

Association Completes Historic First Arbitration Hearing

As many of you know, the Association and the Department met in arbitration on February 24 and 29 to settle a contract dispute over the role of seniority in transfers.

Sally E. Barker, of the law firm Schuchat, Cook & Werner, represented the Association. Ms. Barker is considered to be one of the premier labor attorneys in the St. Louis region.

Mr. Josef Rohlik, a renown SLU law professor who has been conducting arbitrations for decades, served as the Arbitrator in the dispute. Despite rumors to the contrary, he has made no ruling. His decision is not expected until sometime in the summer. Under the terms of the collective bargaining agreement, Rohlik's ruling will be binding upon the department and the union.

The central issue before the Arbitrator is whether the Department's selection process in filling vacancies for the positions of homicide investigator violated the Collective Bargaining Agreement. Article 7 of the Agreement states: "provided that performance, skill and ability are relatively equal, the position shall be awarded to the most senior employee bidding."

A central purpose of any labor agreement is to protect employees from arbitrary

employer decisions, and language like Article 7 is a commonplace way in labor agreements to accomplish this goal. Such language requires the employer to conduct a fair and non-arbitrary selection based upon the criteria set forth in the agreement, and if the applicants

rejected for the homicide investigator position without any explanation and essentially no consideration of his performance, skills and abilities or seniority. Before the Agreement, there was no way to challenge arbitrary and unexplained decisions. With the

Department to try to justify its decision and to comply with its obligations under the collective bargaining agreement. Every officer may someday find himself or herself the victim of an arbitrary transfer. Now, we have a way to challenge such decisions. Regardless of the ultimate

outcome of the arbitration, pursuit of this grievance has already accomplished the simple fairness of making the Department try to explain its transfer decision. It has also caused the Department to review and hopefully improve its selection procedures.

Don't let the Department mislead you into believing that this arbitration involved an attack on any other member. We did not contend that officers who were selected lacked qualifications for the position. The issue in this case is compliance with the



(l-r) Business Manager Jeff Roorda, Grievant Wendell Ishmon, and union attorney Sally Barker confer during the Arbitration Hearing on Feb. 29.

for a position are relatively equal in terms of those criteria, then the most senior applicant must be awarded the position.

The protection of seniority is the heart of any agreement because it is an objective criterion that employers cannot distort.

This grievance was initiated by Wendell Ishmon, who, despite his over 15 years of seniority and experience as a successful investigator, and commendations for his work, was

Agreement's grievance-arbitration procedure, now there is. By filing a grievance, Ishmon took the courageous step of asking the Department to fulfill its obligations under the collective bargaining agreement. He is a brave officer who has served in very dangerous assignments, but perhaps the most courageous thing that Wendell has done in his police career was to file this grievance and in so doing, say "my service to this department means something."

We all owe a debt of gratitude to Wendell for forcing

collective bargaining agreement. Fair and objective employment decisions; seniority; acknowledgment of service to this department...these are the cornerstone principles that the collective bargaining agreement was designed to advance. And, that is precisely what the Association did in this case. Fighting for these principles benefits every single member of the department and that, after all, is what the Association is here for.



SAINT
PATRICK'S
DAY
MARCH 17th

SOMO
TRIVIA
NIGHT
MARCH 24th

FOP
DAY
ON THE
HILL
MARCH 27th

SPRING
CRAFT &
VENDOR
FAIR 10 - 4
MARCH 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 March



Lemuel R. Boyce	1907
William H. Shaiper	1914
Harry J. Stussie	1931
William P. Cullen	1936
Henry DeKeersgieter	1936
William E. Mears	1941
William J. O'Brien	1949
Donald C. Sparks	1963
Paul Kramer	1971
Glennon Jasper	1964
James Branson	2003

BE CAREFUL OUT THERE!

Fade Out

The following officers resigned

	Appointed	Effective
PO Samantha Dillin	03/01/2010	02/22/2012

The following officers retired

	Appointed	Effective
Sgt Frank Taylor	01/03/1989	02/12/2012
PO Richie Williams	08/25/1986	02/12/2012
PO William Bereitschaft	02/14/1977	02/26/2012

(Power of Attorney) Preparations Free Simple Will & Living Will

Wed., March 14 & 28, 2012 Wed., April 25, 2012 Wed., May 9 & 23, 2012
@ the SLMPD Police Library @ the SLMPD Police Library @ the SLMPD Police Library

Jim Chapman will be in the police library to prepare wills and livingwills for current and retired St. Louis Police Officers and their spouses.

Everyone must call Barbara at 314-444-5581 to set up an appointment and get the proper forms. No walk ins will be accepted.

Did You Know...

By Matthew Simpson

1973 saw a great number of advancements in the police department: The first African-American was named President of the Board of Police Commissioners and the first woman was appointed to the board. Later that year the first woman was promoted to the rank of Sergeant and two other women were sworn in as Police Officers, the first since 1956.

A step back occurred in 1973 as well, as this was also the infamous year the *residency rule* was instituted.

A first year Police Officer made \$9,464.00 a year!



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at www.slpoa.org

GENDARME

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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 April 2012 issue is March 20th, 2012

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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
March 14th, April 11th
11am

Police Wives Meeting
March 14th, April 11th
7pm

General Membership
March 28th, April 25th
7pm

MESSAGE FROM THE PRESIDENT

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

Local Control Deception

I was at a store in the County the other day when I was

approached by an individual that appeared to be homeless and carrying a make-shift clip board. The individual asked me for a moment of my time and I agreed. This person then informed me that St. Louis Police Officers want control of their police department. I asked for clarification and this subject

advised me that the Police Officers in St. Louis do not control their police department and the Police Union wants control of the Police Department. He went on to say that the Police don't even control their budget and haven't

since the Civil War.

He was correct about the budget. I told this individual that I was the Police Union President and asked him for his name. The individual turned around, and rapidly walked away. This is how they are getting the signatures. They are manipulating the facts and bending the truth. Make no mistake about it folks; we don't want local control to happen.

I have also been asked if the SLPOA Business Manager, in fact, signed the initiative petition. Yes it is true, he did sign the petition. It was January 30th at the A Safer Missouri media blitz. Mr. Roorda attended the event in an effort to



President
Dave Bonenberger

address any questions presented by the ACLU. The Mayor put the petition in front of Mr. Roorda and he signed it as a symbolic gesture. The propaganda followed shortly thereafter and I was asked later that day if I was indeed walking side by side with the Mayor and supporting local control.

I am not walking side by side with the Mayor, supporting local control! The SLPOA endorsed the statutory ballot initiative as the best deal that we could get when faced with the alternative. The alternative being the Constitutional Amendment ballot initiative that would have eliminated Chapter 84 in its entirety. We were forced into this! This is a matter of which is the lesser of the two evils. The bottom line is that if Rex Sinquefield was not in the picture we would not be in this situation.

I can say with confidence that no member of the SLPOA will

sign the initiative petition nor will any member of the SLPOA vote for it in November if it makes it to the ballot.

The pension issues have been the hot topic lately. I admire the fire fighters for taking the steps that they have and trying to find a way to fix their pension system problems. The issue of local control resonates through all of this. In fact the Mayor even put this on his blog; "So, we are going to do something. **We are going to seek local control of the FRS.**" What a coincidence.

I wonder if Sinquefield is going to bankroll a ballot initiative for this and circumvent the legislative process once again.

I believe they will seek local control of our pension if and when they get local control of the department.



FOP Day on the Hill Tuesday March 27, 2012

9:30AM @ State FOP Lodge (715 Jefferson St.)

**Coffee & Pastries to be served beforehand
Lunch to be served at the State Capital**

RSVP SLPOA Legislative Chairman
Mike Kegel mike.kegel@slpoa.org

Trivia Night

www.tuscan360.org/trivia

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While battling cancer, Bill had to just undergo more surgeries due to complications from the treatment of his cancer that is affecting his vital organs.

We are throwing this benefit to help Bill, his wife, and 2 young daughters through these trying times.

Please come out and help!

Doors open at 6:00 PM

Registration Information:

Early Registration (before March 1st): \$20 per person or \$140 for a table of 8
After March 1st: \$25 per person or \$180 for a table of 8
VIP Tables are \$250.00

Registration Options:

Mail form & check to: Craig Bowles 5731 Neosho St. Louis, Mo 63109

or

Reserve table online at: www.tuscan360.org/trivia and then mail check in

Call Craig Bowles at 314-401-3556 with any questions, or email cgbowles@gmail.com

**** Please, Please register early so that we can plan accordingly ****

Registration form for the "Kiphart Trivia Night Fundraiser":

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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

By now I'm certain you all have heard about the budget woes the police department is facing in the coming fiscal year. The major factors contributing to the nearly \$10 million funding gap are surging health insurance premiums, diminishing federal grants and increasing pension costs. Fortunately, because city revenues are up this year, the police department is receiving an additional \$5 million from the city, which cuts that budget shortfall in half.



Jeff Roorda
Business Manager

Everyone expected healthcare premiums to increase but no one expected the 18% increase that we recently learned of. The expiration of a COPS grant that funded salaries for about 50 officers was expected but the hope was that new federal funding would help absorb some of that pain. Unfortunately, the deep cuts to the federal budget have had a dramatic effect on federal aid to local law

enforcement agencies.

The most dramatic impact on the budget was the news that the Police Retirement System was increasing the annual required contribution to the pension system by a whopping \$8 million. The Association has questioned the actuarial assumptions that the PRS has employed in calculating the required contribution and had urged the trustees to exercise restraint in certifying what we believe to be wildly exaggerated projections about mortality and other expectations about pensioners that drive up the cost of the system. We believe the trustees have been misled about the assumptions used to forecast future costs of the system.

Unfortunately, the trustees were convinced that they were required to certify the staggering increase in the required contribution that has led

Budget Crunch Brings Parties Together

to talks of elimination of police positions and even layoffs. This job is dangerous enough for the men and women we represent without the threat of drastic staffing cuts. Everyone reading this knows what the dire result of fewer cops on the street would be.

The Association is steadfast in its opposition to manpower cuts and has engaged in extensive meetings to try to reach budget solutions. The meetings have included the Mayor's Office, the Ethical Society, the Leadership Organization, the PRS and the Board of Police Commissioners. Unfortunately, the Chief's Office has not participated in these

meetings but they have been encouraged to do so and I remain optimistic that Chief Isom will eventually conclude that these are problems best solved together.

We hope that cooler heads will prevail here. If the PRS reconsiders their assumptions about the future costs of the system or agrees to change the actuarial method that they employ, it could save the police budget as much as \$7 million. If they refuse, then it is critical that all of the parties involved, including the Chief, come together and stay at the table until we've reached a solution that keeps cops on the street and bread on the table.



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Adam McNutt, President
Ted Hylla, Vice President (retired Major, St. Louis County PD)

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Retired SLPOA member and 36-year St. Louis Police Department veteran Jack

Huelsmann is the Coordinator of Circuit Attorney Jennifer M. Joyce's Fraud Prevention Taskforce. Jack is available to provide advice on fraud and scam-related questions. He is also available to conduct informational seminars on a wide range of fraud prevention topics to any group living in, working in, or providing services to residents of the City of St. Louis. Jack can be reached at telephone number 314-612-1412 or via email at huelsmannj@stlouiscasao.org to schedule your seminar and answer your fraud-related inquiries.

Almost everyone uses passwords to access computers and other electronic devices. They annoy me and probably you as well, but are a necessary fact of life. Personally, I have over twenty passwords and log-ons. I use six of these regularly. Once I

memorize one, it seems I have to change it and start the process of remembering a new one all over again. In 2005, Microsoft CEO Bill Gates predicted passwords would be obsolete within eight years because other technologies would be available. He has a year left on his goal.



The primary purpose of passwords is to protect the user's records from being accessed by others. Just imagine a life without them. Security would be non-existent. Tens of thousands of hackers are working daily to access files, using high speed computers and specialized password-cracking software. Hackers have been at it for years — the first known data breach happened at MIT in 1966. According to the Privacy Rights

Decode this password: +0oT\$lp()@sB

Clearinghouse, over 312 million data records have been breached in the last six years alone. Hacking groups "Anonymous" and "Antisec" have been in the news recently. AntiSec took credit last summer for hacking into 77 law enforcement websites, including the Missouri Sheriff's Association. Their breach released the personal information of over 7,000 police officers. Though these technology-savvy criminals regularly target banks, health care sites, government agencies and social networks, strong defenses can aid in preventing intrusions.

What steps have you taken to protect yourself from hackers? Consumer Reports (CR) covered the topic in their January 2012 magazine. The chances are "probably slim" that your passwords will be stolen, but "the risk is real and growing." Companies and websites that store your passwords need to do so securely; using the latest protections and encryption technologies. Unfortunately, some do not. In a survey of members, CR found over half of Americans have six or more passwords, use the same one for multiple accounts and keep them in an insecure location, i.e. a wallet. They also use personal references in the passwords, such as the names of family members and pets, birthdates, and addresses. A 2010 study of 32 million passwords revealed in

a hacking case showed the most common password to be "123456." Five others in the top ten were other numbers in sequence (such as 12345), "password," "iloveyou" and "princess."

Strong passwords will lessen your risk of being hacked. Consumer Reports and www.onguardonline.gov offer these tips:

- Make sure your passwords are at least 8 characters. Use upper and lower case letters, plus numbers and special characters. Longer passwords are better. A CR study found a \$2,000 computer with special software will detect a 7 character password in 2½ hours, 8 characters in 10 days and 9 characters in 2½ years.
- Avoid the obvious, such as common dictionary words, names, and facts about your life. Refrain from using predictable patterns, such as starting all passwords with a capital letter.
- Do not use the same passwords for several accounts.
- Strengthen existing passwords that are weak.
- Keep the passwords safe

(Continued on Page 16)

St. Louis Police Wives Association Presents

The Margaret Hacker Scholastic Assistance Program

This program was formed to assist police officers' families with the expenses that come with education for dependents and/or spouse.

Applicants must possess and represent a willingness to learn. Judging will not be done according to income or grade.

ELIGIBILITY

A child (biological or adopted) of an active or deceased police officer: Applicant must be currently enrolled in a public or private school. Applicant may be in grades K-12 or in a college or trade school.

The spouse of an active police officer: Applicant must be enrolled in college.

CATEGORIES

Grades K-2: \$500

Grades 3-5: \$500

Grades 6-8: \$500

Grades 9-12: \$500

Dependent College/Trade School: \$1000

Spouse College: \$500

HOW TO APPLY

Visit our website at www.stlpolicewives.org to download an application, send an e-mail to stlouispwa@yahoo.com requesting an application, or call Jackie Skaggs: 314-680-5380 or Rebecca Wilderson: 314-578-6443 to have an application mailed to you.

All applications must be returned by April 9, 2012.

Winners will be contacted by May 1, 2012. Funds will be distributed at the "Winners' Brunch" on May 19, 2012

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They Will Be Missed

PO Gary Barta



It is with great sadness that we announce the passing of **Retired Police Officer Gary Barta**, who died on Thursday January 26, 2012 at the age of 63. PO Barta was last assigned to the 9th District, and retired in September of 1996 after 26 years of service. PO Barta was also a veteran of the United States Army. On Tuesday January 31, 2012, a Visitation was held at Kutis Funeral Home in Affton, Missouri. On Wednesday, a Service was held in the Kutis Chapel followed by an Interment at Jefferson Barracks National Cemetery.

PO Harvey Foster



It is with great sadness that we announce the passing of **Retired Police Officer Harvey Foster**, who died on Friday February 3, 2012 at the age of 66. PO Foster was last assigned as a Task Force Officer with the Bureau of Alcohol, Tobacco, Firearms, & Explosives (ATF), and retired in August 2003 after 30 years of service. On Friday February 10, 2012, a Visitation was held at Reliable Funeral Chapel in the City of St. Louis. On Saturday, a Service was held at Holy Metropolitan Baptist Church immediately followed by an Interment at Laurel Hill Memorial Gardens.

PO Eugene Tass



It is with great sadness that we announce the passing of **Retired Police Officer Eugene Tass**, who died on Friday February 3, 2012 at the age of 87. PO Tass was last assigned to the Traffic Safety Division, and retired in September 1980 after 31 years of service. After retiring, PO Tass worked for the Washington University Police Department. PO Tass was also a veteran of WWII, serving in the United States Navy as Petty Officer 2nd Class. On Wednesday February 8, 2012, a Visitation was held at Hutchens Mortuary in Florissant, Missouri. On Thursday, a Service was held followed by an Interment at Laurel Hill Memorial Gardens.

PO Peter Gober



It is with great sadness that we announce the passing of **Retired Police Officer Peter Gober**, who died on Monday February 6, 2012 at the age of 63. PO Gober was last assigned to the 9th District, and retired in January 1991 after 20 years of service. On Wednesday February 29, 2012, a Pre-Memorial Gathering was held at St Mark's Catholic Church in Affton, Missouri, followed by a Service, and an Interment at New St Marcus Cemetery and Mausoleum to take place at a later date.

Sergeant Donald Volmert



It is with great sadness that we announce the passing of **Retired Sergeant Donald Volmert**, who died on Saturday February 18, 2012 at the age of 66. Sgt Volmert was last assigned to the Juvenile Division, and retired in January of 1997 after 30 years of service. On Wednesday February 22, 2012, a Visitation was held at Baue Funeral and Memorial Center in St. Charles, Missouri. On Thursday, a Service was held followed by an Interment at St. Charles Memorial Gardens.

Lieutenant Lawrence Doyle



It is with great sadness that we announce the death of **Retired Lieutenant Lawrence Doyle**, who died on Sunday February 19, 2012 at the age of 79. Lt Doyle was last assigned to the Correspondence Investigative Division (CID), and retired in June 1991 after 37 years of service. On Wednesday February 22, 2012, a Visitation was held at the Hoffmeister South County Chapel. On Thursday, a Service was held followed by an Interment at Resurrection Cemetery in Affton, Missouri.

John Perry Organ Donor Registration Drive

Thursday, March 8th

**at the
Federal Court in the Southern
District of Illinois.**

St. Louis Policemen's Credit Union



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The Lieutenant George Globes Memorial Scholarship Fund

The application process for the *Lt George Globes Memorial Scholarship Fund* is now open. For the last (14) years, the family and friends of the late Lt George Globes have awarded scholarships to (2) high school seniors, for the purpose of continuing their education by attending college. Recipients of the scholarship will be awarded a \$1,000.00 scholarship to be used during their freshman year of college. The scholarship will be credited to the student's account at the college/university they will be attending, with half payable the first semester and half payable the second semester. The scholarship is for (1) year and is not renewable.

Eligibility, Qualifications, & Requirements

- Applicant must be a child/dependent of an active SLMPD Police Officer with a minimum of (5) years of service with the Department
- Applicant must write a (1) page essay stating what motivated them to pursue a college education; what they expect to get out of college; and how this scholarship will help them
- Applicant must be accepted as a fulltime student at an accredited (2) or (4) year college/university by the fall term following high school graduation
- Applicant must have an accumulative grade point average of 3.0 or higher
- Applicant must be a deserving student that has a maturity of purpose, good character, and high integrity

Selection Criteria

- Scholastic ability and community/school activities will be the major factors in selecting the scholarship recipient(s)
- The Scholarship Committee will review the application(s) and submit their recommendations to the Scholarship Board for final approval

Application(s) will only be made available by request to the address listed below.

To request an official application, please write to:
**Lt George Globes Memorial Scholarship Fund
4881 Hursley Drive
St Louis MO 63128**

**The deadline for requesting an application is Monday March 19, 2012
The deadline for submitting an application is Monday April 16, 2012**

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POLICE RETIREMENT SYSTEM UPDATE

By Mike Sack, Chairman
Board of Trustees
Police Retirement System of St Louis
www.stlouisprs.org (314)241-0800

The PRS Board has continued to meet with representatives of the various labor organizations and City Hall. We've posted the most recent oral reports of our Accountant and Actuary onto our website. We've been hosting a number of informational sessions to share information and answer questions. We've authorized a number of studies to ascertain the impact of any number of given actions. We're committed to working through our current situation.

I hope you have already taken the opportunity to listen to the reports given by our Actuary and Accountant at the last PRS Board meeting. Both reports and a question and answer session are posted on the PRS website. Go to Resources (on the top bar) and click on the three audio files at the top. They are titled "Q and A with Actuary and Auditor," "Auditor presentation part 1," and "Auditor presentation part 2." The reports address our current status.

Some of you have taken the time to come to one of the

informational sessions. Two sessions included a presentation by our accountant. I found it very informative and hope those who attended did as well. We will continue to work to inform the members of the PRS of our current status and potential solutions to maintaining the solvency of the plan.

As it is, our accountant pointed out we're about 66% funded (on a market value basis). We only earn interest on the actual market value of our assets, so this is probably the best number to look at. Examining the actuary's number may lead some to believe we're better off than we really are. The reality is, we have yet to realize \$100M in losses and the actuary will begin to build in those losses over the next few years.

Last year the PRS paid out approximately \$59M in benefits. We collected \$4.2M from active members and \$20.036M from the City (our plan sponsor). At the end of our last fiscal year, the PRS posted \$596M in assets (on market value). The PRS is projected to

pay out approximately \$61M in benefits in this current fiscal year.

If the PRS can turn a 7.75% return on the actuarial value of our assets in the current fiscal year, the City's ARC (Annual Required Contribution) will be \$34.7M. Remember, this calculation is based on us earning money on assets we no longer have (i.e. the \$100M). Our accountant pointed out we'll need to earn in excess of 10% on the market value of our assets for us to achieve the same return.

The PRS is a well run pension system with a diversified portfolio. We retain expert money managers to invest our assets and a consultant to monitor the performance of the money managers and the portfolio as a whole. The declining market in 2000-2001 and again 2008-10 hit our

system, as it did others, causing substantial losses. It is our hope that the global economy will recover and we can post the types of returns needed to sustain the plan; however the plan is in a fragile position. As the PRS Board has been advised, we must hit our numbers just to maintain our precarious position at the 66th percentile. Falling further endangers the plan and makes it all the harder to bring it back. We've been told that plans in the 80-85% range can recover. We're substantially below that. Working together, I believe that we can turn this around and we can sustain the plan over the long haul.

Mike Sack
PRS Trustee/Chairman

PRS Board Meets with Representatives



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POLICE WORK 101

By William Boyd Kiphart II

The O.O.D.A. Loop Part Three Tactical Communication and Practical Implementation

In this installment I want to discuss some practical implementation of Colonel John Boyd's Observation, Orientation, Decision, Action loop with focus on Tactical Communications.

Whether we are discussing tactical deployment of manpower and resource or our skills knowledge and abilities, the principals and concepts remain constant. This was particularly some of the brilliance and elegance of Sun Tzu's Art of War. Whether he was

discussing managing his troops, talking with the adversary or deploying his troops and equipment, the core theory and principals remained the same.

If you recall from our last discussion, I mentioned that from many perspectives, the Orientation phase of the loop is, in itself a sub-discipline requiring specific research and study. It is truly the most complicated and pivotal phase of the process.

This phase is where our prior experience, genetic heritage, cultural traditions, training or lack thereof, personal abilities or limitations, the law, special orders and all of those things we consider both consciously and subconsciously when formulating a plan to respond to a given set of circumstance.



Now, remember that the key to dominating your

adversary in all areas of conflict is to move through the Colonel's loop faster than your opponent. This has repeatedly been proven regardless of whether it is applied in a business application, warfare, hand to hand combat and tactical communications. Of importance is not only accelerating your movement through the decision and action of the loop but also seeking specific methods to slow our

adversary in moving through the loop. I commonly refer to these concepts or methods as "smoke bombs" something that confuses, distracts or misleads an adversary.

It is important to remember that tactical communications, inclusive of command presence, is the first option in the Use of Force Continuum, if you are still using that model or one of the primary points of the Star Model or any of the other variations that have developed over the years. So what Kiphart?

Remember that these are several of the critical elements that can delay or dictate our movement and contribute to our end product, developed as a result of the Orientation phase. You can increase your speed through this phase by simply knowing what it consists of and how it works. Also, a quick consideration of this enters into our training, limitations, special orders, the law and related cogs of the Orientation phase.

Let's start with a brief discussion of Verbal Judo concepts. For the younger officers, Verbal Judo was, until recently, the only codified tactical law enforcement communication system in existence. Developed by Dr. George "Rhino" Thompson, a cop, English professor and educator, over a ten year period, it was codified and introduced into the law enforcement community in 1983. It was personally taught by the Doc and his staff until his death; June 7, 2011. The Verbal Judo Institute continues with his partner and other lead instructors.

While many had mixed or simply negative feeling regarding the Doc and his system, the fact remains that it was the **only** codified tactical law enforcement communications system; period. Most of the negative feeling came from the fact that he was an arrogant, opinionated, loud, in your face, Type A personality cop and instructor, that took no crap from anyone. Yea, I know what you are thinking...that probably describes more than a few of us. When he did his month or so worth of presentations here, around 1996 or so, they either

loved him or hated him and the numbers were pretty evenly split as I remember.

This is pertinent due to the fact that his system was based, in part on Boyd's loop, Sun Tzu's Art of War and greatly Aristotle's work on rhetoric and persuasion. His teaching also introduced me to something I have previously mentioned; Hicks Law.

Hicks Law echoed Sun Tzu in its philosophy. W.E. Hicks, a British psychologist developed this law or proved theory during his research in 1952 and stands today. You may hear it referred to as muscle memory or used in connection with this term but that is not fully accurate. It is more accurately the examination of response time decision making. Simply, Hicks found that increasing options in training for muscle memory from one to two options increased reaction time 58% meaning the response is delayed by more than half the time. Now what happens when you have four or eight options? The key here, as with the Doc's system or in the Colonel's loop is to reduce your options while not limiting your decision paths.

The best example of this tactic is a S.W.A.T. entry or a military operation.

What is the objective? The objective has priority; they make the entry, use the appropriate amount of force, restrain all, and secure the area and they are out. While they have the luxury of generally working under the auspices of a search warrant, we generally have to deal with additional variables but the concept should be the same. In this instance, a S.W.A.T. entry is dynamic and very fast due to a very finite set of rules of engagement and a focus on the objective coupled with the specific training. Also, they more they do what they do, the faster they get at doing it essentially training past Hicks.

To communicate from a tactical standpoint the officer must seek to remove negative emotion and adrenalin from the equation. Easy for me to say as I sit here, very challenging on the street and requires years of

(Continued on Page 9)

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The O.O.D.A. Loop Part Three

Tactical Communication and Practical Implementation

cont. from pg. 8

practice and discipline. I am not advocating you be a robot here, but Sergeant Joe Friday is a relevant example...."Just the Facts".

One of Doc's principals based on the axioms of work mentioned above it that we as officers do not get paid to argue with people. This is also one of the most common problems I see on the street. While there is a time and place for negotiation, unless you are in a very slow beat, generally we do not have that luxury and we are not selling cars here. Also, while we always have the option to change our objectives on the fly, we need to get the facts, make a decision on what you are going to do and execute the plan. Stay focused on the objective and do not let minutia distract you then get out safe. Do not get bated into anything that detracts from reaching the objective and getting out.

From a tactical communication standpoint, if we are issuing lawful orders or directions, tell them once, repeat once for clarity and then take the appropriate action. If you are doing anything beyond that, you have let your emotions dictate the path of the encounter and most probably turned control of the encounter over to your opponent.

All of this is prefaced by the fact that your orders or directions are within special orders, the law, are required to maintain your safety and are tactically sound.

Lets clarify take the appropriate action. If you are in a potion to tell someone to "drop the knife", you had better have a plan for what you are going to do when there is no compliance. If you do not know what your triggers for action are, you will end up as the officer from the viral video recently shown that is stabbed in the face by his assailant before being able to get a shot off.

Once you have repeated your direction or order for clarity, anything after that only creates a lack of credibility in your decision

making; in the mind of your opponent. If you tell your child that touching the door lock one more time will result in a time out, and they touch it again and you do not issue the time out, what happens? Either way, they win and you fold allowing them to touch the door lock or after an argument and multiple violations, you issue the time out. Question, why not enforce the directive in the early stage, and maintain credibility and more efficiently use your time. Answer, you were behind the child in the loop and had not identified your triggers and response options.

I have watched officers argue with a suspect or even caller/victim over everything from telling them to sit down, stand up, turn around, pull their pants up, or provide their identification. One of the follies often seems to be the issuing of an order or directive they can not enforce or one that only seeks to demonstrate perceived control. This is actually a display of weakness. Directives or orders that do either of these will give the adversary a perception of emotional involvement or lack of familiarity with tactics and only goes to destroy your command presences.

One of the great "smoke bombs", which also looks good and sounds good on camera, is the concept of Unconditional Respect. This was codified by two Kansas City cops, Jack Colwell and Charles Huth; Unleashing the Power of Unconditional Respect: Transforming Law Enforcement and Police Training.

While there is a lot here and quite a bit is a little on the touchy feely side for me, the premise is solid and useful. Again, in my opinion, building on the Doc who discussed RE-spect vs respect, Colwell and Huth have put a nice twist on it. They advocate being strong, authoritative, professional but always polite. I have been experimenting a bit with this and it has some interesting by-products with the community as discussed by the authors; let me

try to give you the short form.

If I say, to either one of our regular clients or the average man on the street "Hey A** H@*&, get over here and sit down, I want to talk to you"; what do you expect the response to be? Probably something of similar tone riddled with profanity and a refusal to comply. If he was a bad guy and predisposed to run or attack, that was already going to happen and hopefully you are ready. Otherwise, you have created an environment of expected resistance and when it occurs, it tells you nothing.

But let's assume that regardless of the contact, you start with "Afternoon sir, do you mind if I speak with you for a moment?" Now if he responds with the same profanity riddled refusal, what do we know? Predisposed for resistance or aggressiveness to the police? Extensive prior contacts? Wanted? Holding? Armed?

Colwell and Huth, as well as Thompson previously found that staunch professionalism, a polished appearance, command presence, politeness and a lack of profanity gains compliance more often that the inverse regardless of the history or predisposition of the client. For those of you that attended either the officer safety seminar offered by the Police Foundation or last years LEOKA update from the F.B.I. hosted at Forest Park Community College, you have seen and discussed the raw data and videos that support this contention.. Further, the professionalism often confuses and misdirects the opposition. As a by-product, how does it look and sound on camera and how does the opposition's response look and sound on the camera.

Another great "smoke bomb" is the awareness and manipulation of Proxemics.

Proxemics, sometimes referred to as the Reaction Bubble is the measurable distances between people as they interact and their affect on the interaction, their perceived meanings or intended meanings.

If the cover officer is properly positioned and the contact officer is doing his thing, what information do I know if the adversary keeps turning to look at me, the cover officer or tries to manipulate the scene to keep both the contact and cover officer and in his field of view?

If I as the cover officer continually change my position from 30 degrees, to 45 degrees to 90 degrees, what does this do to the adversary?

A key concept to the Doc's material, Colwell and Huth's, Proxemics or any of the "smoke bombs" is that they are intended to focus on an area we commonly overlook in communication. They often help us pick up on the pre-violence indicators or cues often missed; remember that 90% of human communication is non-verbal.

I will again mention that nothing in this article is intended to teach anyone anything. It is intended as a discussion and hopefully stirs an interest to explore a very large and technical world of human behavior and law enforcement that we have only been introduced to as we hit the street. In my opinion, if you are not learning something new every day you walk in the door here, you are missing the point of walking in the door.

We are what we repeatedly do. Excellence then, is not an act, but a habit.
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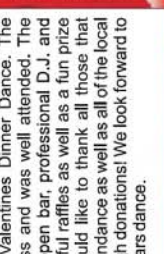
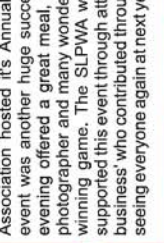
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FRATERNAL ORDER OF POLICE UPDATE

By Kevin Ahlbrand, President
Missouri Fraternal Order of Police
Visit the State Website: www.mofop.org
Visit the Nation Website: www.fop.net



Public Employees are Under Attack

I am sure you are all aware of the attack on public employees, specifically public safety that has been going on across the country for the last few years. I am not sure how we became the enemy, but politicians across the board are blaming us for the budget shortfalls in virtually every state, city and county.

Senate Bill 5 was a priority for new Governor Kasich in Ohio. It passed and was quickly signed into law by the governor. The bill stripped over 30 years of collective bargaining rights for all public employees. Through a lot of sweat and money, public safety in concert with other public employees, successfully gathered enough signatures to get a referendum on the November ballot, to overturn SB5. By a 2-1 margin, the law was repealed.

The same attacks are going on in Wisconsin, Indiana, Michigan and yes, here in Missouri. Several bills have

been filed in the Missouri legislature which would be detrimental to our constitutional right to bargain collectively. The Missouri FOP is in Jefferson City every week and we are confident we will prevail.

We are also hopefully expectant of a good ruling from the Missouri Supreme Court on 2 cases brought on by FOP Lodge 15. Officers from Chesterfield and University City overwhelmingly signed signature cards, asking to be represented by FOP Lodge 15. Both cities balked and refused to recognize them. The cities lost at the circuit court level and the appeals court level. It has now been passed on to the Supreme Court. I attended the oral arguments and listened as Lodge 15 general counsel Greg Kloeppel did an outstanding job. The cities brought what I thought were weak arguments. After the Supreme Court decision of 2007, it should be readily apparent to anyone, that all public

employees have the right to bargain collectively. We are hoping for a decision soon.

We (public safety) have become the easy "whipping boys" for all of the city managers and mayors who want to blame our pensions and salaries for the financial woes cities are facing, when in reality, poor planning and mismanagement on their part are the true causes.

Visit the national FOP website savepublicsafety.com and become educated as to what is going on across the country. It has very informative information from every state.

Please make an effort to attend the Missouri FOP "Day on the Hill" in Jefferson City on

Tuesday March 27. A briefing will be held at the Missouri State Lodge office at 10 AM and from there we will go to the capitol.

Also mark your calendar for the annual Law Enforcement Memorial Ceremony on Saturday May 5, beginning at 10 AM in Jefferson City at the memorial site at the capitol. We will be adding Daryl Hall in addition to 5 other LEOs who lost their lives in the line of duty in 2011. The candlelight vigil will be held at the memorial on Friday May 4. Further information as to special room rates will be forthcoming and available on the SLPOA website and SLMPD email.

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US Congressman Russ Carnahan speaks to a crowd at the St. Louis Police Officers Association at a townhall meeting he held on Feb. 21.

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HEALTH AND FITNESS

By Colleen Rossomanno
Exercise Physiologist MS, HFS, ACSM

Clean Your Way Fit This Spring !

It's Spring again, which means it is time to not only clean your house but clean up your exercise routine. In order to clean up your exercise routine, it is important to analyze your current program/gear and make sure that you are getting the most out of your time.

1) Ditch the Old Footwear:

Whether your routine consists of running or walking, it is imperative to have proper footwear. This is usually one of the first recommendations I make for individuals beginning a cardiovascular routine, because it is usually the last thing that they think about. If you are someone that normally complains of shin, knee or back pain whenever you begin a routine—this may be more due to your footwear than anything else. So before you pull out your old grass cutting shoes to go for a run, check out the local running/footwear store and get a shoe specifically for the type of exercise you are planning on doing and only use those shoes when you work out. A good tip is to write the purchase date on the

tongue of your new shoes and let your weekly mileage be your guide. For example:

10 miles per week—replace every 12 months
15 miles per week — replace every 8 months
20 miles per week—replace

every 6 months
30 miles per week—replace every 4 months
*Once you get a good pair of shoes, your body can also be your guide. Whenever those knee, back, or shin pains come

back, you have waited too long and are definitely in need of a new pair to prevent injury.

2) Increase Weights:

Try to use heavier weights in your workout. Your weights should always be a

challenge when you are working out. If the last couple repetitions are not difficult, then the weight is much too light. Try and challenge yourself at each workout so that the last one or two are somewhat difficult. Your body has an amazing ability to adapt quickly, so if you do not regularly increase the weight you are lifting or change up your routine, you will eventually plateau. Lift as much as you can without causing yourself pain, maintain proper form, and have the ability to control the weight throughout the entire movement.

4) More is Not Necessarily Better:

The quality of your workout is what counts. It does not matter whether you worked out for 30 or 60 minutes. What matters is how intense that workout was. It is possible for a person to burn more calories in 30 minutes than in 60 by simply increasing the intensity of their workout. For example, instead of walking or biking at a steady pace for an hour, cut your workout in half and do sprint intervals instead. An interval would look something like this: 30 seconds – 2 minutes sprint pace, followed by 2 minutes of your standard pace and repeat for the full 30 minutes. This type of workout tends to be more challenging for your body and therefore, will cause you to burn



more calories in that 30 minute session.

3) Drink Lots of Water:

Give up the old idea of only drinking when you are thirsty during exercise. Instead aim for 4-6 ounces for every 15 minutes of exercise. Sweating away even a tiny portion of your body weight can doom your workout by making your heart beat faster and causing you to feel weak and tired. The fluid intake during your workout is very important, however so is hydrating your body throughout the day. Invest in a few reusable water bottles, fill them up, and keep a couple in the refrigerator at home and at work so that you always have a cold

5) Ditch the Old Workout Gear:

Get rid of the average cotton t-shirt and invest in workout clothing made from wicking fabrics. The wicking fabric or synthetic fibers do a better job of keeping you drier and cooler while you exercise since it pulls the moisture away from the skin. By changing your workout gear you will be giving your skin a break and keeping your body temperature down which will hopefully will make you more comfortable while you push yourself to the limit.
(Continued on Page 14)

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For show information, table reservations, and hotel link visit our web site at

www.2012nationalpolicecollectorsshow.com

Collectors of Fire Department Memorabilia are Welcome

Clean Your Way Fit This Spring !

cont. from pg. 13

6) Change Your Current Cleaning Routine:

Like any physical activity chores around the house burn calories and stretch and tone muscles if you do them correctly. As you might have guessed strolling around the house with a feather duster is not likely to get you the exercise benefits you are looking for—**INTENSITY IS KEY!** To get more benefit, speed up the time in which it takes you to do a task around the house. Below are some tips for making housework a workout:

- Put on some fast music and clean to the beat
- Set a kitchen timer for 20 to 30 minutes (depending on the task) and try and beat the timer. Once the task is complete or when the buzzer sounds, give yourself a break. Next time you clean that area, try and beat the previous time.
- Walk in place while you

wash the windows or clean off the counter

- Tighten your abs to support your back while you clean and maintain good posture
- Strive for large up and

basement, if your condition allows

- Scrub floors on your hands and knees
- Do lunges while vacuuming
- Pruning helps to develop

succession.

Some estimates for calorie burn for 150 pound person doing 30 minutes of chores:

- General cleaning: 127 calories
- Cooking: 92 calories
- Trimming Shrubs: 157 calories
- Laundry 133 calories
- Vacuuming: 123 calories



While even the most intensely calorie-burning chores cannot replace structured exercise, the idea here is that every little bit helps and along with fitness benefits comes added dividends: a cleaner house, a beautiful yard, and a sense of satisfaction. So whether you are cleaning out your closet or cleaning up your exercise routine, remember every little bit counts and Spring is just the time to get off the couch and start sprucing up your house and fitness experience.

down movements. For example when cleaning a shower door—use large circles

- Carry baskets of laundry up the stairs from the

forearm strength. It also requires reaching on your toes (like calf raises).

- Create an exercise routine by doing a series of chores in rapid



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CHAPLAIN'S CORNER

By Clarence Hines

Gratitude

"For what thanksgiving can we return to God for you, for all the joy we feel for your sake before our God" (1 Thessalonians 3:9).

At the time of this publication, I along with the other remaining members of Recruit class 91-1 will have officially accomplished the sacred milestone of 20 years of law enforcement service. As I sat quietly and reflected over the last 20 years, my hearts overwhelming response is thankfulness. For those who have accomplished this milestone, my prayer is that these words will resonate in your heart. To those still engaged in this most blessed of journeys, may you share in the blessings of my heart which overflows with gratitude.

Although some of our brothers and sisters have made the ultimate sacrifice, I'm grateful at the Lords continued hand of protection over our lives. Most of us have probably on many levels become numb to the fact that every radio call and every encounter has levels of inherent danger that can turn bad at anytime. Some of the most

refreshing times in my career over the past 20 years occurred when I spent quiet times reflecting on my career with a heart of gratitude. It was during those times that I could clearly see the Lords providential hand on my life. I believe God was with every man or woman wearing the badge who has ever made the ultimate sacrifice as well; however, I must admit that I am grateful the Lord has not called me to make that heroic sacrifice.

We could spend hours complaining about working conditions and what we don't have on the job and we would be justified. I am well aware of what's at stake regarding local control, pensions etc., and those are fights we must fight in unity for our futures...trust me I get it. Still, I still feel that we can fight the good fight for our rights without affecting our emotional and spiritual well being.

While it is easy to spend time thinking about and getting upset over all of the things we deserve, I find it healthier emotionally to think about things that make me happy; to regulate

my thought life to things that I can actually control. In fact the word of God puts it this way "whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is anything worthy of praise, think about and practice these things and the God of peace will be with you (Philippians 4:8-9).

So it is with a heart of gratitude that I wish to highlight some things that I am grateful for over the last 20 years of my career. My prayer is that this list will move you to spend some time prayerfully appreciating all of the blessings that are always before us if we are willing to notice them.

First, I'm grateful for the love and support of my beautiful wife Julia of 18 years, who along with my son and daughter have loved and supported me each step of the way and I'm grateful.

I'm grateful for my training officer JD Debisschop. I grateful for what he taught me and the way he treated me. I have never forgotten my time with JD and I will never forget our time together.

I'm grateful for great partners like Steve Burle and Tim Tripp who watched my back and kept me laughing. We started out as friends and ended as brothers and I'm grateful.

I'm grateful for some of the great supervisors who taught me so much about leadership. I will never forget what Capt Spiess taught me about how to do the job. I will never forget what Lt. Bergh taught me about how to treat people and I'm grateful to them both.

I'm grateful for so many joyful and difficult situations over the past 20 years that God has used to shape and mold me for the next phase of my life.

I grateful to the Internal Affairs Division for always being willing to hold me accountable. I'm truly thankful.

I'm grateful for access to SLPOA attorneys, Department Chaplains and PAS Councilors. These resources helped me get through difficult times and are always available to you.

These are just a few things that I cannot stop thanking God for and I could go on and on. I encourage you to ask God to give you a fresh perspective as you sit down and create your own list of gratitude. I think you will see that you have much to be thankful for and like me; you can begin to think yourself happy!

Lords Blessings,



Clarence Hines

**\$80
Per Person**



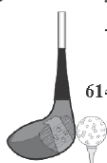
Friday, April 20th, 2012

Forest Park Golf Course

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Registration at 11:30 am

(12:30 pm Shot Gun Start, 4 Man Scramble)



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Entry Forms Must Be In No Later Than **April 6th, 2012**

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For more information contact P.O. Kathy Suarez @ 444-0047 or kmsuarez@slmpd.org

Team Leader

Name: _____

E-Mail: _____

Phone: _____

Player #3:

Name: _____

E-Mail: _____

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Decode this password: +0oT\$lp()@sB

cont. from pg. 5

and up-to-date. Try not to write them down, but if you do, keep them hidden and locked away. Do not give your passwords to anyone over the phone, through email or via social networks. Hackers are known to call employees of large companies, pretend to be from the "IT Department" and ask for a password.

- Store them on an encrypted flash drive. Consider using online services such as **LastPass** (www.lastpass.com) or **KeepPass** (www.keeppass.info).
- Use a secure computer

and browser. Be extremely cautious when using public computers. Keep your anti-virus and firewall software updated, setting it to do this automatically.

Seems simple, right? One suggestion I'll try is to make the passwords memorable by using lines from a favorite book, film, poem or song lyrics that you are likely to remember. Use the first letters of the words like I did in the above subject line (answer below.) Do not use common songs like "Happy Birthday" or the "National Anthem." "This is a .44 magnum, the most powerful handgun in the world," might be: **tl@44M+mPh_W**.

Decoded password: "The objective of the St. Louis Police Officers Association shall be" (from the SLPOA's preamble.)

Update

I reported in January's article about Income Tax Identity Fraud, citing examples from Tampa, Florida. In more recent news coverage, Police Chief Jane Castor has said the problem is still very prevalent in her city. She says new identity theft filters installed by the IRS to

detect fraud are not working. You can read the story and see Chief Castor's interview at <http://www2.tbo.com/news/news/2012/feb/13/2/ramp-ant-identity-theft-tax-fraud-frustrates-tampa-ar-358053/>.

Sources

"Hack-proof your passwords," Consumer Reports Magazine, January 2012, pgs 19-22.
<http://www.foxnews.com/scitech/2010/01/26/common-internet-passwords/>

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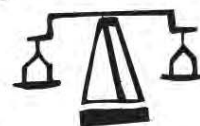
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e-mail: nelsmossjr@sbcglobal.net

Special Olympics Polar Plunge



It was somewhat slightly warmer than usual for the first Saturday in the month of February, if you call 48 degrees warm, when hundreds of perfectly dry and allegedly sane individuals jumped into Lake St Louis for the Polar Plunge. At the Lake St Louis plunge, 462 plungers (including 9 from Team SLMPD) helped to raise over \$95,000 in this annual charity

event for Special Olympics Missouri (SOMO). Combined with the other 12 locations across the State of Missouri, they nearly raised a cool million dollars! Plungers took to the waters in Branson, Cape Girardeau, Columbia, Hannibal, Joplin, Kansas City, Kirksville, Lake of the Ozarks, Lake of the Ozarks Strut, Lake St Louis, Lake Viking, Maryland Heights, Mexico, and St Joseph Missouri.

SLMPD Team Leader Lori Wozniak (District 5) convinced her husband Tony Wozniak (Homicide), Emily and Bryce Stull (Districts 4 & 8 respectively), Erich VonNida (District 9), Joe Hill (SWAT), Chris Lovelady (Housing Authority), Cindi Donjon (Hair Salon for Men, South County), and Lindsey Eaton (girlfriend of Jonathon Haire, District 5) to go for the swim.

Each year, Law Enforcement Officers are the single greatest contributors to

demonstrate courage, experience joy, and participate in a sharing of gifts, skills and



Special Olympics, which provides year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with intellectual disabilities, giving them continuing opportunities to develop physical fitness,

friendship with their families, other Special Olympics athletes, and the community.

To learn more about upcoming events or how you can help support SOMO, visit www.somo.org

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VETERAN'S CORNER

By George Ratermann, President
St Louis Police Veteran's Association
Web: www.slpva.com Email: mail@slpva.com
Monthly Meetings: 2nd Wednesday of the Month



Our February 8th meeting was the 400th monthly meeting of the SLPVA since it was reorganized in the late 1970's. Chef Dan Riley commissioned the bakers at Sam's to prepare a 400th Meeting cake which we all enjoyed after the meeting and lunch.

The SLPVA was organized in 1932—which makes 2012 our 80th anniversary. We are not sure of the exact date of the founding of the SLPVA and will pick one of our fall meetings to celebrate the SLPVA's 80 years in existence.

SLPVA COOK OUTS -- MAY 9 AND SEPTEMBER 12

The Spring Cook Out will be held on May 9th in Willmore Park at Pavilion #1 adjacent to the tennis courts. Our Fall Cook Out will be at the same location on September 12th. Permits have been issued by the Parks Department and extra picnic tables have been ordered. So mark your calendar on both dates so you won't miss either Cook Out.

Our regular monthly meeting in March and April will precede the Spring Cook Out and we'll meet on March 14th and April 11th for our regular monthly meetings at the SLPOA Hall.

POLICE PENSION INFORMATION SESSIONS

The Police Pension System has held a series of informational sessions to show active and retired officers the current state of the system and to explain proposed changes that might be made in the PRS. I attended two of those sessions. Unfortunately, only a handful of active and retired members of the PRS were able to attend the sessions. A low turnout makes it difficult for the members of the Pension Board to communicate with members and to get feedback on the PRS from the members.

For those interested in what the PRS Board has to deal with and wished to discuss with members, I've copied two handouts from the sessions to our website WWW.SLPVA.COM. You'll see a link on the front page to Proposed Police Pension Changes. That will take you a page with the Post Dispatch article on the Police Pension and links to the two PDF



The SLPVA was founded in 1932. It went dormant for a period but was revived in the late 1970's. Since that revival we've met monthly and on February 8, 2012, we had our 400th monthly meeting.

Visible in the photo are Ed Vaclavik, George Ratermann, Dan Riley, Frank Stubits, Roger (Tiger) Mott, Tony Pona, Chris Zarbo, and Joe Brasser.



documents. Below that there's information from the PRS on how to listen to audio recordings of the PRS accountant and the PRS actuary delivering their annual reports to the Board.

There's a great deal of information available in the two PDF files and in the audio recordings. It's your pension, study the available information, and be informed.

MINUTES FROM THE FEBRUARY 8, 2012 SLPVA MEETING

The 400th meeting of the St. Louis Police Veterans Association was called to order by President George Ratermann at 11:32 AM. The opening prayer was read by Secretary Chris Zarbo. President Ratermann led the membership in the Pledge of Allegiance. Secretary Chris Zarbo led the members in an opening prayer.

All officers present except Trustee Ken Decker.

Mr. Ratermann said we have received new membership applications from Antoinette Filla, Steve Roy, Vernon Summers and John Weiter. A motion was made, and seconded to accept the applications. Motion passed on a voice vote.

Mr. Ratermann stated the Pension Board has filed the Pension Legislation with the changes discussed at last month's meeting. It will work its way through the system or could possibly die in Jefferson City. Also, if you looked at Cop Talk, people are out trying to collect signatures on the referendum on City Control in Springfield and St. Louis.

Mr. Ratermann said he received a flyer from Mary Strate about the Police Summit which will be held this year on Saturday, September 27th at Ha Ha Tonka State Park, Lake of the Ozarks. Anyone interested can contact her.

Mr. Ratermann stated he has gotten the park permits for both of this year's cookouts. They will be held on May 9th and September 12th. Authors Bill Leahy, Al Wagner and Tim Richards are with us today.

Secretary's Report. A motion made by Herman Ubben to waive the reading of the minutes and accept as printed. The motion was seconded and passed on a voice vote.

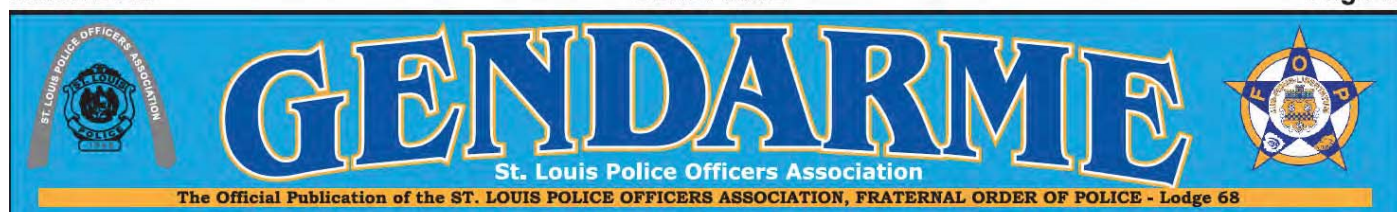
Mr. Ed Vaclavik then gave the Treasures Report. He stated one of the CD's came due and that a new Money Market account was opened at Eagle Bank. He also moved an account from Southwest Bank, which is now M & I bank to PNC Bank. This change was made because M & I is starting to charge fees and PNC is not charging fees. Motion was made by Jim Wurm, seconded by Herman Ubben to accept the Treasures Report. Motion passed on a voice vote.

Mr. Vaclavik then thanked Frank Stubits for all his help this year. Mr. Ratermann stated member Eugene Tass and non members John Johns, Gary Barta and Harvey Foster had passed away. Jan Kuhl, Jerry Fitzgivens, Gary Kuefert and Bruce Bate are recuperating from illnesses. Also, Dr. James Cooper, SLMPD Department Doctor passed away.

Old Business None
New Business None

Mr. Pona advised we have 78 in members in attendance and 8 attendance prized were awarded.

Meeting adjourned at 11:53 AM.



MARCH 2012

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2 PAYDAY	3
4	5	6	7	8 JOHN PERRY ORGAN DONOR REGISTRATION DRIVE	9	10
11 DAYLIGHT SAVINGS TIME	12	13	14 WILLS & LIVING WILLS @ POLICE LIBRARY VETERAN'S MTG 11AM POLICE WIVES MTG 7PM	15	16 PAYDAY	17 SAINT PATRICK'S DAY
18	19 LT. CLOBE APPLICATION REQUEST DUE DATE	20	21 BOARD OF POLICE COMMISSIONERS MEETING 9:30 AM	22	23 KIPHART TRIVIA NIGHT	24 SOMO TRIVIA NIGHT
25	26	27 FOP DAY ON THE HILL	28 WILLS & LIVING WILLS @ POLICE LIBRARY GENERAL MEMBERSHIP MEETING	29	30 PAYDAY	31 SPRING CRAFT & VENDOR FAIR 10 - 4

APRIL 2012

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 DEADLINE FOR MO FOP SCHOLARSHIP	2	3	4	5	6	7
8 EASTER SUNDAY	9 SLPWA SCHOLARSHIP DUE DATE	10	11 VETERAN'S MTG 11AM POLICE WIVES MTG 7PM	12	13 PAYDAY	14
15	16 LT. CLOBE APPLICATION SUBMISSION DUE DATE	17	18 BOARD OF POLICE COMMISSIONERS MEETING 9:30 AM	19	20 DIST. 7 GOLF TOURNAMENT	21
22 EARTH DAY	23	24	25 WILLS & LIVING WILLS @ POLICE LIBRARY GENERAL MEMBERSHIP MEETING	26	27 PAYDAY	28 ANNUAL POLICE FISHING TOURNAMENT
29 ANNUAL POLICE FISHING TOURNAMENT	30					

MAY 2012

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4 MO FOP CANDLELIGHT VIGIL	5 MO LEOM SERVICE
6 	7	8	9 WILLS & LIVING WILLS @ POLICE LIBRARY VETERAN'S MTG 11AM POLICE WIVES MTG 7PM	10 BACKSTOPPERS ANNUAL DANCE	11 PAYDAY BACKSTOPPERS ANNUAL DINNER	12
13 NLEOMF POLICE WEEK	14 NLEOMF POLICE WEEK	15 NATIONAL PEACE OFFICERS MEMORIAL DAY	16 BOARD OF POLICE COMMISSIONERS MEETING 9:30 AM	17 SLMPD POLICE MEMORIAL BREAKFAST	18 NLEOMF POLICE WEEK	19 SLPWA WINNERS BRUNCH NLEOMF POLICE WEEK
20	21	22	23 WILLS & LIVING WILLS @ POLICE LIBRARY	24	25 PAYDAY	26
27	28 MEMORIAL DAY	29	30 GENERAL MEMBERSHIP MEETING	31		



Missouri State Lodge Fraternal Order of Police Scholarship Application Criteria

I. Administration

- To be administered by the State Public Relations Committee.
- All applications must be received no later than April 1st of each year.
- All applications will be reviewed by the Committee and final selection(s) will be made by the Committee with approval of the State Lodge Board of Trustees.
- The Committee will review all applications and the Committee will make a final selection(s). Announcement of the selection(s) will be made at the State Conference or the Summer State Board Meeting.

II. Eligibility

- Applicant must be the child or stepchild of any Active Member of the Missouri Fraternal Order of Police.
- Applicants must have graduated from high school, have earned a G.E.D., or currently be a senior in high school.
- Applicant must have a current and cumulative minimum grade point average of 2.5 to be eligible for the scholarship.
- Scholarship recipient may submit an application for renewal each year for up to three (3) consecutive years.

III. Funding

- Each scholarship shall be in the amount of five hundred dollars (\$500) unless availability of funds requires a lesser amount.
- Scholarships can be used at any accredited college, university, vocational, or post high school continuing education.
- The Committee may award two (2) new Scholarships per year and may renew up to six (6) Scholarships per year.
- All Scholarships awarded will be sent directly to the recipient, upon verification of the recipient's acceptance or attendance.



Missouri State Lodge • Fraternal Order of Police Scholarship Application

All information must be provided before application can be considered.

Instructions: The applicant should complete Sections I-III. Section IV should be completed by Principal or Counselor - application must be postmarked **no later than April 1st** and mailed to:

Missouri State Lodge
715 Jefferson Street
Jefferson City, MO 65101
Attention: Scholarship Committee

Section I

Section 1A Date: _____ Social Security Number: _____

Name: (Last) _____ (First) _____ (Middle) _____

Present Address: _____ City: _____ State: MO Zip: _____

Phone Number: (____) - _____

Section 1B

Name of College or Institution: _____

Address of Institution: _____

Phone Number: (____) - _____

1. Major Course of Study: _____

2. Career Interest: _____

3. Will you be a full-time student (12 hours plus)? _____ YES _____ NO _____

Section 1C

Name of Member Sponsoring You: _____

1. Relationship to Member: _____

Section I Continued

Section 1D

1. Occupation of Father or Guardian: _____

2. Occupation of Mother or Guardian: _____

Section II

Section 2A - College Activities

Activity or Organization	Years Participated	Offices Held
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Section 2B - Community Activities (Church, 4-H, Scouts, etc.)

Activity or Organization	Years Participated	Offices Held
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Section 2C - Describe any honors received in above experiences

Section II Continued

Section 2D - Work Experience

Place of Employment	Dates
_____	_____
_____	_____
_____	_____
_____	_____

Section III

Attach a statement as to why you have applied for this Scholarship

Section IV

Academic (For High School Principal or High School Counselor or College Counselor Only)

Section 4A - Test Record

Test Name	Form	Date	Percentile	Raw Score
SCAT	_____	_____	_____	_____

ACT _____

SAT _____

OTHERS _____

Section 4B As of this date, this applicant ranks _____ in a class of _____ students with a cumulative grade point average of _____.

Section 4C College Students **Must** submit a college transcript.

Section 4D High School Students **Must** submit a high school transcript.

NOTE TO PRINCIPAL OR COUNSELOR: Please be certain that student has completed Section I-III before application is returned.

Signature and Title

(____) _____

Phone Number