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Burned-Out Cops And Their Families

Reprint: Psychology Today, May 1979.

You change when you become a cop — you become tough and hard and cynical. You have to condition yourself to be that way in order to survive this job. And sometimes, without realizing it, you act that way all the time, even with your wife and kids. But it's something you have to do, because if you start getting emotionally involved with what happens at work, you'll wind up in Belleue (psychiatric hospital).

— Police officer, New York

I can't understand how seemingly normal husbands turn into such machos. Arguments end in "Because I said so." Our children feel as though they really can't discuss problems with their father because he related in terms of the law and logic, and not the emotions involved. Sometimes I feel that if I don't do what he wants, I'll be arrested.

— Police officer's wife, California

If a public-opinion poll asked what type of work is most stressful, a large number of people would be likely to say "being a cop." If asked to give their reasons, they might point to the physical dangers involved: the risk that a man may be injured, or perhaps killed, in the line of duty.

Police work is highly stressful. However, recent research suggests that the stress is due more to psychological than to physical risks. The ambiguity and conflicting values surrounding the job, the responsibility for other people's lives and their well-being, the long hours of inactivity mixed with unpredictable crises, the frustrating encounters with the court system and the police administration, the negative public image of cops in general + those factors are often more debilitating than the physical hazards of the job.

How does the policeman's struggle to cope affect his own emotional health and his relationships with other people + not only the public he deals with, but his family and friends as well? Our approach to those issues makes use of the concept of "burnout," which we and our colleagues at Berkeley have been studying for the past five years. Burnout refers to a syndrome of emotional exhaustion and cynicism that frequently occurs among individuals who do "people-work" — who spend considerable time in close encounters with others under conditions of chronic tension and stress. Whether a person is a social worker struggling with an unmanageably large case load, a therapist working with disturbed patients, or a nurse caring for children with terminal illness, he or she sometimes finds that contact with others is charged with feelings of anger, embarrassment, frustration, fear, or despair.

Over time, a person working in such a constantly stressful situation may begin to distrust and even dislike his or her clients, and to wish they would "get out of my life." This detached and even callous response is, in part, a protective device: it reduces the amount of emotional involvement

and consequent stress, but it also seriously impairs the quality of the human contact.

In addition to feeling negative about others, many people-helpers begin to feel negative about themselves. Burnout may also be accompanied by physical exhaustion, vulnerability to disease, or by psychosomatic symptoms (for example, ulcers, back tensions, headaches). Alcohol and drugs may be used more frequently to cope with the stress. At an institutional level, burnout can contribute to low morale, impaired performance, absenteeism, and high job turnover. We the public, who are personally mistreated or given the institutional runaround by public servants under stress, may in turn develop disrespect not only for those individuals themselves, but also for the institutions that they represent.

The Study: A Family Perspective

In our early research, we found that people experiencing burnout talked about increased difficulties with their families; some felt it was implicated in marital discord that led to divorce. However, the evidence was only suggestive, and we lacked corroborating information from the families. Therefore, we decided to collect more systematic data, as well as to get a different perspective by looking at burnout from the spouse's viewpoint.

We began with a preliminary study of police officers in a South Bronx precinct of New York City, riding with two of the men in a patrol car to get a sense of the stresses in a routine tour of duty, and interviewing others at the precinct house. The questions were open-ended and exploratory, focusing primarily on the emotional demands of the work and its effect on the officers' personal lives.

Combining what we learned in those initial interviews with other data on policemen's lives, we developed two questionnaires, one for officers and one for their wives. We gave the questionnaires to a sample of about 130 police couples from all parts of California whom we contacted from a list of delegates and alternates to a 1977 California convention of clubs for police officers' wives. The couples came from both urban and rural parts of the state. The officers represented all ranks, from patrolmen to command officers, had an average of 12 years of experience in police work, and ranged in age from their early 20s to late 40s. Almost all of the couples were white, and the vast majority (90 percent) had at least one child. They had been married for an average of 10.5 years; in more than half the families, the wife had a job.

We asked each of the men to answer the Maslach Burnout Inventory (MBI), which consists of 25 statements about personal feelings, attitudes, and perceptions

of both self and "recipients" (a general term referring to the particular clients or people one deals with). Each statement is rated twice, once for frequency of occurrence ("Never" to "Daily") and again for the intensity of the experience ("Very mild" to "Very strong").

The MBI measures four dimensions that are independent of one another: emotional exhaustion (for instance, "I feel emotionally drained by my work"); negative, cynical attitudes toward recipients ("I've become callous toward people since I took this job"); negative evaluation of the subject's own strengths and accomplishments in working with others (reflected in a low score on such items as "I feel I am positively influencing other people's lives through my work"); and the subject's sense of closeness to clients ("I feel personally involved with my recipients' problems").

The questionnaires we devised for our sample of police couples were more elaborate than the MBI. The officers were asked about their work conditions and satisfaction (for instance, whether they would want to change occupations); their family relationships (for instance, how often they shared feelings with their spouses); and which techniques they employed for coping with stress (smoking, drinking, medication, going to church, seeing a therapist, and so on). The questionnaire given the wives asked them to rate statements about their husbands' work ("His work is a source of pride and prestige for the family," and "His work is a source of discomfort and embarrassment") and his behavior at home ("He comes home feeling upset or angry," or "Children feel emotionally close to/distant from father.").

The officers' scores on both the questionnaire and the Burnout Inventory were placed along continual ranging from low to to high. Although those values were thus only relative to one another — and did not yield an absolute measure of burnout and tension — we could compare each man's scores with his wife's responses on her questionnaire. Perhaps not too surprisingly, we found that high burnout scores are associated with domestic strains that are absent or mild in the families of low scorers. It appears that the officers on the top third of the burnout continuum — and their families — are at some risk for emotional and behavioral problems and could use some support or counseling. And younger officers, who tended to score higher than others on burnout, seem to be in the greatest jeopardy. From the responses to the specific questions, and from our interviews with men in New York and California, we obtained a detailed picture of tensions in police families, and what might be done about them.

Coping with Everyday Horror

The police officer usually has to deal with people under adverse, even traumatic circumstances. His intervention often comes when emotional feelings are most in-

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New Police Equipment To Replace Guns

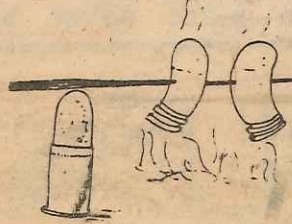
Reprint: Second Chance Body Armor.

By Si Costa

The recent hassle in the press about police using expanding bullets and .357 Magnums in their social improvement endeavors has speeded the development of non-lethal and humane police equipment.

Although most law enforcement officers feel that they should be armed with weapons superior to or, at least, equal to those employed by the gentry who swap shots with them, this is regarded as a biased, narrow point of view by many editorial writers.

Following is a round-up of the latest items of police equipment designed not only to replace firearms, but to make the handling of anti-social types generally more loving.



Marshmallow Bullets. These yummy, toastable "Mallowad" bullets are guaranteed not to mar the tenderest skin. They will shortly be available in .357, .41, and .45 calibers either as components or in factory loads.

"Mallowad" cartridges contain neither powder nor primers. The impact of the falling hammer provides ample propulsive power. For example, in the .45 caliber version, a .280 grain marshmallow is driven at .7501 feet per second and develops .850ft./oz. of energy at the muzzle.

The standard, all-marshmallow "Mallowad" bullet is recommended for city police and security

guards. However, for highway patrol and state police there is a chocolate-jacketed bullet. (Officers should be cautioned to remove the chocolate jacket before toasting.)



Shoot-Knot Special. In the opinion of many prominent criminal coddlers, the marshmallow bullet, while a step in the right direction, doesn't go far enough. They point out that the sight of a law officer carrying a weapon capable of discharging any projectile — even a marshmallow — is psychologically upsetting to many sensitive robbers, muggers, stick-up artists and kidnapers.

The only way to eliminate this strain on the felonious psyche was to develop a gun that is completely incapable of shooting anything.

The new Shoot-Knot Police Special meets this essential requirement. It has two advanced features: 1. The barrel is tied in a knot. 2. The cylinder has no chamber — is completely solid.

Not only is it impossible to load or fire a Shoot-Knot pistol, but — equally important — the knot in the barrel is highly visible assurance to a malefactor that he is in no danger of having the police officer shoot back at him.

In addition to new Shoot-Knot revolvers, replacement cylinders and knotted barrels are available for converting existing arms to Shoot-Knot Specials.

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Letters To The Editor

Two-Hat Policemen or Two-Face Journalism

By Patrolman William A. Dunn

Ah Mr. Block, you did it again! Your daily fishwrap managed to show once again just how little you really know or care about police officers or their work. You also accused Judge George Kiroff of fumbling the opportunity to prevent police officers from wearing the uniform while working side jobs. Did he? Or did a much wiser head prevail than you care to admit?

Taking a look at the Blade's "Pages of Opinion" of 4/13/79 it is obvious that the unknown critic (comic), or you, have some sort of axe to grind concerning this

issue. If you would step out of your Ivory Tower and walk with the commoners, you might be enlightened!

For example, talk to business people who hire off duty police. Nearly every instance will show that they realize the effect the uniform has on people. Usually it is a deterrent. And isn't that a much more intelligent and humane approach to law enforcement? Isn't prevention the most sought after ingredient in progressive law enforcement, rather than arrest? If you think for one moment that a private uniformed security guard has the same effect on people in a given situation, as a police officer in

uniform, you're sunglasses are too dark.

Ask the merchant why he hires uniformed police officers at a higher rate of pay than private guards and he'll tell you: Recognition, Safety and Expertise. Ask the citizen how he feels about it! They will tell you it makes them feel a lot more comfortable as they shop with their hard earned wages in their pockets or purses. Picture a Goadigger hockey game using plainclothes men or private officers!

While on duty officers seldom enjoy the freedom of conversation that they can and do enjoy while working off duty, the citizenry finds that we are human when working at a more leisure pace. An issue that is really upsetting is the one in which you cast some doubt on the "ORDINARY" citizen's intelligence. Who is the "ORDINARY" citizen? Certainly not you! Most people know when officers are working off duty and if they have doubts, they ask.

Former Chief of Police Anthony A. Bosch showed why he was a successful chief for so many years when he decided off duty officers should change from a white to a black hat. He knew full well how important that uniform is, just as you should. Don't think for a moment the business people of this community weren't upset in 1968 when the possibility of denying them the opportunity to hire the uniform they helped pay for, arose. The police administration was made aware of their feelings.

The article also made mention of dignity concerning law enforcement. We have as much dignity as any profession, including yours! The only difference is that we stand open to public scrutiny, whereas other professional groups can put up a facade to cover up their shortcomings.

Maybe the real issue is that of controlling us economically. The more hungry we are, the easier we are to control. Possibly!

In conclusion, keep up the good work Mr. Block, your dedication to the "ORDINARY" readers is amusing.

Who IS the "ORDINARY" citizen???

Answer To Blade Editorial April 12, 1979

There is an area in the city of Toledo bounded on the north by Airport Highway, the south by the Ohio turnpike, the west by Holland-Sylvania road, and on the east by Byrne road, in our story we will call this area Smalltown.

Smalltown has a projected population reaching 9500 people in 8 months and covers 5.26 sq. miles.

Smalltown has 1 policeman covering this area. This policeman is frequently called to Toledo to help his fellow officers in time of need, often he is asked to cover an adjacent area of 3700 people because someone is taken out of service for some period.

The people of Smalltown occasionally have problems and the one policeman is taken out of service, his adjacent policeman, also a one man car, then has to cover Smalltown. The average time the officer in Smalltown would be out of service on an arrest or accident varies, but it is usually at least an hour.

Smalltown has a unique situation in that inside Smalltown is a city called Southwyck Center. Southwyck employs 1500 people and (according to the Toledo Blade) has 233,000 people shop there at least once a month.

Southwyck Center covers 60 acres of Smalltown and the council of Southwyck decided that they needed police on foot to help the policeman of Smalltown. Southwyck figured its minimum needs to serve its community and decided that it wanted professional, uniformed police with arrest power.

A prestigious judge named Kiroff said that it was allowable for Toledo police to wear uniforms off

duty on security jobs, so the city of Southwyck chose Toledo police to serve their community. After all wouldn't it be nice having people seeing police in a peaceful surrounding and having a chance to interrelate with these men casually instead of only seeing them in times of trouble. These police are required by law to carry a gun, badge, and police box key. If necessary they are required to act as an officer of the law even if off duty, out of uniform, or endangering their own life.

The above story is true. Smalltown is one police district covered by a one man car. Southwyck Center does need police service beyond that provided by the City of Toledo. If Toledo were to duplicate the police service provided by Southwyck Center, to fill its basic needs, it would cost the city approximately \$150,000.00 annually for police for Southwyck and Old Towne not including Lion Store and Montgomery Wards.

The Blade is against Toledo police providing service off-duty in uniform to supplement their income. Would the Blade suggest that the citizens of Toledo pay an additional \$150,000.00 annually for adequate policing of Southwyck? If so, how would the undermanned department supply the men?

Southwyck is able, with the help of off-duty policemen, to provide, for itself at no cost to the city! Why don't you leave the police alone, that need to work a little extra to provide for their families?

Larry Pfaff
Southwyck merchant
466-Southwyck Mall
Toledo, Ohio 43614



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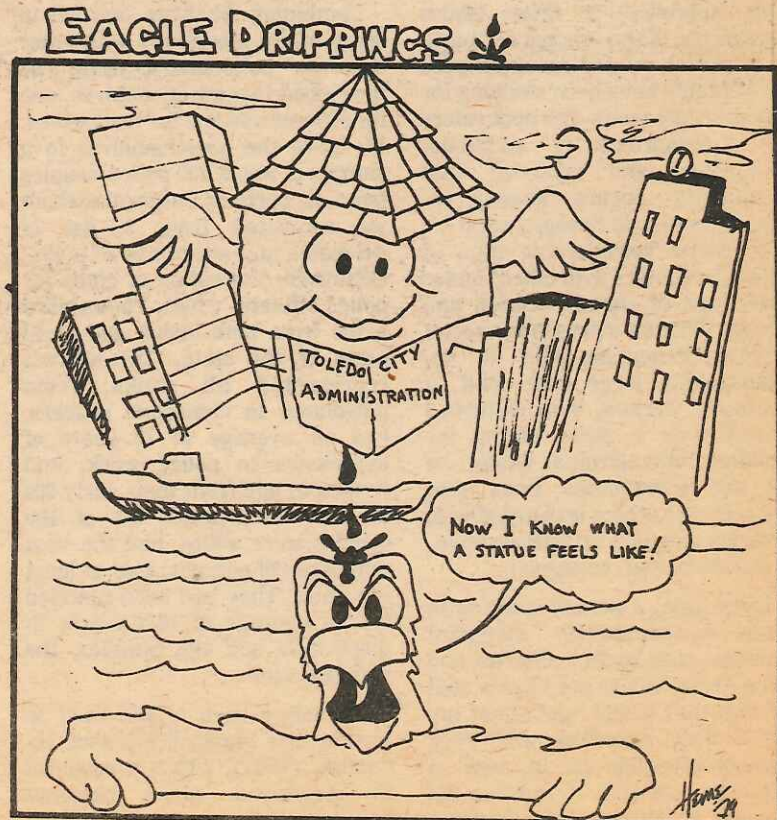
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Letters To The Editor

Toledo Cops Wanted: Dead or Alive??

By Patrolman John R. Hack

The most recent shooting of a Toledo Police Officer has prompted this editorial. It was reported by another officer, in a recent Toledo Blade news article, that half of the street patrol officers have purchased their own flak or bulletproof vests. This statement I believe to be greatly exaggerated. It was also reported that while many officers own vests, they do not wear them in the summer months. There are a few officers that do not desire to wear the vests, but for the most part officers do wear them for obvious reasons! There are quite a few officers that own their own vests, but the number of officers who do own vests is no where near half, as reported.

This article is not being written to take issue with the officer who made those statements to the Blade reporter. This article is directed at the City for its obvious lack of concern for the officers on the street every day.

The Toledo Police Department's Safety Committee has requested the vests, but the request has fallen on deaf ears or hard hearts. Perhaps the City feels that it is less expensive to replace a slain officer than to furnish proper safety equipment. (Steel toe safety shoes, instead of bulletproof vests). The bulletproof vest is not a new item designed for an officer's safety, as it

has been on the market for years. Other cities have seen the necessity of furnishing their officers with this life saving piece of equipment. Our City has only seen fit to purchase a token few vests to be used on special assignments, but never to be used on a daily basis. It is ridiculous to assume that the available vests would outfit an entire shift of street officers. Circumstances that arise that might require the use of a vest, can and do occur at any instant, underscoring the need for continuous wearing of a vest while on duty. Officers should be issued a vest just as they are issued a gun, badge and uniform.

The City has seen fit to authorize the purchase of steel toe safety shoes with the officers and City splitting the costs. However, these shoes are generally considered to be useless by many of the officers using them. If the steel toe safety shoes can be looked upon as safety equipment, surely a bulletproof vest would be a very vital piece of safety equipment that should be furnished by the City for the protection of their officers, Toledo's finest! The cost of these vests should not be a factor when the lives of Toledo's finest hang in the balance.

In conclusion, I think that the City fathers should realize that they have at the very least a moral obligation to do all they can within their power to insure the safety of their officers.

Policemen Do Have Friends!!

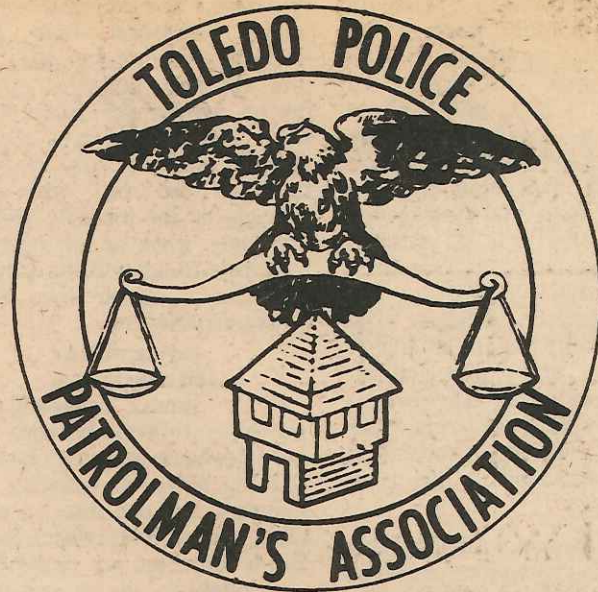
By Patrolman Dick Gruppi

I know that after working as a police officer for a few months that each and everyone of us gets the feeling that most citizens do not like police officers. Newspaper articles and their editorials (especially at negotiation time), radio and TV news and their editorials, almost always seem to condemn or otherwise be against the police officer. Other than one or possibly two occasions I cannot recall an editorial that was favorable to police officers. The exception which I recalled was during the civil disturbances a few years back. I know that many times I have wondered if anyone really cares for or has any feeling for the officer. He is wrong no matter which way he goes. Well, behold, in the past couple of weeks my tired eyes have come back to life. Two citizens of our fair city have written editorials to the Blade which I know will boost everyone's morale. Many kind words were expressed about police officers and I will repeat the editorials here. The first which was dated April 25th, was titled + "POLICE DESERVE RESPECT." I quote: "A policeman is many things. He's a son, a brother, and a father, an uncle, and sometimes even a grandfather. He is a protector in time of need. A comforter in time of sorrow. His job calls for him to be a diplomat, a psychologist, a lawyer, a friend, and an inspiration. He suffers from an overdose of publicity about brutality and dishonesty. He suffers far more from the notoriety produced by unfounded charges. Too often acts of heroism go unnoticed and the truth is buried under all the criticism. The fact is that less than one-half of 1 percent of all policemen ever discredited their uniform. That's a better average than you can find among clergymen. A policeman is an ordinary guy who is called upon for his extraordinary bravery — for us. His job may sometimes seem routine, but the interruptions can be moments of stark terror. He's the man who faces a half-crazed gunman, who rescues a lost child, who challenges a mob, and who risks his neck more often than we realize. He deserves our respect and our profound thanks."

R.J. Mauk 3632 N. Detroit Ave.

The second editorial was titled, "POLICE DO GOOD JOB!" I again quote. "There is an Indian saying which reads: Grant that I may not criticize my neighbor until I have walked a mile in his moccasins. It seems to me that the

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The Toledo Police Patrolmen's Association has begun its 1980 Booster fund raising drive. Offered to the public, is the above window decal, which can be placed on auto, home or business window. The decal will identify citizens who support the Toledo Police Patrolmen's Association and its programs. The decal can be ordered by calling 882-5081 or by sending a \$6.00 donation to the Toledo Police Patrolmen's Association P.O. Box 6788, Toledo, Ohio 43612. Any inquiries can be directed to Barbara Knannlein at 478-3883 or 882-5081.

people of this town who have chosen to blame the policeman for not stopping to assist the lady who was killed on I-75 recently should think of that saying before they pass judgment on the officer. Do they know for certain he was wrong? They should not be so quick to judge when they don't know all the facts. Another thing which makes me unhappy. In all I've heard or read about this incident, I have yet to hear anyone condemn the driver who killed her, but they will storm and rave about the policeman who saw her there. Wouldn't it be more reasonable and fair to criticize the driver, who has been charged with drunk driving? Our police officers do a darn good job in this city and they do it shorthanded and in all kinds of weather — putting their lives on the line every day to protect us. They expect criticism from the criminal elements, but it's kind of hard to take when they also get criticism from the so-called decent element, yet this is almost an

everyday occurrence for them. Try being a police officer for one week and see how you would feel. I, for one, feel they deserve a pat on the back for doing their jobs so well under such adverse conditions."

Peggy A. Jones 1316 Walbridge Ave.

Well I'm sure that after reading both of these editorials each and every police officer's chest is puffed up just a little bit. It really makes you feel great. I know I speak for each and every police officer here in Toledo and in the surrounding area when I say thank you so much to both of these citizens for writing in and letting Toledo know how they feel. It does lift our pride and morale during these days when no one seems to care. Again our thanks and may God bless you and yours. I would also at this time like to extend our thanks to the Toledo Blade for printing these editorials. We certainly do appreciate it!!

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"JUST ASK YOUR FRIENDS"

Burned Out Cops

Continued from page 1

tense (as in a fight or family dispute). Furthermore, the painful aftermath of crime, in terms of the victim's loss, suffering, or even death, is seen and experienced more directly by the police officer "at the scene" than by anyone else in the criminal-justice system. Indeed, the policeman is often confronted with the discrepancy between the horror of his personal observations and the sanitized version that is presented by lawyers for the defense. The negative quality and the emotional intensity of many police-citizen encounters is vividly described by George Kirkham, a Florida State University criminology professor who worked as a police officer for five months:

"As a policeman, I found myself forced to deal with other people at their worst, day in and day out — in situations where the disputants were crying, kicking, screaming, threatening, bleeding, drunk, or enraged. Let me assure you that it is quite a different thing to discuss Jones's chronic temper outbursts in a counseling setting, and to face the same man after he has just smashed his wife's face with a fist and is angrily proclaiming his readiness to do the same to you!"

How does person confront and survive those unpleasant and tense situations on a continual basis? Some policemen overcome intense feelings through a process of habituation. "When I first came on this job, I couldn't look at blood, I couldn't stand it. And the first times, I really got sick. But you've got to keep going back, and now it doesn't bother me." This cool, unemotional stance is considered critically important for good police work, because it may be the only way to do a necessary job under emotionally stressful circumstances. Consider the cop who has to investigate and report on a fatal shooting:

"You don't look at a dead body anymore as a human being. You're looking at it now from a job aspect — what happened to this guy; how did it happen to him, where did he get shot, did the bullet stay or did the bullet come out — these are things you have to do. You have to look at it objectively it's your job. This guy — we don't know who he is, I don't even know what his name is — it's a total stranger. So there's nothing personal there, and it's just a job."

However, there are times when things do get more personal (even with total strangers), and then great cracks appear in the policeman's emotional armor. The more often a police officer deals with either very young children or the elderly (usually as victims of abuse or neglect), the more likely he is to suffer. As one cop told us, "You shouldn't let anything get to you, but when it's kids or old people — you see your own mother and your own kid. It really cuts you — and you do go home and dream about it, you think about it."

Police working with very young children scored high both on our emotional-exhaustion index and on the dimension of closeness to recipients, and low on negative

feelings toward children. The picture is reversed for police who deal frequently with teenagers; they report negative feelings toward them, and little sense of closeness. Interestingly, several wives reported that their husband's relationship with their own children was most difficult during the teenage years. While those problems are true of many families and not just of police families, the cop who must struggle on the job with youthful criminals, when he has problems with his own adolescents at home, is getting a double dose of upsetting experience.

Living with a Burned-Out Cop

It is almost impossible for policemen to avoid bringing work attitudes home when they leave the station, however valiantly they may try. For one thing, a cop is always a cop, even when off-duty. He is expected to respond appropriately to any emergency or crisis situation, even when in civilian clothes. More subtle, and yet more important, is the policeman's carefully developed tough skin — his emotional cool, his suspiciousness, and his sense of caution — which cannot be taken off and put away as easily as his uniform. Those qualities become second nature to him, an integral part of relating to all people — including his wife and children. Over time, many wives report, he unwittingly becomes more tough and aggressive when dealing with his family, questions them more often, and appears to mistrust them, he may become more rigid in deciding what's "wrong" or "right," and less capable of getting emotionally involved with his family.

This last problem can be compounded by the policeman's unusual working hours, which can disrupt family routines and minimize his contact with his wife and children: "Lately, I've been very depressed about the hours," one wife told us. "Unfortunately, it's beginning to test what has been a very good marriage. Our children have been raised with 'Be quiet,' which has been converted to a rude 'Shut up,' or 'No, your friend cannot cover over because Daddy is sleeping.'"

The higher the man's score on our emotional-exhaustion subscale, the more likely his wife was to report that he comes home feeling physically exhausted, tense, upset. His wife was also more likely to say that he complains more about his work, gives less time to pleasant conversations with his family, and has difficulty sleeping. His wife generally feels depressed and describes their children as feeling anxious, irritable, and isolated. He himself may recognize that he has come to have a short fuse, and he observes his children respond to his anger by withdrawing from him.

In the high-burnout cop's family, the children are four times as likely to look exclusively to their mother for support (according to the wives' reports). The man is twice as likely to report feeling distant from his kids; he and his wife are nearly twice as likely as other police couples to disagree about discipline of the children. As one police wife summed it up: "His

work created a distance. We were a family — he was a stranger."

The growing distance between a burned-out cop and his children is often mirrored by a similar alienation between him and his wife. The high-burnout cops report (twice as often as more moderately affected policemen) that their wives fail to understand the problems and stresses of the job — and their wives generally agree with that assertion. In many cases, though, the wife's lack of understanding is not for want of trying to get information from her husband (or other sources), but from his refusal to discuss the job with her. "I never tell my wife what I'm doing — never," one man said. "And we're always having conflicts about this. She comes home from work, and all she does all night long is tell me about the kids she teaches and what went on in school. And she says, 'You never tell me about what you do, you never talk to me about it.' Because I don't want to talk to her about it. I don't want her to know what I do here — it would just make it worse."

Although the policeman says he wants to protect his wife from the grim realities of his job, it may be more accurate to view him as trying to protect himself by not reliving the stress he has already undergone and by keeping its ugliness from contaminating his home. With such a strategy, he can also avoid having to deal with her anxieties about police work. Such a self-protective device can have detrimental side effects on the marital relationship, ironically, by creating barriers to an open, trusting, sharing partnership.

When the policeman's burnout hits the phase of negative self-evaluation, his isolation from other people becomes even more pronounced. Not only does he feel distant from his children, and either unwilling or unable to share his feelings with his wife, but he also has fewer friends and is more likely to shun social activities for solitary ones. This self-imposed isolation may be seen in part as a way of coping with the daily overload of stressful contact with people. He may simply want peace and quiet, uninterrupted by any human being and especially one with a problem. Or he may feel he is not working well with people and may thus want to avoid any further evidence of his ineffectiveness by minimizing the number of involving relationships he has with others. Finally, he may anticipate (sometimes correctly) that his off-duty contact with people can be just as upsetting as the on-duty work because of the social stigma he thinks is attached to being a cop:

"If I go to a party, the first thing I tell the host is, 'Don't tell anyone I'm a cop.' Because if people find out, then they start bitching about some traffic ticket or tell me about the hard time some stupid cop gave them — and before you know it, your night is ruined. After a while, you don't go out to parties unless you go alone or you go with another cop and you stay together and stay on the side. You don't get involved with people. You don't want to bother getting involved, because you know what's going to happen."

Stress Inoculation

Faced with those emotional stresses, how do policemen and their families cope? "A beer helps," according to one cop, and indeed, more frequent use of alcohol and tranquilizers was correlated with burnout. Use of medication and marijuana was very low in our sample, but may have been under-reported. Wives were most likely to report using alcohol to cope with stress when their husbands scored high on feeling distant from clients.

For the cop, having a drink with his buddies after work may be a "decompression routine" offering a chance to unwind from the emotional pressures of the job, talk over worries and problems with trusted friends, and just laugh and have some fun. The important social function of "drinking with the guys" is often recognized by wives, although they sometimes long for alternative mechanisms that don't run the risk of alcoholism: "They need encounter groups besides the bar," as one wife put it. And, of course, when they are with the guys, they are not with the family. There are other types of decompression routines, and some involve sports or other physical exercise. "The guys need to have a place to go cool off or work out, but it's hard to find something to fit in with their odd hours."

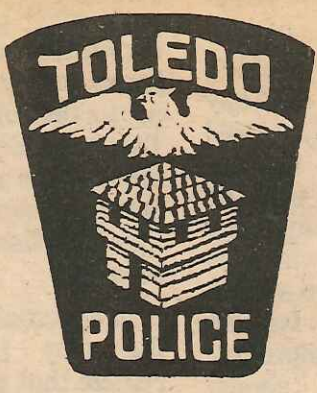
One clear difference between officers and wives in their coping responses is that 80 percent of the wives seek out organized activities as a source of help and social support, but only 10 percent of the men do. An example of a support group used by the women is the police officers' wives club, which is often designed to give women a chance to discuss their difficulties and find new ways of dealing with the impact of the police job on their family life. For many wives, the most important benefits lie in realizing that they are not alone in

their problems, and in getting a different perspective on the source of their troubles. "I need to know that it's the job, and not the man, creating these problems," said one wife. A majority of wives also listed talk with intimate friends as an important support.

Some policemen are reluctant to expose their feelings and anxieties, partly because they view them as unmasculine, a sign of weakness. Yet a dozen or so of the larger police departments have psychologists on staff for the development of stress-reduction programs, and are available for counseling police officers and their families as well. The Los Angeles Police Department reported some 1,400 sessions in the past year. But many observers believe that most cops and their wives will not take advantage of such services unless they can be assured that word of their visits will not leak back to their fellow officers and superiors — or onto their records. Unfortunately, the attitude of many policemen toward seeking professional help is, "if you need it, you're unfit for this line of work."

There are signs of some changes in attitude. As one wife said to us, "Ten years ago, you could not have gotten any of these men to fill out your questionnaire and talk about their personal feelings. So the fact that they are willing to do so now represents a big step for them."

The next step would be to acknowledge that the burnout syndrome is a common frailty of many people whose jobs require them to give too much, too often, to other people in need. Then, both the institution and the individual can begin to reexamine and perhaps restructure the job itself to better control the intensity and exposure to emotional stress. Similarly, the public should recognize the potentially destructive impact of job burnout on the people who serve some of our most basic human and social needs.



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Union News

United We Stand!!!



By Dick Gruppi

I would like to pay a special thanks publicly to a most deserving group of city of Toledo employees + the Toledo Fire Division. On April 25, 1979, a shooting occurred on the east side of Toledo. A Toledo police officer was seriously wounded and several police officers responded to offer assistance. I, along with my partner Ray Sifuentes, were on the scene shortly after the call of officer down was broadcast. In just a few moments two units of the Toledo Fire Division Paramedics arrived on the scene. These fire

Recording Secretary's Report



Roger Reese
Recording Secretary

On May 15th, 1979 we will have nominations for President, 2nd Vice-President, Recording Secretary, and Financial Secretary at our monthly meeting. According to 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 the meeting on May 15th:

- George Gerken (23)
- Ron Scanlan (25)
- Dave Gray (22)
- Gary Dunn (21)
- Joe Clear (20)
- Bill Dunn (19)
- Mike Goetz (19)
- Fred Johnson (19)
- Richard Orlovski (19)
- Roger Reese (19)
- John Annesser (18)
- Robert Leiter (18)
- Richard Fisher (18)
- Pat Gladieux (18)
- Larry Knannlein (18)
- Tom Owens (18)
- Tom Roth (17)
- David Willier (17)
- Robert Matecki (16)
- Richard Murphy (16)
- Terrence Stewart (15)
- Tom Babcock (14)
- Dan Baz (14)
- Frank Calipetro (14)

officers acted with great haste and expertise. They quickly administered first aid, set up intravenous solution, had the patient on a stretcher, into their vehicle, and on his way to the hospital. I am sure that without the knowledge, swiftness and concern shown by these fine officers the injured officer may have been in more serious condition, or worse, today.

I know the citizens of Toledo hold the Toledo Fire Division in high esteem, as well they should.

I know I speak for the entire Toledo police division in extending our thanks to the Toledo Fire Division. Also, our compliments to fire chief, Carl Neeb, for having such a fine, well trained, professional group of officers under his command. The Toledo Police Department is proud to be associated with such a wonderful group of men. Again, we, the Toledo Police Department thank each and every one of you!

It was encouraging for me at the last meeting of the TPPA. However, there were still some empty seats up front. We still are falling short in attendance and this is not good. Remember last month's issue of the Shield? I explained that we should have 200 plus members at these meetings. Possibly posting more notices around the downtown precinct and the Scott Park precinct would help, along with posting notices in the detective bureaus.

I think the last meeting in April was one of the best as far as the conducting of the meeting was concerned. Everyone seemed very interested and really paid attention. President Gary Dunn explained several things about the negotiations and covered many other things at this meeting. If you were not there you missed quite a bit of information. I thought it was too bad that more members of the Detective Bureau didn't show up, after we all have an interest and are paying dues.

Some bad news: A couple of members have dropped out of the union, this is a real shame. I hope they reconsider and come back.

- Lyman Elliott (14)
- Sharon Farris (14)
- Julius Materni (14)
- Daryl Rybarczyk (14)
- Ron Bush (13)
- Bill Gray (13)
- Bernard Lopinski (13)
- Ed Liwo (13)

The following officers need to attend the meeting on May 15th:

- Jim Calipetro (12)
- Cynthia Zerninski (12)

The election will be conducted on Wednesday, June 6th, 1979.

Some new faces at the monthly meeting of April 17th were: Eugene Kurdys, Charles Kellar, Steve Skells, Norm Hatch, Howard Williamson III, Mike Yeager, and David Tharp.

The attendance at our monthly meeting in April was (88), which brings our average for this year of (81). Keep up the good work. Of the 88 who were in attendance, 63 were from the uniform, 4 from Community Relations, 4 from the Traffic Bureau, 3 from Communications, 1 from Record Bureau, and 13 from the Bureaus (7 - Vice, 3 - 212, 2 - Metro, and 1 - 257). I might say also, this 88 in attendance is the largest I can remember going back to June of 1973.

Remember nominations at the monthly meeting of May 15th.

Also, our annual picnic will be Saturday, June 16th.

Some good news: I hear that Fred Schroeder and Nayland "Nails" Rose of the communications section are joining the ranks. This is very good news and I want to congratulate them both for a fine decision.

Well let's try to get our partners and shift mates to the meetings because that's where it's happening. See you at the May meeting, that's May 15th.

United We Stand!!!

Sick List

The following is a list of TPPA members who have been off duty ill as of 4-24-79.

- Jimmy Calipetro
- Morris Jackson
- Bob Pigott - Mercy Hospital No. 5304
- Charles Nelson
- Pam Kujawa
- Steve Palmer
- Jim Bruce
- Deborah Toth
- Keith Stone
- James Schaeffer
- Phil Peer
- David Holt - At home

The above officers have been off duty either ill or injured. They miss being here and would like to hear what's going on. Give them a call or drop them a card or note.

Grievance Committee Report



By Dave Gray

The Grievance Committee met on April 16th to go over all the pending grievances. Present were,



By Dick Gruppi

Well the weather is really great. Sunshine and warm. Fishing is really improving fast. Walleyes are being taken in the Maumee River and White Bass are hitting also. A few Smallmouth Bass can be caught using small spinners and crawdads or minnows.

Jimmy Jones of the Metro Drug Unit tried fishing the Maumee for Walleyes earlier but had no luck. The water was too high and muddy. he says he's going to try again.

Clarence "Orze" Orzechowski of the dispatchers office tried some bullhead fishing at Turtle Creek and did quite well. Orze says he got 17 nice bullheads. The weather wasn't helping because it was cloudy and cool. Orze cleaned up the bullheads and had a good meal.

On May 19 thru the 26th, Ollie Zielinski, Larry Dial, Lynn Pacquete, Ed Keen, Ralph Kuyoth, Tom Fury and Gary Thomas have a beautiful fishing trip planned. They are going north to Twin Lakes, just east of Nakina, Ontario Canada. They will stay on an island that is 40' x 150' (hope the

water doesn't rise) and sleep in tents. They are really going to rough it. They plan to catch pike and walleye. They say last year was bad for walleye, with most of the fish being only in the 5 to 7 pound class. Sounds good to me. Well have a good time you lucky guys.

The state of Michigan has a new deal for fishermen. You can get a free fishing report any time, 24 hours a day, by calling toll free 1-800-248-5700.

The largemouth bass season opens in Michigan May 26 (Saturday).

Dick Geis was fishing in a small farm pond and caught three largemouth bass each running about a pound and a quarter. He used a Mepps No. 2 gold color spinner. Dick says he had several hits but landed only three. He refused to tell me his secret spot and says it was embarrassing for him to have me begging on my knees in the hall of the courts building. Well! Dick also told us he is going on a wild boar hunt. Yes,

Continued on page 6

Joe Clear, Bill Schaub, Lyman Elliot, Bob Hannon, Bob Leiter, Tom Flannagan, Dan Baz, Gary Monto, Harold Landis, Richard Lloyd, Rick Fisher, Bill Mosley, Dick Orlovski, Joe Rutkowski, Pat Gladieux, and Gary McKinley.

We're still waiting for the arbitrators decision on Sobbs grievance concerning minimum court time when you must come to court after getting off duty.

Matecki and Rutkowski's grievance pertaining to changing shift assignments whenever additional manpower is needed, is waiting for an available date from arbitrator Seifer.

We thought we were going to get somewhere on Dunn's grievance about getting air conditioning for detective cars, but the City Manager changed his mind. It must be set for an arbitration hearing.

Also set down for arbitration is the Farris and Hennessy grievance which objects to unequal application of the time in grade requirement for acting command positions. If they can waive the requirement for command of-

icers, then why can't they treat patrolmen the same.

City Manager Porter has yet to address the question of quota's for citing citizens in Traffic Court. This job has enough stress built into it without worrying about how many citizens of Toledo were burned today to satisfy a unilaterally imposed daily quota. Hopefully Mr. Porter will agree with officer Campbell and Smith that the concept of quotas is unfair to officers and the public alike.

The other important issue at the meeting was the update of current negotiations. All the stewards present were briefed by the negotiating team, and given a copy of issues resolved and issues pending. If there are any questions, see your steward for an up dated report.

If anyone is interested in running for the position of Union Steward, drop a note to George Gerken by the May 15th monthly meeting.

Remember, if you have a problem, get in touch with your steward. If your steward is not available then contact me at the Vice Squad or at home. We will do our best to resolve it for you.

"The Shield" Survey

The Editorial Committee of "The Shield" would like to ask the members of the Toledo Police Division to complete the following survey so that we may "draw" a composite picture of T.P.D. officer.

You don't have to include your name, address, or anything else that may identify you.

We think with your help this survey will really help us tell the public who we are and what we're like from a cops point of view.

Thanks,
The Committee

1. AGE: _____ SEX: _____ HEIGHT: _____ WEIGHT: _____
2. MARITAL STATUS: Married _____ Single _____ Divorced _____ If Married, How Long _____
3. NUMBER OF DEPENDENTS: _____
4. EDUCATION: High School Degree _____ College Degree (Specify) _____
College Credit Hrs. (No.) _____
5. NUMBER OF YEARS EMPLOYED AS POLICE OFFICER: _____
6. PRESENT ASSIGNMENT: _____
LENGTH OF TIME: _____
7. DO YOU HAVE ANY OTHER SOURCE OF INCOME? Yes _____ No _____
SPOUSE EMPLOYED _____ FULL TIME _____ PART TIME _____
EXTRA EMPLOYMENT (Project)? _____; HOW MANY HOURS A WEEK? _____
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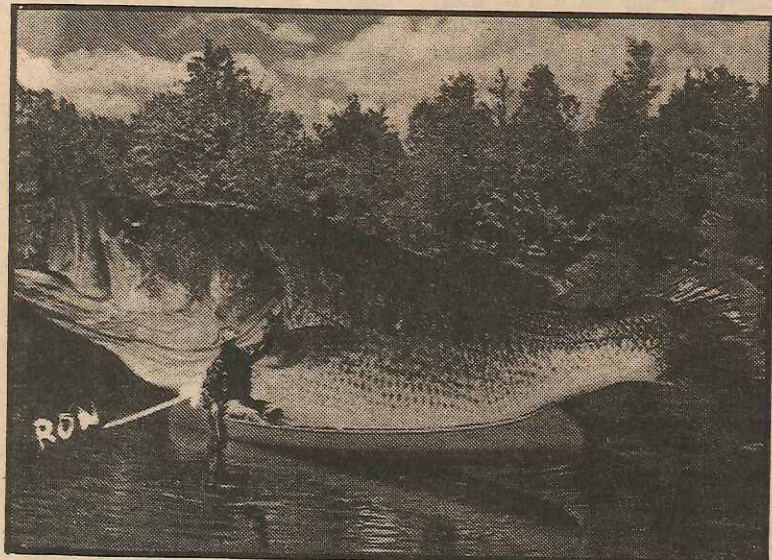
LOOK FOR RESULTS OF THIS SURVEY IN A FUTURE SHIELD ISSUE!

Union News

Leisure Time

Continued from page 5

that's right, a wild boar hunt right here in Ohio. The hunt will be at Hocking Valley in southeastern Ohio. He will use a shotgun and shoot slugs. The hunt will be on a private preserve. If we're all lucky we may be in for a wild boar game dinner when Dick gets back. Whatta say Dicky Boy.



This is the Bass, Ron Ziolkowski CLAIMS he caught in Florida.

Ron Molnar, Joe Roslyn and Bob Baker had some real fishing fun. On April 24, they traveled to Pt. Pelee, Canada, for some smelt dipping. They scooped six buckets (the 5 gal. size) from the lake waters. Ron says a special smelt fishing license is required. They met several other fishermen from all over this part of the country and Canada and a good time was had by all. They got lots of good eating too. This smelt season should be over the first weekend in May.

Bob Lewandowski and his son fished the Maumee River near Buttonwood and got nine walleyes. The fish were in the two pound class. Bob says he used white doll flies. The Jacks were hitting. The walleye run should be over by now. A few white bass can still be caught. Starting with the second weekend in May fishermen should start heading out into Lake Erie. The Walleye will be hitting out there. Last year the hot n tot was a good bait when the walleye season ended. It might be a good lure to start the season with. Also the old reliable Lake Erie Helion and the gold nugget are good baits.

Well the first of June will be possibly the biggest thing going. It will be the 1st annual walleye fishing tournament on Lake Erie in Ohio. There will be an entrance fee and also some of the biggest prizes ever awarded in this area. For more details, contact Netcraft on Tremainsville Rd. Ron Molnar took son Ron Jr. bullhead fishing at Crane Creek. Using worms, they fished for two hours and caught 60 bullheads. Ron says they each used two rods and were really kept jumping because the fish were biting so well. Ron said his son really enjoyed the fishing. This is a good sport to introduce to a youngster and more of us should do just that. Nice going Ron.

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"Bullhead King strikes again." These words strike terror into the hearts of fishermen all over Toledo. Well I received this info that Bill Schaub, who is gaining a reputation as the bullhead king of northwest Ohio, has done it again. While fishing Turtle Creek last week, Bill caught 82 "heads" with his secret doughball bait. Some of Bill's favorite holes are Toussaint and Turtle Creeks, and Metzgers Marsh. He reports that they can be caught at any time of day, but Bill

Sheraton Louisville. The food was super Billy says.

Billy and Margie played in the tournament and represented the Ecktelon Corp. of San Diego. Billy will go to Dayton Ohio for another tournament on May 17, 18 and 19th. And will represent the same corporation. Billy got to the quarter finals in the Ohio Regional, congratulations Billy, keep up the good play.

TENNIS

Well have you heard about the big tennis tournament. No? Well, starting in the latter part of April and going thru May we are having an inter-departmental tennis tournament. You are eligible to play. Contact John "Thumper" Sharp or Mike Collins. Those scheduled to play include, John Hack, Bernie Moss, Tommy Luettkie, Mike Collins, John Boy Tharp, Frank Rogers, Frank Zalewski, Dave Steward, of Maumee PD, Sharon Farris, Dave Coopman and Phil Cashin. We will announce the winners next month, if there are any. The games are played at Jermain Park.

If you drive by Ottawa Park any morning about 10:00 a.m. you will see John Tharp, Frank Rogers and Frank Zalewski practicing for the big games and teaching Jimmy Jones a few new strokes.

BOWLING

The annual Police-Fire Bowling Tournament will be held on May 19th, and any five (5) man team may enter. The fee is \$10.00 per man. It will be held at Miracle Lanes at 4:00 p.m. Let's have a showing of policemen.

GOLF

Why does a golfer have two pair of pants? Well, in case he makes a hole in one!!! Ha! Ha!

Well spring has sprung alright. Billy O'Hair and Dave Swantek were out at Tameron hitting a few. They were a little rusty but after the workout they got oiled up. Ha Ha! Just kidding guys. Eddie Lindsey and Ron Jackson will be hitting the links at Ottawa Park. Eddie who hits the ball in the low 90's is looking for some competition. If any of you golfers think you can play Ottawa Park in lower scores than 90, contact Eddie. Eddie is also quite a bowler. Everyone in the record bureau is anxiously awaiting the next bowling grudge match which will feature: Leroy 'Crazy Legs' Reasti and Larry 'Tom Tom' Thompson vs. Edward 'Gutter Guy' Lindsey and Gerald 'Smoothie' Bryce. The first bowling match was won by Crazy Legs Reasti and Tom Tom Thompson and they were treated to a big beautiful steak dinner at the Victoria Station, by the losers. We will attempt to keep up with this grueling match and have the results in the next month's Shield.

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VACATION

Ron Ziolkowski, of the Records Section, while vacationing in beautiful sunny Florida, caught a whopper. Not the Hamburg type but the fish type. And what a fish. Ronnie fishing off a pier in the Gulf of Mexico at Treasure Island, Fla. caught and landed a giant fish which is known as a sea bass? The fish, see picture, weighed in at a whopping 400 lbs. Ronnie said he used a squid as bait? Ron says when the fish first surfaced he thought he had caught a mermaid. Sounds like, and looks like, one of Ron's old fish stories. We're all glad that Ron is back to work and feeling his old self again, welcome back Ron.

SWIMMING

Richard B. Murphy of Central Station and his wife Pam are mighty proud of daughter Jill. Jill, who is 10 years old, took first place in the first annual swim meet held at the Supreme Courts North. The event held on April 20th, was quite exciting. Dick tells us the relay team was a distance behind the other teams and Jill swimming her heart out, pulled her team ahead and into the winners circle. The Shield wishes to congratulate Jill and her team and her proud parents...

Well till next month I hope to hear from some of you folks with some Leisure Time news. Drop me a line or call me. Good luck.

Dartball News

By Glenn (Tack) Hammer

The Toledo Police Legion dartball team beat Preslawski's Police "Hot Shots" for the second year in a row, in a challenge match.

Once again Sgt. Preslawskis "Hot Shots" challenged the Toledo Police Legion dartball team to best 2 out of 3 game match, with the legion team accepting.

The dartball match was played at the F.O.P. Hall on April 27, 1979 at 8:30 p.m., with the loser paying for the refreshments, (which has been rumored to be of an alcoholic content).

Preslawski vowed that he would not lose again this year: after being beaten 2 out of 3 games last year. So he went about the task of selecting the best dartball players available. He came up with a group he figured could not lose. The following is a list of the players chosen, along with a list of the Legion players.

Preslawski's 'Hot Shots'
Don (Notre Dame) Masztak
Larry (Back From The Lake) Schultz
Dick (Work Out) Lloyd
Glenn (Tack) Hammer
Bob (Come On Down) Barker
Fred (Go Blue) Janiszewski
Cliff (10-4) Zak
Lynn (9 Iron) Paquette
Dick (Lefty) Koperski

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Rick (Dead Eye) Orlowski
Jim (Hole In One) Wiegand
Larry (Can't Make It) Preslawski

Police Legion Team
Ed (Oops It Slipped) Klusina
Jim (4-Base) Tierney
Harold (Middle of the board) Middleton
John (Rifle Arm) Jordan
Kenny (Close But Out) Kusz
Francis (Home Run) Ikelberger
Buck (Stops Here) Mercer
Jim (Fire Hose) Tierney Jr.
Larry (Nipper) Martin
Mooney (Radar) Madrakowski
Tom (Line Ball) Warnka

As the "Hot Shots" arrived at the hall and started warming up, they were surprised to find out that the dartboard had very few holes in it on the outer sides. Also, the center of the board was almost completely eaten away. They also noticed that the curatin behind the board looked like swiss cheese. The "Hot Shots" figured that there must be a logical reason for this, knowing that the game of darts is played mostly in the single area of the board. Their bewilderment was put to ease, when they were told that the reason for this was that the team that uses the board for their home games on Friday, when playing in their league, was made up mostly of ex-horseshoe players!

By 8:30 p.m. all of the players for both teams had arrived, and the first game began, with the "Hot Shots" winning the game 9-7 in 13 innings.

Before the second game started, Bob (Come On Down) Barker noticed a couple of the legion players put on their coats to leave. Barker wished them well, but stated that it would be nice if they left their fair share of money behind, to help pay for the losers share of the refreshments.

The second game was won by the legion team 8-3. The game was close going into the sixth inning, when legion players threw 4 straight home runs at the "Hot Shots" after a lead off double, causing the Hot Shots to almost have a heart attack. They never recovered from the shock, and lost the game 8-3. Most players from the "Hot Shots" team were seen running up to the Black Label refreshment spigot to get an extra amount of liquid refreshments to calm their nerves.

With the match tied at 1 game each, members of the "Hot Shots" team began checking the score sheets to try and find out how they could lose a game 8-3, when they had 16 hits, compared to 10 hits for the legion team. They found that the legion team had 6 home runs for the game, and a total of 9 for the 2 games, while the fleet footed "Hot Shots" had banged out numerous singles, only to fall short after loading the bases, and leaving these men stranded in a scoring position.

As most anyone that has played dartball knows, the team that hits the single the most, will usually beat a home run hitting team.

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Union News

Therefore, the "Hot Shots" were confident that they would win the 3rd game.

The 3rd game ended 6-5, in favor of the legion team, and was close all the way.

The legion team was out hit 54-33, but threw a total of 12 home runs at the "Hot Shots" for the match, while the "Hot Shots" had only 2.

The "Hot Shots" were heard muttering to themselves after the match, "wait until next year," as they reached for their wallets.

Both teams had a good time, and rumor has it, that most of the "Hot Shots" players stuck around after the match, to make sure that they got their money's worth of refreshments. Also Kenny (Close Out) Kusz stuck around to make sure that he got his team's share of the refreshments, before closing the Hall!

Freddy (Go Blue) Janiszewski

was also wondering how Kenny (Close Out) Kusz could be close but out so many times in the match, then he scored 3 quick runs in 2 innings when challenged to a 5 inning singles match!

The hitting stars for the legion team were: Ikelberger — numerous home runs, Tierney Jr. and Sr. — numerous home runs, Middleton — numerous home runs, and Kusina — numerous home runs.

The "Hot Shots" hope to challenge the legion team again next year, and feel that if their captain Larry (Can't Make It) Preslawski can somehow make it, he will help carry them to victory.

As co-captian of the "Hot Shots" I would like to thank all of the dartball players that showed up for us, and also say that if we had to lose, we couldn't have lost to a nicer group of guys. Great shooting Legion team, and good luck in the league next year!!

both were too far East and I'll be damned if I could spot the horse???

Since our last column we had another of Toledo's finest struck by gun fire, I am happy to report that Dave Holt is coming along very nicely and would like to have a few of his many friends drop him a card or give him a buzz...

Fred Janiszewski was seen recently "tooling along" Lagrinka heading for his favorite spot near Manhattan, still haven't visited this most "famous spot, but rumor has it that quite few of Fred's friends have been known to stop in and "par-take of a couple."

The non-member list keeps shrinking, this month we welcome two "hold-outs" on Nayland "Nails" Rose and Fred Shroeder, and we had three non-members taking their pensions so the list keeps getting smaller and smaller, and the monthly meetings keep getting more and more persons in attendance.

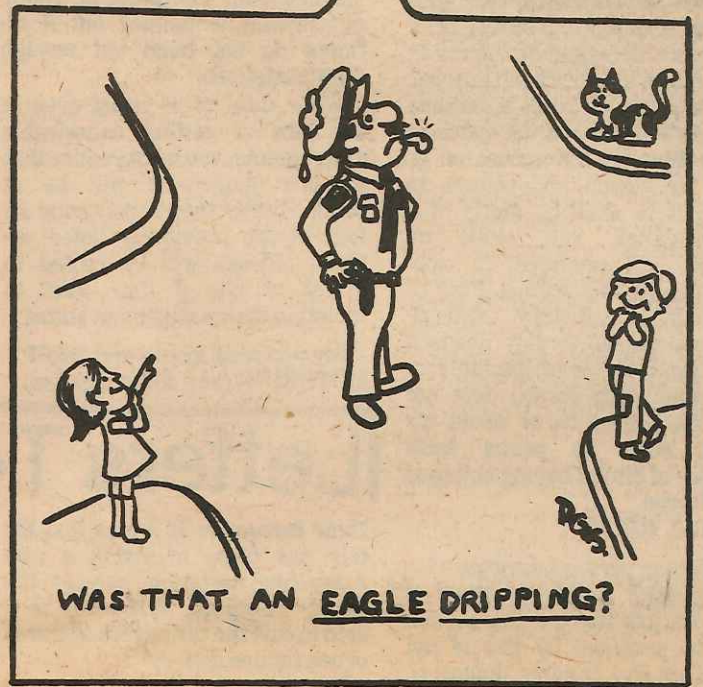
The 5th floor of the safety building is now completed and all the lockers have been moved, there was to be separate lockers and showers etc. for both the men and Ladies but due to someone's "snaffu" we find a few of the "ladies" lockers assigned in the men's area, just a warning to some of the "gents" that are planning on wandering to the showers, and we will have to be very careful when the exercize room is completed.

George Gerken was saying the other day that he was putting on a few extra pounds from sitting around the negotiation table and was looking for a bike so that he could work off the "excess weight"...and with the summer months approaching he just might set aside his Racquetball "bat" until the cooler season...Speaking of a "few extra pounds" Ron Ziolkowski has been seen making quite few trips to the concession stand and has been seen munching on a few "Pokie Bait" Bars and washing the same with cokes, careful Ron it goes on very easy but those pounds are sure tough to get off...The same can be said about Dick Dudley Sr., "Dud" has gotten into the habit of sampling a "Drum-stick" each afternoon and at last notice he had let his belt out another notch...John Stank has moved up a notch in the Police

POLICEWIFE DES. GRIF. SKON.

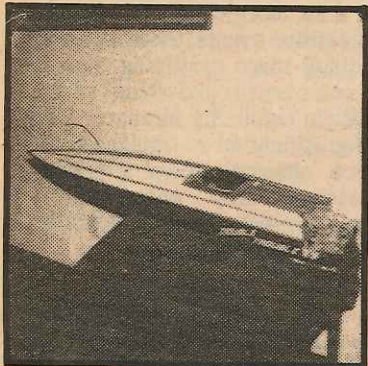


DAD! YOUR FRIEND STOPPED MOM TODAY TO GIVE YOU A NOTE ON A PINK PIECE OF PAPER.



WAS THAT AN EAGLE DRIPPING?

Duane Frantz Wins 25th Annual Exposition



Duane Franz — 1st Place

City of Toledo Police officer wins 1st place in the 25th Toledo Annual Radio Control Exposition: Duane Frantz, unit 62 of Capt. Patterson's shift has taken first place in the scratch money class with his boat Double Trouble, this is a deep V ocean racer, powered by a 40 hp model engine. Duane has built this boat from just pieces of wood. Duane walked away with the beautiful silver tea and coffee server. The exposition was held at the Toledo Sports Arena April 6 thru April 8. The exposition attracted 30,000 people from all over the world. Congratulations to Duane Franz.

"Passing Connection"

By Patrolman Ed Kusina

Another month has passed and we move into the warmer weather with many people getting out into the great outdoors and enjoying some of the sunshine. The Police golf league is in full swing and a lot of the "Hackers" are tearing up the golf course real estate. Most of them enjoy the "19th" hole the most, which is where they can all sit around and tell those "white tales" of what a bad day they all had on the "links". Jerry Speelman couldn't wait for the

warmer weather and he took off for Florida for a couple weeks of fishing and swimming.

Phil Cashin has taken on a new "look," check the left side of his face to see what the best dressed man is wearing, don't be surprised if Phil shows it to you when you ask. Speaking of "New looks" both Bob Hannon and Bill Dunn were sporting the new look at last month's meeting with their new "head covers." But I think they

Post and has been elected to the office of 1st vice commander and will be in charge of membership, and will start making his collections from the members beginning with the 1st of July, and is hoping to sign up a few new members this year.

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Traffic World

By Patrolmen Bill Dunn, John Hack

For this issue of the SHIELD we've selected the following traffic law.

ARTICLE IX OPERATION OF VEHICLES SECTION 21-9-1. DRIVER'S LICENSE REQUIRED — FAILURE TO EXHIBIT LICENSE; PENALTY.

(a) No person shall operate a motor vehicle upon the streets or highways of the city of Toledo unless such person shall have either a driver's license, a chauffeur's license, or a temporary instruction permit, all as required by the statutes of the State of Ohio; unless such person shall be relieved from having such license or permit by the statutes of the State of Ohio.

(Ref R.C. 4507.02)

The operator or chauffer of a motor vehicle shall display his license or furnish satisfactory proof that he has such license upon demand of any peace officer or of any person damaged or injured in any collision in which such licensee may be involved. When a demand is properly made and the operator or chauffer has his license on or about his person and refuses to display it he shall be guilty of a misdemeanor and shall be punished as provided in subsection (c) of this section. Failure to furnish satisfactory evidence that such person is duly licensed under the statutes of the State of Ohio when such person does not have his license on or about his person shall be prima facie evidence of his not having obtained such license.

(Ref. R.C. 4507.35)

(c) Every person convicted of a misdemeanor for the violation of any of the provisions of this section shall be punished by fine of not more than five hundred dollars or by imprisonment of not more than six months or by both such fine and imprisonment.

(Ref. R.C. 4507.99)

(Ord. 37-48; Ord. 147-64, March 9, 1964)

This section is not particularly difficult to understand, but it's application by street officers can present problems. In an effort to be reasonable and understanding, officers can and do show discretion when confronted with a situation in which reasonable doubt exists.

For example — It's 2:00 A.M. and a street crew observes a female motorist driving in excess of the speed limit. Upon stopping her and requesting to see her operators license, she explains she left home hurriedly in response to a phone call from a hospital indicating an emergency involving a family member existed and she left her purse and drivers license at home.

At this point the officers face a decision, should they 1. Physically arrest the driver 2. Issue a citation and release her 3. Do nothing 4. Follow her to the hospital and verify statements? Obviously No. 4 is the one practiced if at all possible.

For the sake of brevity, the relatively simple example was used although the circumstances

and situations that could arise are too numerous to imagine and must be considered on an individual basis.

Since driving without a license is a serious offense as reflected in the penalty section of 21-9-1, you as a vehicle operator should expect to be inconvenienced when you fail to have your license in your possession.

Contrary to popular belief there is not a 24, 48 or 72 hour period allotted to allow an operator of a motor vehicle to prove he or she has a valid license. Also there is not a grace period to allow a person to obtain an Ohio license when moving here from another state. You are required, by law, to obtain an Ohio drivers license when you establish residency.

If you are operating with an expired license you can expect a traffic citation if stopped.

In conclusion, you, as the motoring public should be aware of the pressures that are exerted on your police officers. QUOTAS!! What a distasteful word. So much so, the city leaders instituted a replacement, PRODUCTIVITY. It's sort of calling bowling alleys, bowling lanes, and a gutter ball a channel ball. The point is, subtle punishment is handed out if officers do not hand out enough traffic citations.

While most of us resist even in the face of getting undesirable assignments, you must realize that officer's judgement will be at stake. Rather than considering all four of the previously listed options, officers will be forced to arrest or cite if they want to maintain their assignment status.

See you next month and HAPPY MOTORING (at a dollar a gallon.

Revolver Club



By John Sedlak, Pres.



Upcoming Indoor Combat Matches

In past articles I have made frequent reference to two distinct types of Police Combat pistol matches, the 1200 and the 1500. For those interested readers who are not familiar with these matches, I will attempt to give you an explanation of them.

A 1200 consists of 60 shots fired on an N.R.A. regulation B-27 silhouette target. The silhouette has 5 scoring rings: 7, 8, 9, 10, and x-ring (worth 10 points).

Stage 1 of the 1200 consists of 12 shots fired in 25 seconds from a crouch or shoulder level position at the 7 yard line. All stages begin with the revolver in the holster and all time limits include the time needed for reloading.

Stage 2 is 18 shots fired in 90 seconds from the 25 yard line. Six shots fired from a kneeling position, 6 shots fired with the left hand from the left side of a barricade, and 6 shots fired with the right hand from the right side of the barricade.

Stage 3 allows the most time to shoot, 2 minutes and 45 seconds. However, the 24 shots must be fired from the 50 yard line. Six shots are fired from a sitting position, 6 shots from a prone

position, 6 shots left hand barricade, and 6 shots right hand barricade. Needless to say 50 yards is a very far distance to shoot a handgun accurately. As the saying goes "you win them or lose them from the 50 yard line."

Stage four, the last stage, is 6 shots fired in 12 seconds from the 25 yard line, free hand without the use of a barricade.

Shooting is done with two handed hold on the revolver. All shots must be fired double action except at the 50 yard line where the shooter has the choice of double or single action, however, double action is preferred by most competitors. If all 60 shots are in the 10 and x rings the score is a 600. All x's are used to break any existing ties. The 60 round P.P.C. course is fired twice through, once for individual score and once for team score. Therefore, a possible aggregate of 1200 120x can be obtained, although it is rarely done.

The 1500 course consists of 150 rounds of fire divided into 5 separate matches.

Match 1 allows for 12 shots to be fired in 25 seconds from the crouch or shoulder level position at the 7

yard line. The same is then repeated from the 15 yard line.

Match 2 calls for 6 shots to be fired from the kneeling position, 6 shots left hand barricade and 6 shots right hand barricade, All fired from the 25 yard line within 90 seconds.

Match 3 is fired way back at the 50 yard line including 6 shots sitting, 6 shots prone, 6 shots left hand barricade and 6 shots right hand barricade within 2 minutes and 45 seconds.

Match 4 is fired at the 25 yard line totaling 12 shots fire free hand without a barricade in 35 seconds. This match is fired twice through.

Match 5, the final match, is the entire 60 round P.P.C. course as described in the first section of this article.

I hope this article has succeeded in giving the reader a greater insight into the world of Police combat competition. I believe that it is easy to see that at some of these distances and in the time allowed, accurate handgun shooting can be a hard to come by task. For a person who spends many hours at the practice range, and a lot more time and sweat at competitive events, there is hardly anything more gratifying than to see one's scores and ability with a handgun continually increase. This self-gratification is multiplied for police officers whose everyday existence may unfortunately depend on their ability or inability to handle their sidearm.

Letters To The Inspector

Dear Inspector: Is it true that the city has plans to install a new Astro-Turf covering around the Safety Building? If so, why is it said to cost the tax payers upwards of one million dollars?

Answer: The answer to your question is yes, the city is installing a new layer of Astro-Turf. However, your figures are all wet. The amount of money expended for this project is — Astro-Turf, \$10,000; the underground sprinkler system, \$980,000.

Dear Inspector: Is it true that a recently appointed advisor to a top city official is not completely and adequately trained for his \$42,000 a year salary? Could you look into this?

Answer: Ridiculous. We talked to Mr. Malcom Quimby, his previous employer, and he said that he was the best paperweight I.B.M. ever had.

Dear Inspector: As a computer data analyst, I have a good knowledge of the problems you encounter when classifying the file systems in your complex Records and Identification Bureau. I have heard that you don't possess the new I.B.M. Rapid Data Selector Computers or the ultra-modern Tape-Memory Storage Bank equipment. You also lack the latest Gridley Simplex I-11A Multi-Micro Film Miniaturizer Storage

Programers. Without these instantaneous Multi-Selector Computers, how are you able to store, select, crossfile, and distribute informational data on personal files, felony arrest records, N.C.I.C. stolen automobile license data, etc.?

Answer: It's really quite simple. All names beginning with "A" are placed in Shoe Box "A," while names starting with "B" are placed Shoe Box "B," all names beginning with "C"....

Dear Inspector: I was with a citizens group that visited your modern communications center. We were most impressed with the recording devices and the transmission equipment. What was the first call your department ever received over your Hot-Line emergency phone?

Answer: "Come in here, Watson, I need you."

Dear Inspector: For years I've felt very self conscious, been called skinny and have had sand kicked in my face. Now, after completing 32-week Charles Hercules Body-Building Course, all of that has changed. I have gained 100 pounds, by biceps measure 21", I can press 400 pounds, and I have a bone crushing hand shake. However, I still can't make it with the opposite sex. Can you advice me? P.S. Am

enclosing a before/after photo of myself. Signed, Rejuvenated.

Answer: Well, you certainly have changed. Your bull-like neck, barrel chest and massive thighs are very impressive. We passed the picture of yourself in your swim suit around our staff and frankly, none of us can understand why any guy wouldn't want to take out a sweet young girl like you.

Dear Inspector: I am very impressed with the way your officers appear. They look so well groomed in their sharp and snappy uniforms. How can I find their secret to success?

Answer: Just write to "The Smith Brothers," 1234 Hack Ave., Chicago, Ill.

Dear Inspector: We heard that your officers were having numerous problems with the new patrol cars. More specifically, we heard that you had the cars sent back to the dealers to "get the bugs wrinkled out." What did the dealer find?

Answer: A lot of wrinkled bugs.

Dear Inspector: I have this terrible feeling that I am a dog. Last week, I went to see a psychiatrist. When I told him about my problem, he told me to hop up on the couch. I stormed out of his office. He should know I'm not

allowed on the furniture. Please advise me.

Answer: My, but you do have a problem. Due to the sensitivity of your personal affliction, we are sending our reply to you in a plain manila envelope. We sympathize with you and understand your anxiety. Please stop worrying and don't be concerned by what people say to you. You will hear from us soon. P.S. Please don't bite the mailman.

Dear Inspector: I have followed the nuclear power plant disaster with great interest. The Federal Government says that it is all clear, the state of Pennsylvania says that there is still a danger to the public. How will I know when there is no longer a real danger from this event?

Answer: You will know that all is well when your Hersey bar stops glowing in the dark.

Dear Inspector: I am presently doing a term paper on the history of labor laws in the United States. Of particular interest are those areas that cover child slavery, men in servitude, long hours with sub-standard pay, poor and unsafe

Continued on page 9

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Continued from page 8

working conditions, harassment, threatening supervisors, oppressive tasks, and power-hungry men ruling over vast groups of underlings down in the pits. Where can I find the necessary information for my thesis?

Answer: Try sitting in on the Police Labor/Management contract talks next week.

Dear Inspector: While having lunch at the Country Club last evening, one of our guests mentioned that they had checked their ancestral background and found that their distant relatives were aboard the Mayflower. I am curious to know if you could look up my family tree and see if I have anything like this in my background. It would enhance my status at the Club and I would be eligible to hold a position of high office at my firm.

Answer: We really shook that family tree of yours to come up with this one. Our experts in the field of Heraldry spent six weeks delving into your background and you will be happy to know that your great-great-great-uncle Horace did, in fact, make the historic trip from the old world to new America on the Mayflower. However, he spent most of the crossing chained to the oars.

Dear Inspector: I recently heard that a large West coast city is actively recruiting homosexuals for their police department. Will this cause any serious problems for police departments throughout the country?

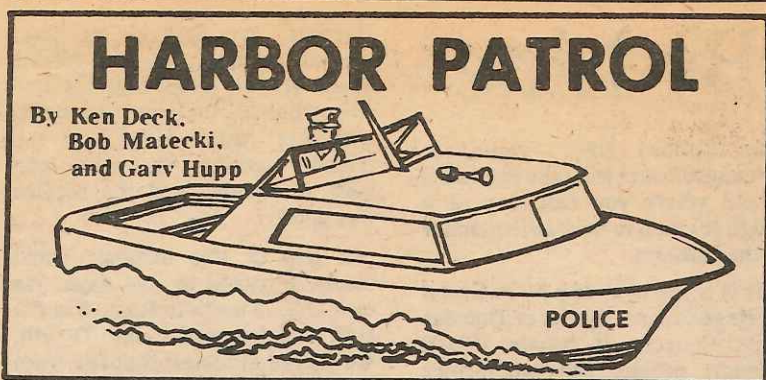
Answer: Nonsense. The Chief assures me that our police department has an adequate supply of wrist supporters on hand to firm up the ranks.

Dear Inspector: Last night, I called the police to report three men breaking into a store. One had a machine gun, the other had a sawed-off shotgun, and the third was carrying a home-made bomb. They were carrying off the safe, hundreds of dollars worth of expensive electronic gear and all of the business machines. It took the police about five minutes to respond. On the other hand, I heard on the police radio a call to check a blond in a bikini who was sun bathing in her own front yard. The type of call was an "over exposure". In less than one minute, six of your officers were on the scene. Can you give me one good reason why your men would respond faster to such a call as this, than to one that was obviously more serious?

Answer: I'll do better than that. I'll give you three — 36, 24, 35.

Dear Inspector: Is it true that the disposed African dictator, Idi Amin has been located?

Answer: That is correct. They x-rayed his top general.



Safety Tips for Carefree Cruising

1. Ventilate bilges properly. For proper safeguard against fire, air ducts in motor and fuel compartments must draw from the lowest point in the bilge.
2. Insulate exhaust pipe. Heavy insulating material wrapped around the exhaust pipe will greatly reduce the danger of vapor explosions. Keeps the hot pipe from burning you, too.
3. Keep galleys clean. Cleanliness is next to safety in the galley. Insulation of all wood under, around and above stove and provision for ventilation are musts.
4. Use reasonable speed. Every vessel is responsible for injury caused by her wash or suction. Thus, excessive speed in anchorages or near docks or floats should be avoided. Court rulings have upheld the unwritten law that the speed of a boat should be reasonable for the time, place and surrounding conditions.
5. Realize that the leading boat has the right of way. A boat is considered to be overtaking another when she is approaching from more than two points abaft the beam of the leading boat. The leading boat has the right of way and the other should keep clear.
6. Know the danger zone. The area around a boat clockwise from dead ahead to two points abaft the starboard beam should be considered her Danger Zone, and all boats approaching within this zone shall have the right of way.
7. Swing bow to starboard in head on approach. When two boats approach each head on it is the duty of each skipper to swing the bow of his boat to starboard, so the two boats pass port side to port side. It is also the duty of each to give one short blast of the whistle.

Dear Inspector: We have heard little of your former police chief. How is he doing and what are his present activities?

Answer: According to a close associate of his, he is doing well and is spending a lot of time down in his bunker with Eva Brun on his knee reading Mein Kampf.

Dear Inspector: A very good friend of mine was recently busted for possession of marijuana. He swears that the pot was planted on him by your vice officers. Please look into this and let me know how much they supposedly found on him.

Answer: Just over 300 pounds.

Dear Inspector: Repent!! See the light!! Save yourself from sin!! The end is near!! Do something religious!!

Answer: I took your advice. I took up a collection.

Dear Inspector: I've been reading your trashy article for some time now and must say that I can make

no sense out of it. Please be more specific and logical in your commentaries. Is there anything you can offer that is constructive and informative?

Answer: Sure. If the United States goes to war, move to Brooklyn.

Dear Inspector: I have written numerous times for advice and help but have received only ridicule and insults. I am a healthy 275 pound, 5'1" blond with a terminal case of acne and a nose that was constructed specifically for holding up glasses. I have a great deal of trouble getting guys to take me out in the daylight. Is there anyone on your department who would be interested in having a good time. I'm not rich and pretty, but I'm clean and honest.

Answer: There's a guy who works the afternoon shift who is a little shy, is a bit near-sighted, and is an avid dog lover. Well, if you could keep from shedding on his blue uniform and learn to sit up and speak, well, just maybe...

New Equipment

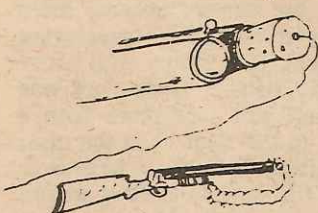
Continued from page 1

Balloon Baton. Guns are not the only instruments capable of inflicting injury. Many a respectable mugger, rapist or thief has suffered quite unpleasant contusions as a result of contact with a hickory night-stick.

No matter how carefully and gently the police officer massages his client with a wooden club, he sometimes can't help abrading a tender hide. The recently developed "Balloon Baton" eliminates all risk of injury.

Made of high quality latex, it is inflated just like a balloon and weighs less than two ounces. An inflated "Balloon Baton" can be swung just like a regular night-stick but will bounce harmlessly off the thug's head or body.

When not in use, the "Balloon Baton" can be deflated, rolled up and carried in the officer's pocket.



Twin Popper. There are times when police officers need extra firepower to meet serious confrontations. The double-barreled "Twin Popper" is designed for special tactical forces. The psychological effect of staring into the muzzles of a "Twin Popper," alone, is enough to reduce the most desperate killer to a state of babbling panic.

In fact, this shock power is so devastating that "Twin Poppers" are not recommended for general use in squad cars. The illustration shows the patented tethered corks — an optional feature which prevents the loss of corks. Considering current police department budgets, this is a worthwhile economy.



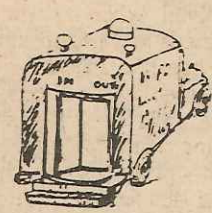
Fur-lined Handcuffs. Numerous complaints have been received about the brutal practice of snapping ice-cold metal handcuffs onto the naked wrists of suspects. This causes shivers and goosepimples that might well



Who knows this woman — if you know her — drop a line in the TPPA box.

support a charge of police brutality.

The new "Bunny-Bracelets" are covered with rabbit fur to keep felonious little handies warm. For use on high-class crooks there is a deluxe model that is upholstered in genuine mink or skunk.



Portable Revolving Door. Because the perpetrator of a crime is often released before the arresting officer has finished writing his report, it is not generally realized that ordinary "revolving door" justice actually wastes a great deal of the punk's working hours.

The time he spends being transported to and from the police station or courthouse could more profitably be devoted to his burglarizing, bank robbing, mugging or other vocation.

Remember the right to a speedy trial is a constitutional right. So alert law enforcement bodies will avoid possible damage suits and awards by equipping themselves with Portable Revolving Doors.

Instead of dispatching a Black Maria to bring in individuals apprehended in lawbreaking activities, a Portable Revolving Door wagon will be sent. PRD wagons are equipped with judges, public

Continued on page 11

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Vacation And Sports By Line

By Patrolman Dick Gruppi

This is a series of articles written by our own police officers who are members of the TPPA. Anyone who is interested in writing an article about your own vacation or sport whether it be fishing, hunting, golf or race car driving, send your article to: Dick Gruppi C/O The Morals Squad, 550 N. Erie Street Tele. 247-6144. Or you may place it in the TPPA box.

Our story today is by one of our favorite writers, Bill Kendricks. Bill is married and has 2 children. He is presently assigned to Captain Patterson's shift and is working Unit 10.

Bill's story is about the beautiful state of Minnesota and in it he tells many things about traveling through it. The state is very near and dear to Bill and I think you will find this as you read it.

Scouting The North Shore Drive

By Bill Kendrick

If you are looking for a scenic trip during the colorful Fall season, then take a long weekend trip up to the famous North shore Drive on Minnesota's Route 61. Last September, the wife and I drove up to Duluth to visit relatives. Having lived in the area for a period of time, I was familiar with most of the country north of that city. I was anxious to show my wife the attractions that can be viewed along Route 61. Late September was a most impressive time of the year. In that northern region, Winter comes early and the trees were well on their way to becoming a blaze of color. On the morning we left for the North Country, it was clear and the temperatures were in the 60's.

Route 61 is a two-lane highway (with an alternate four-lane super highway running 20 miles to Two Harbors for those in a rush) that borders the brilliant sky blue waters of Lake Superior. As usual, I took the slower, more scenic route. The shoreline is rugged and rocky. Pine trees mixed with birch and maple cover the hilly country on the opposite side of the road. Such names as Leif Erikson Park and Olesons Landing revile the heritage of the Swedes and Nor-

wegians who first settled this cold and rugged region. Small towns, barely noticeable, dot the scene. French River, Knife River, and Larsmont are sparsely populated and are centers for fishing.

The small but thriving town of Two Harbors is one of the leading taconite loading ports on Lake Superior. It is populated with a hardy 5,000 inhabitants who keep the railroads rolling and the lake boats filled the year around. It is a hometown city with many services for the tourist. Camping is available in the Municipal Camp Site. This is located right on the lake and is set up for tent and trailer campers. They have all the hook-ups. It is a step or two to scenic Agate Bay where the whole family can search for colorful stones.

When we left Two Harbors, we were bordered on one side by the lake and on the other by Superior National forest. And as we drove north, the scenery became more intense. It was as if the leaves were beginning to brighten with every mile. Gooseberry State Park was our next stop, not more than 8 miles up the road. It is the most beautiful state park we have ever seen. The famous rushing waters of the Gooseberry River cascade over the falls that drop the water 60 feet before it makes its way into Lake Superior. Park facilities include picnic areas, nature trails, and for those hearty enough to make the winter trek, snowmobile runs.

A few miles up the road, we visited Split Rock Lighthouse State Park. It is the site of a lighthouse that was built in 1910. It juts out 170 feet over the lake. This was an operating navigational beacon for years and was turned over to the state as a tourist point of interest in 1971. The lighthouse is a very impressive sight and has appeared on thousands of calendars over the years.

For any of you who may think there is no place one can go and still find solitude, take a closer look. Isle Royale National Park in Lake Superior is a hide-away paradise. Just 20 miles off the Minnesota town of Grand Portage, it offers escape, relaxation, fishing, and hiking to those who wish to find the "Jewel inside of the Jewel". It was dedicated a national park in 1940 and since has been a mecca for those who wish to camp and explore in a true wilderness. From the first of June

till Labor Day, regularly scheduled boats will take you to the island where you can stay at a lodge or camp in the rustic manner of the pioneers.

It is a one hour trip from Grand Portage to the busy city of Thunder Bay, Canada. It boasts 112,000 friendly people. The two former cities of Fort William and Port Arthur combined in January of 1970. It is also the site of the restored 'Fort William'. Here is another world, one of frontier life with people living as they did 200 years ago. Not only do the people dress the part, they live and talk in the same style as they did when it was the trading post dealing with fur gathering Indians. We watched a gunsmith making firearms in the exact fashion that was used when the Voyagers first opened up this region. It was odd to talk to a man who was processing beaver furs and hear him talk of the trip that the furs would make to England. He stated that they would be brought in by the Indians (he also complained to me of the high prices they were demanding) and how the furs would have to be shipped into sailing ships and taken to hatters in England to be made into the popular Beaver Hats. This talk in the present tense was infectious when I found myself asking about the in-croachment of French into British trading areas.

In the rear of the shops, women and children tended to gardens with crude wooden implements. Inside the Roadhouse, travelers were offered a fare of bean soup, home baked breads and rolls, bread pudding, and, of course, good English ale. The prices were moderate. This is a government operated enterprise and attracts many visitors each year. Because it was close to the end of the season, many of the houses and shops were empty and their occupants were headed back to college. These part-time pioneers wear the distinctive dress and are accurately assigned living and working details to portray as close as possible the way of life in years gone by.

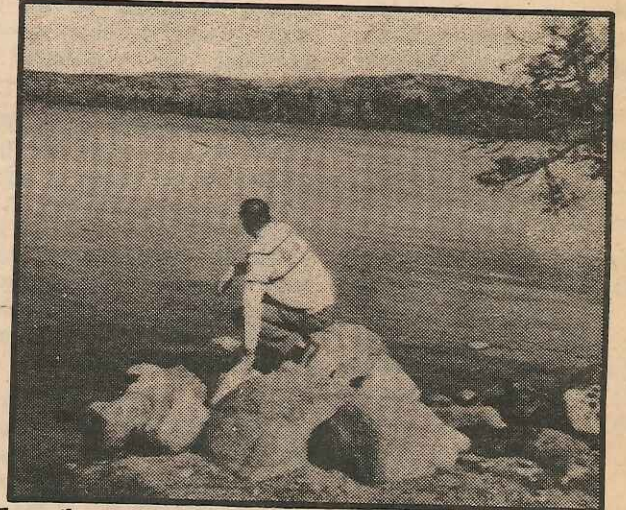
The trip back was as breathtaking as the drive north. It is about 150 miles from Duluth to Thunder Bay. It's easily made in one day and there are several restaurants to serve the hungry traveler. On our return, we stopped at the Harbor House Restaurant which is located on Route 61 just 10 miles north of Two

Harbors. We feasted on their special — fresh Lake Superior Trout. It was netted that day and was delicious. We were impressed with the rustic decor and the friendly service. The price was very reasonable and the service was good.

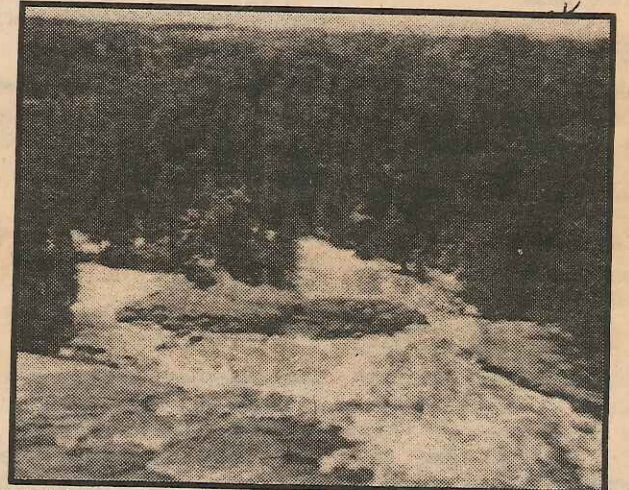
A trip of this distance could easily be made in five days. We took U.S. 75 north to Route 2 in the U.P. and followed it into Duluth. We stayed in motels that ran from \$14 to \$18 per night for the two of us. The price of regular gas (at that time) was about 3 cents higher than in Toledo. One must understand that this was the wanning period of the tourist season and that the prices during peak season may be somewhat higher. It is also of interest to note that the roads were free of the heavy traffic at that time of year. Gas stations and garages were abundant and I saw dealers for such cars as V.W., Subaru, Toyota, Datsun, Jeep, and Fiat. I stopped for an oil change (the car I drove up there had

125,000 actual miles on it) and paid a comparable price. I checked the food markets, drug stores, and discount stores and found that the prices were not too different than at home.

One bit of warning for the person who has never been out of the big city of Toledo to visit the clean, clear air of the North Country. Your nostrils will open to the unpolluted dry air and your eyes will be dazzled by the brilliance of unfiltered sunshine. Colors will be much more brilliant and the absence of harsh noises will make your ears ring. Your kids will comment on the fact that they can see the "bottom" of clear bubbling brooks and deer, moose, and bears will stop to stare. If you are wise enough to take your camera along, be sure to stop down on those bright days. And one other thing, take an extra day to add to your trip, for you will not want to rush through this scenic North Shore Country.



The author, Bill Kendrick at one of the many coves along the shoreline of Lake Superior in Minnesota.



Beautiful Gooseberry Falls just north of Two Harbors, Minnesota.

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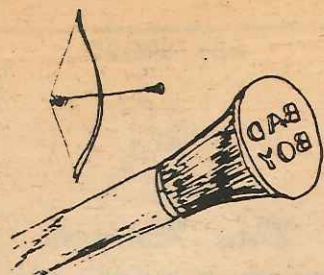
Continued from page 8

defenders, bail bondsmen and weeping mothers.

The arrested individual can be processed through the revolving door system in less than 30 seconds — hardly interrupting his day's (or night's) work.

Mark II Arrow. This is an improvement on the familiar rubber-tipped Mark I arrow. Instead of the section disc that has been standard for many years, the Mark II carries a rubber stamp.

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(up to five words) desired by the PD brass. For example: "Bad Boy!" "You're It," "Turn Yourself In!" etc.

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indelible stamp pad. Should he find himself confronted by an armed thug, he "shoots" back at him with his little bow-and-arrow.

A good archer will have no difficulty in scoring a hit and printing an indelible message on the criminal.

This should make it quite easy for the detective division to trace and apprehend a cop killer — probably in time for the mayor to announce that a suspect is in custody when he makes his usual televised speech at the cop's

funeral.

Ridiculous ideas? Yes — but they are not a bit more ridiculous than the notion that police officers can shoot a murderous antagonist "a little bit." Most police actions do not require the use of firearms — and any shooting at such times is a gross violation of civil law.

However, when an officer is threatened with deadly force, he most certainly has a right to stop the criminal in his tracks, BEFORE the thug has a chance to get off a shot!

Only people who have never been in the situation of facing guns, knives, hatchets and such could possibly want to reduce or limit the effectiveness of police officers' weapons.

Perhaps they need reminding that the best way to protect lawbreakers from .38 special hollow-points, .357 Mags., and 00 buckshot is to induce them to take up a line of work that won't bring them in conflict with the police. Or keep them locked up until they do!

INTERSTATE FLIGHT - MURDER

WANTED BY FBI
JAMES EDWARD ALLEN, JR.

Entered NCIC

I. O. 4827
4-3-79

FBI No. 624 994 L5

ALIASES: Bud Allen, Lenny Hudson, Edward Wayne, "Little Bud"

NCIC: 03TT0415110752TT1206

3 S 1 T 11 Ref. T U U
S 1 R: T T R



Date photographs taken unknown



James Edward Allen

DESCRIPTION

AGE: 21, born April 30, 1957, Allendale, South Carolina
HEIGHT: 5'10"
WEIGHT: 160 pounds
BUILD: medium
HAIR: black
SCARS AND MARKS: tattoo on left arm
SOCIAL SECURITY NUMBER USED: 250-11-5973
EYES: brown
COMPLEXION: medium
RACE: Negro
NATIONALITY: American

CAUTION

ALLEN IS BEING SOUGHT IN CONNECTION WITH THE BRUTAL MURDER OF A SOUTH CAROLINA MERCHANT, WHO WAS FORCED TO DRIVE ALLEN TO A REMOTE AREA WHERE THE VICTIM WAS ROBBED AND SHOT FIVE TIMES WITH A .22-CALIBER REVOLVER. CONSIDER ALLEN ARMED AND DANGEROUS.

A Federal warrant was issued on November 28, 1977, at Columbia, South Carolina, charging Allen with unlawful interstate flight to avoid prosecution for the crime of murder (Title 18, U. S. Code, Section 1073).

IF YOU HAVE INFORMATION CONCERNING THIS PERSON, PLEASE CONTACT YOUR LOCAL FBI OFFICE. TELEPHONE NUMBERS AND ADDRESSES OF ALL FBI OFFICES LISTED ON BACK.

Identification Order 4827
April 3, 1979

William H. Herbert
Director
Federal Bureau of Investigation
Washington, D. C. 20535

INTERSTATE FLIGHT - MURDER, ESCAPE
GILBERT JUAREZ

Entered NCIC

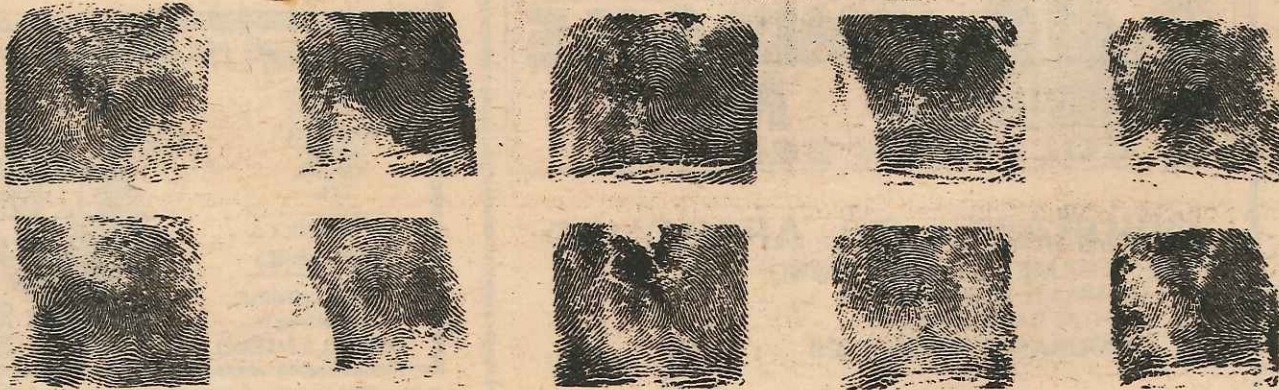
I. O. 4828
4-3-79

FBI No. 290 798 H

ALIASES: Bilbert Gardea Juarez, Gil Juarez, Gilbert Chino Juarez, "Batman," "Chino"

NCIC: 1710040604D109060506

17 L 5 U O I I 4
I U I I I



Photographs taken 1978



Bilbert Juarez

DESCRIPTION

AGE: 27, born May 20, 1951, at El Paso, Texas (not supported by birth records)
HEIGHT: 5'4"
WEIGHT: 180 pounds
BUILD: heavy
HAIR: brown
OCCUPATION: welder
SCARS AND MARKS: Tattoos: spider on chest, two hearts with VIRGINIA and GILBERT on chest, heart with BECKY, and large scroll on upper right arm; "SPOOK" in hat on lower right arm; cross on outer left arm; spider web left arm; spider left wrist; two roses inner left leg; large scroll with name blacked out on lower inner right leg.
REMARKS: Reportedly an excessive drinker of alcoholic beverages.
SOCIAL SECURITY NUMBERS USED: 557-80-4986 555-84-2986
EYES: brown
COMPLEXION: medium
RACE: white
NATIONALITY: American

CRIMINAL RECORD

Juarez has been convicted of driving while drunk, possession of a weapon, assault with a deadly weapon on a police officer, murder, armed robbery, and conspiracy to murder.

CAUTION

JUAREZ A CONVICTED MURDERER AND AVOWED MEMBER OF A WEST COAST PRISON GANG IS WANTED AS AN ESCAPEE FROM CUSTODY AND FOR AN ADDITIONAL GANG RELATED HOMICIDE. JUAREZ WHO REPORTEDLY HAS THREATENED PROSECUTION WITNESSES IN THE PAST AND HAS BEEN CONVICTED OF ASSAULTING POLICE OFFICERS SHOULD BE CONSIDERED ARMED, DANGEROUS AND AN ESCAPE RISK.

A Federal warrant was issued on January 8, 1979, at Bakersfield, California, charging Juarez with unlawful interstate flight to avoid prosecution for the crimes of murder and escape (Title 18, U. S. Code, Section 1073).

IF YOU HAVE INFORMATION CONCERNING THIS PERSON, PLEASE CONTACT YOUR LOCAL FBI OFFICE. TELEPHONE NUMBERS AND ADDRESSES OF ALL FBI OFFICES LISTED ON BACK.

Identification Order 4828
April 3, 1979

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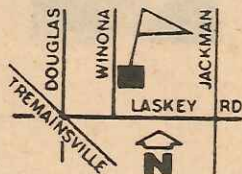
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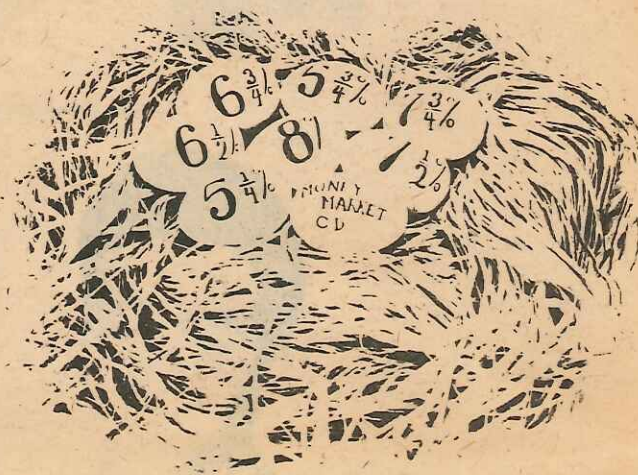
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