has been done to us? What have we done to ourselves? Many moons will go by before the waves settle and the winds die down. But did we have to get into the squall? Did we have to rock our ship till it almost floundered? Things could have been different, if . . . But do we believe in it anymore? . . . Well, I do.

I believe in it because it is often the only means for correcting past mistakes. And Monday morning quarterbacking is not always merely fantasizing, but also developing improved plans in place of those which went awry. So, let us pretend "if" for a moment.

Let's pretend that the following took place this August instead of what really happened. Placed in an untenable position, we were prepared to act, since things had been coming to a head for several weeks and we were forewarned. What if the Association had had pamphlets printed saying: "Dear San Franciscan, We are your policemen. We wish to serve you, to protect you, to watch over your young and your old. We have given our best, fought criminals in the streets,

and watched over your homes day and night. We want to continue giving you our best. But the Board of Supervisors is trying to keep us from receiving the best from you. So we come to you asking you to intervene on our behalf . . ." etc., etc. Then what if when time came for decisive action, we threw up information pickets and had everything prearranged: everyone gave up four hours a day of his own time, after work. Picket captains made sure that everyone was neatly dressed and unarmed in the picket lines. All pickets distributed the leaflets printed beforehand. And all pickets smiled at the citizens and let them know that the policemen were looking for their help. After all, they are the ones who pay our salaries.

In the meantime, what if everyone remained on duty, wearing buttons which said something like: "WE ARE ON STRIKE, BUT WORKING TO PROTECT YOU. PLEASE HELP OUR CAUSE." And each man carried a stack of the printed leaflets with him, giving them to every person with whom he came in contact. What if we had carried on our routine patrols and had not abandoned the citizens. We picketed peacefully, with dignity. When news men

approached us, we explained our grievances to them and gave them the leaflets, too. We smiled a lot. And we were kind to old ladies, young ladies, old men, young men, kids, and dogs. Everybody loved us. And everybody rallied to our cause. Soon the Board of Supervisors would have seen that to win elections they'd better award us the top pay they'd always given us in the past, like the raise they quickly gave the Muni Railway for the second time in one year. And we continued being good cops and doing our best for San Franciscans.

And best of all, we remained brothers, united and bound together by dignity and honor. As far as I am concerned, we are still bound together by dignity and honor. We are still brothers under the seven-pointed star. And no one, neither the intriguers, the politicians, nor any of the malcontents can convince me otherwise. Although very outspoken, they are but a minority in our midst. I believe in it. And I know that if we try as we have done before, we will remain a strong and noble group of real men who don't need to cast blame on anyone else for past mistakes, but who take up the banner with renewed spirit. Let's get back to routine patrol, Brothers.

**PARENTS AND MOTORISTS — WORK TOGETHER TO SAVE LIVES!**

The sight of a child and his bicycle beneath the wheels of an automobile is heartbreaking. And yet, last year in California alone, this tragic scene repeated itself 8,518 times leaving 76 school-age children dead.

The California State Automobile Association (AAA) wants to save the lives of these youngsters. How much success is achieved in lowering the injury and death rate depends on automobile drivers and parents of children who ride bicycles.

In their 1975 "School's Open" campaign, the auto club is striving to reach both groups in an effort to promote more cooperation, leading to safer conditions on our streets.

Each year the number of motor vehicles on the road increases. And with it, the responsibility of the bike rider also increases. Remember, safety is a two-way street.

A recent survey conducted by the State Bicycle Safety Education Resource Panel reveals that the blame in auto/bike accidents does not always lie with the motorist. The study showed that the major contributor to the bicycle accidents of young children is inexperience. Other causes include disobeying the rules of the road, failure to understand the basic traffic laws, loss of control, riding the wrong size bike, and unfamiliarity with the vehicle and its controls.

CSAA urges parents to do their part in helping boys and girls enjoy a safe school year by following these safety tips:

- \*be sure the bicycle fits the child and that he hasn't outgrown it over the summer.
- \*make sure the bicycle is equipped for maximum safety and meets the requirements set forth by state and local agencies.
- \*check the bicycle's condition. Make necessary repairs.
- \*take time out to make sure your child understands his responsibility in traffic.
- \*be sure your child rides his bike safely and without losing control.
- \*if your child does not yet own a bicycle, be sure he is old enough to understand his responsibilities before you purchase one.

Motorists can aid the auto club in their life-saving campaign by driving carefully, especially when confronting these school-related traffic conditions:

- \*reductions in speed in school zones.
- \*crossing guards and safety patrols helping students cross streets.
- \*children on bicycles.
- \*children crossing unguarded streets.
- \*children walking on roadways.
- \*youngsters darting out from between parked cars.
- \*toddlers on their way to school for the first time.
- \*parents stopping to let children off in front of schools.
- \*school buses stopped to load or unload pupils.

Parents and motorists, work together to save lives. One day you may be glad you did.

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# MAYOR'S DISAPPROVAL

## of Board Resolution to prohibit Civil Service Workers from Striking

September 12, 1975

The Honorable  
Board of Supervisors  
Room 235, City Hall  
San Francisco, California 94102

Ladies and Gentlemen:

I am returning disapproved your Resolution urging enactment of a Senate Constitutional Amendment providing that Civil Service workers do not have a right to strike. Except as applied to police, firemen, emergency hospital workers and jailers, such a provision would, in my opinion, violate the constitutional rights of Americans to withhold their labor.

In the case of police, firemen, emergency hospital workers and jailers, it would also be unconstitutional unless there was a specific provision for resolving an impasse.

This resolution is absolutely incomprehensible in the light of your statements on binding arbitration as "a means of resolving an impasse in lieu of a right to strike" made at the Police and Firefighter Candidates Night, July 31, 1975, in the Main Meeting Room of the Irish Cultural Center, 45th Avenue and Wawona Street, I quote:

**Supervisor Terry Francois** — "Yes, I voted for it. I am for binding arbitration but it will probably take a change in State Law."

**Supervisor Robert Mendelsohn** — "I am strongly for it. I am for binding arbitration but it will probably take a change in State Law."

**Supervisor Ronald Pelosi** — "Yes, without exceptions whatsoever."

**Supervisor Dianne Feinstein** — "The answer is clearly yes. I support it 100 percent."

Supervisors Quentin Kopp and John Molinari gave answers qualified by their understanding of a City Attorney's opinion on the "Memorandum of Understanding" between the San Francisco Police Officers Association and City officials.

Supervisor Kopp voted against approval of the Memorandum, explaining to the Candidates Night, that he understood it to include "provisions which were an unlawful delegation of authority under the charter by the Board of Supervisors and I will continue to hold that decision."

However, **Kopp** told those attending the Candidates Night: "With respect to those items which the Charter does not prohibit from being the subject matter of collective bargaining, I am fully in agreement because I believe in the collective bargaining process. I believe in the — And if the City Attorney's opinion and the law upon which it is based is repealed or changed by the United States Supreme Court. There's a Fair Labor Standards Act case which is now before the Courts — I will change my stand on those aspects of collective bargaining accordingly."

**Supervisor Molinari** said he "did not believe in binding arbitration" but added for benefit of his audience:

"I voted for the Memorandum of Understanding. I support the concept of the Memorandum of Understanding and collective bargaining for all issues that are not enumerated in the Charter."

What has happened in the meantime?

**Supervisor Barbagelata** should be particularly called on the fact that he came out at that point for binding arbitration for police and firefighters. I quote:

"Let me answer that question very simply, that I believe in binding arbitration and I don't believe that police officers and firemen should have the right to strike. If they have binding arbitration, I think that provision should be incorporated in the amendments . . . In lieu of the right to strike, I can go along with that . . . The only problem with that is that when we have binding arbitration, we should not be limited only to arbitration on fringes and benefits of employment but it

should also include wages. As far as I'm concerned, it should be a whole package."

Yet in the argument which he personally prepared for the ballot on the same issue, he called it "Alioto's farewell giveaway program." Far be it from me to suggest in the comity which exists between our two institutions that there is perhaps a measure of intellectual inconsistency here.

San Francisco has a mature background on labor relations. For your Honorable Board to agree unanimously on this resolution indicates that you believe that a waitress in a school cafeteria should not have the right to strike, but that a waitress in a private company should. You really haven't thought this one through. Furthermore, it ought to be clear to you that the damaging impact on the public interest is much clearer in a strike by dock workers, teamsters, steelworkers, oil workers, and many others than in a strike by City Hall clerks, aides, and other public employees.

The fact that you can act unanimously on serious and grave constitutional issues such as this one continues to amaze me.

The government can't have it both ways. If you don't want your workers to strike, then give them collective bargaining or (in the case of emergency workers) binding arbitration.

Your statements at the Irish Cultural Center on the 24-hour rule for firefighters, which you have now placed on the ballot, are also interesting. To refresh your recollection I am including addendum quoting the question asked you and the answers given.

What happened?

Sincerely,  
Joseph L. Alioto  
Mayor

### ADDENDUM

This question was asked each candidate:

"The City's charter presently provides in effect that the working schedule of the firefighting forces of the fire department is based on the 24 hour shift. This working schedule is favored by the firefighters and the question is "Would you as Supervisor oppose a charter change and support the continuance of the 24 hour shift?"

**Quentin Kopp** Yes.

**Molinari** Absolutely.

**Francois** Yes.

**Mendelsohn** Yes.

**Pelosi**

I support that position unequivocally at this time as well.

**Feinstein**

I don't really favor a change at the present time. There has never been a case presented to me that has indicated that change would bring about a better or more efficient fire department.

**Barbagelata**

The answer to that question is that if we go into binding arbitration then I think that is a package deal that would have to be considered under the arbitration under negotiations as far as wages and fringes are concerned with respect to binding arbitration. I can't answer, can I comment on that question?

Fundamentally, all of us believe in honesty and equity and I can tell you anything you want to hear tonight, I know the right answers; I am not that type of politician. I am telling you the truth, the truth is when you go into binding arbitration the fire department has a benefit over the police department and the police department should receive some sort of a fringe that would offset the fire department benefit of the 24 hour shift.

## How to End Strikes

Reprinted Oakland Tribune August 27, 1975

Police and firemen should never be allowed to strike. We've said it before and we'll say it again. We are not alone in that position.

But these public safety officers do strike and with increasing frequency. Witness the San Francisco and Berkeley strikes.

One of the reasons is the lack of a definitive state law prohibiting these strikes and the failure to provide alternatives for settling disputes.

Strikes by public employees have been declared illegal by court precedent, but the legislature has remained virtually moot on the subject.

Too often even when courts have ruled strikes illegal, strikers have flouted the law by refusing to go back to work. No one can be above the law and the rights of the people.

The public needs the added protection of a prohibition of strikes by police and firemen under any circumstances. But

at the same time, the legislature should set up procedures to fairly settle disputes. That could be through collective bargaining, binding arbitration (such as Oakland has) or some other equitable means of reaching a settlement.

The law should allow for

reserve forces, the National police and firemen strikes?

Guard or other state and county law enforcement officials to step in and enforce that law in the event police and firemen still go on strike.

How much longer is the legislature going to stand by and allow the public safety to be placed in jeopardy by

Once again, the public should demand by writing to their legislators that they provide laws that offer alternatives to strikes by police and firemen. The time to act is now.

## A MOVING MESSAGE TO OUR SERVICE AND PARTS CUSTOMERS

We will shortly be moving to new headquarters at **1525 HOWARD ST.** between 11th and 12th Streets. Our new hours will be 7:30 am to 5:30 pm, with the same telephone number we now use, **626-2171**. We hope to have a more definite moving date for you in the very near future.

The morning and evening delay in leaving and picking up your car should be eliminated, and you will be surprised at the convenient location which is just adjacent to the downtown business area.

Royal Motor Sales management, as well as employees, know that you will like this new facility, and we would like to take this opportunity to thank you for your patience with the parking and congestion problem we have had for some time.

This move will enable us to expand our New and Used Car Sales Department which will remain at the familiar corner of 14th and South Van Ness Avenue.

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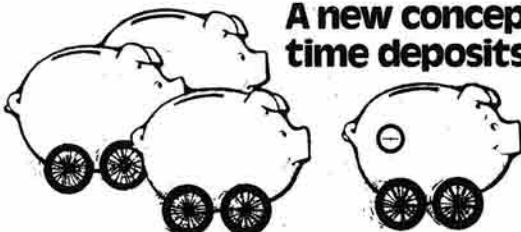
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# NAACP says

September 2, 1975  
Board of Supervisors

Dear Sirs:  
The San Francisco Branch of the NAACP strongly opposes any charter amendment to roll back the retirement benefits to the 1968 level. This would seriously jeopardize the affirmative action program. We do anticipate that the City will be employing more minorities in the future in a good faith effort to adjust the disparity of employment. This proposal would create a new injustice. The minority

employees brought in by the thrust of affirmative action, doing the same work, taking the same risks would be receiving less remuneration than fellow employees who obtained their position during the period of discrimination against minorities. There is also a serious legal question regarding equal protection by the law.  
Please make copies of this telegram available to every member of the Board.

Sincerely,  
Joe Hall, President  
San Francisco Branch  
NAACP



A 14-foot-wide mobile home during a test run conducted by the California Highway Patrol and CALTRANS. The understated "wide load" encroaches upon the center lane, forcing the panel truck to violate the law by driving into the median area. Should Assembly Bill 1901 become law, these 14-foot-wide trailers would be able to legally move on California highway lanes, which have a maximum width of only 12 feet.

The California State Automobile Association (AAA) is opposed to this pending legislation because of safety and congestion problems caused by such oversized loads.

AB 1901 had passed the assembly and is now before the state senate.



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# SICK PAYOFF SAVED

by William Hemby.  
Legislative Committee

In all the recent gloom of recriminations against police officers by our city fathers, editorial writers and the police administration, last week one glimmer of sunshine came through.

At a recent meeting of the Board of Supervisors Budget and Governmental Efficiency Committee the city budget analyst proposed to save tax payers additional monies, at our expense, by eliminating the city's practice of paying retiring police officers for unused sick time.

This "mustering out" pay as it were, was started to allow members to retire immediately rather than having to wait sometimes up to six months after he has left the department in order to use up his sick time.

In the situation of supervisory officers this became troublesome because that supervisory position couldn't be filled until that man had used up all his sick time on the books.

By creating a sick time payoff, the city and department would be able to fill the vacated position immediately thus maintaining full utilization of supervisory positions.

The budget analyst's proposition to eliminate this payoff was a serious draw back to many officers who over the years have sparingly used their sick time in the belief of having a ready "nest egg" to retire with.

One Sergeant told me he had the full six months accrued and had expected to start a small business with the money.

Another officer was banking on paying off his home mortgage. To these officers the loss of the sick time payoff was a real threat.

As it happened we "lucked out." When the measure was brought up, the only members of that five-member Budget and Governmental Efficiency Committee in attendance were Supervisors Feinstein and Nelder. Both Supervisors voted to defeat the budget analyst's measure thus saving our retiring members considerable amounts of money.

I for one, regardless of all the rhetoric pro and con about our labor strife, am happy this benefit was not lost, and offer my thanks to Supervisors Nelder and Feinstein for their support.

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SAN FRANCISCO POLICEMAN—Page 15 September 1975

# FINES FOR POLICE OFFICERS

In the contempt of Court proceedings two weeks ago, Superior Court Judge William Mullins fined the Police Officers Association \$1000. POA President Jerry Crowley was also fined \$1000. after he pleaded guilty to the charges arising out of the three-day police strike.

In pleading guilty, Crowley protected the amnesty of the 2000 John Does and the Mayor's Proclamation, as well as the dismissal of similar charges against Officers Bob Rassmusen, Karl Storm, and Jim Delmas.

## IS PROPOSITION "R" ILLEGAL?

City Attorney Thomas O'Connor says Proposition R is illegal. In a four-page document he says it appears to be a questionable document. Well, Mr. O'Connor, like everybody

else, says a lot of things.

The Mayor said, after he put the measure on the November ballot, that if it was challenged in court, he would offer his services free of charge to win it.

And that I believe is where it stands. Questionable or not, Proposition R must win in the election as it is the only solution on the ballot to end strikes by safety officers.

Oh sure, there are other punitive propositions, but the punishment doesn't fit the "crime". If striking is a crime, then one must work for and vote for the means to keep safety officers from striking. Proposition R is the remedy for strikes. Prop. R demands the dismissal and fine of striking officers. BUT in lieu of that, being necessary, it also provides for negotiations by the way of collective bargaining with binding arbitration. NO OTHER BALLOT MEASURE ON THIS NOVEMBER'S ELECTION DAY CAN MAKE THAT STATEMENT.

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August 28, 1975

## RESIGNATION

August 22, 1975

Board of Directors  
S.F.P.O.A.

Gentlemen:

On August 14, 1975 the last of three association meetings was held. It was decided in the meeting that if we did not receive our pay raise of 13.05% by Monday we would strike. The S.F.P.O.A. did strike on the 18th. In striking no provisions for emergency services were made and in fact the outcry by the Board Members was "Total Strike." The citizens of this City were to be left without even a minimum of police services. These are the citizens that we rub shoulders with every day, the same citizen that we took an oath to serve and protect. Now we are going to abandon them, at least until we get the salary raise that we want.

I wonder if this strike was called to revenge the Board of Supervisor's refusal to negotiate with our association? Remember the Board of Supervisors appointed an L and P Committee to negotiate with us and that you demanded to negotiate with only the full board.

We possibly could have averted this strike had we been able to show our willingness to sit down with this Committee in July. Did we really have to allow a lame duck mayor to negotiate our salary? The raise, effective in October which averages out to nine percent seems to be a compromise and a cop-out. Could we not have come to this figure in July? What will be the outcome of the Strike? Many of us have already been

subjected to violence and ridicule from other policemen. It has already affected many brother officers. At least two resignations have been submitted. It is true that the bellicose attitude of our supervisors was wrong, but did we provoke this attitude and do we have to counteract this attitude with belligerency? And since when do we violate the rights of brother officers that take it on their own to maintain emergency service to our city?

It is said of me that I should have gone out on strike. My decision was to remain a policeman and be available to give a service to the Citizens of this City. Granted it was a hard hurdle to cross as I would probably be branded scab for some time to come. Above all, it was my decision, just as it is my decision to write this letter of resignation from the Association, an Association which I have supported for over eleven years, an Association which purported to be made up of professionals. It has not acted in a professional way. There were acts of vandalism, assaults on other police officers, threats against person and family of those officers who stayed on the job. These acts cannot be condoned. Hopefully they will never happen again. If in the future, the standards of professionalism are again adopted by the P.O.A. then and only will I offer it my full support; until then accept my resignation.

David Seyler  
SFPD #1028

## STATE FED SUPPORTS S.F.

## CITY STRIKERS

Firm support for the San Francisco police and fire fighters who last week walked off their jobs in a pay dispute with their employer, the City and County of San Francisco, was reiterated this week by Jack Henning, executive officer of the 1.7 million member California Labor Federation, AFL-CIO.

He said the strike came about when the affected public employees "were left no alternative by hysterical and vindictive politicians."

He also emphasized the present lack of effective collective bargaining procedures for public workers in California and declared, "California obviously requires a state law defining the collective bargaining rights and obligations of public employees and employers."

He called on the Governor and the Legislature to "make enactment of such a law a matter of highest priority."

The complete text of Henning's statement follows: "The California AFL-CIO movement stands with the fire fighters and police officers of San Francisco who went out on strike last week because they were left no alternative by hysterical and vindictive politicians."

"The growing crisis in public employment is not confined to San Francisco,

although the violent anti-labor agitation of certain of its politicians is unmatched anywhere in the state.

"The truth is that municipal and county employees, sheriffs' deputies, firemen, policemen and teachers have been walking off the job in various California cities because they are being denied a collective bargaining recognition granted 40 years ago to the nation's workers by the Wagner Act.

"California obviously requires a state law defining the collective bargaining rights and obligations of public employees and employers. Governor Brown and the State Legislature should make the enactment of such a law a matter of highest priority.

"Those politicians who are now voicing their personal hatred of labor in San Francisco should be reminded that fire fighters and police officers are required, among other duties, to give their lives in defense of other peoples' property. In the absence of a collective bargaining law, those who are expected to sacrifice life should at least be allowed to bargain on the conditions of death.

Reprinted from  
California AFL-CIO News

In June of this year, a startling, almost unbelievable story was revealed to the American public — New York City was going broke! From that instant to the present time the National Chamber of Commerce has launched a fear campaign in every city in the country, warning of fiscal extermination unless something is done to stop spending and to reduce taxes.

In conjunction with this, newspapers have been relentless, locally, in their exploitation, both editorially and through feature article writers, of this alleged problem. It should be noted that these "articles" are not directed toward solutions, but

My husband has been in the San Francisco Fire Department for over twenty-eight years and has given all of his time and efforts to the department and the saving of peoples' lives as well as the property of San Francisco and I may add, so have all the other firemen as well as

are critical of taxes in general, cost of government and the part that public employees in particular play in those costs. San Francisco is not going broke . . . in fact, our bonds have an AAA rating.

In regard to costs, when it is helping the downtown business interests, such as Market Street Beautification (millions of dollars), they were for it. They were also for a 40-million dollar (roughly) rapid transit system, by the name of Bay Area Rapid Transit or BART. This has proven to be the greatest single swindle in history, for the cost of this system to this date is 1 BILLION, 700 MILLION DOLLARS and they are NOT THROUGH

policemen in this city. At this time there seems to be some question as to whether or not these men of the city services should qualify for a salary increase that would bring them up to the level of the Los Angeles Fire & Police Department. I truthfully feel that there should be no

It seems there was a united effort by the Board of Supervisors to break the 23 year old tradition of granting Fire & Police the highest salaries in cities of California with a population of 100,000 or more. The reason given by the Board is the added tax burden presented by the granting of these raises, would be too great for the taxpayers to shoulder.

Let's take a look at what burdens the taxpayers are paying for. The taxpayers passed a bond issue for a Rapid Transit system, that promised us certain things, at certain costs, and within a certain period of time. The promises were broken, we got delays and more delays and the cost went up and up. With the end results, the system is still incomplete. Yet, the man responsible for running Bart is the highest paid administrator of any transit system in the U.S.

In the '50's, the powers that be, felt parts of this City were old and should be razed and replaced with housing suitable for the 21st Century. What we got instead were lengthy law suits and vacant badlands South of Market

and Western Addition, land that for years has been in the hands of Redevelopment and off the city taxrolls.

Let's look at the burden of education on the taxpayer. This city spend more money per child than does any other major school district in the state.

Every year we spend this money on fewer and fewer children, and with all this money and effort the end result is that this district produces a child with the lowest achievement levels in the state.

The taxpayer must also share in the burden of lost revenue for every mile of new state highway that cuts across our beautiful city. The commuters, who laugh at our high taxes, our vacant lots and our poor schools but takes for granted the city services he or she receives, should be asked to help pay.

This ball rolls on and on, but it looks as if it may have found a place to stop — that being Fire and Police pay raises. For 23 years we have worked under a pay formula that has given this city in return, what many feel to be the very best Fire Department in the world. The men of this

YET! How much of our tax dollar is paying for that? There was no editorial writing against BART, much less cries of "beware of false costs," or "what about the poor taxpayer?"

Candlestick Park is another enterprise which cost millions more than the original estimate, yet our big business interests in conjunction with the news media, were for this one also.

The Big Reason for increasing city costs and rising taxes is inflation! City employees are not responsible for inflation in America, they are just another group of victims.

Leon Bruschera  
Secretary,  
Firefighters Local 798

question on the part of the supervisors granting this raise when all these men are asking for is enough income to be able to feed and clothe their families at today's cost of living.

Sincerely,  
Mrs. Edward M. O'Donnell

department risk their lives daily to protect its citizens against loss of life and destruction by fire. The records have proven that fighting fires is a risky and unhealthy career. It's a career where physical and mental fitness is so vital to the effectiveness of the job. There are reasons why the pay should be the highest and the retirement the best. All of these things are contributory factors in making this the best Fire Department in the world. The Board of Supervisors are telling us the burden is too great, the taxpayers can no longer afford or are willing to maintain this Department at its present levels. But this same Board of Supervisors has already told us, even if they do grant us the highest raise, that they are willing to pay a gardener \$1.50 per month more than a S.F. Fire Fighter. I wouldn't blame a F.F. at all if he didn't give that extra effort, stuck his neck out a little less or did anything extra other than what his normal duties call for. Why should he?

Jim Lee  
Engine 3

Another thing that should never have happened was last week's strike of policemen in the City of San Francisco.

We are well aware that the just demands of public servants ought to be met, but we also know that it is illegal for policemen to strike. They, of all people, have the moral obligation to uphold the law and protest the common good. We believe the strike action was wrong, but the total blame should not be put on the shoulders of the quasi union which represents policemen.

We realize that a lot of local city politics is involved, but we wish to confine our comments to the moral issues. The common good is not served when policemen walk off their jobs and leave citizens at the mercy of the criminals. We also believe that when the Mayor of the city tells the people he was elected to serve that he will not tolerate a strike, he should stick to that stance. Instead, we had the spectacle of the Mayor making threats to fire the strikers, and then caving in to the immoral blackmail of a police walkout.

This is surely another example of irresponsibility. It does not manifest even elementary leadership. Small wonder that some irate citizens and some irate (and armed) police pickets, clashed. It is obvious that at one time the situation in San Francisco bordered on anarchy.

The immoral strike blackmail worked only because the Mayor caved in to such threats. The strike is over, but the Mayor and the police have lost the respect of a goodly number of their fellow citizens. And that is sad. This is because if ever there was a need for respect for law and order, it is now.

It is also ironic that at the height of the dispute one of the police strikers declared that as the no strike law was a bad one, police in good conscience could disobey it.

Wasn't the same view expressed by the Blacks in the South when they were struggling for equal justice and an end to racial discrimination? Still, they went to jail for breaking the law, even though their cause was just.

We are not suggesting that the police strikers should all be put in jail over last week's illegal walkout, but we are saying that the Board of Supervisors should tighten up the current laws to make sure that such a walkout cannot happen again.

The police strike does raise moral and spiritual questions of conscience, of personal and corporate responsibility, and of general concern for the well being of others.

We don't think the interest of justice or the common good is served by endless recriminations, jockeying for political positions between the Mayor and the Board of Supervisors. What we need are city leaders who have the backbone to stand by the law and see that it is administered without fear or favor.

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This entire newspaper is the product of the San Francisco Police Officers Association.

The Editor is a policeman.

The President's column, the Secretary's column, the reporters and feature writers are all San Francisco Police Officers.

Rarely, if ever, does the police officer himself get an opportunity to express his point of view -- or his own feelings on matters directly affecting him.

Because we want to overcome this silence, we publish our own newspaper THE SAN FRANCISCO POLICEMAN.

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\*\*\*\*\*



# WIVES' CORNER

by Kathy Travis

September will be the first get-acquainted coffee party, which will be held at Linda Tiffault's, 2976 Dorothy Drive.

Everyone on that side of the bay is welcome, if you would like to come please give Linda a call at 939-1694. The party will start at 8:00 p.m. the more the merrier, so please try to make the party.

We are having these parties in the hope to get acquainted with some of you other wives who live outside the city and find it hard to come to the meetings; so see you there.

Next month will be the start of the S.F.P.O.W.A. scholarship Moneytree; the tickets will be \$1.00 with 1st prize-\$100.00, 2nd prize-\$50.00 and 3rd prize-\$25.00. Maureen Falcone is chairwoman of this important project and will award the prizes at our Christmas dinner on December 12th.

Could you use some extra money before Christmas???? Well, watch for the tickets to start selling; they will be available at each station and through Maureen Falcone call 355-7962. Applications for the scholarship can also be obtained from her.

I would like to thank all the wives who helped and offered their help during the recent strike. Thanks again.

# SALUDOS AMIGOS!

The San Francisco Fire Department Numismatic Society invites you to their fourth anniversary banquet (Mexican Motif), to be held at Gino's Restaurant, 7 Spring Street, on October 25th.

Don your sombreros, sarapes, and zapatos and enjoy an evening of good food, good companionship, and good fun. You will long remember this gala evening. You may even be the lucky winner of one of the two door prizes: a TWENTY PESO MEXICAN GOLD COIN and a FIVE PESO MEXICAN GOLD COIN. If your luck does not stretch that far, there is always the Bingo Table (free) with loads of prizes. How can you lose?

Amigos, do dress colorfully. The no-host cocktail hour starts at 6:00 P.M. (delicious hors d'oeuvres will be served) — a superb prime-rib dinner at 7:00 P.M. (including wine). All of the above is offered at a cost of \$11.00 per person.

AY CARAMBA! don't wait till manana; call our President, Richard Walsh, today, 664-0757. Hasta la vista!

Laura Torsen, Secretary

## HELP NEEDED

San Francisco's municipal elections are swiftly descending upon us and this office (Registrar of Voters) is in dire circumstances. We needed numerous polling places throughout the City but have had little cooperation from the residents in these precincts.

Presently \$16 is paid for one voting machine precinct plus an extra \$7 for each additional machine. To present and past polling place owners, we wish to thank you for your past

cooperation; to polling place owners who have recently canceled, we ask that you please reconsider. To residents who received our literature stating that we must relocate, we beg your cooperation.

Anyone wishing to offer his premises should write to the Voting Machine Warehouse, 2650 Geary Blvd., San Francisco 94118.

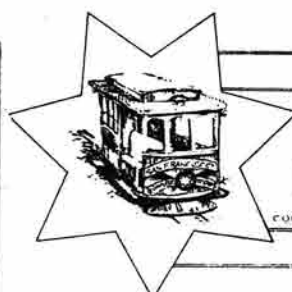
MICHAEL J. GARBERO  
Assistant Supervisor  
Voting Machines

## VOTER REGISTRATION DRIVE IS ON

113,746 San Francisco voters have been purged from the Registrar's roles as a result of their failure to vote in Nov. 1974. They cannot vote this Nov. unless they re-register. If labor and the community are to play a decisive role in electing our next Mayor and Board of Supervisors we must register

working people to vote NOW. It is the goal of the POA to register voters as quickly and as economically as possible between now and October 5.

With just over 35% of San Francisco's citizens over eighteen registered, the job before us is enormous and vital.



SAN FRANCISCO POLICE DEPARTMENT  
BUREAU OF CRIMINAL INFORMATION / TECHNICAL SERVICES

# C.A.B.L.E. - GRAM:

COMPUTER ASSISTED BAY AREA LAW ENFORCEMENT INFORMATION / COMMUNICATIONS SYSTEM

By Louis H. Feder, Director, Criminal Information, assisted by Sgt. Richard Seelig. THE 10-29 (Persons and Vehicle Check) is a valuable procedure to be used regularly in the Patrol Officer's performance of duties. Identifiable property can also be checked through CABLE and you will be able to determine if this property is lost or stolen and make arrests and recoveries using this information.

Here are a few of the results, through the use of CABLE, in July and August 1975.

On 07/98/75 Officers Ambrose #1353 and Bergstrom #2007 in 3F12 observed a vehicle speeding on Divisadero near Hayes Street. They stopped the driver and ran a CABLE check during the investigation. The driver was wanted by the Daly City Police Department for failure to appear in court on a charge of theft.

In the afternoon of 07/97/75 Solo Motorcycle Officer Pennabaker #1585 was on patrol in the area of 23rd and Chattanooga Streets. He observed a vehicle go through an arterial stop sign. He stopped the driver. A CABLE check revealed he was wanted by the Dallas, Texas Sheriff's Department on a warrant for violation of probation.

Officers Baker #518 and Cunningham #508 on 07/08/75 were sent to the 2100 block of Chestnut Street on a call to investigate a complaint regarding an allegedly insane person. The suspect had broken a window by putting his hand through it. A CABLE check showed he had a history of violence and was currently wanted by this department on a battery charge.

In the evening of 07/11/75 Officers Kennedy #1535 and Sheehan #924 were sent to an assignment in the unit block of Mason Street. They observed two males in an argument upon returning to the radio car. They investigated and made CABLE queries. One subject was wanted by the St. Louis Missouri Police Department for possession of a dangerous substance.

In the early morning of 07/12/75 Sergeant Nevin #1522 was on patrol in 3H60 in the vicinity of 30th and Mission Streets. He observed a vehicle run a red light. He made a traffic stop and ran a CABLE query during the investigation. The driver was wanted by this Department for forgery and by the Contra Costa Sheriff for traffic violations.

On 07/14/75 Officers Carew #226 and Costanzi #1821 were in 3B6 in the 700 block of Market Street. They observed an illegally parked vehicle. A CABLE check revealed the owner was wanted for driving in violation of a driver's license restriction. They checked the party in the vehicle. He identified himself and was not the owner. They made a CABLE query on him and he A CABLE check revealed the owner was wanted for driving in violation of a driver's license restriction. They checked the party in the vehicle. He identified himself and was not the owner. They made a CABLE query on him

and he was wanted for violation of probation on a narcotics charge. They transported him to jail. Upon returning to the vehicle they discovered the owner had shown up. He was also arrested and transported to jail.

In the early morning of 07/15/75 Officers Hickson #2044 and Henry #613 in 3D9 were interviewing a complainant at the Mission Station. A routine check showed he was wanted by the Marin County Sheriff on a warrant for malicious mischief.

In the evening of 07/11/75 Accident Investigation Officers Sandstrom #569 and Walsh #41 stopped a traffic violator at 7th Avenue and Lincoln Way. A CABLE query revealed he was wanted by the Humboldt County Sheriff for auto theft, the Humboldt County Marshal for burglary and resisting arrest and in addition had five local traffic warrants.

On 07/14/75 Officers Manwiller #340 and Reed #1881 were on Ellis Street on foot patrol in plain clothes. They observed debris falling to the street from the window of a building. They investigated and located the persons responsible for this. A CABLE check revealed one of the suspects was wanted by the Santa Clara Police Department for numerous traffic violations and also by the Santa Clara Sheriff for burglary and failure to appear.

On 07/22/75 Officers Nightangale #1972 and Jenkins #333 in 3E4 observed a male suspect at Post Street and Van Ness Avenue clad only in his trousers and a towel wrapped around him. It was three o'clock in the morning. They investigated and through CABLE learned he was wanted by this department on a narcotics charge.

On 07/26/75 Officers Bisordi #2001 and Banas #76 in 3C4 made a routine traffic stop at Sunnysdale and Santos. A CABLE query revealed that the driver of the vehicle was wanted by this Department in two cases involving hit and run accidents.

On 07/28/75 Officers Chignell #1250 and Kilroy #566 were on patrol in 3E2. They rounded the corner of Haight and Fillmore Streets and observed a suspect, who upon seeing the patrol car, dash into the club on the corner. The officers stopped and investigated. They located the suspect in the club and questioned him. He gave them various names he was using. A CABLE query discovered he was wanted by the Department for receiving stolen property.

On 07/28/75 Officers Bonnet #821 and Walsh #2024 were on foot patrol in the 1500 block of Grant Avenue. They were advised by several merchants that a belligerent, intoxicated suspect had been harassing them. The officers located this suspect and interrogated him. A CABLE query was made. He was wanted for forgery and loitering while carrying a concealed weapon.

In the early morning of 07/29/75 Officers Bosshard #1334 and Keys #2042 were on patrol in 3C2. They observed a vehicle with defective lights being operated in the vicinity of Kuska and Reardon Road. They made a traffic stop and identified the driver. He was checked through CABLE. He was wanted on numerous traffic violations by this Department, the Berkeley Police Department and the Daly City Police Department.

Sergeant Dachauer #1062 and Casciato #1588 were on patrol in 3A8 during the evening of 08/02/75. They observed two suspects loitering in a doorway in the unit block of Turk Street. They stopped, interrogated them and ran CABLE queries. One was wanted by this Department for being under the influence of drugs and trespassing, the other was wanted by the Santa Clara Sheriff for a traffic warrant.

On 08/03/75 Solo Motorcycle Officer Walsh #571 stopped a driver for a traffic violation at 15th Avenue and Geary. A CABLE query revealed the driver was wanted by this department for assault with a deadly weapon and two traffic warrants. He was also wanted by the Berkeley Police Department for traffic warrants.

Every person who has his vehicle towed from a tow-away zone becomes the subject of a CABLE check when he retrieves his vehicle. On 08/04/75 Officers Harrison #1080 and Dito #1850 were on duty at the Turk Street garage issuing vehicle release slips to owners. A CABLE check discovered one of the owners was wanted by the State of California for violation of the Unemployment Insurance Code.

All parties visiting the city prison are subjects of CABLE checks. On 08/04/75 Officer Roper #267 of the Warrant Bureau arrested a female suspect wanted by this Department for shoplifting.

On 08/11/75 Officers Collins #1799 and Phillips #645 were sent to investigate a disturbance in the 1100 block of Scott Street. The complainant was having an altercation with her boyfriend. A CABLE query showed he was wanted by this Department on narcotics charges.

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# SPORTS

## GOLF CLUB NEWS

Well it's been a very busy summer for the San Francisco Police Golf Club. On Monday, July 21, 1975 our club met the Oakland Police Officers Golfing Association at the Richmond Country Club. We had fifteen, two-man best-ball, matches with San Francisco winning nine to six. This victory will give us custody of the perpetual trophy for a year.

The low score of the day for both clubs was a 73 by Grant Fahs. Even Lammers had a 76, Roger Foge and Vic Rykoff had 79's.

Low net winner was, oh no, not again; Vic Macia with an 83-16, 67. Vic is starting right where he left off, after winning the club championship for 1975-76. Following Vic was Grant Fahs 73-5, 68 and Even Lammers, Vic Rykoff and Wally Jackson with net 69's. In sixth place with a net 70 was Dennis Martel followed by Captain Jim Curran with a net 71.

Dave Minner won the hold-in-one with a shot 12'0" followed by Jerry Cassidy at 12'6" and Even Lammers at 18'1".

A good time was had by all, and following the golf we had hot dogs and beer and some even went swimming. We look for this to be a yearly event and hopefully can have it again at Richmond, as the facilities there are excellent.

\* \* \*

On August 1st the golf club held its first big tournament. This tournament was sponsored by the Traffic Bureau and without the assistance of George Effisimo, who has run many Co K tournaments in the past, the tournament wouldn't have been the success it was. The tournament was held at Marin Golf Club in Novato and included dinner afterwards.

We had 107 players. Sixty club members and forty-seven guests.

Low score of the day was by Moon Mullens the Pro from Half Moon Bay Golf Course who had a 73. Darol Smith and George Effisimo both had 75's followed by Grant Fahs 76, Even Lammers 77, Tom Gordon 78 and three at 79 including Rich Shemano of the Chartered Bank of London, Dave Minner and yours truly.

Bill Healy of Healy Insurance had 81, Bill LeFevé of Woolworth Company had an 89 as did Chuck Grasso the Chief of Police of Fairfax.

Chief Scott, Chief of Inspectors Barca and Director of Personnel Emil also played, but smiled when asked about their scores.

Low net winners were retired Traffic Director Tom Zaragoza with a net 67. Tom was also the winner of the grand door prize, an original painting by Cucaro donated by Cory Gallery. Second place was Captain Bill O'Conner with a net 68 and third was Lt. Joe Buckley with a net 69.

## SAN FRANCISCO POLICE FOOTBALL TEAM

by Bob Del Torre

Football season is here again and the Jackson Park Flag Football League promises to be a great one. This year there are six teams in the league with only the San Francisco Police Team (sponsored by The Bottom of the Hill Restaurant, 1233 17th Street) returning from last year. To refresh your memory, S.F.'s Police Team won the Jackson League Championship last year and the members are working hard to make it two championships in a row.

Mark Porto is at the helm again as quarterback and in the backfield with him is the elusive Mike Keyes at running back. The receiving corps consists of Craig Piro, Ray Shaffer, Jerry Donovan, Herman Clark and Jimmy Taylor. The offensive linemen are Bob Barnes, Dave Maron, Art Tapia and Ed McDonough, all experienced veterans from last year's team.

The defensive unit, better known as "The Wrecking Crew", has every player from last year's championship team returning. The front line is going to be hard to stop with players like Herb Lockner, Bob Rodriguez, Marion Jackson, and first year men Al McCann and Mike Shubin. Dan Dougherty and Bob Del Torre will handle the linebacking tasks. The defensive secondary is in a class of their own. With veterans Mike Lawson, Jeff Barker and Dan Lawson returning you can bet any passing threats will be well protected.

Listed below is the schedule for the 1975 Season. All games will be played at Jackson Playground located at 17th Street and Arkansas.

- 1) September 13, 1975-10 a.m.  
SFPD vs. Chips
- 2) September 20, 1975-12 Noon  
SFPD vs. Alex's
- 3) September 27, 1975-12 Noon  
SFPD vs. The Gavel
- 4) October 4, 1975-10 a.m.  
SFPD vs. Delancey Street
- 5) October 11, 1975 — 12 Noon  
SFPD vs. Shy Fox

In the guest division, Joe Frank of the S.F.F.D. won with a blind bogey score of 56. Second was Les Adams with a 57, and third was Chief Scott with a 59.

The hole-in-one was really something; we had ten places and unless you were within 10 feet you wouldn't even win a prize. Bruce Effisimo was first at 2'11". Second was Jim Kane at 3'5". Joe Buckley should have been third at 5' even but due to an oversight was forgotten for which again I apologize. Nick Galousin was next at 6'2" followed by Larry Benefield 6'6", Tom Gordon 7'5", Chuck Grasso 8'7", Cliff Walker 9'2", Bill O'Conner 9'5", Joe Frank 9'7" and Wally Jackson 9'10". It's a good thing for the nine guys ahead of Wally that they didn't get him four or five days later. Wally got a hole-in-one at the eleventh hole at Palo Alto the following week.

Again I want to thank all those people and businesses who so generously donated the prizes for our tournament. There were so many that they would be too numerous to list.

We still have four more tournaments this year, and our membership has now risen to 105 members. If anyone is interested contact me at work or at home. The only thing is I've moved as follows.

Jerry Cassidy, Secretary  
S.F. Police Golf Club  
Co. K, Room 150  
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or  
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Novato, Calif. 94947  
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## CREW

by Al Casciato

Marina Del Rey in Los Angeles was the site of this years Police Olympic Crew events, held on August 15, 1975.

The below listed statistics indicate as to how close and heated the competition was. LAPD continued their domination of the events but SFPD's #1 and #2 teams are ever improving and closing the gap to relieve L.A. from the gold medal circuit.

Two medal events were

rowed and L.A. took gold medals in each event with SFPD's #1 and #2 splitting the silver and bronze medals. L.A. was also awarded the best combined time plaque.

After the races the wives of the L.A. team hosted a picnic style luncheon at the UCLA boathouse, which was enjoyed by all.

A meeting was held in Los Angeles to determine the future of crew in the Police Olympics. Some of the plans

developed for the upcoming year are two mid-year events to be hosted around February and the introduction of single, double and paired events for the next Olympics to be held in San Jose. Officers interested in rowing in next year's competition schedule are urged to contact their rowing commissioners. The departments working to upgrade the crew are S.F., L.A., San Jose and the Contra Costa Sheriff's office.

## RACE RESULTS

TEAMS:	LAPD	SFPD #1	SFPD #2
2000 Meter: (TIME)	7:54:0	8:01:0	8:06:0
500 Meter: (TIME)	1:33:5	1:40:0	1:35:5
Combined Time:	9:27:5	9:41:0	9:41:5
TEAMS:	LAPD	SFPD #1	SFPD #2
COX	Phil Crawford	Charlie Miller	Kevin Griffin
STROKE	Ed Arneson	Mark Hurley	Steve Wolf
3 SEAT	Tom Jones	Dave Maron	Al Casciato
2 SEAT	Bob Womack	Bill Miller	Mickey Griffin
BOW	Dan Sullivan	Tom O'Connell	Vince Neeson

## PAIR TO ROW AROUND TAHOE

Steve Wolf is trying to revive a sport.

He's already brought Mike Griffin into the fold of rowing and now the two have set out to tour Lake Tahoe in a canoe.

Wolf and Griffin, members of the San Francisco Police Department, brought their 30-foot "Dan Nilan" to Tahoe this morning with plans to depart from El Dorado Beach on a tour of the lake's shoreline.

"We got off work last night and drove straight up here. We didn't even get to sleep," Wolf said this morning.

"We plan to row toward the California side, maybe three hours in the morning and three hours in the evening,

then we'll sleep overnight somewhere," Wolf added. "We expect to be back here sometime tomorrow."

Wolf, who is 32, and Griffin, 25, are members of the Dolphin Club in San Francisco, and rowing is a major interest.

"I've always wanted to row up here," Wolf said. "In fact, I don't understand why there aren't races up here. I'd like to try and get something started and maybe get college and club teams up here."

Wolf has been rowing three and one-half years and after joining the Dolphin club, brought Griffin into the organization.

"Rowing used to be a big sport in San Francisco, but

for some reason, it sort of died," Wolf noted. "But I think it's coming back."

The two enjoyed a successful showing at the California Police Olympics last month, capturing a silver medal in the 500-meter sprint and a bronze in the 2,000-meter race.

"This is a very fast boat," Wolf pointed out. "It's used for training racing shells."

"The boat is designed for sweeps or sculling," he added. "We'll be sculling."

The boat is named after Dan Nilan, a late San Francisco officer whom Wolf said was active in the organization of the Police Olympics.

Mr. Lloyd C. Barton

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