

The SHIELD

POLICE

NON-PROFIT ORG
U.S. POSTAGE
PAID
TOLEDO, OHIO
PERMIT No. 4938

THE VOICE OF THE PATROLMAN

"SAYING IT LIKE IT IS"

TO PROTECT

393

. . . AND TO SERVE

PUBLISHED BI-MONTHLY

TOLEDO, OHIO

January-February 1980

'A Man Remembers'

This month, the Shield is honored to present the results of a personal interview with a man who gave our department 42 years of service, 20 of them as Chief. From 1914 to 1956, he worked hard to come up from the ranks to bring the Toledo Police Department out of the Horse and Buggy Age into the area of scientific investigations. During his tenure as chief from 1936 till his retirement in 1956, he was responsible for many innovations, procedures, and policies that built the foundation of our present department. During the three hour taped session with this reporter, he spoke openly about his duties, his successes, and of the department as it was then and how he perceives it today. It is apparent in his conversations that at 88 years of age, he can never bridge the gap that separates his years of unyielding devotion to law and order and that of a new, permissive society.

An Interview with
Chief Ray Allen

By
BILL KENDRICK

Shield: "How did you do on the exam?"

Chief Allen: "Must of done all right, they called me a couple of weeks later and told me to report for work. You



Ray Allen as Chief of Police 1940's.



Photo taken during interview.

Shield: "Chief, are you a native of Toledo?"

Chief Allen: "No, I was born in Rudolph, Ohio, just south of Bowling Green. I spent one year in high school in Bowling Green and then moved to Toledo. I worked my way through high school by working in a restaurant for \$2.00 a week. I attended the old Central High School, located where the new library is now, on Michigan St. I went wild-cattin in Oklahoma with my Father for a year, then came back to Toledo."

Shield: "How old were you when you came on the Police Department?"

Chief Allen: "Oh, I guess I was about 23 years old. I had worked for the old interurban line as a ticket seller for a couple of years and it didn't do much good for my health. I worked in a small room with no windows, real stuffy and dark. There used to be a sergeant who'd hang around there by the name of Kid Baron. He asked me once if I ever thought of taking the police exam. I told him I wasn't interested. He told me he didn't think I'd be able to pass it anyway. Well, that was a challenge right then and there."

Chief Allen: "I have forgotten most of them, but I know that you had to be 21 years old. I can tell you that there were no women on the job though. And at that time we had no minorities. As far as education goes, I was the only patrolman on the department with a high school education. In those days, it was a rare man who would finish high school."

Shield: "Do you recall your first day on the job?"

Chief Allen: "I sure do. I had to buy all of my equipment. So, my Dad presented me with a new 38 calibre Police Special with a box of ammunition. It was a real fine pistol. Paid \$12.00 for it. When I reported to the East Side Precinct at Main and 2nd Street, I was given a long winter overcoat that was two sizes too large and a cap. When the badge was pinned on, I was officially a police officer. I was assigned to walk with an older officer on Lagrange Street. He showed me how to pull the boxes and how to shake doors. We walked together for three nights and then I was on my own."

Shield: "Can you reflect on some of the working conditions of that time?"

Chief Allen: "Well, first of all, we worked eight hours a day, seven days a week. It wasn't all that bad though, we got 10 days vacation a year. When I first came on we were paid \$60.00 a month, in gold. We went once a month to the Valentine Building. The city treasurer gave you three gold \$20.00 gold pieces. I recall that I received a \$20.00 raise a few years later. I guess that wasn't too bad when you recall that eggs were .20¢ a dozen and butter was .15¢ a pound. But it sure isn't the kind of money the police are making today."

Shield: "Did you receive any benefits similar to what the officers of today enjoy?"

Chief Allen: "You mean like longevity and overtime? Heavens no. We had to work sometimes over for about four or five hours and never got a thing for it. And if you made an arrest, you went to court and sat there most of the day on your own time. If you com-

(Cont. on Pg. 5)

Police Labor Relations in the 1980s Conflict or Cooperation:

By RICHARD M. AYRES

Taken from *The Police Chief*,
December 1979.

Within the last five years, many major American cities have been forced to endure police strikes. Prior to this time, police strikes had never been considered commonplace. Yet, in 1979 alone, law enforcement officers in New Orleans, Birmingham, Cincinnati, Hawaii, Salt Lake City, Santa Barbara County, Santa Monica, Burbank, and Los Angeles County have staged some type of strike action, whether it is called the "blue flu" or "sickout."

In numerous cities across the country, police appear to be in an angry, embattled, and sometimes dangerously rebellious mood. Why are they so embittered and what can we expect to take place in the police labor relations arena in the 1980s?

Collective Bargaining

Looking into the future, it is essential that we begin with the issue of collective bargaining itself. In this regard, it is safe to say that collective bargaining in the public sector, and for the police in particular, has come of age and is here to stay.

It is no longer a question, as it was in the 1960s, whether the police will be unionized and be participating in collective bargaining. Bargaining today exists by law in 35 states and for that matter in many others on a discretionary basis. In 1977, the latest year for which complete statistics are available, the U.S. Census Bureau indicates that individuals working full time for local and county police departments numbered 479,359 and that 258,929, or 54 percent, were in some form of union or local association. The trend is obvious, and we can certainly anticipate in the 1980s a continued effort on the part of law enforcement employees to form unions and lobby for collective bargaining laws.

Also of interest is the fact that until recently police unionism has been primarily a local phenomenon. Local independent organizations, with

no outside affiliation, have been the most important organizational unit in the police labor movement. The terms and conditions of municipal police employment being determined by interactions among local city officials, local police management, and local police union leaders have encouraged this type of unionization. However, a new trend is developing with local police associations affiliating with organized labor.

As police become more and more frustrated at the bargaining table, they are turning toward affiliation with the Teamsters and AFL-CIO to gain power through intimidation, experience in bargaining, and broader financial resources by which to gain their demands. The Teamsters and the AFL-CIO are both making a concerted effort to organize the police into a national union. This is evidenced by the fact that the AFL-CIO has this year granted a charter to its first police union affiliate — the International Union of Police Association (IUPA) — to compete with the Teamsters' bid to organize law enforcement. The IUPA already claims a membership of more than 50,000 police officers throughout the country. As for the Teamsters, at least 10,000 police officers are presently members of locals. Teamsters' officials estimate that they bargain on behalf of 15,000 police in about 225 municipalities.

In the 1980's, we can expect to see this trend continuing as more police join organized labor to gain leverage over cities in an attempt to obtain better pay and working conditions.

Police Strikes

The mood at the bargaining table in the near future is also not likely to be pleasant. A bargaining climate, influenced by such factors as the taxpayers' revolt, high inflation, tighter municipal budgets, antiunion sentiment, and employee layoffs, will only result in added frustration on both sides of the table and lead eventually to more militancy by the police. Unfortunately,

(Continued on Page 4)

WILLIAM B. KENDRICK
9 DELLWOOD CT.
TOLEDO, OH. 43613

POLICE
The SHIELD
 "SAYING IT LIKE IT IS"
 TO PROTECT..... **393** ...AND TO SERVE
 MEMBER OF OHIO UNION OF PATROLMEN'S ASSOCIATIONS
 AND INTERNATIONAL UNION OF POLICE ASSOCIATIONS
 MEMBER ★ I.U.P.A.

From The President's Desk

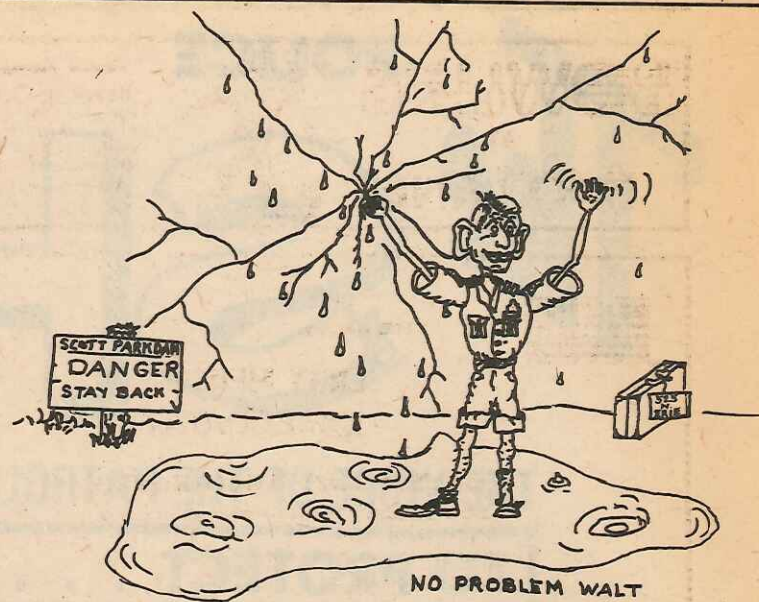
As the dust finally begins to settle after last summer's 'Negotiations', it has become apparent to many people in this city that there must be a better way to handle labor negotiations. We have decided that in order to successfully negotiate a labor pact with the City, a Municipal Collective Bargaining Bill that includes binding arbitration for Police and Fire, is a necessity.

With this thought in mind, both organizations have put their efforts together to forge a bill that

we hope will be accepted by both local officials and the voters. Our goal is to have this bill placed on the ballot in June, by a majority vote from Council.

Rumors have been running throughout the Division concerning the possible re-assignment of many of our members from various bid positions, returning them to the street. Due to the large number of rumors and the limited space, we can only say that we met with the City Manager February 29th and he stated that nothing has been decided

and that the various organizations involved will be brought in when the time comes for their input. We might add that we have never been accused of being shy in the past and we plan to continue same. We can assure you that as long as we have a say around here, we must never give up the fight for more positions off the street for our older and more experienced officers. The way we see it, the solution to the manpower shortage is to hire more officers and not to deplete the already short-handed bureaus.



Financial Secretary's Report

In an effort not to consume more space than necessary my financial secretary's report will be very concise. It contains those names of officers who reap the benefits and pay nothing.

Non Members 2-1-80

- Patrick Allen
- Leonard Ball
- Thomas Beaudry
- Frank Bilek
- John Cousino
- John Dorn
- Marion Fitch
- Lawrence Hallauer
- Arthur Harvey
- John Helman
- Dale Homer
- Ulysses Howard
- John Jordan
- Dave Kosz
- James Lagger
- Melvin Lykowski
- Robert Malone
- Joseph Martin
- Woodrow McCreary
- Harold Mercer
- Robert Mitro
- William Parton
- James Porter
- Dale Siefke
- Darnell Thomas
- Lawrence Thompson
- William Thompson
- James Tierney
- Raymond Wolford
- Richard Zarecki
- Eugene Sommer

By Mike Goetz

for help. As one who also finds much stress in ministry today, I recommend the second choice by using the power of prayer.

Feeling that we are carrying the load ourselves is depressing and psychologically disheartening. Sensing that Almighty God is with us is enlightening, encouraging, and psychologically rewarding. It is my belief that God is more powerful than all my problems!

Granted prayer alone is not going to make my troubles go away. But we need the wisdom and courage to cope or we "cop out." If "cops" are to cope today we need the power of prayer.

All of you can be assured of my prayers. Let us all pray together. May God bless our efforts!

Fr. Al Ceranowski

Harbor Patrol

Cold Water Survival

Hypothermia — what is it and how does it kill? Hypothermia is subnormal temp. within the central body. When a person is immersed in cold water, the skin and nearby tissues may cool very fast. However, it may take 10 to 15 minutes before the temperature of the heart and brain starts to drop. When the core temperature reaches 90°F, unconsciousness may occur. When the core temperature drops to 85°F heart failure is the usual cause of death. However, a person in cold water may drown because he loses the use of his arms and legs, and his consciousness becomes clouded.

How long can one survive in cold water?

Survival in cold water depends on many factors. The temperature of the water is only one. Others include body size, fat, and activity in the water to name a few. By swimming or treading water a person will cool about 35% faster than if remaining still. An average person wearing light clothing and a PFD may survive 2½ to 3 hours in 50°F water by remaining still. This survival time can be increased considerably by getting as far out of the water as possible and covering the head. Getting into or onto the boat or anything else that floats can be a real life saver.

The following table shows predicted survival times for an average person in 50°F water:

Situation	Survival Time
No Flotation	
Drownproofing	1.5 hours
Treading water	2.0 hours
With Flotation	
Swimming	2.0 hours
Holding Still	2.7 hours
Huddle	4.0
HELP (Heat Escape-Lessening Posture)	4.0 hours

Since most boaters, hunters and fishermen that die in water related accidents had no intention of going in the water, the obvious answer is to avoid those behaviors that cause accidental immersion.

Bob Matecki

Next issue: First Aid For Hypothermia Victims.

From The Chaplain

Did you ever pick up five or six items that needed to be taken out to the car and then find you could not open the door? You struggle and juggle until you either put everything down or someone comes to help you.

Such is the life of a patrolman in modern society. Bearing the weight of many stressing and pressing problems a patrolman still tries to open the door of law and order for society. The patrolman struggles and juggles with emotions and reasons until one either gives up on the job or someone comes forward to help.

As a diving bell goes deeper into the sea the pressure of the water increases on the total surface. As the patrolman gets deeper into his work the pressure of society increases all around him. There is a limit to the amount of pressure a diving bell can take. There is a limit to the amount of pressure a patrolman can stand.

Badgered by the city administration.

Frustrated by the courts.

Pushed by the command.

Pestered by the elements.

Teased by fellow officers.

Harassed by the public.

Pressed by the work load.

Plagued by family worries.

Annoyed by faulty equipment.

Anguished by personal safety.

Such is the life of a patrolman today. The situation can be summed up in one word: STRESS!!!

Before the compression point is reached one can either reject the distress or reach out

POLICE
The SHIELD
 "SAYING IT LIKE IT IS"
 TO PROTECT..... **393** ...AND TO SERVE
 MEMBER OF OHIO UNION OF PATROLMEN'S ASSOCIATIONS
 AND INTERNATIONAL UNION OF POLICE ASSOCIATIONS
 MEMBER ★ I.U.P.A.

The Police Shield is published in Toledo, Ohio under the sponsorship of the Toledo Police Patrolmen's Association, Inc.

Editorial Committee:

- Chairman Michael B. Goetz
- Larry Mallory, Larry Knannlein Joseph Clear, Barb Knannlein, Tim Campell
- Managing Editor Patrolman Gary Dunn
- Business Representative Barb Knannlein
- Sales Representatives Mike and Lynn Pait
- Photography Larry Mallory

Articles appearing in the Police Shield do not necessarily represent official policy of the Toledo Police Patrolmen's Association unless specifically stipulated. Otherwise, articles represent the opinions of the article authors only, and the Toledo Police Patrolmen's Association does not take responsibility for their content.

Toledo Police Patrolmen's Association:

- President Gary Dunn
- 1st Vice President George Gerken
- 2nd Vice President David Gray
- Recording Secretary Roger Reese
- Financial Secretary Mike Goetz
- Treasurer Ron Scanlon
- Sgt. at Arms Bill Dunn

Trustees:

Thomas Babcock, Sharon Farris, Larry Knannlein, Ed Liwo, Richard Murphy, Tom Owens, Tom Roth, and David Willier.

Attorneys:

Michael D. Dorf, Charles Stupsker, Ted Iorio

The Police Shield Editorial and Advertising offices are located in the Toledo Police Patrolmen's Association Office in the Toledo Health & Retiree Center, 320 West Woodruff, Suite 202, Toledo, Ohio 43624. Telephone 241-8914 or 241-6935.

BOWLING
AT
LIDO LANES



Your Family Bowling Center
Home of Lido Banquet Room. Available For Wedding Receptions, Parties, Sales Meetings.
865 South St.
242-7652

Aetna
THE AETNA LIFE AND CASUALTY

JERRY HEINEMAN
CAREER AGENT

BAYER AND ASSOCIATES
200 LIBBEY-OWENS-FORD BUILDING
P.O. BOX 489
TOLEDO, OHIO 43692
(419) 243-2141

DOWNTOWN
FINE MEXICAN FOOD

Margaritas



COCKTAILS
IMPORTED
BEERS & WINES
255-5944

OLIVER'S

505 JEFFERSON
JEFFERSON AT SUPERIOR
LOCATED IN THE COMMODORE PERRY

LEGAL PROBLEMS

Divorce, Traffic Violations, Personal Injury, House Closings, Bankruptcy, Will/Probate, Criminal Matters.

BRITZ LEGAL CLINIC

2846 Lagrange
Toledo, Ohio 43608
Ph. 726-3271; 241-7629

SCHICK'S
MARATHON SERVICE

2500 Oregon 666-7124

GIHA'S
Uniforms



Featuring the finest selection of all Uniforms, Accessories, and Shoes

POLICEMEN — FIREMEN — SHERIFF
TRUCK DRIVERS — MAIL CARRIERS
SECURITY GUARDS

Open Daily 9-6
Saturdays 9-1 p.m.

2140 WEST CENTRAL AVENUE
LOCATED IN THE COLONY SHOPPING CENTER
TELEPHONE: (419) 473-9793

Findings Indicate Crime Down In 'Sting' Cities

According to preliminary findings in an independent study conducted for the Law Enforcement Assistance Administration (LEAA), the decline in the rate of robberies,

larcenies, burglaries, and motor vehicle thefts in large cities having had successful antifencing programs exceeded the national average.

Statistics indicate these declines in large cities (population 50,000 or more) in the first half of 1978, compared to a comparable period of 1977, were: Robbery, 2 percent; burglary, 1 percent; larceny, 4 percent; and motor vehicle theft, 1 percent.

A comparison of statistics for 1976 with those of 1977 shows that, nationally, robberies declined by 4 percent, burglaries by 2 percent, larcenies by 7 percent, and motor vehicle thefts by 0 percent. But, in the 21 large cities in which "Sting" operations were ended in 1977 or earlier, robberies were down by 6 percent, burglaries by 6 percent, larcenies by 10 percent, and motor vehicle thefts by 4 percent.

Since their inception 3 years ago, "Sting" operations — the cooperative efforts of Federal, State, and local law enforcement agencies — have resulted

in the arrest of more than 3,700 suspects and recovery of \$121.8 million in stolen goods.

The findings also indicate a high conviction rate among those prosecuted as a result of 12 antifencing operations in 1975-1976.

Nationally, of those prosecuted in 1976 for robbery, burglary, larceny, and motor vehicle theft, the conviction rates were 56 percent, 59 percent, 73 percent, and 53 percent, respectively. Among those involved in "Sting" prosecutions, the conviction rate was 90 percent.

Additionally, a profile constructed of 304 alleged offenders identified during the 6-month antifencing operation in Nashville, Tenn., revealed that 269 (88 percent) had prior arrests — a total of 2,155 arrests or an average of 8 per person.

DENNY'S
CARRY-OUT

1102 Broadway
255-3342

BLUE
LINE
REMODELING

2160 Front St.
691-4603

PEKING
RESTAURANT

Chinese Gourmet Food
American Gourmet Food

- LUNCHEON - DINNERS
- DINE IN OR CARRY OUT

BANQUETS -
PARTY BUFFETS

Call
476-6599

CARRY OUT
SUN. - THURS. 11 AM - 10 PM
FRI. - SAT. 11 AM - 11 PM



Sure I make house calls, what's your phone number?

AL SOBB
AUTO & TRUCK SERVICE
2817 LAGRANGE
248-4275

ADAMS LAUNDRY & CLEANING

1601 Adams St. "Quality Rapid Service" 243-1387
3401 Monroe St. 475-4917

HOLLAND TAVERN

Food — Liquor — Beer
Open 7-2:30 a.m.
7143 Angola

DeVeaux Village
Beauty Salon


Hair Care For
The Entire Family

Specializing In Hair Cutting,
Permanent Waving & Tinting

2600 Sylvania Ave.
472-1454

RED CAB

6058 W. Central 841-2438



OLNEY
Market

1950 Stadium Rd.
Open 7 Days A Week
Monday-Saturday
10 A.M. - 7 P.M.
Sunday
9 A.M. - 1 P.M.
Oregon
Ph. 726-4281

Police Labor Relations in the 1980s

(Continued from Page 1)

as the number of police strikes increase in the 1980s, the negative bargaining climate will be perpetuated as the police alienate the public against themselves, their unions, and the very concept of public sector bargaining.

Along with this anti-union attitude and tough bargaining posture is the growing belief by some city officials that they should be more willing to tolerate strikes by public employees, including the police. Proponents of this belief argue that sound contingency planning enables the city to make adequate arrangements in advance of a strike to provide for the continuation of essential services and to dispense with non-essential services during a walkout.

Furthermore, the fact that a city indicates that it is prepared to take a strike reduces the possibility of a strike occurring and of the premature surrendering to the union's demands. An analysis

of police strikes in the past five years indicates that surprisingly, there was usually an actual reduction in crime rate during each strike. Thus, the fears of increasing murders, riots, or extensive property damage during the walkouts have been unfounded during these recent years. These findings are in direct contrast to the lawlessness which occurred when the police struck in Boston in 1919 and Montreal in 1969.

While one cannot argue with the value of sound contingency planning, neither should one underestimate the potential for violence when the police strike.

One variable overlooked by most city officials that has contributed to the lack of violence during strikes is that the striking officers in some cities have attempted to conduct themselves in an orderly fashion in an effort to muster public support for their cause. However, these efforts by striking police officers to maintain

order even in a strike situation cannot necessarily be counted on in the future. A striking Tucson police officer, bitter over the city's failure to honor the Memorandum of Understanding that had ended their police strike in 1975, echoed these very sentiments when he explained, "We went on strike because we had gotten our teeth kicked in and the door shut in our faces and were told there was no further to go. They didn't give us anything plus they said 'go away'... We learned the best way to get cops back to work is to get someone killed. The best way to get firemen back to work is to burn buildings. Strikes can't be professional. You have to hurt someone."

Fortunately, as previously stated, the strikes we have recently experienced have been relatively non-violent. But the potential for violence during a police strike is enormous. This potential, coupled with a hardline attitude and a growing tendency of city officials to tolerate the strikes, could result in disastrous con-

sequences for cities in the 1980s.

Another phenomenon that we will be witnessing, in those cities that do not wish to take police strikes, is an increasing reliance on compulsory arbitration to settle impasse situations. However, many cities may not wish to relinquish their decision-making power to an outside neutral who may well arbitrate a higher award for the union and cause an increase in taxes. For these cities, and in keeping with Proposition 13 phobia, you can anticipate police salaries being determined by public referendum.

The forecast for police labor relations in the 1980s, therefore, includes the following predictions: more unionization of the police and more affiliation with organized labor; an increase in collective bargaining legislation; greater militancy, e.i., more police strikes with a greater potential for violence; a greater reliance on compulsory arbitration; and a turning

toward public referendum to settle salary disputes.

Why Are Police Embittered?

Whether these predictions prove to be accurate remains to be seen. In the meantime, the question of why the police are generally so embittered today is still unanswered. Could the cause of their dissatisfaction lie simply with money and security? Ostensibly, economics is indeed the issue. With the police asking for greater raises to keep up with the rising costs of living and cities responding with "there is no more money in the

(Continued on Page 9)

SHOP & SAVE
at
THE BIG, BUSY KURTZ MARKET
Everyday Low Prices
On All Your Meats
Always At Kurtz
33 N. Superior St.
In Downtown Toledo
Shop
8:30 - 5:30 Daily
Monday thru Saturday
Closed Sunday

AMERICAN DISPLAY CO.
PALM TREES - BAMBOO
FISHNET - GRASS MATS
PENNANTS - TIKI GODS
Special Occasion Party Rentals
for Proms, Shows, Conventions
119 N. ONTARIO STREET
TOLEDO, OHIO 43624
Area Code 419
242-2642
H. BING CROSBY

ALL-PET CENTER
Quality Pet Supplies
2812 Glendale
382-0305

ARCO 248-3671
RANDY'S ARCO SERVICE
TUNE-UPS - MUFFLERS
TAILPIPES - BRAKES
SHOCKS - BATTERIES
TIRES - LUBES
A Complete Car Service
1901 JEFFERSON AVE. RANDY ORTMANN
TOLEDO, OHIO 43624 OWNER

BRAUER'S DELICATESSEN
At The Colony

McCLAIN'S RESTAURANT
LUNCHEON SPECIALS • STEAKS • CHOPS
SEAFOOD • OPEN MON. - SAT. 5:30 - 9 P.M.
219 SUPERIOR ROSSFORD, OHIO 666-9207

FRAUTSCHI BROTHERS HARDWARE
TORO LAWN EQUIPMENT
SCOTT LAWN PRODUCTS
SHERWIN WILLIAMS & DUTCH BOY PAINTS
307 SUPERIOR ST. ROSSFORD, OHIO 43460

SPIRO'S & CAROL'S CONFECTIONARY
Fresh lunch meat — Hot Popcorn —
Hot Dogs
"We have a little of everything for you"
Open Sun.-Friday 7:30-9:00
3250 Elm

PIT STOP AUTO CENTER
5701 BENORE
729-5471

LAMPLIGHT STEAK HOUSE & COCKTAIL LOUNGE
1923 Alexis
473-3176

TOLEDO TESTING LAB INC.
1812 N. 10 ST.
TOLEDO, OHIO
43620
PHONE 241-7175

Craig's Beer Barrel
NOW SERVING COCKTAILS AND LIQUOR.
698-9204 1014 STARR AVE.

- German Sausage Sandwich
- German Hot Dog
- Roast Beef
- Ham & Cheese
- Cheese & Crackers
- Home-Made Chili
- Watch For Soup Specials
- Popcorn Anytime

OUR FOOD MARKET
454 E. Streicher 726-3212

THE SUPREME COURTS
Group Rates Available
ENJOY THE UNIQUE
Racquet Lounge
650 So. Reynolds Ph. 531-2851
5580 Monroe St., Sylvania Ph. 885-4643

SAFETY EQUIPMENT
ENERGY OXYGEN FIRE EXTINGUISHERS
PROMPT TECHNICAL ASSISTANCE
IMMEDIATE DELIVERY AVAILABLE
WE MEET OSHA STANDARDS
SERVICE AND PARTS
TOLEDO GLOVE MFG. CO.
FACE SHIELDS SAFETY GLASSES EAR PROTECTORS
FIRST AID KITS PROTECTIVE GLOVES
1227 Vance
244-3089

A Man Remembers

Continued from Page 1

plained about it, well, nobody would listen anyhow."

Shield: "What about sick days, did you have so many each year?"

Chief Allen: "As I recall, each man was given a few, but if you reported in sick, a police doctor was sent out to your house to examine you. If he said you were well enough to work, you came in."

Shield: "Chief, do you recall Toledo ever having a job action or a police strike while you were on the department?"

Chief Allen: "Definitely not. Why, if there was any talk of a strike or even forming a union, I mean in the early days, you would find yourself in trouble. In those days you were happy to have a job."

Shield: "When you made an arrest, what was the procedure used?"

Chief Allen: "In those days we had horse drawn wagons. If you made an arrest, you went to the box to call for a wagon or for assistance. The box was your line to headquarters. Later on, there were sirens and horns on top of the boxes. If the operator wanted you, he could hit the horn to get your attention."

Shield: "What kind of manual or rule book did you work under when you were first appointed to the department?"

Chief Allen: "Well, they were always just about to issue one. I didn't really see any such manual till about 15 years after I was first on the job."

Shield: "Chief, if there were no rules or regulations, then how were the new men to know what their duties were or what the laws of the city and state consisted of?"

Chief Allen: "We depended on the older officers to teach us. They were all very helpful."

Shield: "What shift was a new man assigned to?"

Chief Allen: "You always started on the midnight shift. It took about 3 years to get off that shift onto the afternoon shift. Seniority in those days meant a lot."

Shield: "How would you rate the efficiency of the officers in those early days?"

Chief Allen: "Well, you were given a beat and you were responsible for what took place there. We shook the doors of the business places at night and believe me, if there was a

burglary on your beat, you really had a lot of explaining to do. The report you filed would have to show why you did not catch the burglar, not just that there was a burglary."

Shield: "You mentioned earlier that you were the downtown sergeant. Did you walk the downtown area in an attempt to keep tabs on your men?"

Chief Allen: "At first I walked and took the street car. A little later, I was allowed to drive my own car. I did so at my own expense though."

Shield: "Do you remember when the first black officer was appointed?"

Chief Allen: "Not exactly. Sometime in the twenties though. I think his name was Hodges. A swell fellow and a good policeman. I remember when a policeman was shot and killed over on Canton Avenue and Hodges caught the man who did it. In the struggle, he struck the fellow over the head so hard he broke his revolver. The next week all of us chipped in and bought him a new pistol. When we presented it to him, he cried. I never forgot that day."

Shield: "We hear a lot these days of initiating a precinct system in our city. I heard that this is not a new idea because our department had several precincts throughout the city about the time you were appointed."

Chief Allen: "That's not quite the same thing as you are talking about. We had sub-stations. These were small buildings that housed two officers and a patrol wagon. When they received a call, they would respond, otherwise they would be unproductive. We had one at Second and Main, Orchard and Broadway, Monroe and Bancroft, and one on Lagrange Street."

Shield: "What were your duties as a patrolman?"

Chief Allen: "I was first assigned a beat and then later, I was a traffic officer. I did traffic downtown. It was all hand signals in those days. Most of the motor traffic was the street cars. We had a lot of them. On Sundays, I was assigned to do traffic at Walbridge Park. They had a large amusement park there and on Sundays the traffic was heavy."

Shield: "Did you spend all of your time in uniform?"

Chief Allen: "Yes. I was promoted to Sergeant in 1920 and went into the traffic bureau. In 1923, I made lieutenant. When I was promoted to Captain, I was in charge of a shift. That was in 1927. Five years later, I made Inspector and was in an administrative position. I was responsible for the entire Uniform Branch."

Shield: "Chief, during your time as chief of police, the department is said to have made some dramatic advances. That was from 1936 until 1956. Could you elaborate on some of these achievements?"

Chief Allen: "As an administrator, I could see the need for an up-dating of the department. I took a one month long tour of major cities to evaluate their departments and to see what I could use here. I went to Wichita, Los Angeles, San Francisco, and finally, Berkeley. That is where I met and talked with O. W. Wilson. He was the leading authority in the area of Police Administration and we became very good friends. When I returned, I immediately ordered Inspector Charles Roth to start a police training academy. Soon we had a Crime Lab equipped with \$10,000 worth of equipment. I went to Chicago and talked to Leonard Keeler. He was the best man around when it came to the polygraph. He came to Toledo and trained our men in the

crime lab. I should mention too that at that time we had a number of precincts around town where we kept a patrol wagon and two officers sitting and waiting for a call. I got them moving in a district. They were patrolling and ready to go when we called. It was an efficiency move. All of this took place in the years before the start of the War."

Shield: "Speaking of the War, did any of our officers get drafted?"

Chief Allen: "No. I guess it was like military service being a policeman. We didn't have too many problems. Didn't have to hire any of those auxiliary police like some cities did."

Shield: "During the time you were with the department, how were the men assigned to different duties?"

Chief Allen: "Well, going back to when I first came on, you didn't have any say as to where you were put. If you didn't like horses and they put you on mounted patrol, you were just out of luck. The detective bureau was a different story. When I was first appointed, that was a day job. We didn't call the dicks after 5 P.M. And don't forget that when I was on, the detective bureau was made up of all command officers. The vice squad had a few patrolmen working, but not the detective bureau."

Shield: "When you were Chief, how did you handle complaints against your men from the public?"

Chief Allen: "The way I ran it was to have the minor complaints taken by the sergeant. When the problems were of a serious nature, I would have the complaining citizen come to my office to face the officer. I wanted to hear both sides of the story from both parties. I feel I can read people pretty good. I used a lot of psychology in those

(Continued on Page 11)

FAMILY AFFAIR RESTAURANT

Special Every Day.
Open Weekdays 6-8 — Sunday 8-7
4873 N. Summit 729-2375

Best Wishes From
Tom Clark, Jr.

Players Club

3440 W. Sylvania
475-7796

TOLEDO WEST MOTEL

845 W. Alexis 476-9457

George GRADEL Co.

Excavating
Contractors
Crane & Bulldozer
Rentals

927 Front St.
691-7123

WOODVILLE DISCOUNT

The Family
Store

2172 Woodville

GOLDEN DRAGON CHINESE & AMERICAN FOODS



CANTONESE ORDERS

DINE-IN or CARRY-OUT • OPEN 7 DAYS

SUNDAYS 12:00 TO 9:00 P.M.
WEEK-DAYS 11:30 AM TO 9:30 P.M.
FRIDAY 11:30 AM TO 10:30 P.M.
SAT. 12 NOON TO 10:30 P.M.

473-1023

5624 SECOR NEAR ALEXIS

W. J. "BILL" MEYER
KEN FARKAS

FIRESTONE
UNIROYAL
MICHELIN
DELCO BATTERIES
CUSTOM WHEELS
O.E.M. WHEELS
TUBES
4X4 TIRES

ELLIS TIRE INC.
1701 TREMAINSVILLE RD.
TOLEDO, OHIO 43613

419-472-0625

Grievance Committee Report

By DAVE GRAY

Several issues have been effectively resolved since the last issue. Several of these affect many of us.

The City has agreed to abide by the contract on the vacation draw. Section 6-5-13.1 calls for at least 10% of the officers assigned to be allowed off on each vacation period. Originally, Captain Hamrick felt he couldn't afford to allow at least 10% off from his Traffic Section. Captain Posadny also

felt that contract provisions shouldn't apply to the Scott Park District. Vacations were redrawn in each instance to allow for the additional officers to be on vacation.

Through meetings with the city Safety and Training section, the safety shoe program has been expanded. It now allows for the officers to have a much greater selection of uniform shoes. The 60-40

program no longer is restricted to just steel toe shoes.

Also in regards to equipment, Sgt. Fitch informs us that anyone wishing the vests, to leave him a note with your name on it and he will contact you to set up a schedule to be fitted.

The issue of Air - Conditioning of detective cars is still being kicked around. Mr. Boston informs me that he believes he may have a solution worked out. I don't have any of his details on the solution as of yet.

Officers Rybarczyk, Kujawa, and Steward each have filed grievances on the unsafe conditions of working under the present manpower shortage. We're asking that recall be used to supplement our thin blue line. At least until such time that the city brings the division up to the authorized levels.

Federal arbitration is being scheduled on the Quota System problems. The transfers of officers from one shift to another without consideration for seniority is also scheduled for arbitration.

Some other issues which were resolved were the elimination of the first week of January as a vacation period. This was added back to the vacation selections. The issue of a separate check for vacation pay was also resolved. Officers who drew an early vacation in January or February were allowed to get

that separate check in December if they requested it.

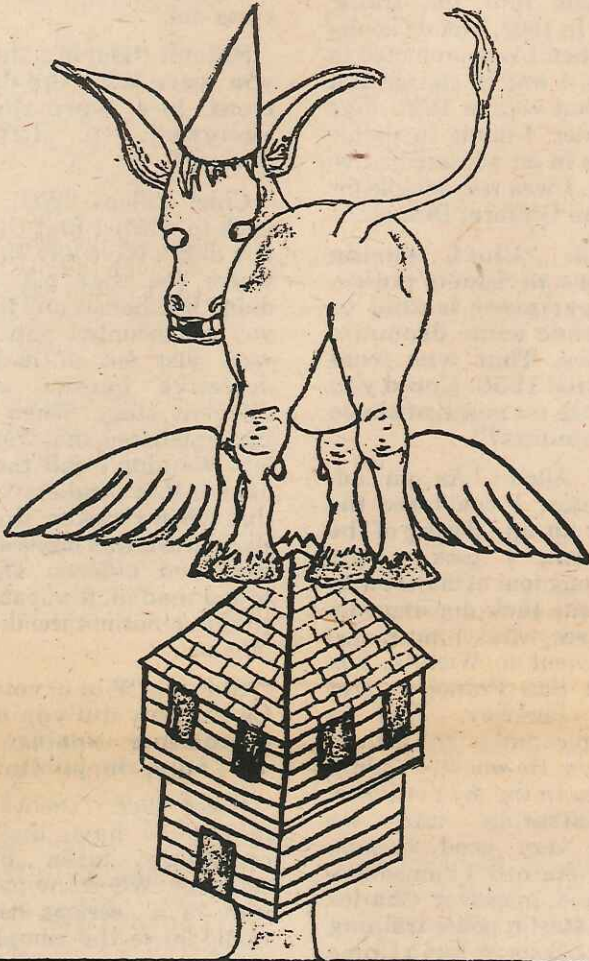
Another problem which has surfaced around the new retirement Bill. Many of our officers will be leaving the department after March 1st. This is a tremendous decision in an officer's life. To leave the closeness of the friends has never been an easy decision. Often when the officer makes this decision, the paperwork and options available to him when severing those ties are confusing. We hope to develop a check list and to answer their questions and aid them in covering all the bases needed for a smooth transition.

Often times in the daily hum drum of routine police work, many persons go unnoticed for an outstanding job. The Grievance Committee hopes to right this wrong. In an effort to recognize that individual, a special award will be given each issue. This award will go to that individual who contributed most to strengthening the purpose of a strong police union.

The grievance committee's first award for Meritorious Service was an easy decision. Without question, that individual is Captain Arthur Posadny. His unswerving devotion to developing a climate of low morale and bitterness in the ranks of patrolman is demonstrated time and again in his response to officers grievances. His

disregard for seniority is well known as demonstrated in the Wells grievance. His disregard of contract language surfaced in the two vacation issues. The Scott Park Quota System transfers. We could go on and on, but his record speaks for itself.

Without individuals like Captain Posadny, we would have no need for a Union of Police officers. Thanks Art.



MERITORIOUS SERVICE AWARD
TO
CAPTAIN ARTHUR POSADNY

TRAVELERS REST MOTEL
5600 Telegraph Rd.
At Raceway Park
Heated Pool • Phones
Color TV • Air Conditioned
Owned & Operated By
Ernest and Kathleen
Williamson
Phone 476-9118

JULIE & JENNY'S RESTAURANT

We Never Close
Lunch and Dinner Specials
1801 Laskey 475-8367

CLELAND'S GUN SHOP
NEW & USED
BUY — SELL — TRADE
10306 AIRPORT HWY.
NEXT TO STATE HIGHWAY PATROL
865-4713

HALLOCK

Tree Transplantation
and
Snow Removal
7204 Wales 661-9422

STEVE & JANE'S

3335 Lagrange 241-9486

The Toledo HEALTH AND RETIREE CENTER
Serving the medical needs of the entire community.
310 W. Woodruff
Toledo, Ohio

RIVERWEST MOTEL

Compliments of Riverwest Motel
Budget Rates - Underground Security Parking
Dining Facilities & Cocktail Lounge
Banquet Room for up to 500 People
1001 Jefferson 242-7311

PLANTATION MOTEL AND NONDA'S RESTAURANT AND LOUNGE

Greek Cuisine
5849 Alexis 882-7141

ALMROTH
691-1313
696-1666
Heating Oil
Automatic Delivery
Budget Plan

30509
Lamoyne

HIRZEL'S
Paddeck Bar
Live Music Fri & Sat
Dancing 9 til 2
Carole & Don Hirzel
Oak and Oakdale
Ph. 698-2683

International Brotherhood of Electrical Workers

"Union of Progress"

If You Need Help...
call Local 1076
Phone 666-1076

SUNNY SIDE INN
2521 Glendale

LIQUOR - FOOD - BEER
Open 8 a.m. till 2:30 a.m.
Tel. 382-6591 382-0228

Letters To The Inspector

Dear Inspector: My boyfriend and I are having an argument on the question of sex before the wedding. Do you feel it is proper?

Answer: We consulted our Society Editor, Linda Lovebreath, and she said, "It is proper only if you do not block the aisles."

Dear Inspector: As a tax payer and a lifelong admirer of our city government, I was appalled to see such vile comments regarding our city officials written on the prisoner elevator walls. A number of our city fathers were maligned with such things as a question of their parentage and incest. Who is responsible for such foul deeds?

Answer: It is obviously a

select few. Let's face it, not everyone has a pen that can write on fresh paint.

Dear Inspector: I see you are now driving those sub - compact police cars. It was surprising to learn that the gas mileage is only 6 mpg, the tires need changing every 10,000 miles, and the engines go for no more than 35,000 miles. So where is the savings on a small car?

Answer: Very simple. We get a cut rate at the car wash.

Dear Inspector: Is it true that a recently retired high police official is writing his memoirs regarding his association with the Toledo Police Department?

Answer: Correct. Look for it to be released at the end of this

year. It will be entitled: "U-Boat Commander."

Dear Inspector: Certain radical groups have been circulating the rumor that one of your officers is patrolling his district with what they call a "fierce and ferocious North Canadian Wild Wolf Hound." Is this true?

Answer: Certainly not. This couldn't be any further from the truth. Furthermore, we talked to Officer Quimby and he stated that before he cut off its tail and painted it brown, it was called an alligator.

Dear Inspector: I read in the paper the other day that the T.A.R.T.A. bus system is now able to alleviate almost 75% of the parking congestion in the downtown area. The news release further stated that hundreds of people who live in the surrounding communities around Toledo are able to leave their cars home and take this speedy and efficient mass transit mode of transportation. I hope to sell my car and take the bus to work in the downtown area. Is this preceding information correct?

Answer: Not quite. Our research has revealed that you will be blessed with no parking problems while taking the bus but you may have some

problem with that 30 minute layover in Milwaukee.

Dear Inspector: I understand that the City Manager now has a new assistant. My question is, can the man justify his \$34,000 position?

Answer: In assessing his educational background and his many years of devotion to pressing problems, a former employee at I.B.M. said of him, "He was the best paper - weight we ever had."

Dear Inspector: I have heard from a number of your police officers that your new 1979 patrol cars are experiencing numerous problems. There are complaints of poor gas mileage, little pick - up, and constant stalling. What is the problem?

Answer: Our half - ace auto mechanics took one of our stock police cars out for a test to see if he could "get the bugs wrinkled out." After two weeks of testing, inspection, mechanical adjustments, and cussing he had the answer to our problem. Close observation of the engine, transmission and upholstery revealed what we had suspected all along - wrinkled bugs.

Dear Inspector: As a police officer with little more than a year on the department, I would wish to have the question of beards and moustache clarified. Some of my fellow officers state that they are unsightly while others wish to

adorn their faces with flowing locks and curls. What is the answer to this dilemma?

Answer: Most officers have been misinformed about the order regarding beards and moustaches. Let us clarify this matter here and now. We have been able to secure two authorities on this sensitive subject who will give a talk at the T.P.P.A. hall next month. These gentlemen will be happy to answer any questions you have regarding the subject. Their address, should you wish to write to them for their best selling book "How to Give a Good Image by Good Grooming" is as follows: The Smith Brothers, 1234 Hack Ave., Chicago, Illinois.

Dear Inspector: What was all that panic that took place in the city most recently. I have heard a number of stories but I am not sure what it was all about.

Answer: You must be referring to the rumor that raced through the city last week that stated that our police radar would make women sterile. This was traced to the fact that someone saw a Police Radar Car parked in front of the A.D.C. office for over an hour on the first day of the month.

Dear Inspector: I have a slight problem. I'm into ships, chains, spiked heels, leather underwear and midgets. I'm searching but can't find that someone special. Can you help me?

Answer: From what we have been getting on the police department lately, I would think that Civil Service is searching for you.

BLACK'S TREE SERVICE
874-6722
TREE & STUMP REMOVAL
816 LOUISIANA AVE. PERRYSBURG
JAMES E. BLACK

MATT CASSIDY AUTOMOTIVE SERVICE MANAGER 473-1337
LONSWAY'S AUTOMOTIVE
2264 LASKEY ROAD TOLEDO, OHIO 43613
24 HOUR TOWING COURTESY CARS AVAILABLE
PHONE: 474-5789

MEXICAN FOOD
Complete Mexican Cuisine
Don Isidro's Restaurant
TACOS • TAMALES • TAQUITOS
ENCHILADAS • BURRITOS
Try Our Famous Numero Uno
ALL MAJOR CREDIT CARDS HONORED
MON. THRU THURS. 11 AM - 10 PM
FRI. 11 AM - 1:30 AM
SAT. 11 AM - 3 AM
SUN. 9 AM - 9 PM
Closed Some Holidays
CARRY-OUT SERVICE
COCKTAILS, BEER & WINE
DOWNTOWN • END of SOUTH ERIE • 826 EMERALD
243-6801

DEALER IN AMOCO PRODUCTS

TRIGGER'S (QUICK) SERVICE
1360 W. ALEXIS RD. TOLEDO, OHIO 43612
BOB TRZCINSKI 419-476-5867

Complete MACHINE SHOP SERVICE...

CRANKSHAFTS - GRINDING
LINE REAMING
Custom Engine Rebuilding
Passenger Car and Commercial
Cylinder Head Reconditioning
MAIN AUTO Supply
691-4666

PATRON LISTINGS

- Glenbyrne Pharmacy
- Rosford Lanes
- Chuck's State Line Auto Parts
- The Wheel Restaurant
- Howard's Shell Service
- Alt Heidleberg Restaurant Hall & Catering
- Rudy's Fleet Tire Service
- Walter Gogel
- Pierce Buick Opel
- Olah's Market
- Ed's Super Market
- Neumeyer Barber Shop
- Ziebart Rustproofing
- Madson Bros. Delivery Service
- New Chet's Restaurant
- Mashal's Restaurant
- Pepi's The Pooch Place
- Cybulski Bait & Tackle
- PIE Pacific International
- Electra Manufacturing
- Ter Storp U.S. Inc.
- Brown's Carry-Out
- Teague IGA Foodliner

THE COACH HOUSE
3141 W. Central 535-7663

To All Our Friends & Customers
The Most Complete Quality Shop In The Midwest
VAN CONNECTION INC.
537-8983 90 Day Credit Terms Available 5224 Dorr @ Reynolds OPEN 6 DAYS A WEEK

Dynamic Store Fixture Co.
Manufacturers
Designers
Installers
Refrigeration & Cases
Construction & Remodeling
Shelving & Checkouts
Walk-ins and Custom Counters
210 S. Reynolds Rd.
535-1947

Recording Secretary's Report

During the year of 1979, the Toledo Police Department lost thirty - one (31) patrolmen. Of these 31 patrolmen, twelve (12) resigned, nine (9) retired, six (6) were promoted, two (2) died, one (1) dismissed, and one (1) took disability. These numbers do not include command officers. The year of 1979 also saw a police class of twenty (20) which graduated in late June.

Speaking of the last police class, I would like to acknowledge the ones who have been attending the meetings regularly: Don Roberts, Bob Barboza, Gary Burks, William Gunkel, and Al Papenfus. Also, welcome to Pam Kujawa, Mary Hodak, Ron Manrow, and Pat McCloskey.

An interesting fact about our thirty - one (31) non - paying members, nineteen (19) have over twenty years on the department, twenty - four (24) have over fifteen years, and twenty - nine (29) have over ten years. . . .

See you at the next monthly meeting.

Roger L. Reese, Sr.
Recording Secretary

At the monthly meeting of May 20th, 1980, we will have nominations for 1st Vice - President, Treasurer, and Sgt. - at - Arms. According to our Code of Regulations, Article V, Section 10, "Before an officer is eligible for nomination and election to any office, a candidate shall be obliged to have attended at least a majority of regularly scheduled meetings within a period of two years of the election." Below are the list

of officers who have the required number of meetings, and those officers who need to attend any of the four remaining meetings:

Ron Scanlon (20); Rich Fisher (19); George Gerken (19); Dave Gray (19); Larry Knannlein (19); Dave Willier (19); Gary Dunn (18); Fred Johnson (18); Ron Bush (17); Bill Dunn (17); Lyman Elliott (17); Mike Goetz (17); Ed Liwo (17); Richard Murphy (17); Roger Reese (17); Bill Schaub (17); Dan Baz (16); Robert Case (16); Pat Gladieux (16); Richard Orlovski (16); Tom Babcock (15); Bob Matecki (15); Tom Owens (15); Daryl Rybarczyk (15); Joe Clear (15); Sharon Farris (15); Jim Calipetro (14); Terry Stewart (14); John Annesser (14); Gary McKinely (14); Barbara Scott (14); Frank Zalewski (14); Randy Kozina (13); Tom Roth (13); Robert Leiter (13).

The following officers need to attend one meeting in the remaining four:

Dan Christian (12); Tom Flannagan (12); Bill Gray (12); Richard Lloyd (12); Wendell Smith (12); Gary Monto (12); Richard Reed (12).

The following officers need to attend two meetings in the remaining four:

Richard Pierce (11); Tom Sedlak (11); David E. Smith (11); Ray Sifuentes (11); Cynthia Taylor (11).

The following officers need to attend three meetings in the remaining four:

Tom Gonias (10); David McClellan (10); Phil Kulakoski (10); Richard Morh (10); Mike Collins (10); Julius Materni (10); Ed Petersen (10); Frank Sifuentes (10); John Walsh (10).

The following officers need to attend the remaining four meetings:

Leon Besecke (9); David Holt (9); Robert Pitzen (9); Michael Riddle (9).

Roger L. Reese
Recording Secretary

JUNIOR BOOT SHOP
10 A.M. - 5:30 P.M. Daily
Fri. Eve. Till 8:00 P.M.
REGULAR & PRESCRIPTION FITTINGS
— MEN'S SIZES —
From A to EEE
Up to Size 14
— Women's & Girls Sizes —
From A to EE
Up to Size 12
Located at Cricket West
3159 W. Central 535-7871

MANCY'S
RESTAURANT AND
OLD TYME SALOON
953 PHILIPS 476-4154

THE LAIBE
ELECTRIC CO.
Commercial and Industrial Control Wiring
345 GARLAND AVE.
TOLEDO 246-0501

GREAT LAKES ENGRAVING CORP
Toledo's First Instant Printer
Pick Up & Delivery
Celebrating Our 27th Year

DANA

the craft market
THOUSANDS OF CRAFT SUPPLIES
TOLEDO'S BIG, BIG, CRAFT STORE
Featuring Supplies For:
• ARTISTS • STAINED GLASS
• BEADS & JEWELRY • FLOWER MAKING
• STITCHERY • DOLLS
• RUG MAKING • TEACHING AIDS
• MACRAME • HOBBIES
Reynolds Corners Shopping Center
Dorr at Reynolds
5247 Dorr-----535 9747

Cops Start New Careers

All too often, people fail to recognize the value of a College education as it relates to police officers. Three of our officers put aside the pleasures of fishing, hunting, and generally relaxing during their off duty time to achieve some long term goals.

work or have tax problems go see them.

McBee and Rahe joined the force in 1964 while Jones followed in 1967. Most of us know these three well. Detective McBee is working out of the Vice Sq. while Sgt. Jones has been assigned to the Metro Drug Unit. Officer Rahe presently works out of the Chief's office and has served as the T.P.P.A. accountant for some time now. He also looks after our Credit Union.

Clint McBee and Sgt. Jim Jones recently graduated from the University of Toledo Law School, and are now practicing attorneys. Jim Rahe also stuck it out and obtained his Bachelor's Degree in Business Administration and Accounting. The fact that they obtained these degrees is not in itself unique. What is unique, is the fact that they have teamed up and opened their own business. They're at 3730 Upton Ave. and the phone number is 475-6107. If you need anything in non criminal law

As attorneys, McBee and Jones have expressed an interest in handling Civil litigation and Workman's Comp. claims for police officers. There seems little doubt that these three will be able to blend their law enforcement experience into their new careers. The end result will be to the advantage of all police officers.

MERLE'S
SUNOCO 1540 Front St.
693-8682



WHOLESALE DEALER IN SCRAP IRON & METALS
PROCESSORS OF INSULATED COPPER WIRE
1320 LAGRANGE Scrap Metal Office 241-2191
Reg. Division Office 1120 W. CENTRAL AVE. 244-1751
A. EDELSTEIN & SON



COMPLIMENTS OF
Mellocraft

BOB'S AUTO SERVICE
24 HOUR WRECKER SERVICE
BODY - FENDER AND GENERAL REPAIRING
AAA SERVICE
133 S. HAWLEY
243-4469

DONNA'S TOWING CO.
24 HR. TOWING
243-4300
2620 ELM ST.

ANDRES LOUNGE
1337 N. SUMMIT
CHILI
SOUP - SANDWICHES
- TRY DOUG'S CHILI -
241-0201

MARINE BUSH
BOAT & MOTOR STORAGE
• CENTURY STARCRAFT
• BOAT TRAILERS . full line of ACCESSORIES and SUPPLIES
6228 Edgewater PH. 726-0774



OLD WEST END **LARRY'S REXALL**
Formerly Waidelich
Blue Cross - Medicare • PCS & Aetna
• Prepaid prescription plans accepted
• Industrial & veterans prescriptions
• Senior citizens program
Money Orders & Pay Utility Bills
Mon thru Sat. 9 AM-7 PM
Sun. 10 AM-2 PM
330 W Central-----242 7477

the Balkan Inn
RELAXED DINING IN A MEDITERRANIAN ATMOSPHERE
ALSO PRIME RIB - STEAKS - SEAFOOD
885-1115
OPEN 11 AM
LOCATED AT THE CORNER OF SYLVANIA & HOLLAND SYLVANIA 4024 HOLLAND - SYLVANIA RD.

Police Labor Relations in the 1980s

(Continued from Page 4)

budget," the battle lines are quickly drawn.

However, at the root of much of the present discontent within the police ranks lies something much deeper than mere economics. Professor Robert Doherty, associate dean of Cornell University's School of Labor and Industrial Relations at Ithaca, New York, suggests that there might be another less tangible factor at work. He contends that there is among the police a sense of being abused; a feeling that they are doing the Lord's work and not being appreciated. He is more than likely right. More police are being assaulted and killed as they attempt to be the guardians for the public's life and property.

Not too many years ago, the major issue on which every politician campaigned was that of law and order. This is still true today in some parts of the country. As a result, the police have believed that they have been playing an important role in society and should be paid commensurate with their services. When the pay raises are not forthcoming, the police, therefore, perceive that the city fathers, the police administrators, and even the public doesn't appreciate them. A striking Memphis police officer expressed this frustration by stating, "These people out there they don't support us, you tell me one time when the police have got support on anything. The

attitude around here is that if we go on strike and get arrested we're going to lose public support. I ask you how you can lose something you do not have."

Admittedly, economics is the central issue in almost all labor disputes. But behind the wage demands, the police also perceive money as a way of keeping score to determine whether they are appreciated for carrying on the Lord's work.

This feeling of not being appreciated can have a far-reaching impact on police work itself. As the police begin to feel less and less special, they begin to have to accept the idea that theirs is just another job; and at that point, the romance, the glory and the commitment goes out of the job. Truly gone are the police of the good old days, who viewed their job as a public trust and almost as a calling . . . like joining the priesthood. Police administrators are fond of relating how the new breed of young police officers' values have changed from when they came on the job. Today, the young officer no longer looks upon the job itself as a value in life. The job has become a means to an end — a means to buy a bigger house, a bigger car, or to afford more time for leisure activities such as skiing, tennis, or racketball.

But as the job itself becomes less of a value, naturally the

commitment level decreases, and at the same time, job alienation increases. These feelings are typically expressed by patrolmen today with such comments as, "Isn't anyone listening to me — I am the one doing the work," or "No one in management cares; they think the job I do is unimportant." The problem is not so much that society's values have changed, but that management has failed to show full appreciation for the work performed — to the point that the police now seek this recognition outside the job.

Nor does there seem to be much satisfaction in the widely shared view today that the police are better educated and more professional. The President's Commission on Law Enforcement and Administration of Justice in 1967 explicitly called for a college-degree requirement for police officers. The proportion of police officers who have received some college education has increased from about one-fifth in 1960 to approximately one-half today. Actually, this dramatic increase in the educational level of the police may be contributing to their frustration.

As the police officer enters the academic field, he quickly becomes economically locked in by an ingenious device called educational incentive pay. The more academic credits he achieves, the more money he receives. He can't afford to stop going to college. As he attends classes, studies, and carries on a full-time job, a certain amount of stress is

being placed on him. Once he obtains his degree, the officer begins not only to seek promotion but to believe that he deserves promotions based on his educational achievements.

Of course, everyone can't be promoted, and the officer encounters resistance from some of the old guard in the ranks who don't have degrees. Friends and relatives don't always help either, with suggestions like, "Why don't you go out and get a good job now that you are a college graduate?" The frustration level increases further when the officer discovers that he is overeducated for the job of a patrolman.

The real crunch comes when, having taken courses and received degrees in police and public administration, he is not permitted to have any input in the policy and decision making of the department. Perhaps it is not education that is to be blamed, but police management, which has failed to change its style of leadership to adequately utilize the college educated police officer. The result is nevertheless the same — an increase in the frustration level of the police officer.

The police are, therefore, embittered because they believe they are playing an important role in society — "doing the Lord's work" — and in return they are not receiving the compensation and recognition they now want with their increased level of education.

Lessons for the 1980s
The important lessons to be

learned as we enter the decade of the eighties is that labor relations and collective bargaining are not strictly economic processes. They are processes which involve social, emotional, and psychological factors as well; and we ignore them at our own risk. In the atmosphere of rising inflation and continued fiscal constraints, more attention will have to be directed to these less tangible aspects.

Police administrators will have to be more effective managers in the 1980s. They must develop new methods for providing effective and sincere manager/worker communication in order to eliminate job alienation. They will have to demonstrate full appreciation for the work being performed and develop mechanisms for recognition of meritorious service. They must learn to be a mediator in labor disputes by using their power of persuasion to help the parties reach a voluntary settlement in a climate of trust and cooperation. By being better managers, they will induce better labor relations. Unfortunately the reverse is disastrously true — poor management will induce labor/management conflict.

In conclusion, let us note that the 1960s have come to be known as the age of the dissident; the 1970s as the age of the litigant; and unless police administrators become involved with the social, emotional, and psychological needs of their employees, in conjunction with the economical needs, the 1980s may well be known as the age of employee confrontation.

KOWALKA'S GUN STORE

3203 WOODVILLE RD. - NORTHWOOD, OHIO 43619

— ESTABLISHED IN 1922 —

Open Monday - Tuesday - Thursday - Friday 10 - 8 P.M.
Saturday 10 - 6 P.M. — Closed Wednesday, Sunday

OVER 1500 GUNS IN STOCK

Appraisals Made - - Reloading Supply Headquarters
New & Used Guns Bought - Sold - Traded - Repaired

Ammunition & Gun Parts

PH. 698-1679 — RIFLES
SHOTGUNS - HANDGUNS

JIM'S

CARRY-OUT
BEER • WINE
PARTY SUPPLIES
GROCERIES • MEATS
1342 E. BROADWAY
498-2828

PIASECKI SERVICES, INC.

5055 DORR ST.

TOLEDO, OHIO

536-1342

PENTON SPORT CYCLES OSSA

WALKER-FEILBACH

FUNERAL HOME

4315 Talmadge Rd.

475-3411

2749 Monroe St.

244-9511

Ambulance Service

FAMILY FOOD CENTER

1212 N. Detroit

244-4644

JIM SAMS GULF STATION

Monroe & Sylvania

ZENKO'S OLDE WORLD DELI

121 W. Indiana

Maumee

DRUG CORNER PHARMACY

1009 W. Sylvania
476-3688

SUPPORT OUR ADVERTISERS



BUY UNION
BUY AMERICAN



PET PALACE

Featuring a Full Line PETS & PET SUPPLIES
Specializing in FISH & BIRDS
Expert Counseling on All of Your Pet Questions

893-9942

475-3141

WEEK DAYS 11AM-8PM • SAT. 11AM - 6PM
SUNDAYS IN SEASON
PARKWAY PLAZA - ANTHONY WAYNE TR
AT DETROIT AVE • MAUMEE, OHIO

WEEK DAYS 11AM - 9PM - SAT. 11AM - 6PM
SUNDAYS 1PM - 5 PM
MIRACLE MILE SHIP. CNTR.
LASKEY RD. AT JACKMAN

**A-1
Transmission**

3002 N. Detroit
241-2045

Tony's Sunoco
We accept all Bank Cards at No Service Charge
All Minor Repairs

- TUNE UPS
- MUFFLERS
- WHEEL BALANCING, ETC
- BRAKES
- SHOCKS

4826 MONROE ST. PH. 473-9122

**RICHEY'S
BARBEQUE
DELI**

Best in Barbecue It's
RICHEY'S

All Hickory Smoked
Ribs-Chicken-Rib Tips-Sea Food
CARRY OUT SERVICE
Open. Mon.-Thurs.
8:30 A.M.-8:30 P.M.
Fri. 8:30 A.M. to 11 P.M.
Sat. 3 P.M.-12 P.M.
AT HILL AVE.
3 N. Westwood Ave.
531-8295

OHIO SKATE
FAMILY SKATING
SAT. 10 - 12 NOON
TUES. 7 - 9:30 P.M.
CHILDREN \$1.00
PARENTS FREE

5735 Opportunity Drive
Toledo, Ohio
Conant St., Maumee, O.



**Dave's
Running
Shop**

Everything For
The Runner

Resoling - Running
Basket Ball - Tennis Shoes
Running Books
COMPETITION SWIM SUITS
ROAD RACING INFORMATION

In Meadowbrook Plaza
5241 Hill Ave.
531-6879

**D & D
Enterprises**

Complete Automotive
Service
Certified Mechanics

Dean Kooskoothe — Owner
601 Locust @ Huron

Free Estimates 242-7283
Mem. Toledo Better Bus. Bureau

ROYSTER COMPANY

Fertilizer & Farm Chemicals

6986 Creekside 476-4001

ADOLPH HANKE
TYPEWRITER SALES & SERVICE
OVER 50 YRS. EXPERIENCE

Full Line Distributor for
OLYMPIA
PORTABLE
OLYMPIA
ELECTRIC

Rentals * Sales * Repairs
on all makes of typewriters
& adding machines
Rebuilds available -
complete line of new &
used adding machines

Pickup and delivery
909 Madison
DIAL 246-3039

**ROBT. F.
Lindsay**
REALTORS

Members-Toledo Board of Realtors,
Multiple Listing Service, and
National Relocation Service

JIM BRUNT

5103 Lewis Ave.
Toledo, OH 43612
Off. 476-6221
Home 472-7666

THE CORNER

Bennett & Eleanor 470-9818

GOLDEN LILY

CHINESE
RESTAURANT
Serving Toledo Since 1926

American & Chinese Food To Take Out
BEER - WINE - COCKTAILS
OPEN 7 DAYS A WEEK
HOURS 11 A.M. to 10:15 P.M.

Call 243-2461

217 N. Superior

ROBINSON MARKET

Open 7 days a week
Mon.-Sat. 8-9 — Sunday 10-6

732 Stickney 726-5248

MANDO'S

701 South 246-1755

**SPRINGERS
RESTAURANT**

1811 Oak

THE WILLOWS

4844 Monroe

No one knows
the athlete's foot like
**The Athlete's
Foot.**

BOWLING GREEN
STADIUM PLAZA
1616 E. WOOSTER ST.
BOWLING GREEN, OHIO
43402

SOUTHWYCK
603 SOUTHWYCK S/C
2040 S. REYNOLDS
TOLEDO, OHIO
43614

WESTGATE
11 WESTGATE S/C
3301 W. CENTRAL
TOLEDO, OHIO
43606

WOODVILLE
856 WOODVILLE MALL
3725 WILLISTON RD.
NORTHWOOD, OHIO
43619

**Ohio
Blenders,
Inc.**

Dehydrated
Alfalfa
Products

2404 Summit Street
Toledo, Ohio 43611

**HOLT
ROOFING CO**

HAS OVER 30 YEARS EXPERIENCE

RESIDENTIAL

- SPOUTING
- INSURANCE CLAIMS
- LICENSED
- BONDED
- INSURED

FOR FREE
ESTIMATES
CALL
475-1252
4812 SECOR

COMMERCIAL

- COMMERCIAL ROOFING
SYSTEM OFFERING
A 10 YEAR WATERTITE
CONDITIONAL GUARANTEE
- HOT BUILT-UPS

A Man Remembers

(Continued from Page 5)

sessions and I was usually able to settle those problems right there."

Shield: "Chief, how did you handle disciplinary hearings?"

Chief Allen: "I didn't tolerate any drinking or other foolishness while a man was working. I was firm but fair. If a man drew a suspension, he was off the pay-roll. He did not have the option of working off a suspension. On a number of occasions officers came to me and said that they had it coming and there were no hard feelings."

Shield: "We have noted that our department lost a lot of officers in the line of duty during the 20's. To what do you attribute this

high loss of life during that period?"

Chief Allen: "It was a wide open time of gambling, drinking, and the Mobs. I personally feel that it was a lack of training. It was similar to the high amount of drug trafficking but it was just a lot of drinking and wild living that we had to cope with then. When I become Chief, the first order I received from the Safety Director was to shut down the town. I did just that."

Shield: "I believe you were paid with scrip during the Depression. Did the banks back it up?"

Chief Allen: "We were lucky to be working during that time. The scrip that the city issued was worthless at the bank so

we had to find other means of turning it into cash. Some businessmen would take it and use it to pay their utility bills. Others would take it but it was discounted. We lived by our wits in those days. I bought wholesale from some businessmen I knew. We had to think pretty hard at times. There was some talk of laying off policemen, but they never did. I must of done ok because in all of those tough times, I was able to raise two kids and buy a home."

Shield: "Chief, do you recall what your salary was the year you retired?"

Chief Allen: "Sure do, That year, I was making \$8,000 as Chief of Police. That was good money then. But with this inflation, well, my pension is not what it used to be."

Shield: "Do you often hear from the members of the department now that you retired?"

Chief Allen: "Not too often. I

guess the old gang is gone. The department is now very young and I bet most of the men never heard of me. I still talk regularly to a few of the old ones: Toney Bosch, Charley DuShane, and Danny Perzinski, Nelson Moss. Don't forget, Bosch, Duck, and Scoble all served under me."

Shield: "Have you seen a real increase in crime over the years?"

Chief Allen: "We never had the crime we have today. Why, it was a very rare occurrence when we had a robbery during the daytime. Bank robberies were unheard of until the 30's. I am afraid to go out at night with the way things are going. I can recall when Lafayette and Canton Streets were the toughest streets in the city. But you could walk down these streets at 3 A.M. and not fear anything. I just don't understand why the increase in crime. But I can understand the feeling of frustration an officer has when he goes to

court and the guilty party is given a pardon for all his sins. It just has to make an officer feel disheartened to see this all the time."

Shield: "Chief, what are your feelings on police strikes?"

Chief Allen: "To tell you the truth, I feel that it really hurt you. I am opposed to such actions. There should be a way to avoid such situations. There should be a board appointed on a state or federal level to decide what is just. It hurts the department as well as the citizens when police strike. We worked for nothing for a lot of years and I am in favor of more pay for police. But that strike business, well, you will have a long time to live that one down."

Shield: "Chief, you may have been asked this question before, but if you were 21 years old and living in today's world, would you again choose law enforcement as a life - long career?"

Chief Allen: "I'm sorry, but I will have to say no. No, not today. Things are just not the same. I have no regrets about my life as a police officer. It was a full and rewarding career. But to be a police officer today; no, not today."

La Fonda Restaurant



EXQUISITE HOMEMADE MEXICAN FOOD
TASTEFULLY PREPARED IN OUR KITCHEN

HOURS: MON - THURS
7 AM - 8 PM
FRI - SAT
7 AM - 12 AM

691-3776

739 EAST BROADWAY

JOSEPH T. BAZ C.L.U.

AND ASSOCIATES
INSURANCE CONSULTANTS

5403 N. SUMMIT ST.
TOLEDO, OHIO 43611

TELEPHONE:
(419) 726-0392

DUNKIN' DONUTS

1121 W. Alexis 476-2758
2709 W. Central 474-9147
3136 Cherry 243-4433
915 Conant 893-4153
920 N. Reynolds 531-0262
1616 Woodville 693-6332

MR. LEE

Chinese &
Cantonese Food
6256 W. Central

7-ELEVEN STORES

Open 24 Hours

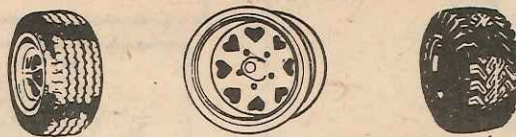
3151 Lagrange 255-8141
3505 W. Alexis 472-9731
2601 W. Bancroft 531-4384
904 E. Dixie Hwy. 666-3933
1853 Eastgate 385-6011
3311 W. Laskey 472-7290
200 N. Main 666-4989
4111 Monroe St. 472-1938
1321 Navarre 691-6145
537 Woodville St. 691-2759
2265 Woodville 698-2073

THE DEN

128 Main

698-4037

DOWNTOWN TIRE SERVICE INC.



FIRESTONE • GOODYEAR • BF GOODRICH
MICHELIN • UNIROYAL •

NEW - USED TIRES FOR
CARS - VANS - TRUCKS - ALL BRANDS

NEW & USED STEEL BELTED RADIALS ALL SIZES



241-1764

MON - SAT 8-6

1945 CANTON AT WOODRUFF

ROOFING SIDING

NORDMANN
ROOFING CO., INC.

PHONE 691-5737
1715-25 STARR AVE

STEVE'S BAR

340 Broadway
248-9314



Edington's Flower
Shop &
Garden Center

5525 EDGEWATER DR.
TOLEDO, OHIO 43611

MARK & MARGIE BAUMAN
419-726-2653

Battery Danger

Editor:

As a firearms examiner for a large metropolitan police department, I am often asked to examine evidence of a nature far removed from the popular conception of police "ballistics lab" type work so frequently seen on television. Such a case was submitted in March of this year.

The submitted evidence included unfired rounds of .38 Spl. ammunition, and a nickel-cadmium rechargeable battery of a type used to power two-way portable radios. The question — is it possible for this battery to have caused the round of .38 Spl. ammunition to explode?

The November, 1972, issue of the Federal Bureau of Investigation's *Law Enforcement Bulletin* carried a warning of this potential danger on its inside back cover. The article gave no details on how and why; it was merely a warning to law enforcement officers. It did suggest such an occurrence was possible. Further research produced additional data, including the NRA Technical Staff's excellent article on "Cooking Off Cartridges" in the *NRA Handloader's Guide*. So informed, an experiment was begun.

The report submitted in March stated the battery had been placed in the pockets of a pair of trousers already containing several rounds of .38 Spl. ammunition. Seconds later an explosion occurred —

one round had exploded and two others were dented as a result of the explosion. Fortunately, no one was injured; the force of the explosion was directed away from the leg by the battery.

As expected, it was shrapnel produced by the bursting cartridge case which could have caused the most damage. Another real hazard was the primer which was blown from the primer pocket in the cartridge case head.

The heat generated as the cartridge case shorts out across the battery terminals is the culprit. The temperature must be very great. Ammunition manufacturers are in general agreement that a temperature of some 350°F is necessary to cause a round of metallic ammunition to react in this manner. This figure is compatible with those given in the *NRA Handloader's Guide* article. In their tests, the Technical Staff found it took an average of 20 minutes exposure at 300°F for a round of .38 Spl. ammunition to "cook off." A higher exposure temperature is necessary to shorten this time factor. An interesting fact found both in the literature and independently in my tests was that the primers are less sensitive to this outside heat than the propellant powder.

Testing procedure began with the construction of a three-sided steel box located in the test range. All participants wore eye and ear protection. A freshly charged battery was

placed in this chamber, and a round of ammunition brought into contact with the exposed terminals. The time between contact and explosion was recorded. Generally it took less than 15 seconds for the explosion to occur when a freshly charged battery was used.

Certainly more testing is called for in order to develop an accurate time / temperature table, but no round of metallic ammunition appears to be immune to this potential danger.


The growing popularity of outdoor equipment using this type of power source signals the increase in the number of opportunities for incidents of this type to occur. Since we all cannot expect to be as lucky as the fellow in this case, it seems obvious that we should never allow ammunition of any type to come into contact with batteries or other electrical power sources. The results could spoil an otherwise pleasant outdoor experience.


Raymond S. Voorhees
Lanham, MD.

BREWER'S
BAIT & CARRY OUT
 BEER AND WINE
 OPEN YEAR AROUND
 SEVEN DAYS A WEEK
 OHIO & MICH. HUNTING
 AND FISHING LICENSES
 2881 STERNS RD. — 848-4432

CABINETS PLUMBING FIXTURES
Toledo Wrecking Co.
 1430 Adams St.
 Toledo, Ohio
 43624
 Sam Dedes 242-2555
 VANITIES DOORS

MID-STATE
COLLISION
 COMPLETE COLLISION SERVICE
 ☆ Leaner Cars
 ☆ Insurance Work
 ☆ Customizing
 ☆ Fiberglass Specialists
 ☆ Foreign & Domestic Cars
 Quality & Service
 John Forbes
 DIAL
882-1000
 5632 WHITEFORD AT MONROE

HAVE A DRINK WITH JAKE

Jakey's
 2040 ADAMS ST.

MERCURY RECREATION

 3247 Stickney
 726-9809

TOLEDO MOLD CO.
 3rd & J ST.
WILLYS DAY
 INDUSTRIAL PARK
 PHONE 666-9790

WONDER SUPER MARKET
 858 Indiana


Perkins
Cake & Steak
 Specializing in
 Quality
 ● Steaks
 ● Fish
 ● Shrimp
 ● Chicken
 ● Breakfast Specials Daily
 Open 24 Hours
 7 Days A Week
 EAST:
 Next to
 St. Charles Hospital
 2702 Navarre
 698-4337
 WEST:
 1 Mile North of
 Turnpike Exit 4
 Corner of Reynolds Rd.
 1641 Brownstone
 865-0701



HOLLAND
AUTO COLLISION
 Complete Body Shop
 INSURANCE SPECIALISTS
 REFINISHING - RETOUCHING
 FRAME STRAIGHTENING

865-0410
 7159 Angola
 HOLLAND, O.

D&L TIRE
 a complete line of . . . AUTO & TRUCK TIRES
 Your low prices
 Firestone
 Goodyear
 ● DEAN ● SUMMIT ● SPIN BALANCING ● RIMS & WHEELS
698-4334
 2104 GREENWOOD (AT DEARBORN & DOVER)

SPEEDY MARKET
 Groceries — Beer — Wine —
 Party Snacks
 2222 N. Reynolds
 536-5646

FOR THE BEST DEAL ON NEW CARS AND TRUCKS

 See **CLARE BRUNT** 847-3851
 At Whitman Ford 9100 Lewis
 3 Miles from Toledo in Temperance, Michigan

An Adventure In Dining
 MAJOR CREDIT CARDS HONORED

 ● PRIME RIBS ● STEAKS
 ● SEAFOOD ● CHICKEN ● SPARERIBS
 DAILY LUNCHEONS
 DINNER SERVED -
 WEEKDAYS TIL 11 PM
 FRI & SAT TIL MIDNIGHT
 CLOSED SUN
 BANQUET FACILITIES
476-7495

 4635 N. Detroit

T-SHIRTS AND STUFF

 Heat Transfers — Creative Design
 Custom Silkscreening
 Specializing in imprinted sportswear
 T-Shirts, Jackets, Bowling Shirts,
 Athletic Uniforms, etc.
 Tues-Fri. 10-6
 Sat. 10-5
 2848 Lagrange
 Toledo, Ohio 43608
 (419) 726-6746