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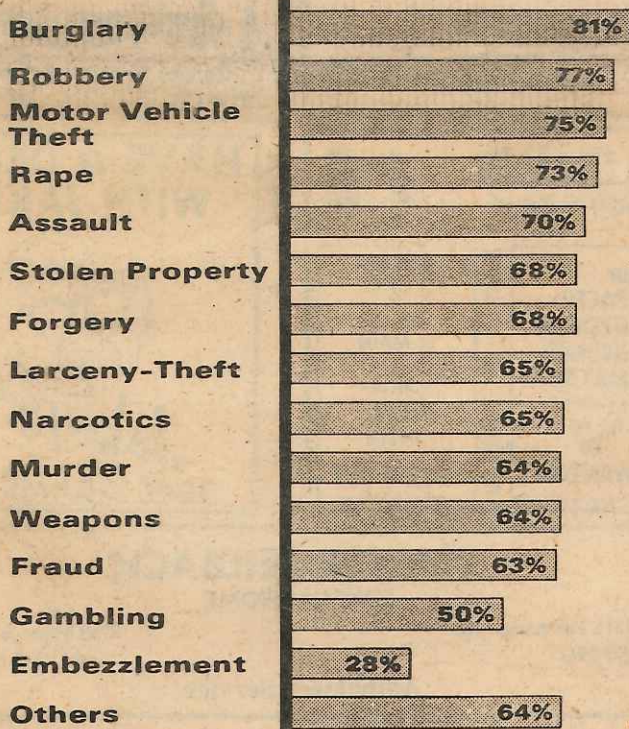
TOLEDO, OHIO

January, 1977

Crime Rate Soars While Police Manpower Declines

PERCENT REPEATERS BY TYPE OF CRIME IN 1972

PERSONS RELEASED IN 1972 AND
REARRESTED WITHIN 4 YEARS



With the declining number of police officers in Toledo, we must start to wonder if we should ask ourselves some questions about this serious situation. Or better yet maybe we should ask our City Fathers some questions as to why this is actually happening.

How long will you survive in 1977, or when will you be the next statistic in Toledo seem like rather awkward questions, but with the current police ratio in the city with a population of 386,000, we all seem to be put in a position of self defense.

Crime charts taken from the Uniform Crime Reports of 1975 issued by FBI Director Clarence M. Kelley tell us that our declining manpower in our Toledo Police Department makes us just that much vulnerable to crime in our own neighborhood.

Statistics, of course, can be used to "prove" any given point. It all depends on whose numbers are used and who is interpreting them.

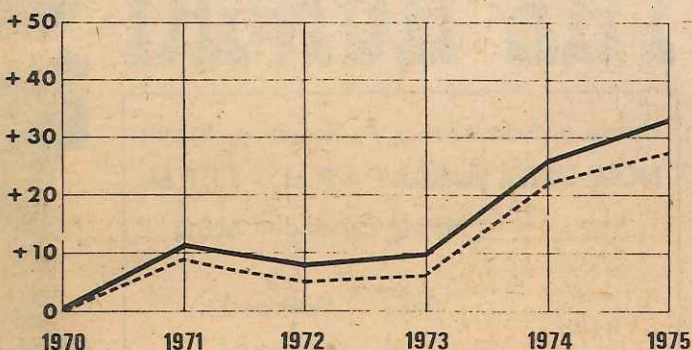
However it should be noted that when we talk about crime on the national and inter-national level, the United States has the dubious distinction of being the leader in the rate of crime.

With comparative world statistics hard to come by, the most available data shows us that we are the clear cut leader in violent crime.

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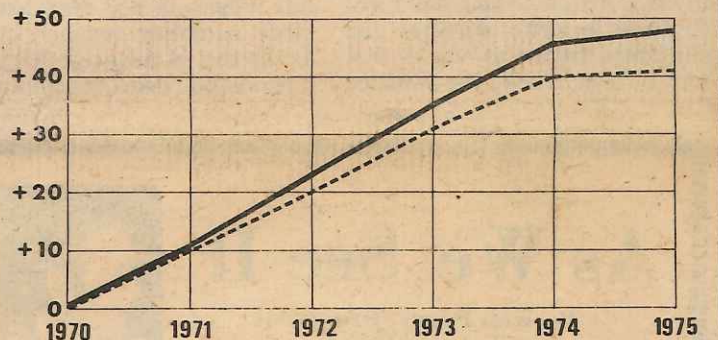
ROBBERY 1970 - 1975

PERCENT CHANGE OVER 1970
NUMBER OF OFFENSES UP 33 PERCENT
RATE PER 100,000 INHABITANTS UP 27 PERCENT



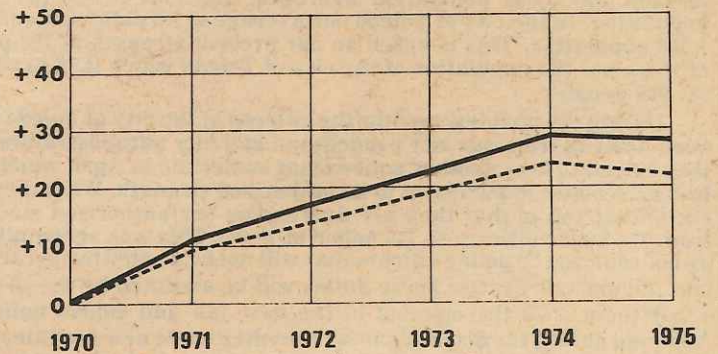
FORCIBLE RAPE 1970 - 1975

PERCENT CHANGE OVER 1970
NUMBER OF OFFENSES UP 48 PERCENT
RATE PER 100,000 INHABITANTS UP 41 PERCENT



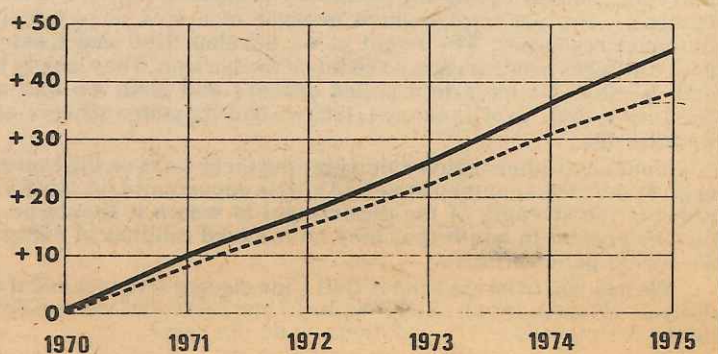
MURDER 1970 - 1975

PERCENT CHANGE OVER 1970
NUMBER OF OFFENSES UP 28 PERCENT
RATE PER 100,000 INHABITANTS UP 22 PERCENT



AGGRAVATED ASSAULT 1970 - 1975

PERCENT CHANGE OVER 1970
NUMBER OF OFFENSES UP 45 PERCENT
RATE PER 100,000 INHABITANTS UP 38 PERCENT



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AN OPEN LETTER

by Mick Shindell & Jay Ehlers

(President of North Las Vegas
Police Officers Association)

First Successful Recall in Nevada's History

To all my friends on the Toledo Police Department I am writing this article in hopes that it will in some way boost your spirits when you are informed of how a small group of police officers were able to overcome some immense obstacles, and bringing about the demise of three notable politicians by telling the public the truth, as it concerned their safety, and as it concerned the governing of city operations, and the well being of the public in general. I wish to express my thanks to my friend Jay Ehlers who took time from his family to allow me the interview, and help me in gathering the facts for this article.

While I didn't get a chance to say farewell to all my friends on the Toledo Police Department, I wish to state that while I have been gone from the area, my concerns for my fellow officers in Toledo have not dwindled. This is my first article to you, and I will continue to write of issues and situations from Las Vegas that may be beneficial to you as police

officers and citizens in Toledo. At the end of the article I will express my feelings regarding the recall, and try to show how some of the methods used here might be applied in Toledo, so that we as a group may be able to overcome some of the tyranny that has not only incarcerated us as police officers, but as citizens also!

Before I can go into the recall, I feel that I must give those of you not familiar with the Las Vegas area a little geographical information. The cities of Las Vegas, North Las Vegas, Henderson, and Boulder City all lie in Clark County. We have here a metro populace of about 350,000. Las Vegas is around 180,000, and North Las Vegas which we are concerned with now has a population of 47,000 people. The authorized strength of the police department before the recall was 125 men. Unfortunately North Las Vegas is not afforded the large gambling revenue intake as the rest of the area. They are a residential bedroom communi-

ty, with little industry, and it is heavily laden with low cost housing. From what I have seen, I have lived here, the city is not looked upon in great favor by the rest of the area, but the people are closely knit, and concerned with their city operations.

While wage negotiations between the city and the police were originally the start of the furor of the recall, it eventually came out to be a very secondary matter. Public employees in Nevada have collective bargaining rights, so the police association here knew that eventually their wage disputes would be settled. What really brought the recall action on was the city administration's priorities concerning the citizens' safety.

The city administration had notified the police association that their financial situation was similar to that of New York City, and that layoffs were imminent. Twenty-three employees were to be laid off, among them ten police, and seven firemen. Jay Ehlers, president of the North Las Vegas Police Officers Association, protested vehemently regarding the layoff issue. As stated before, negotiations were underway and the city, pleading poverty, had offered the police association a fairly high percentage raise with the stipulation that the organization would not protest prior and future layoffs of personnel. The men knew what was coming and the offer was properly rejected!

In December of 1975 at the next negotiations with the city, the group was told that the city was broke, and not only would there be no pay raises forthcoming, but if the association wanted to save the jobs of the ten officers scheduled to be laid off, the group should volunteer to take a 10% reduction from their current wages. (Sound familiar guys?) Without question this was rejected also and the employees were laid off. It must be noted that at this time the North Las Vegas Police Department had the lowest starting pay of all area departments, and that they had not received a pay raise in the two previous years.

It became evident that not only did the city not care to better the police officers' working conditions, but more important it was evident they cared less for the safety of the citizens of the city. President Ehlers then stated that that top priority of the association would be the reinstatement of the ten officers. Ehlers stated, "The welfare and safety of the citizens is at stake." A wage increase was not a secondary priority.

In January of 1976 it was clear the city would remain unresponsive to the needs of its people, so the police association held a press conference and informed the residents of their precarious situation. They further told the people that with the city taking the present stand, and with no indication of movement from that position, the association felt the only solution to the problem would have to be a recall of the elected officials. The council in North Las Vegas is made up of a Mayor, and four councilmen, and it was decided to target the majority three men who stuck together, and conspired in depriving the citizens of their protection.

After the press conference the association knew it must go through with the effort, and inform the public of the misdeeds of the three councilmen. While they (police) themselves could not in-

itiate the recall, it was the truthful campaign put on by them that caused the citizens to investigate, and initiate the actual petitions. The campaign consisted of billboard advertisements stating the situation of an undermanned police department. An example of one sign was, "WARNING NORTH LAS VEGAS POLICE DANGEROUSLY UNDERMANNED." Other actions were taken to the businessmen of the community. They were appraised of the situation and asked to place signs of support for the police department's cause. The response was tremendous.

The mayor of North Las Vegas lashed out at the police accusing them of harassment, and scare tactics. The newspapers, The Valley Times, and the Review Journal, took sides with the mayor in condemning the police. Statements by the papers that the citizens are tired of being bullied by the already fat pocketed public employees were common place. The paper further stated the public would be the ones to put a stop to the nonsense that was going on in North Las Vegas. (Those attitudes, and opinions should sound very familiar to the people of Toledo.)

A group of concerned citizens contacted the police association in reference to the recall, and the citizens were advised that they would receive full support of the police association in backing the citizens group. Petitions of support were taken out by the citizens group and over 3,000 signatures were obtained. On February 4, 1976, the citizens group decided to attend the regular city council meeting. While it was well known why the group was going to attend, it apparently was decided by the city officials that they would be placed last on the

(Continued on page 6)

As We See It

By Ken Perry, President
Toledo Police
Patrolmen's Assn.



An examination of the uniform crime reports of the Federal Bureau of Investigation shows that the number of full-time police employees per 1,000 population in America's cities has gone virtually unchanged since 1960, while the number of complaints handled by the police has increased enormously. Also, the national average of police officers per 1,000 population averages from 1.7 to 4.0 per 1,000 population. In the city of Toledo our average is 1.8 police officers per 1,000 population. This is based on our present strength of 702 police officers per the population of the city of Toledo which is in excess of 384,000 people.

During the past few months the citizens of the city of Toledo have been hearing from our city councilman and city administrators that they intend to hire another police class sometime in April which will bring the police department to its authorized strength. What they are not telling you is that they are decreasing our authorized strength from 772 police officers to 743 police officers. This was accomplished by not counting 29 police officers that will not be needed to operate the city jail and our courts. These duties will be assumed by the sheriff's department with the opening of the new jail and courts building. Although during the discussions surrounding these new facilities, and the sheriff assuming the responsibilities of them, our administrators played up the fact that those police officers would be gained for street duty by our department. What appears to be the main objective of this is a savings in excess of a half million dollars. At whose expense? As we see it, it is at the expense of both the citizens of the city of Toledo, and the police officers of our department.

What is the end result of this? The result is that crime continues to increase and our department does not have the physical ability to correctly combat it, and the necessary programs that are needed to combat it are not implemented because of a lack of physical and financial resources. The result is we develop tired and frustrated police officers who envision no relief on the horizon. They look at facts and see that we have less police officers now than we had as of January 1, 1969. As of January 1, 1969 we had 722 police officers, today we have 702.

Your city fathers conveniently blame these facts on the courts but neglect the facts that they have had ample opportunity for three years to bring the strength of the department to where it should be, and further neglect to admit that they have saved millions of dollars by not hiring police officers.

We ask you to be the judge! Call your elected officials and if they tell you different let us know. We have our facts and we can defend them. We say it like it is, ask them to do the same.

Your comments will be appreciated. Please contact the Sheild office either by telephone or by mail.

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Editors Note

The following article was submitted to The Police Shield by Nettie L. Gargas. It pertains to the 28th class 10-Year-Reunion which took place at the Bilyle Supper Club on January 21.

THE 28TH CLASS OF OUR MEN IN BLUE

Ten years have now past for the 28th class but memories are lifetime stored — a pause to reflect, good times and bad. A Future to move toward. But let us recall '67' as a start. For that's the first year for our memory chart. The academy doors open — the men file in stride. To learn to uphold their office with pride. The men are accepted from all walks of life. Each to be taught a new kind of strife. A struggle to adjust — a struggle to cope. With a new kind of motto — to protect, serve and trust. The rookies are trained in all phases of their job. Whether it be accident, fire or mob. Three months of training and graduation is near. Diplomas are presented and street duty is here. Their uniforms new — all shiny and bright. Their badges so gleaming — they shine in the night. The rookies get started walking a beat — prepared with great knowledge for situations they meet. Foot, car or wagon — these men were selected. To keep our great city safe and protected. A straight forward line you all must walk. Never overbearing in action or thought. To be uprighteous in thought, word and deed. A dedicated officer to people in need. Protection to all is the goal of each man. But protection to the officer is in God's Hands. We all need help in some sort of way. So to these officers I humbly say. May Saint Michael the Archangel guard each in his care. For it's the wife of a Police Officer who's offering this prayer. The past is now shared with a memory to two. Blessed be the future for our Men in Blue. By Nettie L. Gargas



By Patrolman Bill Kendrick

Let's Shovel A Miracle This Winter

Did I say a miracle? Perhaps you may call it a curse. Or better still, a nuisance or just a pain in the back. It's that white stuff that falls every year about this time and ties up traffic, clogs our city street sewers, stops air travel, slows 100 yard runs and makes some northern ski resorts very rich. We may call it snow, sleet, or just little ice crystals; but any way you cut it, shovel it, dump it, scrape it or just play in it, it's a hassle to live with. No matter where you live, every state in the union experiences some snow fall. For better or for worse, we have to accept it. But, you may ask, why? What good does it do. What benefits does snow drop on mankind. Let's step back for a better look.

In the fall of the year, the fields are put to sleep until the next growing season. The land has been plowed and it lays bare to the sky. This unnatural condition affords the earth little or no protection from the harsh elements. Nature's means of protection of the soil begins as the first flakes begin to fall. The snow fixes nitrogen as it falls through the air and carries it into the soil. As the snow begins to accumulate, it builds an effective insulation against harsh freezing

temperatures. This is also insurance against erosion and unwanted heaving of the soil. This stabilizing of the soil temperatures means that when the snow does melt, it does so in a slow and natural process, allowing the soil to absorb the water slowly, preventing run off and increasing the amount of ground water.

But you are a city dweller and have little contact with the land. What does snow do for you? Well, consider that when snow melts, it provides needed water for electro-power plants, irrigation systems and maintains an equilibrium in the vast watershed surrounding most major cities. The water table in our area as well as the level of our Great Lakes is directly related to this natural process. And what of the other forms of life who depend upon the coming of the snows for food, camouflage and shelter. Many creatures have adapted over the eons to this yearly phenomenon. By matching the heavy insulating qualities of snow to heavy fur coats and thick supplies of feathers or increased layers of fat, migration is no longer a necessity. Now adaptability has superseded extinction. For some, snow may be a hindrance while to others it is the first line of defense and protection.

Now there are sure to be those who will argue that snow has caused its share of trouble in the form of avalanche, clogged streams and rivers that have overflowed their banks. These are the major ones. The minor problems are the clogged expressways and the increase in the number of fatal accidents attributed to the bad road conditions. But over-all, whether we like to admit it or not, our economy is tied tight to this yearly inundation. The snowmobile is a new and revolutionary form of transportation. It is also one of the fastest growing winter sports. Skiing is bigger in the United States and Canada than it

ever was in Europe. Winter tourism in general is a multi-million dollar business in many areas of the U.S. and Canada.

But you say you still don't like the snow. Then change the weather. That is what man has been trying to do for some time. In 1946, the first attempt was made to cause snow to fall by use of chemicals sprayed from aircraft. It was moderately successful, as have been many other experiments over the years. However, the reverse, stopping the snowfall, has not been as successful. For instance, if we were to imagine what would be needed to control or to divert the amount of snow dropped in a given area, we should first look at the record. On January 26 and 27, 1967, 19.8 inches of snow buried Chicago, a record snowfall for that city. The all-time United States record for snowfall in one season was set from July, 1955, to June, 1956, when 100.3 inches of snow fell at the 5,500 foot level of Mt. Rainier, Washington. This is spectacular until one reads of the 76 inch snowfall that completely paralyzed the tiny community of Silver Lake, Colorado back in 1921. What made that so amazing is that it fell in less than a 24 hour period. All of this is very exciting if one is living in the high mountain country of our west. But for you fellow midwesterners, a bit of news. Since weather records show that the average annual snowfall has remained about the same since the last half of the 1800's, we might add that in the hills southeast of Lake Erie and Lake Ontario, the average winter snowfall is over 150 inches a year. Fortunately for we Toledoans and residents of northwestern Ohio, we are about 50 miles west of the snowbelt.

I am sure that I have not convinced you that you should like snow or for that matter that you should even accept its very existence. I have tried to examine the why's the what's, the just because's and the gee goshes of this white phenomenon. But if you are still unhappy when you peek out the window in the morning and try to distinguish which lump at the curb is your car, just remember this — There is much less water in snow than in rain. It takes a 6-inch layer of moist snow or a 30-inch layer of dry snow to equal the water in a 1-inch rainfall. So instead of shoveling snow my friend, you could be treading water.

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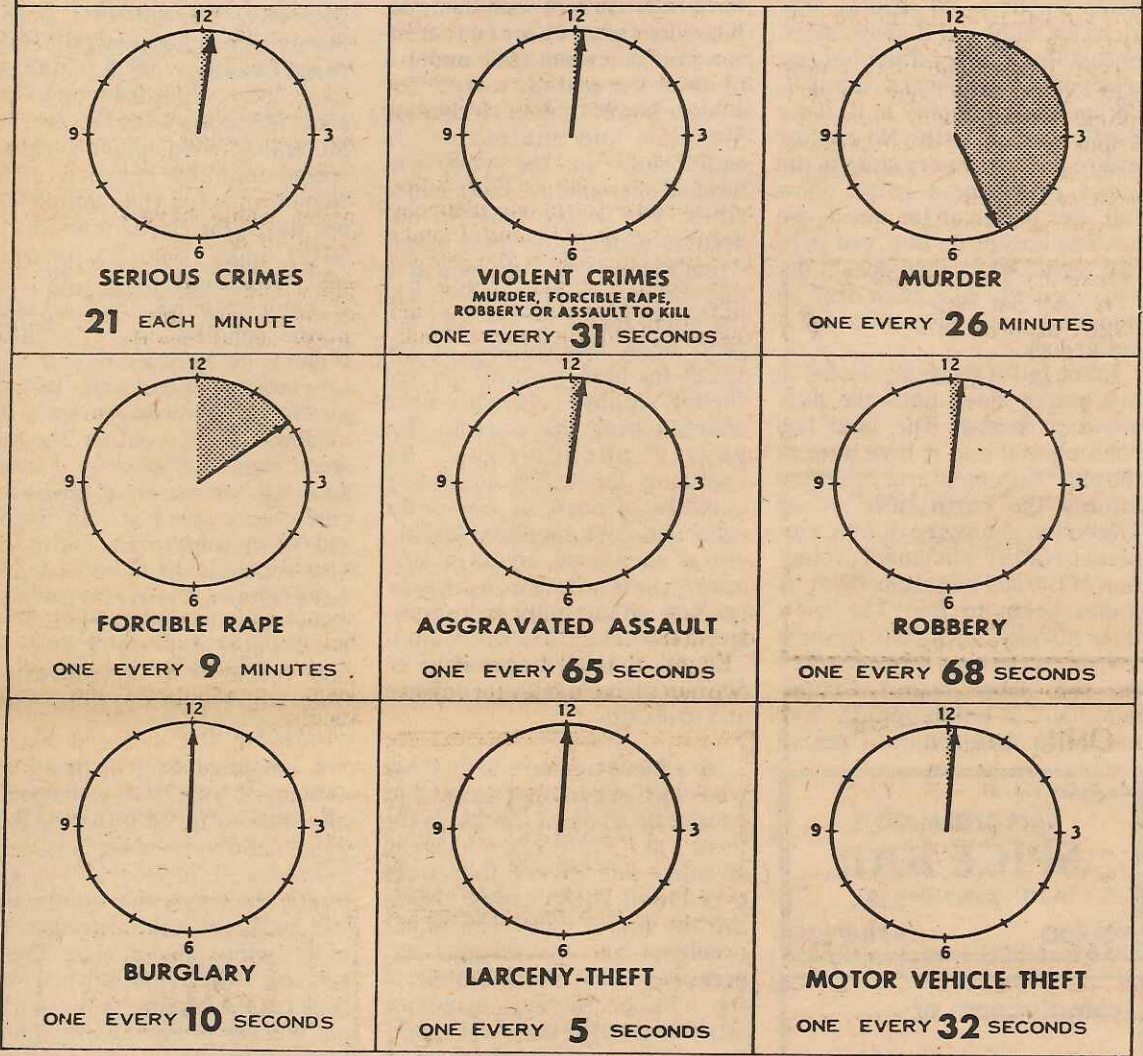
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MORRISSEY'S CORNER

By Patrolman Bob Morrissey

NO FUNDS FOR ABLE

Again Michael Frank and his organization, ABLE, is coming to our city fathers with its palms outstretched asking for money to help support that organization. This really takes guts, in my opinion. How soon he forgets how much money it costs the City to defend itself against all the court cases he initiates. How many times he has used the leverage "I will take court action to cut off your federal grants if you do not see it our way."

I think it is high time that our representatives; namely, the Mayor and City Council tell Mr. Frank and that organization to support themselves. If the City gives them one cent it is my feeling that they are acting as masochists.

I would like to see another organization sponsored by the City to take ABLE's place. This organization's primary function would be to protect the rights of our older citizens to make sure they have the right to safety in their homes; to have the right to walk the streets of Toledo without some thug beating them up and taking their meager belongings; to see to it that when this thug is caught, that he is not turned loose by our court system only to get out the same day and repeat his crime against our older citizens.

ABLE has run its course. I think instead of giving them funds, there should be an investigation into this organization. A few of the questions which should be asked of Mr. Frank are as follows:

- 1). How much money does other organizations contribute to ABLE?
- 2). How much money does ABLE have in the bank?
- 3). In the event ABLE folds, who will get the money in the bank?
- 4). What happened to the last investigation Mr. Joseph was conducting on ABLE?
- 5). What is the percentage of cases that go to Federal Court by ABLE which end up being heard by Judge Don Young?
- 6). The City of Toledo should ask ABLE "if you cause us this much trouble and we pay you, how much trouble will ABLE cause us if we don't pay you."
- 7). Has ABLE got more influence over our city representatives than the vote of the people?
- 8). Why is Mr. Frank playing up to the East Toledo-Birmingham Coalition. It was just a matter of a couple of months he was questioning City Council about River East. Could the Birmingham Coalition be a match for ABLE?
- 9). Last, but not least, how much did Mr. Frank pay for the desk in his office?

I am sure that many of your interested readers could add to the above list. If you do, please send your letters to the Shield. Also send a letter to your Councilman and let him know your feelings toward financing ABLE with our tax funds.

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COMMENT

By G. L. TERRY

This article is about our new jail, our old jail and a decision by a certain Federal Judge.

It was a few months back that I read and heard about the conditions of our old jail vs. our new jail. The old jail was described as run-down, hazardous, and im-

moral. The new jail was described as a huge mass of concrete and steel and not much in the way of outstanding living conditions as far as luxury goes.

Now both of these buildings and the stories heard and read about them have intrigued me greatly.

Let me express it this way. First, the old jail being described by certain people, and groups seems to be one sided. Nowhere have I heard or read that one time our old jail was once new. Nowhere have I heard nor read on how the old jail inherited its current conditions.

Yes, no one has stated that the inmates themselves have destroyed the once new jail. Granted this has occurred over a period of time, but that is the point. Each time something was destroyed and then replaced.

more destructions grew inside, and more damage was done by a different breed of persons. Yes, the inmates are the ones who set fire to cells, destroyed walls, flushed clothing, bedding, etc. down their toilet facilities causing damage.

The old jail has gotten the way it has by the inmates, and surely not the people.

Odd as it is, I just don't recall reading or hearing about this fact. I only year certain groups and complainers and how they should be entitled to better living than they ever had. They should be decent, but let's not over due it.

Remember sooner or later the new jail will look like the old jail, then what will happen?

Tear it down and build a new one? If so, let our mighty Judge(s) with their great decisions pay out of their pockets alone, and not out of the pockets of the tax payers.

We already pay for their lodg-

and food and their destruction of the jail. Why not charge the inmates for their own food and lodging and for the destruction done by them!

Maybe this will cut down on damage done to these institutions . . . just maybe!

I don't feel that we should just cover up the facts on how the jail became the way it did by redoing or re-building.

Constitutional rights of the inmates is one thing, but what about the rights of the person the crime was committed against? Is there two sets of Constitutional rights! Those for the inmates, and those for the people! That inmate lost his rights when he violated the rights of others. Or am I right to interpret that he can violate others rights as he pleases and then regain his rights because he is now confined for those violations? How is it that he can injure, mame, kill and be afforded the privilege to claim rights when he destroyed those of others?

Now another great decision is being made. The mighty Judge now wants to place someone above the Sheriff and County Commissioners to make reports to a certain Judge. These remarks would make others sound responsible for their current conditions. Lets put the blame where the blame lies, not pad it or push it aside.

The mighty Judge says bring the current conditions of the old jail up to date or else while at the same time, a new jail is being built. Spend thousands of dollars on the old jail, even though in a short time it won't even house inmates. What another master decision?

Funny, that all I ever hear is "we don't have money for raises.

or money for this or that," but all of a sudden we have money to put up an old jail soon not to be used.

However, this tends to fall right in place with other stupid decisions made by the mighty Judges.

Now, lets talk about the new Jail. That huge mass of concrete and steel as it is called. I truly don't feel that a place that holds criminals should be a place inhumane, but it should be a place to remember. It should not be so outstanding with luxury living conditions better than most have on the outside. I don't feel that they should have big fancy beautiful recreation halls, televisions at their ready use, basketball courts, pools and other luxuries. Somewhere along the way someone forgot that these inmates have committed a crime against person, persons places, or things, and that is why they are there. they are not on an expense paid vacation.

Finally, I strongly believe that if Federal Judges were elected by the people as are other Judges, certain decisions that were made, going to be made, never would have, or at least would be different.

I say this because we the people, would not be forced to accept them as they are. The mighty Judge would face the possibility of losing his throne

I don't feel that anyone should be given un-limited powers without being able to be challenged. Sure, we can challenge, if we have unknown wealth to support the attorney, and other fees that must be paid to challenge. I hope that I don't stand alone in my feeling. It seems I always hear comments being made regarding certain stories related by way of television, newspapers, and other medias.

However, if I do stand alone, then I stand alone! This is a free country, so they tell me anyway!

So until proven otherwise, I am entitled to my feelings.

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1937	377	38.15
1938	341	39.30
1939	334	39.30
1940	350	41.28
1941	359	41.28
1942	364	41.28
1943	341	41.28
1944	305	41.28
1945	286	41.28
1946	294	41.28
1947	341	41.62
1948	350	41.62
1949	354	41.62
1950	379	41.62
1951	379	43.09
1952	379	43.16
1953	379	43.16
1954	383	43.28
1955	388	43.53
1956	393	43.53
1957	417	43.57
1958	441	43.57
1959	504	43.57
1960	503	50.82
1961	503	57.45
1962	503	65.73
1963	521	76.82
1964	539	80.00
1965	578	85.57
1966	577	85.57
1967	626	85.57
1968	761	88.00
1969	749	88.00
1970	721	88.00
1971	701	88.00
1972	715	88.00
1973	761	88.00
1974	725	88.00
1975		88.00
1976	703	88.00

Nevada Recall

(Continued from page 2)

agenda. That was just the first of many indignities the group were met with. The group leader was finally allowed to speak, and he presented the petitions to the mayor and asked if this large amount of signatures would have any influence on the decision to rehire the ten police officers.

The Mayor tried to circumvent the exact issue, and when he was asked for a yes or no answer he snapped at the group, "you're not going to get one!" An angry group left council chambers, petitions in hand. During their exodus one of the other targeted councilmen started to chastize the police. In the middle of his dissertation the other comrade on council moved for adjournment, leaving the chastizer to talk to himself. When reading accounts of the incident, the three city leaders' actions remind me of some of the antics of the Three Stooges. Some of their later actions gave credence to this feeling.

On February 13, 1976, the citizens group went to the North Las Vegas City Clerks Office with notice of intent to circulate petitions to recall Mayor Clarence R. Clelland, Councilmen Wendell Waite, and Dan Gray. The charges levied against the trio were, "failure to properly administer the affairs of the city." The issue was not police officers' wages, as the city was trying to drive home. At the time of filing the recall intent, the group had the following prepared statement. "The failure to be responsive to the needs of the citizens has resulted in open conflict between the city administration and the police and fire departments of the city, and has resulted in public mistrust involving proceeds from the utility fund." As can be seen by the above statement, the electorate were finding out about other shortcomings of the three officials to be recalled.

The task of obtaining 1,552 signatures for each official to be recalled was at hand. The recall group also had to select three replacement candidates, for which it was also necessary to obtain the 1,552 signatures per person. As you can see this was a large order, since the group had only sixty days from the date of intent to submit the petitions to the district court here.

On February 16, 1976, a recall

headquarters was established. Committees were formed to coordinate all phases of the operation. The headquarters were staffed by some of the citizens, but mainly by off duty policemen. Off duty policemen, firemen, their families, and citizens went to work distributing the petitions. Their goal was to be obtained, but not without a taxing fight, and many dirty tactics thrown at the group by the city.

As is to be expected, distorted charges were thrown at the police association by the city. While the three targeted officials were saying they were confident the recall would be put down, some of their tactics expressed a very concerned position. The city, using the police negotiations as their scapegoat and reasoning

behind the recall, went to some extreme extents to try to discredit the police. It should be noted that during the recall, negotiations were continuing because Nevada State Law stipulates that all negotiations must be concluded by May 1st. The city decided to give to the newspapers, and have printed, every officers name, salary, fringe benefits, and what they would have received if they would have accepted the city's first wage offer. It was also stated by the police association that the figures quoted by the city were far from being accurate. Along with giving the papers the above figures the three officials mailed their position to all city residents, paid for by a bulk rate stamp

(Continued on page 7)

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Nevada Recall

(Continued from page 6)

owned by Mayor Clelland, who by the way also is an established contractor in North Las Vegas. Councilman Dan Gray stated, "It is obvious the whole thing is being moved by the police department. I think the taxpayers of this city will be smart enough to see right through it. They won't want the police running the city." He further stated, "We would become a police state." He, along with the other two, would pay dearly for their ignorant and appalling distortions at a later date. To summarize, the three officials were gathering all their resources, private as well as public, to quash the recall, using the police as their scapegoats.

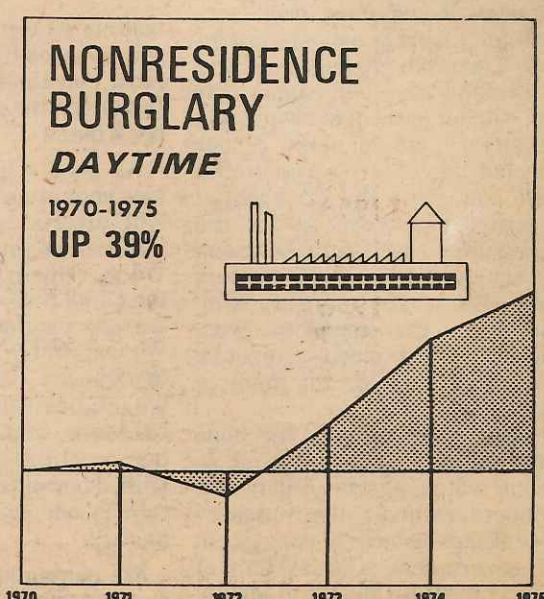
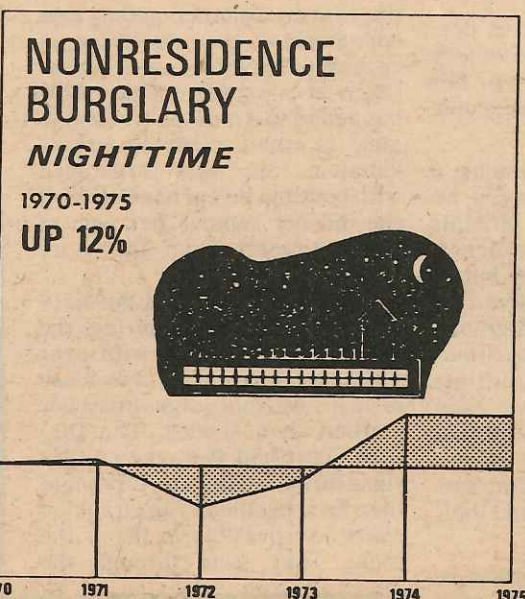
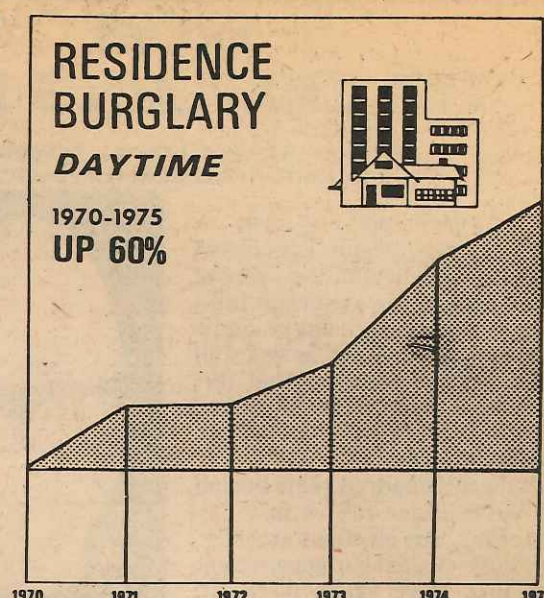
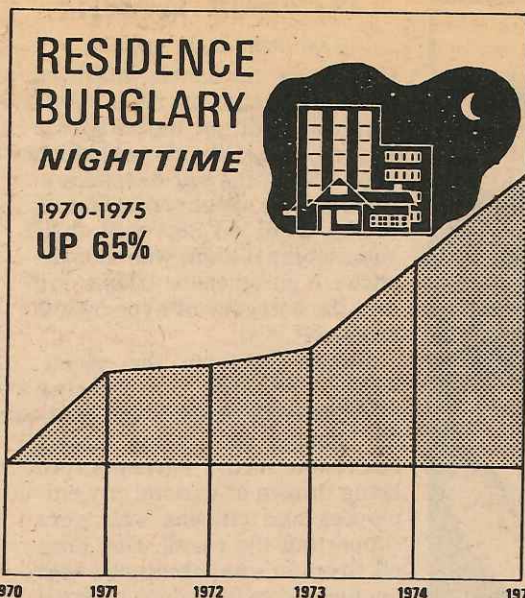
As negotiations were still underway, and at an impasse, the police association asked for assistance by the I.C.P.A. Their representative came to meet with the city, and the city refused to recognize them. The city then refused to further recognize the local group because they brought in the international. The city was severely chastized by the local Government-Employee Management Relations Board. They

ordered the city to quit wasting valuable time, and to negotiate in good faith. (Another blemish on the already scarred face of the city.)

While the two previously mentioned newspapers were backing the city, the Las Vegas Sun had been staying neutral and reporting the facts as they were. The Sun is the biggest paper in the area, and as just mentioned were not distorting the facts. They were investigating the matter completely before taking a stand. (That's apparently something not afforded the people of Toledo) The support coming from people via response to some of the erroneous editorials in the other papers appeared extremely favorable. Matters were starting to look very bleak for the three officials, and fortunately it was to get worse.

On February 26, 1976, Hank Greenspun, who is the editor and publisher of the Sun, came out with an editorial concerning North Las Vegas. While it indirectly supported the recall, the gist of the comment was made in reference to the Mayor's attitude concerning his disgust when he was accused of having over \$500,000 in public money used to enhance his private property with the installation of a sewer line. Greenspun's comment to the Mayor was fitting since the mayor was screaming that it was the police who were the force behind bringing the matter public. Greenspun stated, "It matters little who makes the charge, but a heck of a lot if the charge is correct." My hat is off to Mr.

(Continued on page 8)



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FROM THE CHAPLAIN'S DESK

Father Al Ceranowski, Chaplain
Toledo Police Patrolmen's Association



holding an elected office. A person who won by a narrow victory must constantly keep his or her fingers on the pulse of the people back home.

As good citizens beginning a new year in our great country, we will always back our officials whether we voted for them or not. We give them the power, but at the same time we told them that we are cautious and skeptical. We want them in those positions of authority, but at the same time we informed them that we want to observe and to advise. It is not our constitution to give uncontrolled power to anyone. Our system is one of checks and balances.

We can no longer afford to be the "silent majority." We must all be "concerned citizens." The voice of our officials should be an echo of our own voice. He or she must hear us if we are to be ruled by our constitution. May it never happen again that we be tricked because we did not care to speak. This year they must listen.

Fr. Al Ceranowski

Our Bicentennial is over. A New Year has begun. The closing out of one year and the opening up of another always brings mixed emotions to our country. Some will feel that 1976 has flown by all too quickly. Others felt that 1977 seemingly would never come. Like it or not time marched on. We begin again.

With two hundred years behind us we continue to live in a Democracy. The elections are over. We have elected our government for 1977. Once again, there are mixed emotions. Some are feeling great that their favorites have won. Others felt that their choices should have been successful. Like it or not our government goes on. We begin again.

Looking back one cannot help but wonder at the narrow margin of victory for so many of our elected officials. We remember just how close the presidential election was. Very few of the candidates received a bold and clear-cut mandate. The voters had spoken. The majority won. However, the minority won. However, the minority cannot be forgotten. They are too many to disregard.

Tight elections give me hope and confidence. For although so many voted against them, the winners received their respective offices because of our system of government. Our system of government is the rule of and by the people. Those who win big could disregard the minority. Those who just barely win cannot. It is my observation that we have done the best when the election was the closest. Our system of government works when our system is applied. It is our constitution to be sensitive to the wish and will of the people when

Nevada Recall

(Continued from page 7)

Greenspun who has the intestinal fortitude to sign his name to his editorial, and not hide under a papers' name, like people behind one of the nation's greatest newspapers do. It appears that editors of the latter do not want their subscribers to know who runs the show. I guess those people fall into the category of hypocritical cowards!

Getting back to the recall, while petitions were being circulated the charges and counter charges were being thrown back and forth. Threats were being thrown at various city employees and citizens who were supporting the recall. One laid-off fireman was threatened with not being considered for rehire if he did not remove a supporting billboard from his home. It just so happened that he lived close to the mayor. Another action that corroborates the character of certain politicians was the action taken at a private citizen. This happened to a woman who operates a small cleaning establishment. She was threatened with possible loss of her license if she did not remove her sign of recall support from the store window.

As time went by and the sixty days were close to expiring, the recall group came in with over 2,500 signatures. This was close to over 1,000 more signatures per petition than needed. The District Court had 45 days to verify signatures and the election could then be scheduled. The city tried every way possible to delay the issue. They went through the

courts, all the way to the Nevada Supreme Court, and the city was put down again. This of course took up many months. The petitions were turned in in May of '76 and the election was finally held on October 5, 1976.

During the times between May and the election date, other interesting occurrences took place. Clarke Davison, who was then Chief of Police in North Las Vegas, had remained neutral during the beginning of the turmoil. He was scheduled to retire in August of '76, but for unstated reasons he left early. Before he left, though, he wrote an open letter to the editor of the Valley Times, blasting the police association in general, but mainly striking out at President Jay Ehlers, claiming Ehlers' whole purpose was for self-gain, and money. A point of interest relating to the above statement is that Jay Ehlers, like the rest of his board, receive no salary for the work they do. Ehlers told me he was averaging 15-16 hours a day from the start of the recall to its rewarding finale. I wish to interject at this time that Jay Ehlers'

integrity is without question. The abuses he and his family had to endure were paramount, and I have known both Jay, his family, and his organization long enough to conclude that they are some of the most honest, and dedicated people I personally have ever met! Davison retired with the above statement, and that should have been a good example for the three councilmen to follow, but doing the right thing never seemed to be one of their better attributes.

Knowing that to make the recall unsuccessful, the city knew that the biggest supporters of the drive had to be stopped, that being the police association. Entering the scene comes the cities new weapon, Jim Avance. Hand picked by the administration to replace the retired chief, he came into power like a storm trooper. One of his first statements was to the effect of telling all police officers that they will no longer participate in politics while on or OFF DUTY. The threat of disciplinary action to the participating parties was made

(Continued on page 10)



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Lucas County Sheriff

January 13, 1977

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The New South Precinct: A New Toledo Landmark!!

by Roving Reporter Tom Truss

I was one of the many happy citizens who thronged to the grand opening of the Toledo Police South Precinct at Scott Park. It was a thrilling event complete with balloons for the kiddies and carnations for the ladies. We were led on the grand tour by a most congenial fellow, Sgt. Sturdley. Our first stop was at the security check point. This is the area where one is thoroughly checked before entering the front desk area. The brain scan and blood samples were taken quickly and we were inside in a matter of hours. After a quick rundown of personal history (I had forgotten my Mother's maiden name and went back to the end of the line) we were now inside and awe-struck at the beauty of it all. The velvet covered walls went well with the Mediterranean provincial furniture. As a matter of fact, the original Rubins and Van Clous murals did a very discrete job of covering the gun ports on all four walls. We then entered the main Great Hall where the officers met for an informal and brief roll call and short rundown on the crimes of the day. This was done by way of a closed circuit system piped in from Interpool. A command officer gave the men a short dissertation on trench foot while another command officer sang a few top ballads of the Irish Rebellion. While the 3 officers (two men and I think, a woman officer) lined up on the especially prepared inlaid astroturf, the Commandant of the Precinct, Field Marshall Von Tripe tapped out cadence with a swagger stick made of smoked kabasa. After the formalities, each officer was assigned to his or her respective

district, or beat the friendly Commandant referred them to. By the way, you may remember him as the Commander of Andersonville.

Moving right along, we went into the next wing of these modest facilities into the officers recreation areas. These simple and sparse areas are both educational and co-operative. The shower room was just a bit much with shag carpeting on the floor (there was hardly room for the drain hole) and real ebony wood paneled walls in the locker rooms gave it a bright effect. I was most impressed with the electric toilets. Outside of this area was the exercise room. It was equipped with the usual things one might find in a gym. Ballroom dancing (Arthur Murray taught me in a hurry), fencing, ballet, yoga, body language, and rapid eye movements. The equipment that was purchased by the taxpayers was of the usual variety found in most police gyms; a mind expanding machine, an automatic leap-frog hopper, and a medicine ball "prescription covered by Blue Cross."

We were then escorted into the study and training area. This is manned 24 hours a day by our capable staff of training experts. Such police training courses as the peaceful use of the garate and book burning techniques are available on request. We observed a number of our officers being instructed in a course entitled "Night operations in the Gobi Desert". For those more pacificistic personnel, they offer such courses as "Pandering and Panhandling" and "Extortion in the Pay Toilet Business." There were a number of police officers deeply engrossed in a series of lectures while we were there.

The remainder of our tour was outside the facilities. We walked out to the Olympic sized pool in the rear. It was a massive structure with hundreds of girls dressed in gala costumes surrounded by porpoises jumping

through flaming hoops. The highlight was the star performer, Off. J. Sturdley. He made a real hit when he jumped from the 70 foot high diving board into a shot glass. While the attendants were mopping him up, we watched while a navel destroyer maneuvered in the rear corner of the pool. As the maddening crowd cheered, the Chief placed a laurel wreath on the head of an officer who had successfully swam the length of the pool in a record 8 hours and 33 minutes. The crowd went wild as Off. Blunt gave an exhibition of mouth-to-mouth resuscitation to his fellow officer, Ms. B. Goodbody. This demonstration was still going on as I left 6 and a half hours later.

I feel that the taxpayer really got his money's worth in this new facility. Of the 11½ million that went into the laying of the foundation of this new building, almost half of it was paid by the U.S. Government. It is certain that the carefully constructed rammed earth walls and intricately designed thatched roof will be still standing long before the first and second floors cave into the basement. I personally talked to the building inspector, and he assured me that the best silt and mud went into the heavy and porous cement wall supports. Is it any wonder that a number of other city agencies were after this building to store their picnic tables and ping-pong tables over the long and hard winter.

And what of the cost of the fantastic equipment and gear that has been stocked to the ceiling? A quick rundown of the cost involved will give you an idea where your tax dollars have gone: Initial cost of the building — \$23,000,000. This does not include the initial and continual cost of pumping the 8,000,000 cubic yards of quick sand out of the basement each 24 hours. Equipment — \$13,000,000. Of course, this is not taking into consideration the cost of the 36,000 gallon per hour dehumidifier that is installed behind the sergeant's desk to pick up the excess moisture that is dripped from the ceiling each day (all of the sprinkler heads burst simultaneously each hour because of a faulty thermostat that keeps the entire building at a varying 130-188 degrees).

Maintenance cost — \$8,000,000 per year. This does not take into consideration the daily cracks that form in the walls of the building and swimming pool due to the fact that the entire complex was built on an earthquake fault. This is of little consideration for the cracks are hardly visible due to the sinking into the earth each day as the earth shifts on its axis.

Another consideration regarding maintenance is the fact that the facility is scheduled to be moved when the new interstate passes through the policewoman's powder room in the spring of 1978. This will only cost an estimated \$3,000,000.

And there you have it, your Shield's Roving Reporter's on-the-spot analysis of one of our department's great achievements. A white elephant or a great catastrophe? You make the decision. We urge you to find out for yourself. Visit this facility and make your own decision. But we urge you to do it soon before it slips into oblivion.



**TOLEDO
FIRE DIVISION
BY
LT. H. MIDDLETON**

I am sure all readers are aware of the recent upsurge in the advertising of home fire detecting equipment and I would like to devote this column to enlighten readers as to the types of units available as well as what to expect of their operation. Early warning fire detecting equipment is the next best thing to having a sprinkler system in your home. Properly installed, it can be the difference as to whether you and your family can be safely out of a burning dwelling or suffocating in your bed. Without a warning, it is doubtful that smoke from a fire will awaken you. It is more likely in fact that carbon monoxide which is present in all smoke will have rendered you unconscious before the smoke itself has done its deadly job. Because there has been so much advertising of early warning detecting equipment the question is not whether to buy, but which unit to buy. First of all, letting your pocket book be

your guide can be disastrous due to false sense of security. There are in fact expensive units on the market that are no better and in some cases worse than some cheaper units. The best answer to this question is to look for the National Board Of Fire Underwriters label on the unit. This label is the best guarantee you can expect to find on any unit. There are different types of detectors on the market and understanding what these differences are can also help you determine which unit to purchase. Probably the simplest unit is the fire or

(Continued on page 14)

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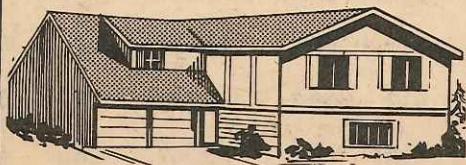
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-Number of Offenses Known to the Police, 1975, Cities and Towns 10,000 and Over in Population-

Cty by State	Population group	Total Crime Index	Criminal homicide			Robbery	Aggravated assault	Burglary - breaking or entering	Larceny - theft	Motor vehicle theft
			Murder and non-negligent manslaughter	Man-slaughter by negligence	Forcible rape					
TOLEDO - - - - -1974	1	29,623	55	5	168	1,720	672	6,991	18,501	1,516
OHIO-Continued										
Tallmadge.....	5	769		2	2	8	37	211	482	29
Tiffin.....	5	1,133				5	2	131	977	18
Toledo.....	1	32,978	41	7	194	1,617	649	7,780	21,061	1,616
Troy.....	5	1,287			3	28	46	210	955	25
University Heights.....	5	529	1			29	28	67	343	63

Nevada Recall

(Continued from page 8)

perfectly clear. I guess this administration, like others I have known, feel that as police officers we have no rights to live a normal life off duty. Needless to say Avance's action infuriated the police group, it also caused severe irritation to one of North Las Vegas other elected officials, that being Municipal Judge Ray Daines. When Judge Daines heard of Avance's directive he immediately wrote to Nevada's Attorney General for an opinion. His action brought on a quick response from the state government, and it was the Attorney General's opinion that the city was violating the civil rights of the policemen. The city, and Avance were told to cease and desist from this type of illegal restraint. That was loss number

one for Avance the dictator, and another loss for the three councilmen. This was not to be the only mistake Avance was to make. Meanwhile the Supreme Court upheld the validity of the petitions. Support for the recall was growing by leaps and bounds.

Since the new chief was unable to stop the police association, a new development occurred which again will demonstrate the mayor's and the police chief's character. As it was nearing the time of the election the mayor went to the west side of the city to a church whose membership represents a large portion of the black community. North Las Vegas has a black population of about 40% so the mayor must have felt that he wanted their support, even if he had to force the issue. The mayor approached the Reverend Walker who is the leader of the congregation and asked him to remove the sign

supporting the North Las Vegas Police Officers Association replacement candidates. Standing right next to the mayor during the conversation was none other than Chief of Police Avance. Well this infuriated the minister and he went screaming to the news media. What in the hell did the mayor need the chief with him for. Was it a type of coercion? If nothing else it was a sure sign of intimidation, and it was also against the Chief Dictators first directive. He sounds alot like a certain chief of police that I have known.

The rest is history. I was fortunate to have been living here during the last month of the recall campaign. The administration showed their true colors, which with the help of the police association and the citizen group led to their demise. Last minute petty attempts to delay the election were put down, and again the city was chastized by a district court judge for the anninine delays. October 5, 1976 the election was held, and all three recall replacements won by almost a 3 to 1 margin. Thats pretty convincing!

One of the main facts told me by President Ehlers in support of their action was the following statistic. During the year of 1975 the North Las Vegas Police De-

partment were one of eight municipal departments to reduce crime, which was down six percent. After the layoffs from 1/1/76 to 6/1/76 the crime rate went up 11%. While the city accused the police of laying down on the job, the situation was quite the opposite. The figure of ten men lost is not accurate when retirements, resignations, and attrition are figured in. Their actual loss was much more, and working so far understrength caused the crime rate increase. No one knows better than the men on the Toledo Police Force of how desperate situations can be when a department is so far undermanned.

Mayor Clarence Clelland did not leave office graciously, and like a man. When he lost his seat on council he also lost his appointment to the Las Vegas Convention Authority. Before he departed he stood up and warned all politicians not to turn their backs on their policemen. He further stated that the police were running North Las Vegas, and in general maligned the integrity of all police officers. His assesment of a police state in North Las Vegas was met by an audience that could not believe their ears. It was evidence that not only did he lose his respect in North Las Vegas, but by making himself out to be ousted by a police revolution caused the loss of respect elsewhere in Clark County.

There you have the basics of what transpired in Nevada's first successful recall. I must admit that in my tenure as a police officer I have not seen anything that has been more gratifying to me as what this fine group of dedicated police officers were able to accomplish. They are a credit to us as police officers, as well as citizens. I think all police officers throughout the country

owe these men a great debt, since I feel they can be praised as the pioneers of the new way to fight the political oppression of police officers. While the words political oppression may sound a little severe, I feel that when such things occur and are implemented by persons who are supposed to have the public's trust, and who by their actions go against these principals, and better their personal well-being, these words are far from being harsh. More and more stories are breaking of these types of people in local, state, and federal levels. These type thrive everywhere, and hopefully someday they will be stopped.

At the beginning of this article I gave you an estimate of the population of this area. That was for the following purpose. To make the public aware of the truth, each entity must have a source available to allow people access to it. This mainly being the news media. Each city has its own problems but when we try to relate Toledo's problems with Las Vegas we can find one grave deficiency. In Las Vegas there are three major newspapers to inform the 350,000 people. In Toledo, with roughly over 1,000,000 people in the metro populace there is only one, and may I use the term major newspaper loosely when its applied to that. I have seen what I still feel is the finest group of police officers degraded, belittled and demoralized by one of the supposed nation's greatest newspapers. I say that if they are one of the nation's greatest newspapers, the nation they must be referring to must be the Lost City Of Atlantis! By having a grip on that big an area it would seem impossible to ever get the truth to the public in Toledo, but never the less it can be done. We as one strong, united entity can beat the

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Toledo Police Division — 5 Year

	1972			1973			1974			1975	
	Calls	Men	C/M	Calls	Men	C/M	Calls	Men	C/M	Calls	Ex
JAN	18,280	386	47.4	18,648	362	51.5	25,565	406	63.0	24,341	
FEB	18,953	382	49.6	17,576	398	44.2	26,253	402	65.3	21,593	
MAR	22,020	378	58.3	21,592	395	54.7	26,609	399	66.7	25,714	
APR	21,018	373	56.3	21,941	394	55.7	25,100	400	62.8	25,520	
MAY	21,728	373	58.3	21,472	392	54.8	28,863	397	72.7	28,237	
JUN	22,447	372	60.3	24,228	386	62.8	28,827	396	72.8	28,022	1
JUL	22,963	371	61.9	24,692	385	64.1	27,243	394	69.1	29,260	1
AUG	23,056	367	62.8	27,530	429	64.2	26,633	391	68.1	30,421	
SEP	20,476	366	55.9	26,203	420	62.4	25,339	388	65.3	26,249	1
OCT	19,945	367	54.3	23,347	411	56.8	23,927	384	62.3	26,697	1
NOV	19,244	365	52.7	22,989	413	55.7	21,321	385	55.4	25,191	1
DEC	19,785	362	54.7	23,385	413	56.6	23,307	386	60.4	23,697	1
Total	249,915	4,462	672.5	273,603	4,798	683.5	308,987	4,728	783.9	314,942	9
	÷12	÷12	÷12	÷12	÷12	÷12	÷12	÷12	÷12	÷12	
Average	20,826	372	56.0	22,800	400	57.0	25,749	394	65.3	26,245	1

Explanation: This chart shows the number of radio calls and officers for all years included. However, in M workload. In 1975, the Expediter Unit handled 4.19% of all Calls For Service; in 1976, 5.14%. The term "Call" emergency number, and included work performed by field units and the Expediter Unit. This information is th so that the information could be compared with earlier years with some validity, and yet still show the effective

Nevada Recall

(Continued from page 10)

dastards who are consistent in distorting the truth, to the public. When we have the exposure, the capital of the Teamsters, U.A.W. we will be able to show the people of this country our real ability and goals. This can be accomplished as I have just said when we do become unified, which is not too far off in the future. North Las Vegas Police Officers Association has just shown you it can be done, and now it's up to you to detour around the obstacles in your presence, and better yourselves as well as the citizens.

Before I close I wish to express my disdain for Jim Avance, and all people like him. Since the recall he got part of his just reward in that he was fired from his job of chief of police. Avance started out as a patrolman, and was a past president of the police association. He, more than others, should know of the trials and hardships that are bestowed on police officers in their fight for improved working conditions etc. He was also a past founder of some of the associations aims and goals. What is really disgusting is the fact that he prostituted himself so he may be called Chief. He like others I have known go around and polish their heads and say I'm the Chief, while in fact they are only a tool for certain administrations whims, and they try to destroy all that is good in a police department. They forget their original principals, and that of their brother officers. I have seen similar circumstances where an incompetent is allowed to come in and degrade his own men, while he himself is in truth the one that should be chastized. I have seen a situation where such a person

has been named chief, and there is no one that I have met, including his closest assistants that have one good word to say about him, yet he is allowed to remain. I have seen a situation where a chief has caused fine, dedicated command officers, and patrolmen who have many good contributing years left, take early retirements. To spite this and other disturbing things that chief is kept. This type of man not only causes hardships on the police officer, but more importantly he opens the public to the criminal element, because he is unable to lead his men properly, and keep up the morale. It is a shame that certain people are allowed in that important of a position. It is a shame that the only new decision and orders come out only after a rerun of Adam 12. These type of people, and the people who appoint them are as ruthless as the rapist on the street. In fact they are worse because they are the ones who are raping the whole public of the protection they pay for, and the proper safety that by law is theirs. I hope that the above does not offend anyone in the Toledo area, but if it does remember the old cliché, "If the shoe fits wear it!" There are in fact good, competent people in the position of police chief, and one man will never please everyone, but the few who are conscience in that position can never make up for the many incompetents that are presently enjoying their high salaries and power. As a strong organization we can have better control over appointments of such men. That should be just one of the many goals we can attain under unification.

I hope that the article has enlightened you a little and I hope that somehow your contract comes out in your favor. From myself, and my family we wish everyone on the department (ex-

-Index of Crime, 1975, Standard Metropolitan Statistical Areas-

Standard Metropolitan Statistical Area	Population	Total Crime Index	Violent crime	Property crime	Murder and non-negligent manslaughter	Forcible rape	Robbery	Aggravated assault	Burglary	Larceny-theft	Motor vehicle theft
Toledo, Ohio-Mich. (Includes Fulton, Lucas, Ottawa, and Wood Counties, Ohio and Monroe County, Mich.)	783,557										
Area actually reporting.....	96.0%	47,607	3,156	44,451	60	246	1,789	1,061	11,790	30,351	2,810
Estimated total.....	100.0%	48,516	3,208	45,308	61	250	1,810	1,067	12,058	30,883	2,867
Rate per 100,000 inhabitants.....		6,191.8	409.4	5,782.3	7.8	31.9	231.0	138.7	1,538.9	3,941.4	302.1

cept the two purported policemen who feel they don't have to back up a brother officer) a very Merry Christmas, and a better New Year. If I can help you out, or you need any information about this area just drop me a line, and if I don't know the answer I have many friends like Jay Ehlers who can. Besides they need officers of Toledo's caliber our here, and its damn evident that they appreciate you more here. You can obtain my address from either Lonnie Cameron, or Ken Perry. Take care you guys.

United Way

Thanks to you
it works...
FOR ALL OF US

HARBOR PATROL

By Bob Matecki,
Ken Deck,
and Gary Hupp

Well it looks like we are now coasting towards spring and warmer weather. We hope you are taking advantage of the various boating courses open to the public.

The crew of the Police Harbor Patrol will also be attending various courses, such as the U.S. Coast Guard Boating School, and the State of Ohio Marine Patrol Symposium.

A public relations booth set up by the Harbor Patrol will be at the Toledo Boat Show held at the Sports Arena.

We hope you will stop by the booth as questions will be answered along with various hand-out material.

The big question asked by the booth last year was "do you copy C.B. traffic?" The answer is "NO." Coast Guard Station Tole-

do also does not copy C.B. traffic. So do not rely on the C.B. radio in case of an emergency. The radio is better than no communications at all, as long as someone in the area copies.

We hope you have a safe and warm winter. Bob Matecki, Ken Deck and Gary Hupp

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Year	1975				1976				C/M	
	C.F.S.	Men	CFS/M	C/M	Calls	Exped	C.F.S.	Men		CFS/M
0	24,341	395	61.6	61.6	23,687	1,092	24,779	379	65.4	62.5
0	21,593	391	55.2	55.2	23,205	1,127	24,332	379	64.2	61.2
0	25,714	392	65.6	65.6	24,272	1,393	25,665	385	66.7	63.0
0	25,520	392	65.1	65.1	25,254	1,411	26,665	383	69.6	65.9
0	28,747	385	74.7	73.3	27,076	1,524	28,600	379	75.5	71.4
3	29,545	387	76.3	72.4	29,996	1,496	31,492	374	84.2	80.2
51	30,311	392	77.3	74.6	28,762	1,506	30,268	372	81.4	77.3
9	31,320	393	79.7	77.4	28,942	1,546	30,488	367	83.1	78.9
7	27,426	391	70.1	67.1	25,351	1,314	26,665	337	79.1	75.2
8	27,965	383	73.0	69.7	24,588	1,611	26,199	336	77.3	73.2
48	26,539	382	69.5	65.9	23,374	1,409	24,783	373	66.4	62.8
96	24,993	380	65.7	62.3	-	-	-	367	-	-
72	324,014	4,663	833.9	810.5	284,507	15,429	299,936	4,431	813.5	771.6
8	+12	+12	+12	+12	+11	+11	+11	+12	+11	+11
34	27,001	389	69.5	67.5	25,864	1,403	27,267	403	73.9	70.1

1975, the Division began to use the "Expediter Unit," which relieved field officers of a fraction of the means that a unit was dispatched. The term "Call For Service" means that a citizen called the police. Totalled and averaged out by the period involved. The years 1975 and 1976 were handled in this manner of the Expediter Unit.


TOLEDO POLICE
REVOLVER CLUB HIGHLIGHTS
 BY BOB MATECKI, PRESIDENT

The gang at the New Years party held by the Revolver Club had a wonderful time, and if you did not make it, plan on it next year.

We have retained the same band and are very lucky to get it, as they play in the larger cities during the year.

We would like to extend a thank-you to the crowd for their patience when the bar mix machine broke down due to a malfunction. This sent several officers out in search of set-ups. This is not an easy job on New Years Eve at night as most

places are closed.


The location for the 1977 party is in question and may be changed if the union who operated the hall does not make some type of adjustment. A letter is being sent to the local and the matter is to be brought up at a board meeting.

The officers of The Revolver Club feel that the union should absorb a portion if not all of the added cost.


A meeting was held with the President of Local 1058 with nothing resolved until the board meets.

Police Revolver Club Greet New Year




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THE FEED LINE

Dear Inspector: I read some time ago of a man who was convicted of murder and was given the death sentence. However, his attorney worked out a system whereby he was given increasing amounts of electricity each day in an attempt to build a tolerance to powerful electrical shock. The last I can recall was about 100,000 volts. Was the experiment successful?

Answer: Not very. The next month they hung him.

Dear Inspector: I understand the Chief of Police has been very concerned with the response time of his crews. It appears that it is a number one priority. How are calls classified in importance?

Answer: Code 1—Earthquakes, giant boulders falling from the sky, huge cracks in the earth, etc.

Code 2—Triple ax/trunk murders in progress, dogs assaulting fire hydrants, etc.

Code 3—Check the nude woman on the corner—

Dear Inspector: I am a 21 year old male who is looking for a good time in your model city. I don't smoke, chew or drink strong water. I don't approve of girls who paint their faces, wear tight clothing, dance close or talk dirty. Furthermore, I don't wear flash ties or two tone shoes. I also take frequent cold showers. Could you tell me where I could go to have a good time? Signed Frustrated.

Answer: May we suggest the 25c car wash.

Dear Inspector: Your local paper recently printed a photograph that was taken by a satellite from an altitude of 25 miles straight up. Being unfamiliar with Toledo, I used a high-powered magnifying glass to pick out specific landmarks. There is one thing that still confuses me. In the midpoint of the city, I noted a small black dot. It was roughly rectangular and under the heavy lens it appeared to be speckled or spotted. It was somewhat jagged and under an electronic microscope, I thought for a minute I detected some form of human-like creatures. I have pin-pointed this apparition to be in the center of downtown Toledo. Could you check on this and try to ascertain what it is? Signed, eyestrained.

Answer: Downtown Toledo.

Dear Inspector: The other evening I noted a car racing down the expressway. The driver had a mike in one hand the steering wheel in the other. His car had a Kojak light flashing on the dash, 6 antennas (with coon-tails attached) were streaming in the wind and his windshield wipers were going at full tilt. I heard him yell a lot of 10-4's as he raced by me. Was this one of those C.B. nuts that I have heard so much about? Signed, Perplexed.

Answer: Due to the seriousness of this matter, we went straight to the Chief. Let me quote to you what he related to us, "That's a big 10-4. Good Buddy."

Dear Inspector: Last month I read of the man who attempted to molest an off-duty Toledo police woman. The paper stated that she was trained in karate, judo, jung-fu, and boxing. It also stated that the assailant is now suing the police woman in Federal Court for excessive force, violation of civil rights, and illegal arrest. When will this poor man have his day in court? Signed, Citizens for Excessive Rights Committee.

Answer: As soon as they can figure out how to put wheels on his body cast.

Dear Inspector: Last month I sent my son, Jack, downtown to sell our cow. On the way he met a man that traded our cow for some magic beans. I was furious when he told me what he had done and I threw the beans in the backyard. Since that time we have had nothing but trouble. A giant bean stalk has grown up in the rear of our yard and its roots have torn up our plumbing and sewer lines. A rather large fellow has repeatedly stepped on our house and a hen has been littering the neighborhood with hundreds of golden eggs. Is there anything you or the Police Department can do about this matter? Signed, Perplexed.

Answer: You certainly do have a problem. First of all, we sent our city building inspector over to look at your house. He was followed by the city sewer inspector. Then came the sanitary engineers. You were right. You do have a problem. However, a little weed killer will take care of the bean stalk, but the main problem is the chicken who is laying the golden eggs. Those golden eggs all over the place are fouling up the U.S. balance of payment. As for the giant, well, you know how those laws are regarding discrimination in neighborhoods.

Dear Inspector: How is the officer doing who was sky diving last month and had a problem with a faulty parachute?

Answer: We attempted to talk with Officer Schults, but it was difficult for him to give a straight and clear answer—with his knee caps stuck in his throat.

Dear Inspector: The old problem of long hair has surfaced again. I have seen a number of your officers with both the uni-sex look and the peek-a-boo flair-hairdo styles. How is the administration going to deal with this stubborn and persistent problem?

Answer: With a flea collar.

Dear Inspector: I am very angry concerning the comments you have made in the past regarding the members of your police department who are of Polish ancestry. Maligning them in your jokes, making little cutting remarks about them and making them look foolish in silly stories is not only unkind, but crude, crass, and vulgar. Can't you make some kind and charitable comments about us? Signed, Outrageski.

Answer: We regret anything that we have said in the past to offend any and all of our Polish police officers. We will sincerely hope that any comments made in the future will make up for any ill feelings. They all have enough to put up with without having to be burdened with this birth defect.

Dear Inspector: I was very touched by the story of the American girl and the Russian boy who met during the recent Olympic games and fell in love. This touching story was a tribute to the fact that true love can conquer all. It is also inspiring to see that international rivalry and misunderstandings can be bridged by this most powerful love. I am sure that any feeling of hatred between nations is lost in this most tender love relationship. Let this be a lesson to both sides that a sincere feeling of trust can be brought about. By the way, I read of their most beautiful wedding. How did they spend their honeymoon?

Answer: Driving up and down the U.S. East and West coasts photographing military installations.

Dear Inspector: I was shocked and dismayed when I heard that one of our police officers is a homosexual. Could you tell me who he is? Signed, a W.W. II white sock, cigar chewing vet.

Answer: Kiss me and I'll tell you.

Dear Inspector: I have heard a vicious rumor circulating around your police department that one of your top command officers is a homosexual. Could you divulge this most sensitive and of course shocking information?

Answer: Kiss me and I will tell you.

Dear Inspector: I was shocked this morning when I noted a copy of "Hassle" magazine on the shelf of a local drug store. This is one of those girlie magazines that should be banned from public view. The fold-out was of a pregnant woman in various stages of undress and the feature was a series of photos taken secretly at a convent. The articles are disgusting and the language is pure vulgarity. It appears that most of the photos were taken from a gynecologists textbook. Is there anything your police department can do to stop this trash from coming into our city? Signed, a Concerned Citizen.

Answer: We certainly can do something. Within an hour of receiving your letter, the Chief of Police, the Mayor, and several members of council held an emergency meeting. As a result of this quick response to the needs of the community, it was unanimously decided that the police department will immediately cancel its subscription.

Dear Inspector: I am contemplating buying a used car and would appreciate any help you may have on this subject. Could you put me in touch with anyone who has a decent auto at a fair price?

Answer: You wrote just in time. We were able to locate a real cream puff for you. And would you believe it? It was owned by a little old school teacher who drove it only one day a year. Unfortunately, it was on Memorial Day in Indianapolis.


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Nevada Recall

(Continued from page 9)

heat detecting unit which depends on temperature alone to actuate it. For home use, the smoke detecting unit or a combination of heat and smoke detection is preferred. The smoke detecting unit is actuated only by actual smoke reaching the unit and sounding an alarm. Some smoke units have sensitivity adjustments, however most are pre-set by the manufacturer.

The ionization type detector senses VISIBLE as well as INVISIBLE particles of combustion of which smoke is comprised. This unit will also detect Carbon Monoxide, fumes from hydrocarbons, natural gas, Pro-

pane and Butane. As can be seen, this type of unit can give warning before fire or explosion occurs. Another factor to keep in mind when purchasing a detector unit is the type of current needed to supply the unit. Some units must be powered by the A.C. house wiring, other units are battery operated only, and still others use a combination of the two. Because detectors should be either ceiling mounted or within twelve inches of the ceiling on a side wall, power source can sometime be the overall determining factor of purchase choice. The Underwriters Laboratory will not approve a unit that does not have a fully audible alarm and a means to periodically test the unit for safe operation and efficiency. On a battery operated unit there should be an indicator denoting low or dead batteries. Detectors should be mounted in each separate sleeping area OUTSIDE the actual bedrooms, and additional units

should be located in living rooms, kitchens, basements, attached garages, and storage areas. Careful attention should be given to the instructions concerning locations for mounting such as avoiding room corners where dead air space due to poor circulation can occur. Areas that are too drafty should also be avoided. Although The Fire Prevention Bureau of the T.F.D. does not recommend any individ-

ual manufacturer, they have run tests on several of the models available in the Toledo area and would be glad to answer any questions concerning smoke detecting equipment you might be interested in purchasing.

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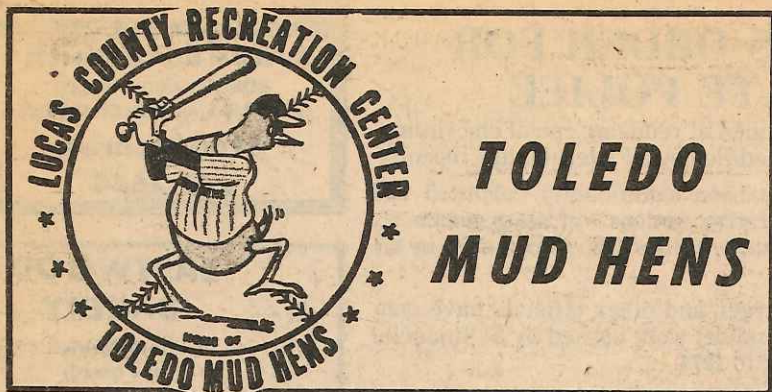
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TOLEDO MUD HENS

Charlie Senger, General Manager of the Toledo Mud Hens, announced recently that Jack Cassini has been named Field Manager of the Toledo Mud Hens for the 1977 season. Toledo fans may well remember Jack as the fiery second baseman for St. Paul, when Toledo was a member of the American Association. During three years of play at St. Paul, Jack stole 95 bases and hit over .300 each year. During Cassini's managerial career,

which began in 1955 with a pennant at Memphis, he has never had a club that finished lower than 4th place. Last year Cassini managed Batavia of the New York-Penn League for the Cleveland Indians, where he finished 4th and his club led the league in stolen bases. Senger said, "Jack comes to us highly recommended by many Baseball people, especially Phil Seghi and the Cleveland Indians. I know he will do an excellent job for Toledo."

Henry Morse, President of the Toledo Mud Hens, commented,

"I was favorably impressed with Jack and feel he will give us a ball club of which we can be proud."

Cassini, who makes his home in Newaygo, Michigan, said, "I am looking forward to working with Charlie Senger and meeting the fans of Toledo. My goal is to have a running, hustling, first division ball club."

Jack will be in Toledo to meet with the press before leaving for Spring Training. Jack will be at Spring Training with Manager Frank Robinson and the Cleveland Indians, working on his specialty, base stealing.

On January 28, at 12 noon, in the Crystal Room of the Commodore Perry Motor Inn, the Toledo Mud Hens will hold their annual Hot Stove luncheon.

Guest speaker will be Jim "Mudcat" Grant, former Cleveland and Minnesota pitching star, and winner of the Cy Young Award in 1965. Mudcat is currently a member of the Cleveland Indian telecasting team. Toledo's own Don Wolfe will be Toastmaster, so a gala time will be had by all.

Tickets are \$4.50 each and can be obtained through Tom Sallah, (243-9248) Chairman of the luncheon, or the Mud Hen office, 893-9483.

Charlie Senger, General Manager of the Toledo Mud Hens, announced recently that the Cleveland Indians will play the Toledo Mud Hens, an exhibition game in Toledo, at the Lucas County Recreation Center, on Thursday, June 16, game time is 7:00 p.m. Senger said, "The exhibition game is one of the highlights of our season, and very important to the Mud Hens. Last year we had a crowd of 5,013 and we are expecting more this year."

LABOR SEMINAR TO BE HELD IN SAN DIEGO

William Hemby, Executive Secretary of the California Organization of Police and Sheriffs has announced that the California Organization of Police and Sheriffs, in cooperation with the International Conference of Police Associations, is sponsoring a labor relations seminar to be held in San Diego, February 19, 20 and 21, 1977.

The Institute of Labor Rela-

tions of U.C.L.A. and U.C. Berkeley have joined forces to put together with COPS this extensive three-day training session designed especially for law enforcement negotiators. COPS labor seminar is an excellent opportunity for us to train new association Board Members in fundamentals of collective bargaining. It is also a good time for negotiators to bone up on next year's tactics and strategy.

COPS has decided to open this comprehensive training session to all members of the I.C.P.A.

The specific agenda has not, as yet, been formulated; however, such topics as searching out a city budget, negotiating discipline and strategy, and a mock negotiation session will be included.

The registration fee is to be \$200.00 per person. This would cover the labor seminar, room rates at the Plaza International Hotel, banquet and all materials.

This three-day training seminar can accommodate only a certain number of participants, so please advise William Hemby as soon as possible if you want to attend.

Participants

John Annesser, Leland T. Antoine, Joseph A. Clear, Sr., William H. Gray, Jr., and Louis M. Vasquez were participants in the Workers' Basic Study Program held December 9, 1976 at Ohio State University.

The 1976 Workers' Basic Study Program had 103 participants from 24 local unions affiliated with 16 international unions. Certificates of achievement and 1.2 Continuing Education Units were awarded to the 83 participants who successfully completed the classes for which they were enrolled. These figures represent a 71% increase in participants from 50% more local unions affiliated with 45% more international unions and 56% more certificates awarded over last year.

The above statistics indicate that this kind of program can and will succeed in the Toledo Area. The union leadership of the Toledo area is to be commended for the cooperation it has given in making the Workers' Basic Study Program a success.

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91 ELDERLY SLAIN

During the first 10 months of 1976, 91 elderly persons have been the victims of homicides in the five boroughs, with the greatest number, 34, taking place in Manhattan. In all of 1975, elderly persons were victims of 146 homicides in the city. Police said that violent crimes of all types against the elderly appear to be on the rise this year.

NEW GUN DEVICE

A new safety device for revolvers that reportedly can better safeguard the lives of cops and also reduce the danger of accidental shootings was unveiled recently by its inventor, Frank Murabito, a Glendale, Queens, New York gunsmith, at the West Side Rifle and Pistol Range in Manhattan, New York.

The device, which Murabito says would cost only 35c to manufacture and install, involves a modification of the normal revolver cylinder opening latch that allows it to be moved a fraction of a degree up or down, rendering a revolver inoperable.

Unlike several other proposed safeties for revolvers now under patent, Murabito's invention would require no new external equipment on a firearm.

Rep. Mario Biaggi (D-Bronx), a highly decorated police lieutenant before he entered Congress, said the device could "save the lives of hundreds of cops each year." He promised to introduce federal legislation to make the device mandatory.

STATE TROOPERS START JOB ACTION

Maryland's State Police, angered by what they feel is inadequate pay, will soon begin issuing fewer traffic tickets, according to Supt. Thomas S. Smith. Smith said the job action, to begin December 15, was approved by members of the Fraternal Order of Police, which represents more than two-thirds of the 1,500 state troopers.

State troopers now earn a minimum of \$10,091 a year. Smith proposed increasing the salary by 18% to \$12,000, but state officials argued that it was too expensive. After negotiations with state officials, representatives of the FOP and others, a 10% increase was approved, setting the minimum at \$11,101. However, the police turned down the compromise and at the same time voted to begin a "work study," which simply means state police will issue fewer traffic tickets and therefore reduce state revenues from traffic fines.

NEW RIGHTS ORDER FOR PENN STATE POLICE

A court order in June 1974 aimed at reducing racial discrimination within the state police was modified by a Federal judge recently.

The state police force "has been significantly curtailed and delayed" because of "administrative actions" of state police officials, United States District Judge Clifford S. Green said in his modifying order.

Commissioner James D. Barger and other officials have contended that the reductions in personnel were caused by a "financial crisis" that arose after the order in 1974.

Judge Green changed the 1974 order to provide for one minority member to be admitted as a cadet for every non-minority cadet, instead of one to two hirings as provided in the 1974 consent decree. This is aimed at speeding achievement of a 9.2% ratio in the police force, roughly equal to the ratio in the general work force.

POLICE GET APPROVAL IN DETROIT

A campaign to force police officers to live in the city received a setback when an arbitration panel dismissed charges against 42 of 45 patrolmen laid off by Detroit last June.

Two officers lost their jobs after the decision. The 45th had resigned to join the Manistee, Michigan Police Department.

The 45 were suspended on non-residency charges ordered by Mayor Coleman Young and former Police Chief Philip Tannian.

The city based much of its case on situations in which a spouse and children lived in the suburbs while the city employee maintained living quarters in Detroit.

A Wayne County Circuit Judge, Blair Moody, Jr., held in several cases, however, that a person's residence is where he spends most of his time, keeps most of his personal items, pays taxes and votes.

The arbitration panel also held it was possible for a worker to have a residence apart from his or her family.

The arbitration panel also held it was possible for a worker to have a residence apart from his or her family.

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Shaken and bruised, Joyce filed a damage suit against the owner of the garage. At the trial, a mechanic took the stand to deny blame.
"I checked my work on that pedal," he said, "and it seemed to be working okay."
"Some checking!" countered

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Joyce. "He tried it out while the car was standing still with the motor off. That's just not good enough."

The court agreed with her and awarded damages. Something as critical as a gas pedal, said the court, calls for more care than this mechanic displayed.

One who works on your car has a legal responsibility at least partly similar to that of the manufacturer. Even without a specific guarantee, he promises by implication that his work will be free of negligence.

This may spell liability even if the problem does not show up at once. Another motorist's brakes gave way two weeks and 1200 miles after being overhauled. When he sued, the garage said this amount of intervening usage "insulated" it from liability.

But the court ruled in favor of the motorist. The court said the evidence pointed to a slow leak in the brake system, which was directly traceable to poor workmanship.

Without such a cause-and-effect relationship, however, there is no liability. In another case a man complained that his motor "froze" only a week after a lubrication and change of oil.

But he could not establish any causal connection between the motor problem and the work done. Blaming the garage in such circumstances, said the court, would be sheer guesswork.

An American Bar Association and Ohio State Bar Association public service feature.

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THANKS FOR THE HELP
By Ken Perry, President Toledo Police Patrolmen's Assn.
Below you will find a letter from leaders of four of the cities bargaining units directed to the labor management citizens committee and city council members. Of course this commitment was denied by the members of city council because as we all know nothing like this would ever take place during any collective bargaining process in the city of Toledo. And of course a "Brother Union" would not object to another brother union obtaining additional benefits, or should we say negotiating their own contract without interference from another "BROTHER UNION".
The sad thing about this whole fiasco is that once again the patrolmen were pre-negotiated by the other city unions excluding the Teamsters Union, Local #20, who obviously felt they did not need to seek a commitment like this to get a ratified contract.
Well "brother unions", thanks for the help!

AFCSCME COUNCIL 46
American Federation of State, County, and Municipal Employees
311 Lagrange Street Toledo, Ohio 43604 Phone: (419) 241-7481 241-7501
CHARLES L. HENDRIX Executive Director THOMAS NOWEL Assistant Director GEORGE D. BEATTY President
November 18, 1976

To: Labor Management Citizens Committee and City Council Members
From: Charles L. Hendrix, Director AFCSCME District Council #46
William T. Endsley, President Local #7, AFCSCME
Robert Wuest, President Local #92, Firefighters
Leonard Suska, President Local #2058, AFCSCME
Subject: 1976 Negotiations
One of the final points in negotiations with each of the bargaining groups listed, was that parity should be maintained. In the talks scheduled with the police, it has been brought to our attention that parity may be broken by offering the police an additional \$125.00.
Of course we have no objection to any brother union obtaining additional benefits, but it was our agreement that if parity is broken that all the unions will receive an equal offer, thus maintaining parity.

Charles L. Hendrix *William T. Endsley*
Robert Wuest *Leonard Suska*

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News from the

Oregon Police Patrolmen's Association

Richard Hackett, President and Editor



An Opportunity

By RICHARD HACKETT
President Oregon Police
Patrolmen Association

I am continually amazed how new and effective police techniques are continually ignored in this part of the country. Whether its a problem of money or hesitation to try something new, its probably the most crippling handicap besides citizen apathy that law enforcement members have to work with. Although this article does not have the room to enumerate all these devices there is one vehicle that I feel could be utilized very effectively and that is the CB Posse.

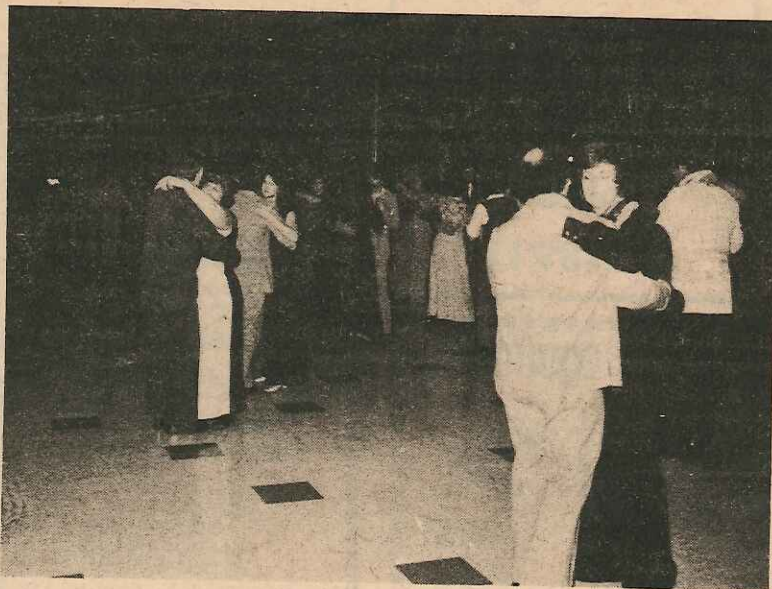
nals would be more hesitant about committing crimes, because they know and depend on

the fact that the police are undermanned and greatly handicapped by their equipment.

But with many good ideas, lack of support and initiative will probably prevent the idea from

ever being realized and frankly I think its a shame to waste this valuable resource.

Dinner-Dance Picture Highlights At Oregon



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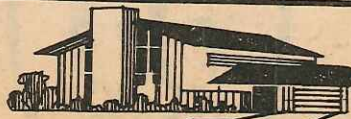
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ANYONE FOR HARMONY?

By C. E. McCawley

The OPPA is very proud of one of our members (Keith Leidel) who is one of the quartet in the SUMMER SOUNDS a Barbershop Harmony Group. The Summer Sounds (which I hear have their own theme song, the Summer Sounds) have been spreading Barbershop Harmony around the Toledo/Oregon area since their inception in early 1976.

In April of last year these four members of The Preservation and Encouragement of Barbershop Quartet Singing in America, joined the fine voices of Rick Polsdorfer (Tenor), Lou

Masney (Lead), Keith Leidel (Bass), and Jim Thornton (Baritone) as a quartet and won the Spring Novice Quartet Contest, sponsored by the Toledo Chapter.

If you happen to call our Department and hear a little harmonizing in the back ground don't be alarmed and think you received a wrong number as it will only be Keith doing his thing along with his duties.

Keith states if you are looking for good harmonizing the SUMMER SOUNDS are happy to sing for almost any occasion.



Members of the "Summer Sounds," a Barbershop Harmony group are Rick Polsdorfer, Lou Masney, Keith Leidel, and Jim Thornton.

Crime Rate

(Continued from page 1)

After one look at the provided charts provided by the FBI one can clearly see why our Nation must stand in front of everyone else in the World.

One consultation, if it may be called that, is the fact that not only Toledo, but many other cities also are facing the same problem. They too are trying to increase the manpower in their respective police departments to try to curb the easy incentive for crime in their cities.

Our intention is to have you take a serious look at this situation. Certainly it will effect you, if not now, then in the near future.

We are listing below the names of the Council members in the City of Toledo. We urge you to contact them.

Council Members

- MAYOR HARRY KESSLER
310 Safety Bldg. 247-6077
- VICE MAYOR GENE COOK
1880 Lynbrook Drive 382-4563
2201 Albion Street 241-3275
- WILLIAM COPELAND
1431 Indiana Ave. 243-3279
2270 Ashland Ave. 242-1426
- DOUG DeGOOD
4105 Parrakeet Ave. 476-3430
- ANDY DOUGLAS
5522 Larchwood Lane 865-9117
1045 Spitzer Bldg. 248-4677
- RAY KEST
2266 Rockspring Road 865-6726
- DAN McNAMARA
3320 W. Lincolnshire 537-8919
2460 N. Reynolds Rd. 535-0011
- RAYMOND H. NIES
3622 Philmar Drive 472-8455
700 Home Federal Bldg. 246-1890
- LEO PUCETTI
2716 Oatis Avenue 472-3364

Ask them any questions that you feel are necessary to gather more information as to why we are so short of manpower in our City.

Ken Perry, President of the Toledo Police Patrolmen's Association comments on the decreasing number of authorized strength in his column, "As We See It" on Page 2.

AN OPEN LETTER TO ALL LAW ENFORCEMENT OFFICERS:

As you are probably aware of by now, the POAM (Police Officers Association of Michigan) Executive Board on November 29, 1976, at their regular monthly meeting of the Board, voted to expel Teamsters Local 214 Law Enforcement Division and those local police associations whose members are members of, or are affiliated with, Teamsters Local 214.

The vote was 14 in favor of the expulsion, including the vote of one Executive Board Member appointed by Teamsters Local 214; two other Executive Board members appointed by Teamsters Local 214 abstained from voting. There were NO votes against the expulsion.

The reason for this action was that Teamsters Local 214 has been engaging in activities detrimental to the POAM, a professional police organization. Teamsters Local 214 has been encouraging independent members of the POAM to join or affiliate with Teamsters Local 214, thereby subverting the original understanding under which Teamsters Local 214 was to do original organizing. The result has been to reduce the dues income of the POAM. Furthermore, Teamsters Local 214 has failed to pay its monthly dues to the POAM amounting to \$3,000.00.

It goes without saying that from the date of the affiliation with Teamsters in June 1973, there has been continual criticism and complaints from members about such a merger. The action that the POAM Board did this date in severing all relations with Teamsters, is reflecting the general attitude of all POAM members.

There is not now, nor has there ever been, any animosity on the part of the POAM towards any law enforcement officers affiliated with Teamsters Local 214. We furthermore understand why many police groups went to Teamsters for representation while the POAM offered no such service.

It is now the intention of the POAM to set up a "FULL-SERVICE" membership classification for any local law enforcement organization who desires full representation by the POAM in the negotiation and enforcement of collective bargaining agreements. Local organizations will now have a choice between the POAM and Teamsters.

The POAM members have always felt that policemen should be represented by policemen. For those groups that are satisfied with their present bargaining agent... we wish you all the best... for those that are not, we are notifying you that the POAM is now offering "Full Service" at \$7.00 per member per month.

You must realize that the POAM cannot represent you until your present contract expires and there must be an election to determine who you want as your collective bargaining representative. In the meantime, POAM will be glad to assist you in any way you desire. The POAM regrets that its differences and difficulties with Teamsters Local 214 resulted in the expulsion of individual police officers. This could not be avoided because of the language of our current Constitution and By Laws. However, it is our desire to continue to help fellow law enforcement officers in any way possible.

This has not been a hasty decision. The subject of "Full-Service" by the POAM has been discussed many times over the years. What has long been contemplated and in the discussion stage, is "NOW A REALITY".

The Police Officers Association of Michigan now has the qualified personnel to do the job that has to be done for policemen in the State of Michigan.

Where in the past we have been a combination of Trade Union and Trade Association, we will now be doing the job of a "FULL SERVICE UNION". Policemen representing policemen.

We hope that in the near future all law enforcement officers will be united.

Harold E. Kunkle, President
By order of the POAM Executive Board

P.S.

The POAM now has a full range of service including... SEVERAL TYPES OF MEMBERSHIPS plus a \$10,000/\$15,000 insurance policy (24 hour coverage) with \$1,500 coverage on spouse and all dependents for only \$3.00 per month to members.

For further information regarding POAM services or memberships, contact the POAM office by mail or phone.

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ICPA PUSHES NEW TAX REFORM ACT

By KEN PERRY

We have been urged by Robert Gorden, Secretary-Treasurer of the ICPA to alert our members who are retired on non-duty disability pensions, of the provisions of the Tax Reform Act of 1976, Public Law 94-455.

Bill amended to reinstate members who are retired on partial disability in this session of Congress.

We are publishing below a most important article that is relative to the program that was made available to us by the ICPA.

Current Legal Topics

'76 Tax Act: Disability Pensions

By FRANK J. PRIAL II

Publisher, "The Chief" and member N.Y. State Bar

The so-called "sick pay exclusion" provision of the recently enacted Tax Reform Act of 1976 (H.R. 10612, Public Law 94-455) is an unwelcome news to active employees and possibly to disability pensioners who have been using the prior law to reduce their Federal income taxes.

The changes are retroactive to last Jan. 1 so that employees and retirees must compute their 1976 tax liability under the new rules. What are these changes?

65 years of age. He may claim it only up until the year prior to that in which he reaches 65. If he reaches 65 before or during 1976, he cannot claim the sick-pay exclusion for 1976.

2. The pensioner must be totally and permanently disabled.

3. His "adjusted gross income" must not exceed \$15,000 a year (including the disability pension) if he is to get the full exclusion. The Act reduces the \$5,200-a-year exclusion dollar for dollar for adjusted gross income over \$15,000. Thus, a pensioner with income of \$20,200 a year would not be entitled to exclude any income.

Active Employees:

Under prior law, an employee could exclude from income up to \$100 a week received under wage-continuation plans when he was absent from work on account of injury or illness. Many public employees here, who are kept on full pay up to the limit of their sick-leave allowance, were able to save some taxes under this provision.

The new Act abolishes this exclusion for active employees beginning with taxable years starting on or after Jan. 1, 1976. Thus for employees on a calendar-year basis, the tax return due next April 15 cannot include any exclusion for sick pay.

Under prior law pensioners who were retired on disability (whether line-of-duty or not) also were entitled to exclude from taxable income up to \$100 a week (\$5,200 a year). Many who were eligible to retire for service elected to retire for disability because of this tax break.

The new Federal law now establishes three qualifications (also effective last Jan. 1) for the sick-pay exclusion:

The Key Question

The key question is what does "totally and permanently disabled" mean?

Under the retirement systems' rules an employee is retired for disability when he cannot perform the duties of his specific job. Often a retiree goes out and gets another job which is not as demanding as the one he held in public service, indicating he is not totally disabled.

On the other hand, Social Security disability payments generally are made only when a person is so disabled that he cannot do any work whatsoever and that condition is expected to continue for an extended period or to result in his death.

According to provisions of the new law the term "disabled" means a retiree must be "totally and permanently unable to engage in any substantial gainful activity by reason of any medically-determinable physical or mental impairment which can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than 12 months."

Proof Required

The law also provides that a

retiree "shall not be considered to be permanently and totally disabled unless he furnishes proof of the existence thereof in such form and manner, and at such times as the Secretary may require."

These rules apply, of course, only to Federal tax liability. Pension benefits continue to be exempt from New York State income tax.

The Reform Act also simplifies the rules on eligibility for the Retirement Income Credit and increases the maximum base for the credit. Taxpayers should review those changes when preparing their 1976 returns.

The new law, it was learned, has no effect on a Internal Revenue Code provision which ex-

cludes from gross income the full amount of a pension received by an employee whose retirement was caused by a disability incurred in line-of-duty and whose pension payments are in the nature of workmen's compensation. Former members of the city's Police and Fire Depart-

ments have been able to take advantage of this special section because under the city's Administrative Code their pension payments are in nature of and in lieu of workmen's compensation.

IRS is expected to announce shortly the procedures for claiming the sick-pay exclusion.

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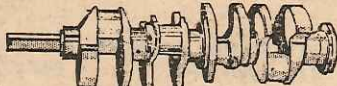
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