

# Historic Ruling for MO LEO

**J**EFFERSON CITY (November 20, 2012) – In a five to one decision, the Missouri Supreme Court upheld two lower court rulings that ordered city officials in University City and Chesterfield to recognize the Fraternal Order of Police as the exclusive bargaining agent for patrolmen and sergeants in those two municipalities.

Writing for the majority, Judge Patricia Breckenridge affirmed the trial courts' interpretation that the "right to organize and bargain collectively recognized in (the Missouri Constitution) inherently imposes a duty on each city to bargain collectively with the exclusive bargaining representative elected by its police officers and sergeants with a goal of reaching an agreement."

While the state's high court stopped short of imposing requirements about the manner in which employers of police officers, teachers, sheriff's



are clear.

The court recognized that not only is there a duty to bargain but went a step further in acknowledging that the goal of bargaining is to "reach an agreement." This sends a clear signal to employers that simply going through the motions of meeting and conferring with employees with no real intention of inking a contract runs afoul of their duty under the Missouri Constitution. The decision hints that the Court would likely take a dim view of superficial bargaining and seems to establish the same "good faith bargaining" doctrine for police employees that other public and private employees enjoy.

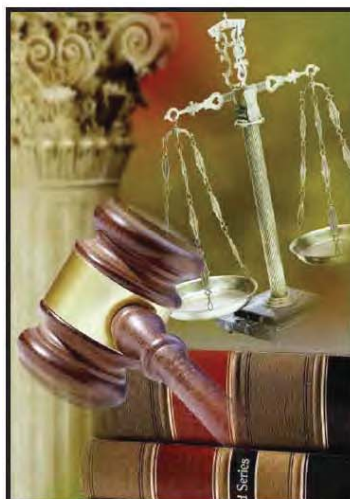
In both cases, sergeants and patrolmen in the two St. Louis County municipalities demonstrated a

resulted in FOP Lodge 15 being elected as the bargaining agent. The Supreme Court held that the trial court erred in ordering the elections but still upheld the recognition of Lodge 15 based on the submission of authorization cards.

The case strongly affirms the procedures used by the SLPOA in successfully seeking recognition as the bargaining agent and in negotiating the Collective Bargaining Agreement that was signed on May 31, 2011. It also strengthens our members' bargaining rights going forward.

Lodge 15 was represented in the two cases by in-house counsel Greg Kloeppel and Danielle Thompson. SLPOA Labor Attorney Sally Barker filed an Amicus Brief in the case on behalf of the Missouri NEA.

Judge Zel Fischer was the lone dissenter in the decision. Judge Fischer was appointed to the Court by Governor Matt Blunt in 2008.



deputies and other excluded public employees bargain with their workers, the implications



**SLPWA  
Afternoon  
With Santa  
Dec. 9th**

**GENERAL  
MEMBERSHIP  
MEETING  
CHANGED  
TO  
DEC. 19TH**

**Fun  
Without  
Guns  
Dec. 31st**

**1st  
Night  
Dec. 31st**



*"In memory of the Saint Louis Metropolitan Police Officers who have given their lives in the performance of their duty."*

### During The Month Of December



|                           |      |
|---------------------------|------|
| Michael Walsh             | 1880 |
| William J. Boka           | 1902 |
| Charles M. Daly           | 1920 |
| John J. McGrath           | 1921 |
| Hames H. Mateer           | 1925 |
| Oliver W. Cook            | 1927 |
| George Moran              | 1931 |
| Jeremiah O'Conner         | 1931 |
| Charles J. Hogan          | 1955 |
| Terry Scott Simmons       | 1969 |
| Frank Gilbert Dobler, Sr. | 1972 |
| Harold Erwin Warnecke     | 1972 |

### BE CAREFUL OUT THERE!

#### Fade Out

Thank you for your service, and good luck in your future endeavors.

#### The following officer(s) retired

|                     | Effective  | Appointed  |
|---------------------|------------|------------|
| PO David Ramsey     | 04/08/1979 | 11/05/2012 |
| Sgt John Vollmann   | 10/11/1993 | 11/10/2012 |
| PO John Clobes      | 07/26/1971 | 11/11/2012 |
| Sgt Terry Kowalczyk | 03/07/1988 | 11/19/2012 |
| PO Thomas DuBach    | 02/24/1992 | 11/19/2012 |

#### The following officer(s) resigned

|                       | Effective  | Appointed  |
|-----------------------|------------|------------|
| PO Christopher Knight | 08/06/2007 | 11/07/2012 |
| PO William Hoffman    | 08/25/2008 | 11/27/2012 |
| PO Jarrett Neff       | 12/15/2008 | 11/26/2012 |
| PO Mark Luttrell      | 12/15/2008 | 11/06/2012 |
| PO Tanisha Ross-Paige | 09/06/2005 | 11/21/2012 |

#### The following officer died

|                    | Effective  | Appointed  |
|--------------------|------------|------------|
| Lt Robert Ceriotti | 01/13/1980 | 11/29/2012 |

3710 Hampton Ave. St. Louis, Missouri 63109 (314) 353-3200  
Annual Subscription of the Gendarme: \$8.00

Guidelines for Letters to the Editor: All letters to the editor must be signed and verifiable by phone or personal contact. Freedom of expression is guaranteed within the bounds of good taste and the limits of available space. Upon request the author's name may be withheld from publication and confidentiality is assured. The Gendarme takes no responsibility for the content of the letters in this section.

The Gendarme newspaper is the official publication of the St. Louis Police Officers' Association and is published in St. Louis. However, opinions expressed in this publication are not necessarily those of the SLPOA or the St. Louis Police Department.

Deadline for articles for the January 2013 issue is December 20th, 2012

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# Did You Know...

By Matthew Simpson

The BackStoppers, a non-profit organization, was formed through the efforts of 11 businessmen in 1959. The program was designed to provide support and financial assistance to the immediate families of police, fire and EMS men and women who have given their life in the line of duty. The organization is funded through private contributions and since its inception has supported over 100 families.

The BackStoppers supports 18 counties in both Illinois and Missouri, and holds a 20 member board of directors, with current President Jeff Fox, Chairman and CEO of Harbour Group. The administrative and everyday functions of The BackStoppers is managed by retired Saint Louis County Police Chief Colonel Ron Battelle.

For more information about BackStoppers and how to donate please visit their website: [www.backstoppers.org](http://www.backstoppers.org) or call 314-692-0200.



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GENDARME is printed monthly

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*"The objective of the Saint Louis Police Officers Association shall be to advance the moral, social and material standing of the members of the Association by honorable and lawful means. As a labor organization the Association shall endeavor to achieve Collective Bargaining with Binding Arbitration."*  
(Preamble of the Association's Constitution and By-Laws)

**Veteran's Meeting**  
**Dec. 12th, Jan. 9th**  
**11:30am**

**Police Wives Meeting**  
**Dec. 12th, Jan. 9th**  
**7pm**

**General Membership Meeting**  
**Dec. 19th, Jan.30th**  
**7pm**



## MESSAGE FROM THE PRESIDENT

By Dave Bonenberger, President  
St Louis Police Officers Association  
[david.bonenberger@slpoa.org](mailto:david.bonenberger@slpoa.org) (314)353-3200  
Visit us on the web at [www.slpoa.org](http://www.slpoa.org)

## Show--don't tell

Now that Prop-A has passed and the city will take control of our department on July 1, 2013, we must accept this fact and move forward. Apparently the Mayor is laying claim to getting us the CBA. That's funny; I thought he didn't have any control since he was only one voice on the BoPC. At least that has been one of his many reasons why he needed to control the department. He is also telling the public how the department will be more efficient and more accountable and that our pay, benefits, and our jobs are guaranteed. Remember the new statute created by the passage of Prop-A states that these things "shall initially" be safe. I was



President  
Dave Bonenberger

not at all comfortable with those words when I first read them and I am not comfortable with them now. In my personal opinion it is simply too subjective.

We were also told in the past that a portion of any savings realized through the passage of city control would be passed on to the department in an effort to increase our pay rate. Very soon after the results of the election were in, there was a statement telling us that city control should eventually save a few million dollars per year. We are all so painfully aware of how low our pay rate is as compared

to other area departments. If the low pay is not enough you need go no further than our diminished health care benefits with higher out of pocket expenses. I guess we are guaranteed to be underpaid and have to pay more for health care. At least we have been told it is guaranteed. The movie *Tommy Boy* comes to mind.

Now is the time for the Mayor to put his plan into action. I realize that we have yet to hear what the plan may or may not be, but I am confident that one exists. It must since we are continually told how good local control is going to be. I certainly hope it will be the utopia that we are being told it is going to be.

Now it is time for the Mayor to **Show** us that he is a man of his word. **Show** us that our pay, benefits, and jobs are truly safe. **Show** that we will

finally, after many years, get an increase in pay rate. Having the pay matrix unfrozen was a big step but that was not a pay raise. That was simply receiving what was being held in escrow although it was certainly appreciated (thank you BoPC). **Show** that our work will be protected from political influence. **Show** that when an alderman interferes with our work that he will be held accountable for his actions. **Show** that our pension will not be molested. **Show** that we are given a stronger voice in how the department is run. **Show** how you will work with us and that you want to hear our ideas on how we can make crime go down.

Action speaks much louder than words. **Show--don't tell.**

**General Membership Meeting  
moved to Dec. 19th  
because of Christmas**

*Merry Christmas*

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## MESSAGE FROM THE BUSINESS MANAGER

By Jeff Roorda, Business Manager  
St Louis Police Officers Association  
jeff.roorda@slpoa.org (314)353-3200  
Visit us on the web at [www.slpoa.org](http://www.slpoa.org)

I know that many of our members and retirees feel like city control represents a whole bushel full of lemons. For 150 years, state control worked very well for our members. Benefits were statutorily guaranteed and the state general assembly gave us a neutral legislative body to go to that was far removed from the influence of St. Louis machine politics. In more recent times, the SLPOA used its political muscle with great success to influence who got appointed to the Board of Police Commissioners and thereby impacted the operation of the department.

Believe me, I get it. In my six years in the Missouri House, nobody fought harder against city control than I did. I've got the legislative scars to prove it. But, when I took the job as your business manager, my first official act was to break some very bad news to the Executive Board and the membership: with a billionaire fully financing a statewide ballot initiative that represented unconditional city control and an end to the pension



Jeff Roorda  
Business Manager

system, the men and women of this police department were in real trouble.

I'd seen the polls and talked to political insiders on both sides of the aisle and I was convinced that the Sinquefield ballot initiative would pass overwhelmingly. It was awful news and it was no fun being the bearer of it.

The Executive Board, in its wisdom, saw the indisputable writing on the wall and gave me permission to sit down with city officials and with Sinquefield's organization to try to barter a compromise that we could live with. SLPOA attorney's Neil Bruntrager and Sally Barker were recruited to assist me in representing the membership's interests in those negotiations.

Much to our surprise, the Mayor's office was very open in their dialogue with us. We learned early-on that their main, almost exclusive, priority was gaining control over the day-to-day operations of the police department and reducing crime. They cared very little about state

control over pensions and other benefits. As a result, our team was able to strike an accord with the Mayor's office and Sinquefield's representatives that handed operational control of the police department to the city but retained state control of pensions, health insurance, survivor benefits, residency and many, many other benefits. Despite the absence of any real leverage, our team was able to also secure an agreement with the Mayor that he would push for ratification of a collective bargaining agreement and the full-funding of the salary matrix. Both of those things quickly became a reality for our members.

The Executive Board made it no secret that we were sitting down with our adversaries. When we reached the tentative agreement on benefits, collective bargaining and the salary matrix, the board did everything they could to get the word out including announcing it at general membership meetings, in the Gendarme and on the website and holding a series of special meetings to inform the membership.

When the compromise legislation died on the vine because of partisan gridlock in the Senate, we went back to the Mayor and Sinquefield and asked them to withdraw the bad ballot initiative and replace it with one that mirrored the compromise we struck. They did. It came to be known as Prop A. It passed with 64% of the vote.

I know that's not an easy pill to swallow. Lemonade can still be sour no matter how much sugar you mix into it. But, the Board did the right thing for the membership. They accurately assessed the risk; they set goals;

they kept everyone informed; and, they reached the best outcome possible. That is true leadership.

We have two choices now: we can act like those post-World War II Japanese soldiers who were lost in the jungles for years thinking that they were still fighting a bygone war or we can try to make the best of the new reality we live under. The fact of the matter is, you have protections. The PO's and PPO's have a rock-solid union contract. Pensions and benefits remain under state control. Aldermen and other city officials are prohibited by a new law from meddling in police affairs. And, you can now use your political muscle to vote unfriendly city officials out of office.

You're about to get a new police chief and everybody involved in that decision has shown piqued interest in finding a chief that will work with the union. Let's not forget that state control gave us a chief that has declared open warfare on the rank-and-file of this department. We've fought back and won. As a result, no one seems enthusiastic about selecting a police chief that riles our membership in the face of imminent city control.

Finally, and most importantly, this whole process has forged a relationship with city officials, the Mayor in particular, where this Association is considered a force to be reckoned with; a political juggernaut not to be taken lightly. You have power and you have an Executive Board that is smart about the way they employ that power. You don't have to trust a single city official but give your leadership a chance to make the best of city control. I'm confident that they will.

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## POLICE RETIREMENT SYSTEM UPDATE

By Mike Sack, Chairman  
Board of Trustees  
Police Retirement System of St Louis  
[www.stlouisprsr.org](http://www.stlouisprsr.org) (314)241-0800

### Discussions Continue on Legislative Package

"The opinions of the Police Retirement System are not necessarily the same of those of the Gendarme or the St. Louis Police Officers Association"

The various labor organizations and PRS are continuing to meet to discuss a legislative package for 2013. Our goal continues to be ensuring we have a sustainable Defined Benefit Plan for all active members and future hires. It's our hope that we will be able to achieve this with a diverse package covering matters such as changing our method of actuarial valuation, adjusting required number of years of service and contribution amounts for new hires. This has been a long process, which has required all of us to listen carefully to the concerns of one another. It's my hope that the package we develop will, over time, improve our funding status and still provide a reasonable benefit to new hires.

As soon as the parties involved in the discussions (SLPOA, SLPLO, Ethical, PRS, and City Hall) come to an agreement, we will publish the final document for everyone to see. We will also hold a few "Question and Answer" sessions to discuss the process which led to the final legislative package as

well as the content of the package. We have received a



preliminary report from our financial consultant, Segal Rogerscasey, that the PRS earned 15.07% on a gross-of-fee basis during the 2011-2012 FY which runs from October 1, 2011 to September 30, 2012. This is an outstanding return, and while we hope to do as well next year, the reality is we can't expect this type of return every year. This return in conjunction with a restructured plan should put us into a position to better ensure the sustainability of the Plan. The DROP return will be certified by the actuary in January, 2013.

Sincerely,  
Mike Sack  
Pension Trustee/Chairman



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Registration is by email only (first come / first served basis) [steve.olish@stlouisprsr.org](mailto:steve.olish@stlouisprsr.org)

The format has changed to a one-day seminar, and will be presented by Met Life's Retirewise program.

The PRS has outsourced this program on a trial basis. The classes will run from 8 AM to 4 PM, and are geared for members with 11 or more years of service.

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*St. Louis Police Officers Association*

***Wishes You a Safe  
and Peaceful Holiday***

## Gone, But Not Forgotten

We stand on the shoulders of those who have gone before us



**PO Gary Maufas**

It is with great sadness that we announce the passing of **Retired Police Officer Gary Maufas DSN 7488**, who died on Monday November 5, 2012 at the age of 65. PO Maufas was last assigned to District 7, and retired in January 1982 after 12 years of service. PO Maufas retired on a medical disability, after he was shot in the line of duty and paralyzed by the gunman. On Monday November 12, 2012, a Visitation was held at Wade Funeral Home in St Louis, MO. On Tuesday, a Service was held at St. James AME Church, followed by an Internment at St Peter's Cemetery. For additional information on the life of PO Maufas, please visit [www.findagrave.com](http://www.findagrave.com) Memorial#100423134



**Sgt Aloys LaGates**

It is with great sadness that we announce the passing of **Retired Sergeant Aloys LaGates DSN 1217**, who died on Wednesday November 7, 2012 at the age of 84. Sgt LaGates was last assigned as a Detective Sergeant in the Homicide Section, and retired in December 1985, after 30 years of service. Sgt LaGates was also a military Veteran, and served in the United States Army as a Staff Sergeant. On Saturday November 17, 2012, a Memorial Service was held at Orlando Gardens in South St Louis County, MO. Sgt LaGates's remains were cremated at his request. For additional information on the life of Sgt LaGates, please visit [www.findagrave.com](http://www.findagrave.com) Memorial#100511848.



**Sgt Theodore Lewandowski**

It is with great sadness that we announce the passing of **Retired Sgt Theodore Lewandowski DSN 1276**, who died on Monday November 12, 2012 at the age of 87. Sgt Lewandowski was last assigned to the Traffic Safety Division, and retired in July 1987 after 31 years of service. Sgt Lewandowski was also a military veteran, and served in the United States Marine Corps as a Private First Class during WWII. On Thursday November 15, 2012, a Visitation was held at Stygar Funeral Home and Crematory in St Charles, MO. On Friday, a Service was held at St Peter's Church, followed by an Internment at Jefferson Barracks National Cemetery. For additional information on the life of Sgt Lewandowski, please visit [www.findagrave.com](http://www.findagrave.com) Memorial#100691769.



**PO Ralph Voss**

It is with great sadness that we announce the passing of **Retired Police Officer Ralph Voss DSN 5634**, who died on Saturday November 17, 2012 at the age of 70. PO Voss was last assigned to Special Services Division, and retired in September 1993 after 29 years of service. PO Voss was also a military veteran, and served in the United States Army as a Specialist 4<sup>th</sup> Class. On Saturday November 24, 2012, a Visitation was held at St Cletus Catholic Church in St Charles, MO, followed by a reception in the parish center. PO Voss's remains were cremated at his request. For additional information on the life of PO Voss, please visit [www.findagrave.com](http://www.findagrave.com) Memorial#101888438.



**Lt Robert Ceriotti**

It is with great sadness that we announce the passing of **Lieutenant Robert Ceriotti DSN 1854**, who died on Thursday November 29, 2012 at the age of 55. Lt Ceriotti was currently assigned to District 7, and had been employed with the SLMPD for more than 32 years. On Sunday December 2, 2012, a Visitation was held at Hoffmeister Colonial Mortuary in St Louis, MO. On Tuesday, a Service was held at St Ambrose Catholic Church, followed by an Internment at Resurrection Cemetery. For additional information on the life of Lt Ceriotti, please visit [www.findagrave.com](http://www.findagrave.com) Memorial#101455714.

A special thanks to Retired Police Officer Timothy "Tuna" Tumbrink who dedicates his time ensuring that the men and woman of the St Louis Metropolitan Police Department are properly honored on "findagrave.com".



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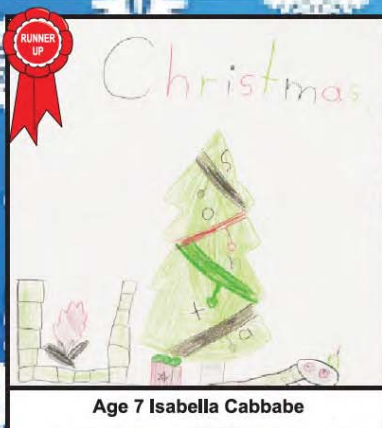
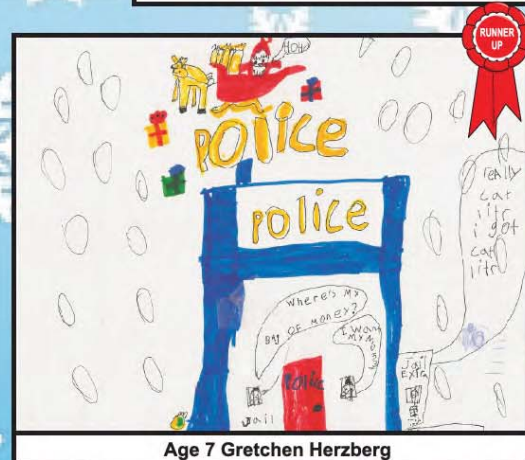
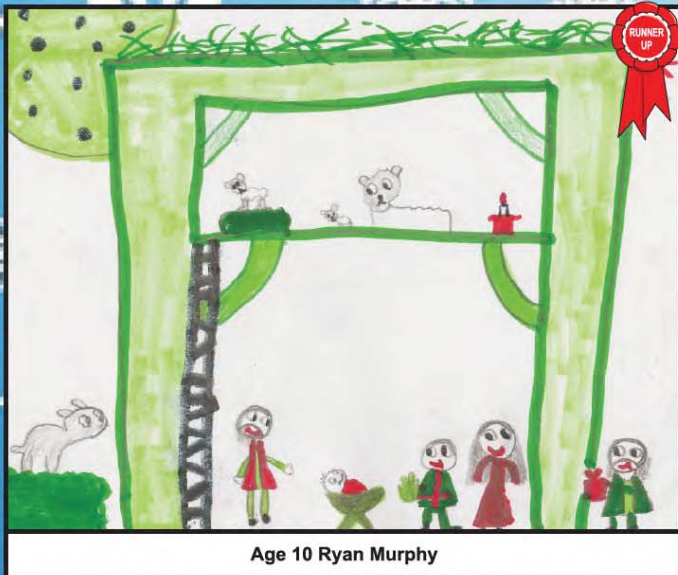
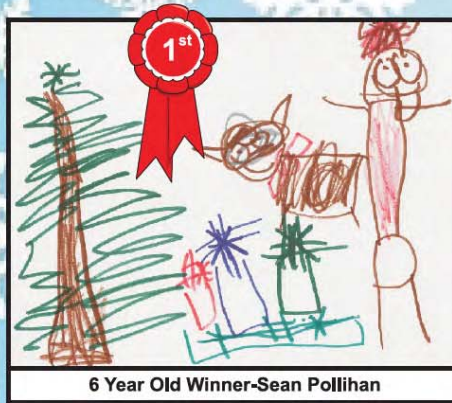
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# Christmas Coloring Contest

## Congratulations Winners! Great Job to All our Contestants





## LABOR COMMITTEE REPORT

By Thomas W. Mayer, Sr.  
Labor Committee Chairman

### Supreme Court Rules in Favor of Fop in Affirming Our Right to Bargain

In what's already being lauded as a landmark case for Missouri police officers, the Supreme Court of the State of Missouri has loudly and clearly, affirmed the **right** of public employees, specifically in this case police officers, to collectively bargain with their employers. The Thanksgiving week ruling, overturned 55 years of precedent ruling set forth in the *Quinn vs. Buchanan* case of 1957. Reading a court decision is dry and confusing so I am going to break it down to points that deal with us. The words of the Justices, in this case, are not broad or ambiguous. Rather, they are clear and very black-and-white about a city's **duty** to bargain collectively.

First off, the cities of Chesterfield and University City decided to launch a war against their own police officers, using the tax dollars of their citizenry. Their collective city administrations decided that police officers weren't worthy of having this court-imposed **right** and spent hundreds of thousands of tax dollars to try to prove it. In the end though, justice was served and the expensive lesson learned was that police officers are citizens, too, and deserve the same **rights** everyone else enjoys. It's a real shame that those city administration officials, all whom out-earn their brave police officers, aren't held responsible for their actions. Their behavior was reprehensible and inexcusable. We, the FOP, used

our own money to pursue our beliefs. They used the money, without asking, of their citizens to push their personal beliefs and assail their own brave police officers. Simply unbelievable behavior.

Here is some of the specific language of the Justices of the Missouri Supreme Court: "*In a consolidated opinion in the two cases (University City and Chesterfield) the Court holds that the right to organize and bargain collectively, (already) recognized in Article 1, Section 29 inherently imposes a duty on each city to bargain collectively with the exclusive bargaining representative elected by its police officers and sergeants with a goal of reaching an agreement.*"

As well, "...the very notion of collective bargaining still entails negotiations between an employer and the representative of organized employees to determine the conditions of employment... Indeed, the point of collective bargaining, of course, is to reach an agreement. Therefore an employer of statutorily excluded employees (law enforcement and teachers, mostly) has a duty to bargain collectively with those employees and, when necessary, adopt procedures to participate in that process.

By this point some readers may be confused. We already have collective bargaining rights, correct? Well, the courts

previously interpreted existing Missouri law that confers the right to collective bargaining but excluded police officers, as being invalid by excluding us. This latest decision clearly and resoundingly affirms that **right**. Further, the latest decision codifies that an organization elected by its members to represent them, have that **right** as well. Chesterfield and University City asserted that the FOP lacked standing. Wrong, according to the Missouri Supreme Court. Further, those cities claimed that since no framework was in place for collective bargaining for police officers, that they simply didn't have to do it. Wrong again.

A great deal of the impetus in the argument set forth by Chesterfield and University City dealt with the fact that those cities lack a framework, or working model, to meet, confer and collectively bargain with their police officers. Here in the city, we don't have a really strongly defined framework, either. But we bargain. We will be working diligently to define a working framework that allows the

continuation of bargaining on behalf of our members for years to come.

You'll note that I have made **bold** the word **right** in my writings. **Right**. We have a **right** to collective bargaining. We are not beholden to anyone. This is our fought-for **right**. No one is doing us a favor by coming to the table. They are clearly, especially after this decision, obligated to.

This case also highlights just one more reason for the issue of fair share. The members of the FOP paid for this court action. Yet all police officers will benefit. It's only fair that since all benefit, all should pay. Let's watch and see if those eligible to belong to the SLPOA/FOP and benefit from this latest court decision will buck-up. After all, it's only fair.

I would be remiss if I did not take the time to offer a tip of the ol' chapeau to FOP attorney Greg "Smack" Kloeppel. He's a tireless servant to members of the FOP and this case represents his 4<sup>th</sup> victory in the Supreme Court.

Good job, Smack.



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Approximate 20 hours a week.

Due by December 12, 2012



City of St Louis Mayor Francis Slay has requested this letter to be included in the December Gendarme for the members of the SLPOA



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CITY OF ST. LOUIS  
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FRANCIS G. SLAY  
MAYOR

CITY HALL - ROOM 200  
1200 MARKET STREET  
SAINT LOUIS, MISSOURI 63103-2877  
(314) 622-3201  
FAX: (314) 622-4061

To the Members of the SLPOA,

Over the last six years, I have pushed hard for local control of the St. Louis Metropolitan Police Department. Some of you strongly disagreed with my efforts. I respect that. I also respect how almost all of you carried yourself during the long debate. You stuck to the facts, stayed away from personal attacks, and, were very persuasive.

Now that the election is over, I hope to convince you that local control will be OK for you, and that you can work with me and the people of St. Louis to reduce crime and make all of our neighborhoods safer.

We depend on you. You are our main line of defense against the thugs and criminals. I want you to be comfortable with local control. That's why I instructed my staff to work with the Association to address your concerns in the new state law. Your number one issue is your pension. The new local control ordinance leaves the pension in state law, and actually gives retired officers an additional voice on the pension board of trustees.

Your pay, benefits, and your job itself are guaranteed. We also included language to protect the integrity of your work from political influence.

I promised that we would use the savings from local control to restore the pay matrix. When the budget process began, local control had not been implemented--it hadn't even been voted on. As a show of good faith, we still restored the matrix. In fact, we increased the Department's budget by \$8-million with all of that money going into your pay and benefits. We also pushed through the first ever collective bargaining agreement, an historic achievement that had eluded your Association for a very long time.

Now that the voter initiative on local control is behind us, I hope we can work together to make the Department even better for you and for our citizens. I want you to have a stronger voice in how the department is run. I want to hear your ideas on how we make crime go down.

My expectations are simple and straightforward. I ask that you continue to go after the thugs and criminals relentlessly. That's what our constituents want. In return, you should expect our citizens to do everything they can to help you do your job.

Look at what's happened in just the last year--a collective bargaining agreement, the matrix restored, more say in the department's affairs. I hope you realize these things did not happen on their own. I hope they are enough to convince you to give local control a chance to succeed.

Sincerely,

Francis Slay  
Mayor, City of St. Louis



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## Attention All Active & Retired PRS Members

Beginning Tuesday September 4, 2012, the Police Retirement System of St Louis is moving to a new web-based application. Even if you already have online access to the PRS website, you will need to create a new account, including a new user name and password. If you already have a direct link established to the old application, delete it and go to <http://www.stlouisprs.org/>.

Click on "Member Services", and go to the "Enroll Now" tab in the upper right corner. If you are a Jr, Sr. or III, IV, etc you must use that suffix -example: Bryant, III.

When setting your Password, please use at least 8 characters, including 1 Capital letter, 1 Lower case letter and one numeric. Once you have enrolled for the first time, go to the benefit estimator and generate a benefit estimate. You will see a message highlighted in green. At the top of the page you will see a message that your pop-up blocker is on. Turn it off permanently for this application. Re-generate the benefit estimate and it will pop up.

The pension office will no longer have the capability of assigning PINs nor accessing your password should you forget it. This assistance will be available to you in the new website.

The payroll information has been submitted through today's pay date, and will automatically update each and every time the payroll is received from City Hall IT section. With this application you can use dates in the future to determine what your benefit would be based upon your current 2-year average final compensation.

If you have any questions you can call the pension office at 314.241.0800.

The PRS thanks you for your patience and understanding while we resolve any issues that are sure to come up.





# GUNS'N' HOSES

# BOXING



Photos provided by Suzy Gorman

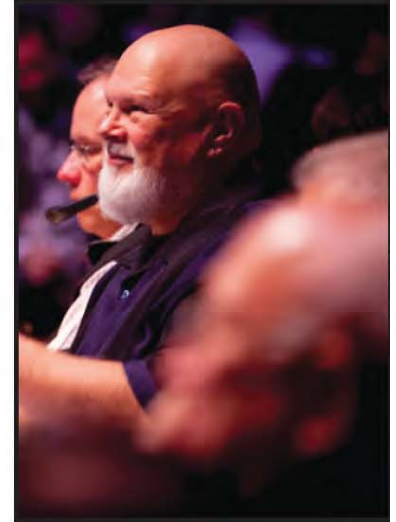
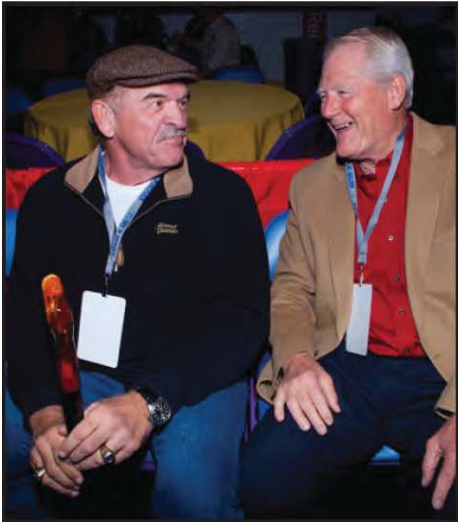


cont. on pg. 12



# GUNS 'N HOSES BOXING

cont. from pg. 11





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## VETERAN'S CORNER

By George Ratermann, President  
St Louis Police Veteran's Association  
Web: [www.slpva.com](http://www.slpva.com) Email: [mail@slpva.com](mailto:mail@slpva.com)  
Monthly Meetings: 2<sup>nd</sup> Wednesday of the Month



# Seasons Greetings

**MERRY CHRISTMAS** and **HAPPY NEW YEAR** to all SLPVA members and their families, members of the SLMPD and their families, and to all readers of the "Gendarme" newspaper from the Officers and Trustees of the St. Louis Police Veterans' Association -- Frank Stubits, Chris Zarbo, Ed Vaclavik, Joseph Brasser, Tony Pona, Wilbern Grove, John Folluo and George Ratermann.

other SLPVA members and enjoy a delicious Christmas Luncheon as our guests. We hope that our involvement with the surviving spouses of our fellow officers will grow in the future as more and more surviving spouses learn of our invitation to this year's and future year's Christmas Luncheons. In the future perhaps we can invite the surviving spouses to other SLPVA events like the Spring Cook Out.

Willmore Park, and only an 8 minute drive according to Google Maps. Lemay Park is closer and more convenient for those using I-55 and will be only a minor inconvenience to those not using I-55.

SLPVA members at the November meeting also decide to raise the lunch fee at our monthly meetings and Cook Outs. The lunch fee has been \$4 plus \$1 for the attendance drawing for about 10 years. Lunch costs have been increasing with the cost of food over the years. To again break even on the monthly lunch service members moved, seconded and approved changing the lunch fee to \$6 plus \$1 for the attendance drawings. Bottom line lunch fee moves for \$5 to \$7.

### THANKS FOR HELPING OUT

Our regular chef, Dan Riley, couldn't attend the October and November meetings. So we had to improvise. George Weindel made arrangements for lunch and picked it up for the October meeting. Ed Vaclavik and George Jefferson prepared a delicious Thanksgiving Lunch for the November meeting. Thanks George W, Ed and George J. Without your help we'd had some unhappy retirees to send home

with an empty stomach.

Thanks to all the members who donated bars of soap for the homeless at the November meeting. We'll continue to collect soap at the December meeting. Last year we collected over 300 bars of soap for the needy and homeless.

### SLPVA 2013 First Quarter Schedule

January 9 Meeting  
SLPOA Hall  
February 13 Meeting  
SLPOA Hall  
March 13 Meeting  
SLPOA Hall

### 2013 SLPVA DUES

Dues for 2013 are only \$15 and due January 1. Those who do not have dues paid by automatic deduction from their January pension check can pay their dues at the January meeting or mail their \$15 check payable to the SLPVA to our Treasurer, Ed Vaclavik, 15830 Cedarmill Dr., Chesterfield, MO 63017-8714.

If you are a retired or former SLMPD officer you can give yourself a Christmas present by joining the SLPVA. Wives, sons, daughter and friends can gift a membership to the SLPVA for a retired officer. More information and application forms can be found on our website -- [www.slpva.com](http://www.slpva.com)

### Merry Christmas and a Happy New Year to All.



Main Pavilion, Lemay Park, site of the 2013 SLPVA Cookouts

### CHRISTMAS LUNCHEON

The SLPVA invited all surviving spouses of deceased SLMPD officers to our December 12<sup>th</sup> Christmas Meeting and Luncheon as our guests. The "Gendarme" article submission deadline for this issue was a few days before Thanksgiving and at that time at least a dozen SLMPD widows had responded to our invitation and will attend. When the November "Gendarme" is delivered in the next few days our invitation to the surviving spouses will again be in print and in their hands. Those who didn't see the invitation earlier may see it and generate additional positive replies to our invitation.

Our first ever Christmas Luncheon with the widows will be a very pleasant experience for the surviving spouses. They'll have an opportunity to visit with co-worker of their spouses and

### COOK OUT SITE & LUNCH FEE CHANGES

After mentioning the Spring Cook Out I must inform SLPVA members that at the November 14<sup>th</sup> meeting the membership voted to move the 2013 Cook Outs to Lemay Park, 236 Fannie Avenue. Lemay Park is on the east side of River Des Peres Boulevard. The members decided to move the Cook Outs to Lemay Park because the pavilion is larger, the terrain flat, adjacent restrooms, closer parking, and more working electrical outlets. No more portable toilet to rent. More tables, more room between tables, and the ability to move tables under the pavilion will make the Cook Outs more comfortable. Lemay Park is 2.9 miles from our previous site,

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## POLICE WORK 101

By William Boyd Kiphart II

# Tactical Entry Considerations, Part 2



Last month we organized our team, staged, and dealt with the variables that lead us to that 1% of instances that are going to require us to make an exigent entry prior to the arrival of S.W.A.T. or other specialized department resources. This could also be one of those instances that reside in "the grey area". Keep in mind, this is either an exigent entry to save a human live in imminent jeopardy of death, or an incident where we need to clear a building and it does not meet a 7250 criteria, i.e. burglars in a building.

As a reminder and as we say in each REACT session, this is not "THE" way, this is only "A" to do this is and is very modifiable. Since our training time is very limited, we all need to start with the same foundation. Once we have that, as long as everyone understands how we are doing it, everything is modifiable.

The other issue that needs to be addressed, which is of paramount concern to the REACT team and I in all we discuss is muzzle control in the real world. Most outside the military have never been taught, although you may have been shown once or twice, but never taught how to move, walk, run or

climb with a weapon or in a gun fight and that is how it is going to be in real life. Low ready is just that, low and ready. Remember action is always faster than reaction, where your weapon is pointed and how you handle it determines how much faster the action is. This paragraph alone merits its own article, but the point is, if you are not on target before the target is on you, you have lost the action and are now reacting.

So, lets pick up where we left off and take a look at our stack assignments and AOR's, or areas of responsibility.

The first thing we need, once it becomes apparent that we are going to form an entry team is a Team Leader. Also, keep in mind the time to form a team is before you actually need it. More often than not the Team Leader will quickly become evident solely by initiative and personality. It may be a sergeant, but more often just one of you that steps up and says, I will lead the team. The team leader will coordinate the plan and assign the positions within the squad. The team leader may be towards the rear of the stack or even outside the stack directing the operations, looking

for weak spots or problems and directing the team to address them.

The Point is the first person in the front of the stack. The Point MUST ALWAYS maintain their AOR or field of fire as far down range in the building as possible. Never lose your focus on your area of responsibility; as far forward as you can see for potential threats. On your approach to the location your AOR is the point your team is going to make entry.

As we enter, the Point has the primary view downrange of how the structure is unfolding and, as possible, relays a picture of that back to the rest of the squad. The QB should take this information, check the resources the squad has and let the Point know how much resource can be allocated to the next bump, room or move; remember your Active Shooter training.

The second officer in the stack is the Quarterback or QB. The QB will pick up the next highest area of threat his/her experience and gut tells them to cover. On the approach it may be the large picture window to the left of the front door or any other source that causes a concern to the QB. He or she can also

provide immediate backup and firepower for the Point.

Once in the building, if moving slow and deliberate, the QB continues to cover the next threat after the Point and provide back up for the point.

On the approach, the remainder of the officers in the stack is responsible for picking up the next threat area they perceive. If I am #3 in the stack, AOR back up, I know point is on the front door as we approach and I can see and hear the QB tell me he is on the picture window, my experience and gut tells me the next high threat area is the gang way so I pick that up and let the squad know. If I am #4 in the stack, back up, my experience tells me I am concerned about the roof, and I know no one is covering it, so I pick up the roof and let the squad know. This continues to the back of the stack where the Rear Guard is located.

It sounds a little complicated, but you are just keying off what everyone in from of you is doing and looking for a need or threat to address. The officer behind you will be doing the same.

The Rear Guard literally has the AOR of covering your (cont. on pg. 15)

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# Tactical Entry Considerations, Part 2

cont. from pg. 14

rear. This does not mean that on the approach they have to actually be walking backwards; just that their sole concern is for what is behind the stack. This is one of the hardest areas of responsibility to maintain as it is very hard to focus backwards when all the action may be up front in the entry. But never discount how important this roll is. You are literally covering everyone else's back and you MUST stay focused on that responsibility.

Also in the stack should be a Breach. In a perfect world the breach has access to an entry kit or tools. Typically toward the rear of the stack the Breach will be responsible for getting the stack inside the structure. This is sometimes confused as thinking the Breach just opens the door, window or point of entry. It is a little more complicated than that. The Breach is responsible for getting the team into the target location. That does not mean kicking a door open and leaving it swing back into the Point or QB, but actually ensuring the door is open and if holding, blocking, or propping, actually getting the team inside without them having to be concerned about the entry portal getting in their way or the way of their weapon. Never open your own door that is what a Breach is for.

Once we make the entry, things are going to start to get interesting fast. While I will touch on this briefly, without a hundred pages of diagrams, and actually doing this repeatedly, this is only an overview and not intended as an overview but informational.

Upon entry, the Point continues focusing down range,

and for our intro model we are discussing today, will always do so. The QB picks up the next AOR they feel is the next preeminent threat. Door, doorways or perhaps simply running the walls, left or right as their gut may lead them.

Next, #3 back up takes the next AOR or threat. If

you may not be able to do this on the initial entry, but for the room to be clear, we have to clear under and behind all obstacles to the base board. Do not forget to clear on top of or over obstacles as well. Remember to slice the pie when clearing past corners or obstacles; the further back you can do this, within reason, the better your angle will be. If the room has multiple doors, always come out the same door you entered and announce yourself coming out to the squad.

Unless required otherwise, move slowly and smoothly as you are clearing rooms and searching as you move through the building. Maintaining areas of responsibility and interlocking fields of fire will ensure that should a suspect get rounds on an officer, at least one other officer is focused on engaging the suspect.

Make sure everyone moves together and very tight, this is your base of firepower should you be engaged. This tactic does not guarantee you can not get shot, but if done correctly, will guarantee that if you are engaged, your back up will be there to engage if you take rounds.

Be slow and methodical and move room by room; slow is smooth and smooth is fast. Don't rush, and do not over penetrate for the geography of the venue. For our model, the squad must stay together and secure your ground as you move.

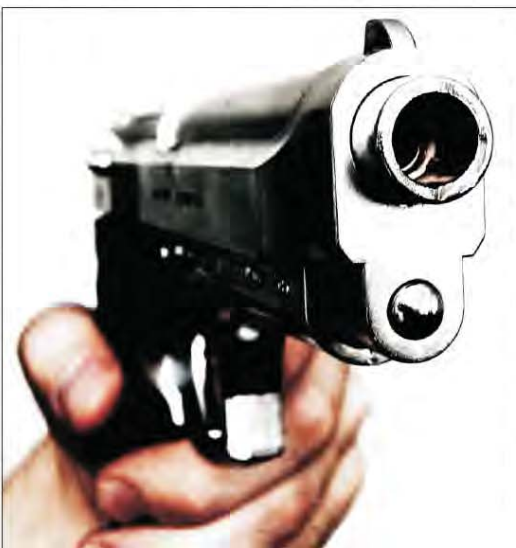
NEVER go in a room by yourself. TWO TO A ROOM ALWAYS and at the same time. Even though you are running opposing walls, stay with each other. Again, never breach/open your own door. If you are clearing an internal room, bedroom or the like, one pops the door and the other is the first in with the breach tight on your shoulder. Breach from the hinge side while your partner or team enter from the handle side. Make sure to clear the nearest corners first if there is no immediate threat, and then make the entry. Stay tight and run the walls.

Finally, if you have reached the point where you have taken the room and are moving into search mode behind and underneath things, one officer searches, contact, while the other officer covers. If you are actively searching, particularly under stress, a startled response at finding a target or a strong grasping with your weak hand can cause a sympathetic reaction in your gun hand causing an unintentional discharge. Bad enough if it is the bad guy, worse if it is a child or victim hiding.

As mentioned, this is all intended to just make you think. If you want to learn, get with someone who knows what they are doing, get to S.W.A.T. school, attend a REACT session or similar training.

Until then, remember that sound tactics save lives and the life you save may be your own.

STAY TOGETHER and may your and yours have a great holiday season.



clearing with the Point holding and

Rear Guard covering their AOR, the QB and #3 "run the opposing walls"

By "running the walls" we are physically or visually, with our eyes and/or barrel sweeping the wall within our AOR. Keep your barrel level and tracking with your line of sight assuring you maintain muzzle discipline. This is close quarters tactics and if we are going to engage it will be a point shooting, not sighted shot typically. Initially to take the ground you do this smoothly and quick and then come back a split second later and do so more thoroughly as need be. My example as a test to see if you are effectively running your two wall is "did you visually clear every inch of the baseboard?" I know

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WEALTH SERVICES



## CHAPLAIN'S CORNER

By Guest Columnist  
Chaplain John Fava

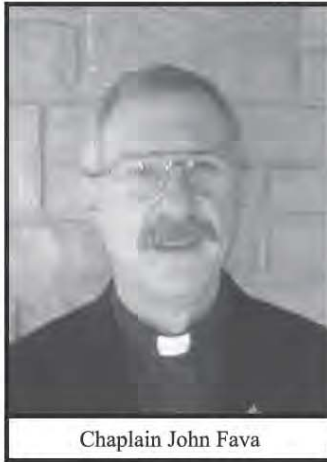
# Merry Christmas

With all due respect to all of you who are non-Christian and to your beliefs, please allow me the opportunity to write an article that deals with a part of the year that is special and sacred to Christians.

As Christmas, New Year's Day, and the holiday season approach, I am always reminded of the TV show, "A Charlie Brown Christmas." In the show Charlie Brown is frustrated with all the commercialism that surrounds Christmas, and with exasperation he shouts, "Isn't there anyone who knows what Christmas is all about?" And Linus calmly and simply replies, "Sure, Charlie Brown, I can tell you what Christmas is all about." Linus then proceeds to tell the story about the birth of Jesus Christ.

The true Christmas season creates a feeling and an atmosphere of joy, love, and peace. Even with all the commercialism, crowded malls,

TV adds, gift buying, etc., it is important to sit back and reflect on all the goodness and the



Chaplain John Fava

pleasure that Christmas brings. There is the opportunity to be with family and friends, to have a good meal, to party, and to have fun. Seeing the excitement on a person's face when they open the

gift that you gave them gives you a feeling of satisfaction and warmth. Being with family and friends is a wonderful opportunity to celebrate the love and friendship that you have for one another. Going to a church service on Christmas Eve or Christmas Day, gives you the occasion to pray and reflect about Christmas and its true meaning. You feel the quiet joy and peacefulness when you again hear the Gospel story of how Jesus was born.

We chaplains know that some of you have to work on Christmas Eve and/or Christmas Day. That is a big sacrifice that you make in being away from your family on these special days. But this again is an example of your dedication to duty, and you are to be commended for that. It is also a hardship on your families because you cannot be with them to celebrate, but they do know how to cherish the time that you

are able to spend with them. Please know that the chaplains appreciate the sacrifices that you and your families have to make. May God bless all of you for that.

As 2012 comes to a close, everyone is aware of all the changes that 2013 will bring to the SLMPD. You may not like all of the changes, but your primary goal of being a police officer is to protect and serve the citizens of St. Louis. You go to work knowing that you can be helpful to people in need. Your dedication and commitment to the job are commendable.

Please know that we chaplains appreciate the many, many tasks that you do. A chaplain is on-call 24/7, and we can be reached through the Command Post or Communications.

All of the chaplains want to wish you and your families a very MERRY CHRISTMAS, a HAPPY NEW YEAR, and a joyous and holy holiday season!



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## HEALTH AND FITNESS

By Colleen Rossomanno  
Exercise Physiologist MS, HFS, ACSM

# Lower Holiday Stress with Time Management

"Always consult your physician before beginning an exercise or nutritional program"



The holidays are meant to be a joyous and happy time of the year, but for a lot of people it brings anxiety and stress as they try to squeeze holiday parties, shopping, time with their family, work obligations, and other commitments onto their already crowded calendar during the month of December. Instead of cramming your holiday calendar this year, take a step back first and really examine how you manage your time so that you can fully enjoy this wonderful time of year.

In order to examine your time, the first thing you need to do is break down your day into small sections. There are certain necessities to your day that need to be scheduled (such as meals, sleep, driving the kids to school, work, and shower time). Next, plug in the commitments that you must make (such as work/school events or exercise). Then begin plugging in any family activities that you would also like to do that season, such as getting a tree or decorating it. Finally look at the calendar and see the time that you have scheduled open or free. You will be surprised how much time you still have in your day, if you leave out watching TV or doing other things that really are not priorities. Instead fill that open time with a couple shopping trips (on your light days), maybe some time out with your friends or children, or just to read a book.

The goal here is to look at each day and for December—I say do the whole month and figure out how much time you spend doing the necessities and then schedule your other obligations accordingly. Make sure you give

something comes up such as a child wakes up late.

**\*Say "NO"**—you do not need to go to every party, every work event, and every tree lighting ceremony. Pick a few events that you really want to attend and then play the other events by ear.

**\*Do Not Over schedule**—every schedule should include down time. A time to de-stress, to reflect, to just enjoy the moment.

Below is a sample schedule for you to use as a template. Use this template when you sit down and plan out your time and then apply it to the whole month. Remember the earlier you begin to plug things in the more organized and stress-free your holiday season will be.



yourself enough time to handle all of your obligations as well as some down time each day. By planning out your days/weeks/month you will be more likely to enjoy each day since you know you still have time another day to get different tasks done instead of trying to cram all of your obligations into a weekend or day and thus not enjoying the task at hand.

### Some Final Tips for Scheduling Your Month:

**\*Be very liberal** when designating a time for something—giving yourself at least a 15 minute buffer in case

in a day: 24 Hours

- Free time to Schedule: 3 Hours

Now that you have broken down your day, put these times in a 24 hour period so that you can see where to fit in your free time.

- 10p-5am sleep
- 5a-5:30a shower/ready
- 5:30a-6a Breakfast
- 6a-6:30a Commute
- 6:30a-3pm Work
- 3p-4p Homework with kids
- 4p-5p Practice
- 5p-6:30p Dinner
- 6:30- 7p Get Ready for holiday party
- 7p-9:30 Holiday party
- 9:30-10p Commute
- 10p-Sleep

This is just an example of how to plan your day. Everyone's commitments are different and obviously you will not have a holiday party every night so the next night you may choose to exercise for 1 hour, go shopping for an hour, and then spend an hour on the playing a game with your family. However you choose to spend your time is up to you just make sure you spread out all of your commitments throughout the month so that you can plan your other activities around those commitments. For example:

- Dec. 1<sup>st</sup> Work Christmas Party 4 hours
- Dec. 9<sup>th</sup> Afternoon with Santa 5 hours
- Dec. 11<sup>th</sup> Take the family out to look at lights 2 hours
- Dec. 14<sup>th</sup> Shop at toy store 2 hours
- Dec. 17<sup>th</sup> Shop at electronic store 1 hour

Once you have filled the days with the commitments it will be easier to fit in the other obligations you have such as the shopping, family outings, and whatever other favorite past time you have so that you can enjoy your holiday season. So set aside one afternoon and look at each member of the families schedule and then begin to breakdown your calendar so that you can enjoy this holiday season. Managing time properly will help lower your stress levels and can be applied not only to the holiday season but to your 2013 calendar.

### Sleep-7 hours

- Breakfast-30 minutes
- Shower/Ready-30 minutes
- Drive to and from work/school: 1 hour
- Workday + Lunch: 8.5 hours
- Dinner (includes preparing it): 1.5 hours
- Homework with Kids: 1 hour
- Drive to Practice: 1 hour
- Total Number of Hours: 21 hours
- Total Number of Hours





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To support and defend the Constitution of the United States; to inculcate loyalty and allegiance to the United States of America; to promote and foster the enforcement of law and order; to improve the individual and collective proficiency of our members in the performance of their duties; to encourage fraternal, educational, charitable and social activities among law enforcement officers; to advocate and strive for uniform application of the civil service merit system for appointment and promotion; to support the improvement of the standard of living and working conditions of the law enforcement profession through every legal and ethical means available; to create and maintain tradition of esprit de corps insuring fidelity to duty under all conditions and circumstances; to cultivate a spirit of fraternalism and mutual helpfulness among our members and the people we serve; to increase the efficiency of the law enforcement profession and thus more firmly to establish the confidence of the public in the service dedicated to the protection of life and property.

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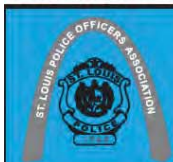
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# GENDARME

St. Louis Police Officers Association

The Official Publication of the ST. LOUIS POLICE OFFICERS ASSOCIATION, FRATERNAL ORDER OF POLICE - Lodge 68



## DECEMBER 2012

| SUNDAY                                | MONDAY  | TUESDAY         | WEDNESDAY   | THURSDAY                 | FRIDAY                             | SATURDAY |
|---------------------------------------|---|-----------------|---|--------------------------|------------------------------------|----------|
|                                       |   |                 |   |                          |                                    | 1        |
| 2                                     | 3   | 4               | 5   | 6<br>ST. NICHOLAS<br>DAY | 7<br>PAYDAY<br>PEARL HARBOR<br>DAY | 8        |
| 9<br>SLPWA<br>AFTERNOON<br>WITH SANTA | 10  | 11              | 12 VETERANS MTG<br>11:30AM<br>POLICE WIVES MTG<br>7PM<br>PRS PRE-RETIREMENT SEMINAR     | 13                       | 14                                 | 15       |
| 16                                    | 17  | 18              | 19 BOARD OF POLICE<br>COMMISSIONERS<br>MEETING 9:30 AM<br>GENERAL MEMBERSHIP<br>MEETING | 20<br>PAYDAY             | 21                                 | 22       |
| 23                                    | 24  | 25<br>CHRISTMAS | 26 GENERAL<br>MEMBERSHIP<br>MEETING<br>MOVED TO DEC. 19TH                               | 27                       | 28                                 | 29       |
| 30                                    | 31<br>NEW YEAR'S EVE<br>FUN W/O GUNS<br>1ST NIGHT |                 |   |                          |                                    |          |

## JANUARY 2013

| SUNDAY | MONDAY | TUESDAY                   | WEDNESDAY   | THURSDAY | FRIDAY       | SATURDAY |
|--------|--------|---------------------------|---|----------|--------------|----------|
|        |        | 1<br>NEW<br>YEAR'S<br>DAY | 2   | 3        | 4<br>PAYDAY  | 5        |
| 6      | 7      | 8                         | 9 VETERAN'S<br>MTG 11:30AM<br>POLICE WIVES<br>MTG 7PM                 | 10       | 11           | 12       |
| 13     | 14     | 15                        | 16 BOARD OF POLICE<br>COMMISSIONERS<br>MEETING 9:30 AM<br>DMLK PARADE | 17       | 18<br>PAYDAY | 19       |
| 20     | 21     | 22                        | 23  | 24       | 25           | 26       |
| 27     | 28     | 29                        | 30<br>GENERAL<br>MEMBERSHIP<br>MEETING                                | 31       |              |          |

## FEBRUARY 2013

| SUNDAY                       | MONDAY                   | TUESDAY              | WEDNESDAY  | THURSDAY                 | FRIDAY       | SATURDAY  |
|------------------------------|--------------------------|----------------------|--|--------------------------|--------------|---|
|                              |                          |                      |  |                          | 1<br>PAYDAY  | 2   |
| 3<br>BARKUS<br>DAY<br>PARADE | 4                        | 5                    | 6  | 7                        | 8            | 9 MARDI GRAS<br>PARADE<br>BARWICK/NEWTON<br>TEXAS HOLD'EM |
| 10                           | 11                       | 12<br>FAT<br>TUESDAY | 13 VETERAN'S<br>MTG 11:30AM<br>POLICE WIVES<br>MTG 7PM | 14<br>VALENTINE'S<br>DAY | 15<br>PAYDAY | 16 VALENTINE'S<br>DANCE<br>SOMO TRVIA                     |
| 17                           | 18<br>PRESIDENT'S<br>DAY | 19                   | 20 BOARD OF POLICE<br>COMMISSIONERS<br>MEETING 9:30 AM | 21                       | 22           | 23  |
| 24                           | 25                       | 26                   | 27<br>GENERAL<br>MEMBERSHIP<br>MEETING                 | 28                       |              |   |



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