

SLPOA Election

Sept. 1-15

**NOTICE TO
SLPOA MEMBERS—**
All Candidates For Office
Are Invited to Speak at the
**General Membership
Meeting on WEDNESDAY,
AUGUST 31ST.**

Be Sure to Attend,
Listen to the Candidates and
Ask Any Questions You Have
Regarding Their Position
on SLPOA Matters.

SLPOA Officers Filing For Office

PRESIDENT

☐ David Bonenberger ☐ Thomas J. Walsh

FINANCIAL SECRETARY

☐ Michael Kegel ☐ John McLaughlin

SERGEANT-AT-ARMS

☐ Brian King

DISTRICT REPRESENTATIVES

1st DISTRICT REPRESENTATIVE

☐ Thomas Majda ☐ Joseph Marcantano
☐ Ginger Kavanaugh

3rd DISTRICT REPRESENTATIVE

☐ Josh Wenstrom

5th DISTRICT REPRESENTATIVE

☐ Thomas W. Mayer ☐ Lori Fuller

7th DISTRICT REPRESENTATIVE

☐ Michael Betz

9th DISTRICT REPRESENTATIVE

☐ Jeffrey Long ☐ Tyrone Swinton

11th DIVISION REPRESENTATIVE

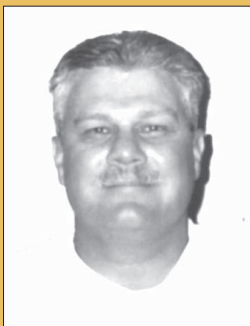
☐ Martin Garcia ☐ Martinous V. Walls II

12th DIVISION REPRESENTATIVE

☐ Stephen Schroeder

13th DIVISION REPRESENTATIVE

☐ Nikole Shrum ☐ Dan Clauss



Re-elect...

MIKE FREDERICK

Police Retirement System – Board of Trustees

Endorsed by the St. Louis Police Officers Association

"Keep Mike Frederick in Office to Fight for our Pension Benefits"

From the President

By Tom Walsh



Perspectives on Local Control Members,

"Local Control" is front and center again as the State Legislature goes into Special Session. It has been discussed for decades, but not as forcefully as we have faced for the past two years.

There continues to be confusion regarding what "Local Control" means to all St. Louis City Police Officers, and what has transpired to get us to where we are today. Let me clarify both.

Statutory & Contractual Protections

The "Local Control" agreement includes Statutory Legislation that protects and keeps Chapter 84 intact while transferring formal control of the SLMPD to the City. Police Officers and Probationary Police Officers have a Collective Bargaining Agreement (CBA) with binding arbitration and impasse resolution; an agreement which has successor language, meaning the City has to abide by the contract. This was an historic agreement and one that the SLPOA had been trying to achieve since it was founded.

As such, we will have two layers of protection in place for Police Officers and Probationary Police Officers in legislation and a contract. We have a guarantee of two layers of protection for Sergeants from the City delegation, which we will accomplish upon being recognized as the bargaining agent for Sergeants. And, we intend to seek that second layer of protection for Lieutenants, Captains, Majors, Lieutenant Colonels, and for civilian employees, as well.

Most importantly for current and future retirees, "Local Control" legislation will give us even more control over the pension system. The pension Board of Trustees will add a retiree position and lose a City appointee position. This means we will hold a two-thirds majority on the board: three active trustees, three retired trustees, two City appointees and the Comptroller. The Board of Police Commissioner's position is eliminated.

Today's Situation

As indicated at the beginning of this article, the push for "Local Control" by local politi-

cians has been intense over the past two years. We were able to defeat "Local Control" advocates in 2010 due to the hard work of our Legislative Committee, our Lobbyists, our friends in the legislature, the FOP and the backing of the SLPOA Executive Board.

The 2011 legislative session brought additional challenges. The City politicians made deals with the Republican leadership in the House and intense efforts were made to sway the large number of freshmen representatives. This was complicated by the addition of an unsavory amendment to the "Local Control" legislation by the NRA. An NRA rated vote gave the City delegation a lopsided advantage in the House. Due to the hard work of our Legislative Committee, our Lobbyists, our friends in the legislature, the FOP and the backing of the SLPOA Executive Board we still had strength in numbers in the Senate and probably would have defeated Local Control again. Then the game changed.

In late February the City delegation announced they had the backing of Billionaire Rex Sinquefeld. His political machine filed ballot initiatives on behalf of the City to place a state-wide "Local Control" vote on the November 2012 General Election ballot.

The ballot initiatives seek to

eliminate many or all parts of Chapter 84, which governs St. Louis City and Kansas City Police Departments. The Executive Board filed a legal challenge against the petitions and the fiscal note, setting aside \$50,000.00 for legal fees. These types of challenges can sometimes delay the initiative process, but won't eliminate the threat. The Kansas City Police Officers' Association was asked to join the fight; however, they declined saying that they believed "Local Control" was inevitable for them and they did not wish to spend an enormous amount of money fighting it.

Opinions were sought from our legislative supporters and though all vowed to continue to fight for us; not one believed we would be able to win a state-wide vote and all perceived the initiatives to be a credible threat. Further the law firm retained to fight the ballot initiatives on our behalf, one of the top firms in Jefferson City, and our lobbyists estimated that we would need hundreds of thousands of dollars, if not millions, to put together just a small campaign against the ballot initiatives. We would need additional hundreds of thousands of dollars to challenge the initiative signatures gathered by Sinquefeld's organization.

The SLPOA simply doesn't have the means to fund a public, state-wide fight against a

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GENDARME

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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 submitted to the Gendarme is by the first Monday of the month of the date of publication. Copyright Gendarme 2011.

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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)

PRESIDENT

Continued from page 2

billionaire. People who believe we should force Sinquefield to spend millions to achieve "Local Control" are not looking at this rationally. Sinquefield is prepared to spend millions; we simply would be funding a losing effort and assuredly bankrupting the SLPOA.

Jeff Roorda, Kevin Ahlbrand and I recently met with Sinquefield's top advisors and they reaffirmed their intent to move forward with the ballot initiatives if "Local Control" was not part of the Special Session. Take that claim for what you will, but I don't feel we can take the chance. The current proposed legislation won't be on the table for the next legislative session.

If the ballot initiative is enacted into law in November 2012, there will be no guarantees in place for Lieutenants, Captains, Majors, Lieutenant Colonels, civilians, retirees, widows, etc. Guarantees for Patrol Officers, Probationary Patrol Officers and Sergeants (assuming the Sergeants' contract is in place) will be diminished.

Enacting "Local Control" means every member of this Department, commissioned and civilian, retains their rank, salary, benefits, seniority etc. And, retirees, widows and children retain their current benefits that Chapter 84 guarantees them.

This Executive Board looked at a difficult situation with objectivity and determined that the compromise made ... the CBA for "Local Control" ... is in the best interest for all employees of the Department. People certainly have the right to disagree, but for anyone to accuse this Executive Board of receiving privileges or gaining stature from this difficult decision is simply ignoring the circumstances at hand.

Perspectives on More Threats of Discipline

Members,

Recently a memorandum was distributed via Department e-mail to Captains and above on behalf of Chief Isom, which dealt with the handling of victims. The memo states we, Patrol Officers, are members "in a service industry". The memo goes on to state, "When working with victims of crime, it is important for each of us to place ourselves in their shoes". The most disturbing claim of this memo is a

paragraph in which Chief Isom declares that he is "taking the position that the customer is always right" and that "any future complaints for poor service will be handled in our formal complaint process".

I agree with Chief Isom that we should always maintain a professional demeanor when dealing with the public; however, to be objective, we also need to remain apart from the victim's emotional state. Sometimes "victims" are calling the police to cover up another crime, which they committed. Sometimes "victims" are complaining about other "victims" in hopes of gaining the upper hand on the other "victims". Sometimes, victims are so traumatized that their requests are illogical or irrational. And sometimes, victims are so irate they will simply direct their anger at the first person they see, which is often us, even though they don't mean to.

Generally, when the Police are summoned to provide "service" it is because someone is unhappy about something. The philosophy "the customer is always right" puts us Officers in a precarious situation and most assuredly will bring about many unnecessary internal investigations. Taking the position that "the customer is always right" is not conducive to the encouragement of productive police work; it will only lower the morale of the Rank and File even further.

Do not ignore your superiors' instructions regarding "customer service". However, should you receive allegations that you feel are unjust, contact your division representation. If you are summoned to appear before IAD (assuming this is the "formal complaint process") contact legal chairmen Bill McDonough or Ed Clark for an attorney. If some other type of unjust repercussion is issued (transfer, etc.) contact Business Manager Jeff Roorda, Vice-President Joe Steiger or me.

Remember, also, that a vast majority of this City's population and those that visit or work here are honest people, whom we should continue to protect. We Officers must continue to do our jobs to the best of our ability, even though we are, at times, hamstrung.

Perspectives on In-Car Cameras

Members,

In-car cameras are a huge

concern to the members of this association. As a result, the Association's Labor Relations Committee has asked Chief Isom to reconsider the protocol for these cameras. We asked that the cameras and accompanying microphones be available as a tool for the Officers to use at their discretion during the performance of their duty.

According to Special Order 5-33 the current objectives of the in-car camera system are:

- enhanced Officer safety;
- improved Officer training;
- aide in report writing, evidence collection and court testimony;
- review arrests, arrest procedures, Officer/suspect interaction;
- and improved ability to investigate citizen complaints of impropriety.

It is mandatory that the camera be activated for:

- traffic stops
- vehicle pursuits
- emergency vehicle operation
- transportation of subjects who have been arrested or detained.

Since criminal behavior and investigative uses for the cameras are optional, it appears that the cameras are in place to supervise Officers and their actions versus aiding Officers in the performance of duty. To state that these cameras are in place for "enhanced Officer safety" is ludicrous. Cameras can't enter a fight or shoot back at assailants.

Images captured on film are certainly not always a true indication of what happened and words recorded can be interpreted in many ways. In addition the Department is setting a dangerous precedent for Defense Attorneys to subpoena every recorded image for every car stop; from felonies to mere traffic violations. And if the footage is not available, immediate doubt will be cast upon the Officers.

Command claims that on more than one occasion the cameras have exonerated Officers against complaints. This would suggest that Command is using the cameras as a watchdog tool and not as a policing tool. It affirms this administration's belief that the "customer" is right until proven wrong (see related article, "Perspectives on More Threats of Discipline"); we Officers are wrong until we can be proven right. This is

not a fair or just process.

SLPOA attorneys are exploring any and all legal options; including privacy issues. However, our prospects are not promising. So you should always assume that the cameras and microphones are on and continue to act in the professional manner that each of you have. I was told in 1988 by my training Officer to assume there is always someone watching you. That philosophy has never changed and is more prevalent now than ever before.

Perspectives on Loyalty and Integrity

Members,

Recently, during a live KMOX radio interview, Chief Isom claimed that the leadership of the Association isn't concerned about being held to high standards when it comes to Officers' behavior. His comment was in response to an assertion by Jeff Roorda that the Rank and File is constantly faced with unfair and heavy-handed discipline.

The leadership of the SLPOA fully understands the need for IAD investigation and discipline when egregious actions occur. However, the constant threat of discipline is out of control; so too is the current manner in which discipline has been administered, regardless of how trivial the mistake may be. All we are asking is that each allegation or situation be reviewed and investigated in a fair and impartial manner.

The leadership of this Association is strongly committed to our department, the City and policing in general. Our loyalty and integrity is unquestionable. For the past two years, the leadership of the Association has made a concerted effort to work with and on behalf of Chief Isom. We have not publicized the disagreements we have had concerning the operations of the department or of the unfair discipline we are facing. Chief Isom's public attacks are unwarranted and discouraging. I surely hope we can return to a quality working relationship.

Command needs to understand that you don't garner respect or achieve optimum production by constantly threatening subordinates with acts of discipline ... or of publicly questioning our loyalty, integrity and commitment to high quality policing standards.

Veteran's Corner

By George Ratermann, SLPVA President

St. Louis Police Veterans' Association—Web: www.slpva.com Email: mail@slpva.com
Monthly Meetings: 2nd Wednesday of the Month—11:30 a.m., SLPVA Hall



FALL COOKOUT SEP 14th

Our Big Fall Cookout will be September 14th, 12:00 Noon, at Willmore Park. All SLPVA Members and a guest are welcome. There will be brats, burgers, side dishes, dessert, beer, soda, bottled water, war stories, 100+ retirees, and more. And you get all that for only \$5 per person.

JULY & AUGUST MEETINGS

The weather was hot but the SLPVA still packed them in for the July and August meetings. Jim Chapman, the Will Guy, assisted members with will preparation and also contributed 12 boxes of cookies that were used as attendance prizes at the July meeting. Chef Dan Riley was out of town for the August meeting and we had to arrange for an alternate means to feed the members. George Weindel took on the mission to pick up salad, pizza, pasta, and sandwiches for our lunch. Thanks, George. Your car will probably smell like a pizza delivery driver's car for only a couple of weeks.

POLICE SUMMIT XVII

Mary Strate and Rose Williams Invite Retirees and IPA members to the Lake of the Ozarks for Police Summit XVII on Saturday, September 24, 2011. Roll Call will be at 1:00 PM and a Code 40 (Dinner) at 4:00 PM. Where? Ha-Ha Tonka State Park, Cost is just \$20 Couple / \$10 Single. BBQ, Beverages & Picnic Supplies provided, however you are asked to bring a covered dish. Reservation information and more is available at www.slpva.com. Click on Police Summit XVII on the opening page.

POLICE BOWLING LEAGUE

The Police Bowling League is looking for bowlers and retirees are welcome. Contact Chris Zarbo at her e-mail address mczarbo@yahoo.com if interested.

RETIREE PENSION TRUSTEE ELECTION

By the time you receive this issue of the *Gendarme* it will

be too late to file as a candidate to represent retirees on the Police Retirement System Board of Trustees but we will be able to vote in the election. There will probably be several candidates for the important position of Retiree Trustee on the ballot. I urge all retirees to study the candidates and their position on the issues very carefully. Don't let the election become a popularity contest. The person we elect will have a vote on many important issues, issues that will affect not only retirees but also active officers, even future officers. The Police Retirement System is an important part of our future, the future of current officers and those yet to be hired.

POLICE WEBSITES HACKED

77 police websites, all in the mid-south, were hacked by a group protesting the FBI's arrest of a hacker who compromised customer bank account numbers, etc. The hackers claim to have gained police officers names, addresses, e-mail addresses, phone numbers, social security numbers, training information, etc. The Missouri Sheriffs Association was one of the sites they hacked.

One site that was not

hacked was WWW.SLPVA.COM, our website. Even if SLPVA.COM had been hacked, members have nothing to fear. No list of members, phone numbers, addresses, or any other personal information is on the site. The only files on the SLPVA.COM server are the one you can click on and see on your computer screen when you visit SLPVA.COM. Hackers could take down our website but they won't get anyone's personal information.

SEND THE SLPVA YOUR E-MAIL ADDRESS

If you send the SLPVA a message we will add you to our e-mail directory and periodically send you messages about upcoming meetings, important events, etc. of interest to a retired SLMPD officer. Send a message to mail@slpva.com and you'll be added to our e-mail address directory.

IN MEMORIAM

Isaac Steenburger	6/07/11
Joseph Thomas	6/29/11
James McGauley	7/08/11
Charles Cunningham	7/14/11
Roger Baldwin	7/24/11
Donald Gohn	7/24/11
Michael Bowman	8/07/11

FADE OUT

The following officers retired:

	Appointed	Effective
David M. Kretschman	01/09/84	06/06/11
Michael P. Hurt	09/09/79	06/06/11
Gary Stittum	08/28/78	06/06/11
Daryle Nesbitt	02/23 /87	06/06/11
Harvey W. Burnett, Jr.	07/22/74	06/06/11
Andre Watson	08/28/74	06/06/10
Damon L. Cross	01/03/89	06/20/11
Joseph D Cobb	03/19/03	06/11/07 Acc. Dis*
Louis F. Hill	12/27/89	07/18/11

The following officers have resigned:

James Rush	06/15/11
Mark Phillip	07/01/11
Andre Jackson	07/16/11
Thomas Favazza	08/08/11
Kathleen Petrie	08/15/11
Thomas Streckfuss	08/15/11

The Gendarme takes this opportunity to wish the officers named above the very best in the future, and may the wind be always at your back.



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St. Louis Police Pension System Filing for Active Trustee and Retiree Trustee

Filing for Active Trustee and Retiree Trustee will commence on Monday, August 8, 2011 at 8:00 AM and conclude on Friday, August 12, 2011 at 4:00 PM. Ballots will be mailed on September 2, 2011; ballots received prior to 4:00 PM on Friday, September 16, 2011 will be counted and the winners notified. Elected Trustees will take Office on October 1, 2011.

Retiree Trustee Statement...

Sgt. James R. Wurm (Ret)

I NEED YOUR VOTE!!

As you may be aware, it has been three years since I asked for your support and vote for an elected position on the Board of Trustees of the pension system. I am very involved in, and committed to, the protection and the security of our retirement funds, as well as the welfare of our retirees.

In 2005 you honored me by electing me as your representative to the Police Retirement System of St. Louis Board of Trustees, after which the Board selected me to serve as Chairman. Enhancing this honor is the fact that, for the first time in the history of the pension system, a retired officer was serving in that capacity. During my tenure I am pleased to be able to say that I focused firmly on prudent investment programs, strategic long-range planning and effective cost control measures that protected and improved the financial position of the pension system. I concentrated on ensuring that the pension system could meet its current, as well as its projected, financial obligations. I supported benefits increases for retirees, while protecting the stability of the pension system.

At this time I would like to request, once more, that you lend me your support and place your confidence in me by giving me your vote to serve as your representative on the Police Retirement System of St. Louis Board of Trustees. I can assure you that I will act energetically, as I have in the past, in promoting practices and decisions that will protect and enhance your retirement futures to the best of my ability. The Board of Trustees has, in the past, served retirees well by protecting our futures; it is my intent to continue those efforts.



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Active Trustee Statement...

Hello, I am Michael Frederick and I ask that you vote for me for Trustee of the St. Louis Police Retirement System.

In the January 1, 2010 Special Section of the St. Louis Business Journal, Mayor Slay was asked, "What is the greatest economic challenge facing the City of St. Louis?" His answer may surprise you. Here it is.



"The greatest economic challenge facing the City is the **LACK OF LAND AVAILABLE FOR MAJOR NEW DEVELOPMENT.**"

Really? This is the City's greatest economic challenge? Mayor Slay goes on to state in the same paragraph how he plans to address the City's economic challenge;

"The McEagle Northside Development, the Tucker Avenue viaduct reconstruction, which will be a prime location for new office buildings, new retail and new homes."

His answer ended with:

"...The reconfiguration of the 164/Chestnut Street interchange will make more than 30 acres of land in a prime location available for development."

I found the Mayor's answer very interesting and waited to see how these projects would impact the economic challenge facing the City of St. Louis. I heard nothing about how these projects have increased revenue, brought new business into the City, nor increased the City's revenue.

The front page of the June 3, 2011 edition of the St. Louis Business Journal had an article about the City owned Lambert Airport is operating at a 1.4 Billion dollar debit. Another (30) million is currently being spent to remodel the concourses at the airport. (These costs do not include repairs caused by the recent tornados.) Last year the City's obligation to the Police Pension System was approximately 18 million.

I wanted you to hear the numbers because the Pension System **IS NOT** the cause of the City's economic woes. Your pension system's "June Market Value Report" had a total value of over 600 Million dollars. The pension system rate of return for this fiscal year was over 11 %. This is in a year where the market has been very volatile. I believe the pension system has done a very good job investing during these tough economic times.

Personally, I don't feel it is the responsibility of the Police Retirement System to cut member's benefits to adjust costs for the City or the Police Department. That is why I was the only Trustee who voted against a reduction in pension benefits. Active members of the Police Department have helped the Department and the City save money by not receiving a pay raise for the last five years; that is enough!

There is no question that these are tough economic times. The City of St. Louis has some real internal economic decisions to make that have nothing to do with the costs of police pensions. Problems such as the airport where over optimistic planning has caused an alarming debt. The additional costs associated with the growing Mayoral staff; TIF's and Tax Abatements that have delayed or eliminated City revenue; loss of business and population that are needed to sustain a vibrant City. It's easy to make the pension system the villain during these tough economic times.

Lastly, I have not forgotten that the money in the system does not belong to me, the City or the Police Department. It belongs to the trust that provides benefits for all of its members. Strong leadership on the pension board and keeping the system under state law will ensure we have the benefits we were promised when we were hired.

I ask that you re-elect me to be your Trustee to the Police Retirement System. I will continue to protect the financial trust of all of the pension system's members.



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Legislative Committee Report

By Joe Steiger, Vice President, Legislative Chairman



Special Session

The Legislature is in recess, which normally means this is a very calm time of year for me as your legislative chairman. However, the rumblings about local control being included in a Special Session, has caused quite the stir. I would like to convey to everyone where we stand as of this writing.

The Governor has not called a special session. Most political pundits believe he will do so, but this will not likely happen until September. The session is anticipated to be called in conjunction with the regular "Veto Session" which would normally occur in September. There is no word yet if the local control issue will be included. We will not have that answer until the Governor officially makes his announcement. Your Executive Board voted **unanimously** to support the compromise language to local control and send letters to our legislators indicating our position.

Compromise Legislation for Local Control

It seems odd that the same folks who have been beating the "no local control" drum for years are now calling for compromise legislation. I have

explained in past columns how we got to this point and the dangers of the looming ballot initiatives. We are fully aware that some members are concerned about our support for the compromise legislation, but it would be irresponsible for SLPOA to gamble with your livelihoods and assume the proposed ballot initiatives are a bluff. The newly enacted Collective Bargaining Agreement, CBA, is a strong first agreement. Many of our concerns are addressed and secured through the CBA. However, by controlling and having input into the legislation for a transfer of authority to local control, we will realize a second layer of protection. This will be achieved through statutory language that will help secure our benefits even further. I will try to explain what the compromise legislation does for our membership and for the St. Louis Police Department as a whole.

Under the compromise legislation, the Missouri Legislature would authorize the City of St. Louis to enact control of the St. Louis Metropolitan Police Department. The effective date would not be immediate. There would be a transition period where a temporary board would work to distribute

and transfer properties from the Board of Police Commissioners to the City of St. Louis. Under the compromise legislation, all current commissioned and civilian employees would be hired by the City of St. Louis with no change to their current rank, seniority, benefits or salary.

How will this affect the CBA?

One question I am always asked is, "What happens in three years when the CBA has expired?" We were able to achieve interest arbitration in the CBA. What this means is that before the contract is expired, we will begin negotiating a new contract. If we come to an impasse with the City and cannot come to an agreement, then the disparity will be reviewed and a decision made by a neutral arbitrator. The City can't just say "no" and walk away. They will be forced to negotiate a resolution. The CBA also has transition language that our Labor attorneys feel contains the legal standing to force the City of St. Louis to accept and abide by the CBA should the transfer of control occur.

Will my Pension be at risk?

No! Your pension will remain in an independent statute, Chapter 86, and will **not** be affected by a change in control. The only way changes can be made to your pension is through statutory means. **The SLPOA does not support**

changes to your pension benefits. The only change affecting the pension statute would be the loss of one of the current members of the Pension Board of Trustees. With the Board of Police Commissioners abolished, the position currently held on the pension board by a police commissioner would be abolished as well. This will shift the majority on the Pension Board in our favor; and we have incorporated into the compromise legislation that the vacated position will be replaced with a retiree. We would then enjoy a majority by having six officers on the pension board: three actives and three retirees, as opposed to the five spots we have currently. This gives us a huge advantage for the protection of our pensions in the future.

What happens to residency?

The "seven and out" rule is secured in the CBA. The compromise legislation would provide a second layer of protection for all current employees' right to the residency of choice by placing the current residency rule into the revised version of Chapter 84. Before we were able to secure the residency rule in the CBA, the current residency policy was adopted by the Board of Police Commissioners but was never secured in State Statute. Now, with the compromise, we will have that additional layer of protection through statutory

Continued on page 7

JOHN PERRY BENEFIT GOLF TOURNAMENT

On March 08, 2011 Deputy United States Marshal John Perry was killed in the line of duty while serving an arrest warrant in St. Louis, MO.

WHEN: Friday, August 12, 2011

Registration starts at 8 am tee off is 9 am.

WHERE: Stone Bridge Golf Club

7700 Stone Bridge Golf Dr
Maryville, IL 62062
618-346-8800

COST: \$100/ Player (foursome required)



Proceeds will go to John's kids via the "John Perry Children's Benefit Fund".

DRINKS AND FOOD WILL BE PROVIDED

ITEMS FOR RAFFLE AND AUCTION ALSO!!

Please send checks (made payable to: John Perry Benefit Golf Tournament) to:

United States Marshals Service

Attn: Kyle Shirley

750 Missouri Ave
East St. Louis, IL 62201

QUESTIONS SHOULD BE SENT TO: kyle.shirley@usdoj.gov

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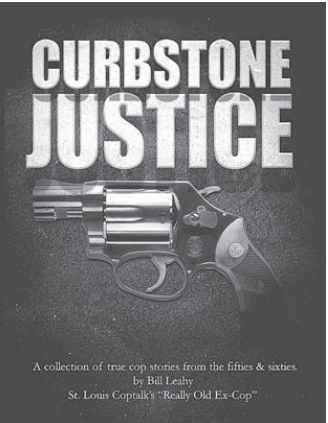




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LEGISLATIVE REPORT

Continued from page 6

language. The one negative side of the compromise, in relation to the residency issue would be that once the City takes control, all employees hired after that date will be subject to the residency requirement due to the wording of the City Charter. It will take a change to the City Charter to achieve residency relief for future employees, but current employees will be grandfathered into the current policy. When the time comes to fight the residency policy for our future hires, will find a close ally in Firefighters Local 73 to address this issue.

Will our benefits remain intact?

The CBA provides the necessary protections for our benefits as we know them today. Through the compromise legislation, our members will enjoy a second layer of protection concerning our current benefits. Health and insurance coverage benefits will remain in the revised version of Chapter 84 for our retirees. In addition, through this compromise legislation, health and insurance coverage benefits for spouses and dependents of deceased or retired officers and other employees who receive benefits from the police Retirement System will remain intact. These benefits will remain in the revised Chapter 84 in State Statute as well as the CBA.

What happens when politicians decide to interfere with Police Officers?

The compromise legislation contains penalties for Aldermen and other elected City officials if they interfere or obstruct police officers or police operations. These penalties will be spelled out in the revised version of Chapter 84 in State Statute. This is a protection we have not enjoyed in the past. We have endured aldermanic courtesy and interference for some time. For the first time, we will be protected by statutory penalties for this type of misconduct.

Where do we go from here?

We understand this is all confusing and intimidating. We understand there is a level of distrust with City Hall and local politicians. The SLPOA Executive Board shares your concerns. That is why it is so important to make sure that we put as many protections as possible in place through the

CBA and through the revisions to Chapter 84 through this compromise language. If we can achieve this level of protection, then we won't have to trust local politicians' promises to keep their end of the bargain. We will have legal standing to force them to keep their word. The alternative is a losing fight against a billionaire which will end with the repeal of Chapter 84 and all of the protections it provides. Then we will be at the mercy of local politicians who will have no statutory laws to keep them from taking advantage of us.

We all have that "cop" mentality to fight and never give up. Your SLPOA Executive Board has been fighting – fighting to secure and protect your pensions and benefits. It is irresponsible to assume the ballot initiatives are a bluff. It is reckless to gamble with our members' livelihoods and risk a constitutional amendment change that would repeal Chapter 84. It is imperative that we do all that we can to protect our members and their families, and that is what we are attempting to accomplish through this compromise legislation. Changing leadership during this delicate time for our organization will be counterproductive. I hope our members continue to support Tom Walsh and the Executive Board by voting for Tom for President.

In closing, I have no problem if some members do not agree with our assessment. I have no problem if people disagree with my position. But, I do take issue with anyone who claims that Tom Walsh or I have cut deals or made back room bargains in exchange for local control. I take exception to anyone who questions my character or questions my integrity. Anyone who knows, has been around or has worked with me or Tom knows these claims are not true. We have made decisions based on what we believe is best for the SLPOA and the department as a whole. We serve on this board with no compensation and with little understanding of the pressure and responsibility that come with these positions as your representatives. We accept these positions with great sacrifices and time away from our families. We do it because it is the right thing to do – not for any personal gain. We have made ourselves available and accountable to the membership. We have answered questions and explained the circumstances again and again to the mem-




SLPOA members present State Representative Genise Montecillo with her own Nightstick at a fundraiser at the SLPOA Hall. Genise is one of our big supporters in Jeff City.



On July 11th the SLPOA held a fundraiser at the Hall for State Representative Mary Nichols. Mary has been a huge supporter of the Association in Jefferson City. Representative Nichols's husband was one of the founding members of the SLPOA.


bership and to the public. We have been forthright with everything that has been going on in our organization. We have attached our names and our honor to this body of work. Anyone who hides behind an anonymous moniker on a website and says anything different is nothing more than a coward. We welcome your direct ques-

tions and concerns regarding these issues and would prefer straightforward conversations offline. We look forward to continuing our mission to protect the rights and livelihoods of our membership as we negotiate a local control compromise that covers all of our concerns. We appreciate your support.



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CITY OF ST. LOUIS - 1200 CLARK AVENUE - ST. LOUIS, MISSOURI 63103

July 21, 2011

Dear [REDACTED]:

Effective June 15, 2011, the Board of Police Commissioners approved the implementation of a Salary Continuation Program for employees who have Permanent Restrictions as a result of a work-related injury. This program will allow you to continue with your regular taxable salary for a maximum of 130 business days. During this time you will continue to accrue recreation days, vacation days, sick days, designated holidays and holiday time.

Our records indicate that you have had Permanent Restrictions placed on you. You will be placed on the Salary Continuation Program effective with the pay period beginning July 4, 2011. Any of your accrued time that was used from June 15, 2011 to July 3, 2011 will be returned to your bank. The 130 business days will be counted from June 15, 2011st. The program will remain in effect for you until the first day that the earliest occurring of the following takes place:

1. Your application for pension is approved; or
2. You have exhausted the 130 days of Salary Continuation.

In the event you exhaust the 130 business days of Salary Continuation and your application for pension is not approved, you will be placed on your own accrued time (vacation, sick, designated holidays etc.).

At the exhaustion of your accrued time, if your application for pension has still not been approved, you may apply for a Furlough Without Pay. During the time you are on an approved Furlough Without Pay, the Department will pay your premiums for you and your dependents in the Medical and Dental plans that you have elected. A Furlough Without Pay must be applied for every 30 days and each must be approved by the Chief of Police. You can only apply for up to six (6) Furloughs without Pay.

If at the end of your approved Furlough Without Pay your pension is still not approved, the Department will begin the process of dropping you from the rolls. Please call me at 314-444-5829, if I can answer any questions you may have about the process.

Sincerely,

Akella Wicker
Akella Wicker
Director, Human Resources

Cc: Col. Daniel Isom
Col. Reggie L. Harris
Col. Alfred Atkins
Capt. R. Jones
Lt. D. Tanksley
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Dave McNutt, Owner
Adam McNutt, President
Ted Hylla, Vice President (retired Major, St. Louis County PD)

Stay Safe!

From the Business Manager

By Jeff Roorda



Are We There Yet!?

If you have kids, you've heard these words shouted from your backseat more times than you care to remember. And, the longer the trip; the more often you hear it.

The SLPOA is on a long trip of its own. The journey to a collective bargaining agreement, secured employment benefits, residency relief, and a fortified pension fund has been a long and bumpy road. But, we are on the last leg of that journey.


We already have a collective bargaining agreement for PO's and PPO's and I believe a CBA for Sergeants and above is right around the corner. That brings our members unprecedented protections from discrimination, adverse employment actions, unsafe working conditions and uncertainty about the future of benefits like insurance, compensated leave and the funding of the salary matrix. We have a durable agreement with the guarantee that any deadlock in renewing the agreement will be settled by a neutral arbitrator.

We are also on the brink of a compromise on local control that would secure issues like survivor benefits, health and welfare benefits, pension benefits and residency relief in the state statutes, the safest haven that we could hope for in securing those hard-won benefits. The local control compromise also includes provisions that protect cops from undue political interference and guarantees that your seniority, rank and salary are retained under the transfer of control.

If we were to choose to turn down the dangerous road of stubborn resistance to the inevitable, we would be facing a course fraught with hazards. We simply could not successfully navigate a path that involved challenging a ballot initiative that washes away virtually every benefit you have worked for when that ballot initiative is funded to the tune of \$10 million by one of Missouri's wealthiest, most politically savvy citizens.

It might be popular after years of successfully fighting local control as a legislative issue to stay the course and try to carry that fight to the people of Missouri through a ballot initiative. But leadership is not about popularity; it is about doing what's right for those who have selected you to lead them. I can't say enough about the courage that the SLPOA executive board members have shown in the face of difficult, easy-to-criticize decisions. It would have been easy to simply march into the jaws of defeat in the face of this ballot initiative. The troops would have united behind our leadership and fought to the bitter end. But, it would have been just that...a bitter end. Politicians, polls and pundits all tell us the same thing: we could not win against a statewide ballot initiative.

So your E-Board has made the difficult choice to seek the best possible outcome through negotiations that have yielded concessions that we couldn't have imagined in our wildest dreams. It is an honor for me to work for you and your Executive Board. They have made the courageous decisions of choosing what's best for everyone of this department's officers, civilians, retirees, spouses, widows and dependents. In the run-up to the September Special Session of the Legislature, it is absolutely critical that everyone connected with this department unite behind the leadership of the SLPOA to secure the future of this department and the men and women who make it the great place that it is.



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ATTENTION ASSOCIATION MEMBERS

PLEASE NOTIFY THE ASSOCIATION OF ANY CHANGE IN ADDRESS

When making address changes you must make them at the SLPOA office 353-3200, the Pension Board 241-0800 and the Police Relief and Funeral Association 771-0923. **The Department does not send the changes to any of the above mentioned offices.**

BENEFICIARIES

If you have not changed your beneficiary since joining the Association (and you have been a member for several years) you might need to update your records. Many of you joined when you first came on the department and since then your status may have changed.

When you change beneficiaries at the department we do not receive that information. You must notify the Association directly. Call the office at 353-3200 to check if you are not sure who your beneficiary is.

ASSOCIATION SHIRTS

We have Sweatshirts, Polo Shirts (long and short sleeve) and T-shirts, they are available at the Association Office.

GENERAL MEMBERSHIP MEETING

The General Membership meetings are held on the last Wednesday of the month. Please make every effort to attend and ask your own questions about what is going on in the Association. Many issues are being discussed; the Association's Executive Board needs and wants your input.

MONTHLY DRAWING

You must be present to win. One name will be drawn from the barrel containing the names of those present at the meeting. The winner receives a prize of \$50.00.



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William Y. Hoagland	1903	Michael Haggerty	1923
Zeno Fults	1908	Charles E. Voracek	1952
Cornelius O'Keefe	1911	Robert J. Stanze	2000
Martin Kilroy	1913	Michael J. Barwick	2002
Leo Kraeger	1915	Norvelle Brown	2007



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QUESTIONS START PROMPTLY AT 7:00 PM

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PRIZES



By Captain Gwen Spicer

On June 1st at 11:00 a.m., sixty of our officers met for roll call at Support Operations. This roll call was the beginning of a detail to deploy to Joplin, Missouri. We arrived in Joplin at 5:30 p.m. with the first 12 hour shift beginning at 6:00 p.m. Our Command Post was positioned in the middle of the six mile disaster zone. Prior to leaving for Joplin, I viewed the many photographs and news clips depicting the devastation caused by the tornado. Until you see the magnitude of the damage in person, and talk to the Joplin citizenry, you cannot fully grasp the horrific situation and the pain left from the wake of this tornado.

I spoke to the officers throughout the detail and heard them retell stories and conversations they had with the people they encountered during their 12 hour shifts.

God Bless Joplin— God Bless the First Responders.

One officer told of helping a woman in her 80's stumble through the ruins of her home in search of a teddy bear her husband gave her; as he died during the tornado and she dearly wanted this last memento. An officer told of a man who stated he put his toddler son under a mattress and positioned himself on top to keep the boy from being sucked away. His efforts were successful. Another father told of how he tried to hold on to his 18 year old son, who had just graduated that day from

high school; but was unsuccessful and the boy was later found dead. I spoke to an officer of a nearby town, who responded within 10 minutes after the tornado and told of how debris was still falling from the sky. How he spent hours pulling dead from under debris and laying them on lawns and continually moving on for hours searching for live victims. A father relayed his pain after learning a second young son was discovered dead. I was in a Walmart and overheard a woman approach

a man and instead of the usual banter, how are you or good to see you; she commented, "Glad you made it." Everywhere you looked, even in the rumble, United States Flags flew. Words of hope were painted on the ruins of houses; God Bless Joplin / God Bless the First Responders.

Even through all the sadness and bleak surroundings, the citizens of Joplin continually thanked our officers. They approached us on the street and offered us beverages and food extending their thanks. I went into a "Kum and Go", a local gas station chain (this is not a joke), and used the restroom. Prior to leaving the cashier, a man in his 40's asked where I was from. After a brief conversation he told me of losing both parents and his home in the tornado. He closed our conversation by thanking me and all the offi-

Continued on page 11

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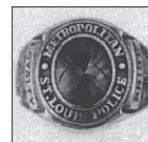
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JOPLIN

Continued from page 10
cers who came to help.

The officers worked a minimum of 12 hours each day. They worked fixed posts in the disaster zone enforcing a special curfew. It was extremely hot and humid. The disaster zone smelled of death and rotten food. Arrests were made and our officers conducted themselves with professionalism and extra sensitivity to the good citizens of Joplin. They slept on army type cots in a gymnasium. After a few days, the gym smelled of socks and sweat. The living quarters were cramped and the air conditioning could have been better.

When it came time to downsize and send some officers home, we were forced to eliminate officers by seniority; as everyone wanted to stay. I think this speaks volumes for the dedication of the officers who volunteered. These officers are coming back from a scenario that I have truly never seen in my 33 years on this job.

Unlike many details, we heard no complaints. Everyone was grateful they were selected to come and help. We left Joplin after half the detail officers finished a 12 hour shift. The ride is a little over 4 hours.

The reason for this message is an attempt to relay the experiences the detail officers lived in the last few days. Tomorrow and in the upcoming days I would appreciate any accommodation you can extend to these officers while they transition back from the devastation and sadness they just witnessed. Please let them know if they need to talk of their experiences help is available. Any consideration you can extend to them would be greatly appreciated.

Joplin Volunteers -

Lt. Colonel Antoinette Filla
Capt. Spicer, Gwen M
Lt. Cousins, Ryan

Sgt. Crews, Joseph M
Sgt. Grman, Mark J
Sgt. Hardesty, Stephen J
Sgt. Kiphart, William B
Sgt. Miller, Lucinda J
Sgt. Moody, Marvis C
Sgt. Reeves, Ronald W
Sgt. Smoote, Edward
Sgt. Young, Brian K.

P.O. Arnold, Eric F.
P.O. Bell, Joseph D.
P.O. Bianchi, Brian S.
P.O. Binz, Michael R
P.O. Biondolino, Mark J
P.O. Brandenburg, Robert J.
P.O. Brown, David B
P.O. Clymer, Michael
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P.O. Cognasso, Michael J
P.O. Cole, Tracy L.
P.O. Dash, Nicole A.
P.O. Doty, Roland H
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P.O. Russo, Anthony B
P.O. Sabin, Heather N
P.O. Schultz, Walter A
P.O. Simmons, Paul B
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P.O. Stege, Jeffrey
P.O. Strehl, Brian M
P.O. Strode, Thomas D
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Statements from the candidates.....

PRESIDENT

David Bonenberger

Fellow members of the SLPOA; my name is David Bonenberger and I am running for President of our Association.

First and foremost I would like you to know that I am **against local control** of our department. We are in a time of crisis with the realization that local control is inevitable. I am not one who is quick to compromise, however, I realize there may be a need to find common ground with regard to legislation that will provide control of the SLMPD to the city rather than lose control to the city by one of the current initiative petitions. I intend to fight hard to keep the portions of "Chapter 84" in tact that are most beneficial to the membership. **I refuse to roll over and simply hand control of the department over to the city.** I will do all that I can to make certain that the city **agrees to**



and adheres to the Collective Bargaining Agreement, as well as securing a Collective Bargaining Agreement for officers of all ranks.

I will never agree to, or consider, dialogue that would seek changes to "Chapter 86" that could allow the city to get their hands on our pension. I firmly believe that the true goal of the Mayor and other city politicians is to eventually be allowed to use our pension fund as collateral in an effort to improve the national bond rating of St. Louis.

I believe in open communication with the membership and I believe that it is the responsibility of the President to keep the membership as up to date and informed as is possible. If elected I will do everything I can to do just that.

I do not believe in closed door, secret meetings that take place where in the membership is not first to be made aware of the content.

I will challenge the members of the Executive Board to ensure attendance by

themselves or their alternate(s) at every Executive Board Meeting. I will take measures to ensure that concerns of the membership are communicated to the Executive Board for discussion at the meetings as well as to inform the membership, as quickly as is possible, of business that was discussed and voted upon at the meetings.

If elected I will be your voice to the public and the department. I believe it is the responsibility of the President to be the face of the association! I will not shy away from the news media and will be the proud spokesman of the SLPOA. I am not afraid to speak publicly to voice our concerns.

I have been a St. Louis Police Officer (and member of the SLPOA) for the past 17 years. I was promoted to Sergeant in March, 2009, and am currently assigned to the 6th District.

Vote for me to be your next President and together we will make the SLPOA stronger than it has ever been. Thank you.

PRESIDENT

Thomas J. Walsh

Thank you for allowing me to serve you and on your behalf the past two years as President of this Association. The goal was, and still is, to make this Association one that is respected and perhaps feared somewhat by others. I believe this Association has moved significantly in this direction, but we still have more to do. This achievement was realized because executive board members for the past two years have concerned themselves not with self-accomplishments, but by thinking about what was best for the Association.

We have accomplished an historic Collective Bargaining Agreement for Patrol Officers and Probationary Patrol Officers. The St. Louis Police Officers Association was founded over 40 years ago with the expressed purpose of achieving Collective Bargaining with Binding Arbitration. We now have it, and we have the means in



place to achieve a CBA for Sergeants if we are elected to be their bargaining agent. We have challenged egregious discipline dispensed by IAD and won every time; double digit wins in Summary Board hearings. We are strengthening ourselves in the political field; not only at the State level, but at the City level as well. We have formed alliances with the St. Louis Fire Fighters Association, The Greater St. Louis Labor Council and the Teachers union. And, we have had meaningful discussions and interactions with the Ethical Society of Police and the Fraternal Order of Police.

We hired a Business Manager, who has an extensive background in policing, politics, labor and media relations. We have employed professionals to achieve the aforementioned successes. We are in the process of upgrading the business entity of this association and renovating the hall to make it a profitable facility. We are exploring options and forming alliances for City governance reform.

We met every challenge head on. When the "Local Control" issued went into

a different stratosphere with a potential adverse ballot initiative financed by a billionaire, we found a means to neutralize the attack and secure the future of all members of the Police Department with proposed Statutory Legislation that keeps Chapter 84 intact, and by instituting the aforementioned CBA for Patrol Officers. A CBA for Sergeants is pending.

We have not yet accomplished everything that we set out to do. It is our hope to create even closer bonds with Ethical, Leadership and the Civilian Organizations; to help make us one voice as we move into the future.

I emphasize "we" in this article, because it is not about one person making decisions for the members of this association. Two years ago a commitment was made for this board to be operated in a democratic manner and not at the behest of a dictator. We now have a democratic organization.

I am asking for your vote to allow me to continue as President of this Association. Thank you.

FINANCIAL SECRETARY

Michael Kegel

For those of you who do not know me, my name is Michael Kegel, and I am running for Financial Secretary on the Executive Board.

I have been a member of the Executive Board beginning October of 2008 as a Division Representative. In that time, I spent a great deal of time serving those I represent by disseminating information of updates within the Association, clarifying



and answering questions on various issues, and asked for feedback from members about how they have felt about our issues.

As a member of the Executive Board, I have served as a member of the Legislative Committee, spending many hours in Jefferson City, various political events, and assisting with the organization of fundraisers for our political allies. I am a part of the St. Louis Labor Council, representing the SLPOA as a delegate. I played a role in the redevelopment and continual updating of our website. I have also spent time speaking to new recruits, conveying

the importance of the SLPOA as a labor group, and the importance of being involved as a member.

In the past year, the SLPOA has had some challenging times, and we have all had to deal with some issues that were not easy for anyone to make. As a member of the Executive Board, I am aware we have made some decisions that may have not been the most popular; however given the circumstances we were forced to make a responsible decision to protect our membership.

Now, with our signed CBA, it is time to

Continued on page 13

Statements from the candidates.....

KEGEL *Continued from page 12*

begin enforcing the contract and further the benefits and protections we have, as well as secure a CBA for members holding the rank of sergeant. Changing times and policies have greatly affected the way we operate and conduct day-to-day business, but we still are all policemen and have a job to do. It is the job of the Association to protect its members on both a labor and legal standpoint so they can continue to do that job, serve their community, provide for their and families.

SERGEANT-AT-ARMS

Brian King

No Statement



FINANCIAL SECRETARY

John McLaughlin

My name is John McLaughlin I have 19 years on the department and I am currently assigned to the Bureau of Community Policing. I am running for the office of Financial Secretary and I have previously served as a Division Representative.



We are experiencing some very uncertain times both economically and as to how this department will be structured in the future under local control. I feel that it is very important for our association to make sure that our financial house is in order. We need to make sure that we are getting the best possible return on our investments and that we are examining every possible way to save money. We all rely on the Association for a variety of ser-

vices most importantly legal representation. In order to ensure that we have the necessary capital we must be frugal and tighten our belts.

If elected I would propose forming a committee of At-Large members who along with myself would review investments and expenditures each month in order to make sound recommendations regarding our spending and the best possible investment opportunities that are available to us. I would then present this committees finding to the Executive Board for their review.

I cannot stress enough how important it is for our organization to be fiscally sound.

With regards to the local control issue I have stated in the past and I still feel that as an organization we must protect current benefits and pension obligations with the upmost urgency. The pay scale for officers in this department has always been below departments our size nationally and we have been on the lower end of the scale with respect to our counterparts in the surrounding municipalities. The argument was that although we have a lower pay ratio we make up for it with regards to our benefit package and pension. I don't see a substantial pay raise coming soon so we must protect what we have earned.

I would appreciate your vote.

DISTRICT 1 REP.

Thomas Majda

My name is Tom Majda and I am a sergeant on the night watch in the 1st District. I am a 21 year veteran of the department having worked in a radio car, mostly on the night watch, all but about two of those years.



I have always been interested in SLPOA matters and wanted to get more involved through the years, but felt I did not have the time to commit because I am a family first person and raising my children (one with special needs) was my priority. They are

self-sufficient now, one a senior in high school and the other leaving for college soon, so I now feel I have the time to perform well if elected to the Executive Board.

A little more than a year ago, I got involved by serving on the Labor Committee, more specifically, the Collective Bargaining Team. I look forward to working with those team members in future negotiations to secure CBAs for sergeants and possibly higher ranks.

While working with the Collective Bargaining Team it whet my appetite to get further involved, so I ask for your vote to join the Executive Board as the First District Representative.

DISTRICT 1 REP.

Joseph Marcantano

For those who don't know me, my name is Joe Marcantano. I am seeking your vote for Representative of the First District in the St. Louis Police Officers' Association. Our Association reached a tremendous milestone recently by signing a Collective Bargaining Agreement with the Department. This next year is just as important as the last, as we must build on this victory.



Moving forward, securing a Collective Bargaining Agreement for Sergeants must be considered one of the top priorities. It is important that this Association, which represents Sergeants as well as Police Officers, continue to fight for its members. As all of you know, good police work is difficult to do without a good Sergeant, and we must ensure they receive the same protections we do through Collective Bargaining.

Our Association also scored a terrific win last year by pairing with the Firefighters' Union to secure the election of Larry

Arnowitz to the Board of Alderman. Historically, our association has done an excellent job lobbying and campaigning in Jefferson City. The election of Alderman Arnowitz proves that we have taken that valuable experience and applied it to local politics.

The threat of local control seems greater than ever, and I think thus far, our Association has done an excellent job of ensuring that if it *must* happen, it happens on our terms. We must not falter in this course. *If* local control must happen, we need to ensure there are safeguards to minimize Aldermanic interference, protect and improve our pay and benefits, and most importantly, keep our pension away from city hall.

With a frozen pay matrix, overtime being reduced, and the near requirement to work secondary to make ends meet, I know not everyone can attend the meetings. I will make sure to keep everyone informed of what happens during the meetings, and be available for questions and your concerns. I hope I can count on everyone's vote to represent the First District.

DISTRICT 1 REP.

Ginger Kavanaugh

I am against city control of our Police Department. Someday I will retire and when I do, I desire the guarantee of my pension by the State Legislature. Also, due to the Retirees lawsuit victory in the Missouri Supreme Court, retiree's health care is provided at an affordable cost but I fear once city control is enacted we will lose that benefit. The negotiations over city control were kept secret and I was surprised when I read in the paper that the SLPOA is now in support of city control. **If elected I will keep the membership informed.**



My previous background with the Association: Previously, I served as one of the five negotiators on the collective bargaining team. I would have never negotiated giving away city control for a bargaining agreement. I am also disappointed with the current agreement as it did not address a pay raise or include the Sergeants in the bargaining agreement. To finally get city control, the city would have given us any benefit prior to signing a contract. Once again the collective bargaining agreement kept the members in the dark.

I also served on the diner dance committee and donated my time because the

Continued on page 14

Statements from the candidates.....

KAVANAUGH *Continued from page 13*

dance brings our members together and shows we can set our differences aside and socialize as one cohesive group. If we work together and keep the members informed we can accomplish great things.

Lastly, I am running for District Representative to represent you the First District members and to keep you informed of what the important matters that is being discussed in the Association. I will openly communicate and ask for your guidance and input before any decisions are made or voted upon by the Executive Board. I wish to be part of an Executive Board that fights city control and allows the whole membership to vote by mail on the important issues of city control and the collective bargaining agreement.

DISTRICT 3 REP.

Josh Wenstrom

My name is Josh Wenstrom, assigned to the Third District, and I am running for the position of Division Three Representative. As many of us are already aware, it is likely that this year may prove to be challenging and yet crucial for our membership. It is my desire to provide effective representation during this transition period, as both immediate and long term employment concerns are at stake.

As a member of the Association since 2001, I have been fortunate to have the



opportunity to be exposed and develop a positive working relationship with many of the individuals in the leadership positions of our Association. If elected I hope to use this relationship to obtain information and keep Third Division Members accurately informed of any developments as they occur. In the past I have participated in local lobbying efforts as well as traveling on numerous occasions to Jefferson City, assisting to further secure our employment interests. If elected, I plan on applying this same unselfish level of dedication to this position.

In closing, I would appreciate your support in representing the Third Division Membership, for our collective interests during this challenging period. Thank you.

DISTRICT 5 REP.

Thomas W. Mayer

If we've not met, my name is Thomas "Tommy" Mayer (Sr). I've been a police officer for over 30 years, the last 6 years in the 5th District. With collective bargaining finally in place, the role of a district rep will be broadened to include acting as a shop steward and generally overseeing provisions of the contract and how it's adhered to in their respective district. My various roles in FOP leadership for over 20 years



have provided me with training and experience in these areas. As your district rep

DISTRICT 5 REP.

Lori Fuller

No Statement



I intend on availing myself to you and providing an assertive and experienced voice for you on the executive board. Compensation and working conditions in the department are so far behind other area agencies that it's approaching ridiculous. Regardless of who is overseeing us, the city or the state, this sad fact needs to change. I can assure you that I'll not be shy about speaking up on your behalf. Thanks for your consideration.

DISTRICT 7 REP.

Michael Betz

No Statement



DISTRICT 9 REP.

Tyrone Swinton

Fellow 9th District officers:

My name is Tyrone Swinton. I am writing you today to ask for your support in becoming the SLPOA 9th District Representative. I am a 35 year old family man, with an amazing wife (also a police officer in the 7th District) and three beautiful small children.

I am sure we are all aware of the battles we have been fighting to maintain the meager benefits we have and prevent city control. Well I must first say that I am **absolutely opposed to City Control**, and my reality like a lot of us is we still have a lot of time left before we can retire.

I want to represent the 9th District because I have the energy, focus and determination to make sure we get all that we have worked hard for and deserve. Some might wonder what my motivation is for running. Well, I can sum that answer up in three words; Tucker, Christopher and Savannah, my children and the sole reason I get up and go to work every day. They are the reason that I will do all that I can to make sure they stay healthy, and have the opportunity to go to college, and should anything happen – I want to know that they will be taken care of.

They say when you become a police officer you instantly inherit a second fami-



ly. A family who will be there for you regardless if it's an aid call, death in the family, or a crisis like the Joplin tragedy. It will be my oath to you my colleagues in the 9th District to represent you all as if you were my family. I understand we are all busy and it is hard to make every meeting so I will keep you informed of important information. Most importantly I will fight with all that I have to insure that we get all that we've earned and deserve.

Respectfully submitted
P.O. Tyrone Swinton, Jr.
9th District

DISTRICT 9 REP.

Jeffrey Long

My name is Jeff Long. I am a 16 year veteran of the SLMPD and have always been an active member of the SLPOA. I have been the Ninth District Representative for the last eight years.

We now have a new "Collective Bargaining Agreement" and I believe we need someone with my experience to represent the 9th District. Everyone should have a say in who represents them, that person will be speaking for you. I ask for your vote and remember it is important that you vote for the person that best represents the best interest of all members.

Thank you.
Jeff Long



DIVISION 11 REP.

Martin Garcia

When I first sought election as the Division 11 Representative, I wrote a brief article to offer a little about myself and a little on why I got involved in the Executive Board. I also touched on some observations and opinions that I had formed on the SLPOA and the Executive Board. This article was published in the August 2009 issue of the Gendarme.

Two years later I have found those four points are true. Over the last two years, I have dedicated a tremendous amount of time, thought and money to causes that I believe are in the best interest of Division

Continued on page 15



Statements from the candidates.....

GARCIA *Continued from page 13*

11 and the SLPOA. Pension meetings, legislative meetings, collective bargaining meetings, meetings on meetings, fundraisers, trips to the Capitol, informative e-mails, answering questions, doing my own research are all things that I have done for two years. I sincerely believe that the decisions the SLPOA Executive Board has made are necessary for the preservation of benefits for current employees, retirees, widows and civilians. "Considering all of this, I pledge that I will (continue to) do my best to do everything possible to work with the other members of the Executive Board and with you to accomplish whatever is in your best interest."

Martin Garcia

DIVISION 12 REP.

Stephen Schroeder

No Statement



DIVISION 11 REP.

Martinous V. Walls, II

My name is Martinous "Marty" Walls, and I am seeking your vote for Division 11 Representative. I have been on the Department for 16+ years and a member of the Police Officers' Association for as many years. I love this Department and have come to know and love many of you as my own brothers and sisters. I have decided to declare my candidacy because of the many changes which have occurred within our Department this year. Some focal issues have been that of "Local Control," so called ballot initiatives, pension reform, collective bargaining, and the disenfranchisement of many active members of the SLPOA. My candidacy will be about giving a voice to many of you which have been disenfranchised, and creating an open line of communication with your representative, with real-time results. I will be ACCOUNTABLE to you! I will represent YOUR thoughts! You WILL be heard! I will not vote in favor for a measure without your consultation. I



will be a representative "for the people, and by the people."

Our current representative is a great officer, better man, and one I consider a friend. I have nothing political or negative to say about his tenure as our representative. The bottom line is, that we all share the burden of carrying the guide-arm, and I am more than willing to relieve his weary hands, and lead you into 2012. Let me be clear on my positions on several key issues:

I am a proponent of small government and a police force that is locally controlled by a fiscally responsible, and corruption free body. However, this does not reflect the current state of City Hall, and therefore **I will not support local control.**

I will not rest until each member to this Department has a voice at the table of collective bargaining.

I will be a zealous advocate on issues such as pension rights, benefits, and fair pay.

Finally, my voice will be your voice. I will represent "the people."

My mother had a saying when I was growing up, which went like this..."If you don't stand for something, you'll fall for anything." I will stand for what is right, if I am elected as your representative. God bless you all.

Faternally Yours,
Sgt. Martinous "Marty" Walls

DIVISION 13 REP.

Dan Clauss

My name is Dan Clauss and I am running for Representative of the 13th Division. I pledge to support continued State control of our Police Department. I will keep you, the members, informed of any decisions that affect our organization. On big decisions, such as City Control, I believe that you, the members, should vote and any future decisions concerning city control should be placed on a ballot and voted on by the general



membership.

I also support the collective bargaining agreement with the State appointed Police Board and fear a change to city control would void and mollify our current collective bargaining agreement.

I currently have six years on the department. I spent four years in the 6th District and I am currently assigned to Housing. I have by B.S. degree in Criminal Justice from Southeast Missouri State University.

I ask for your support and vote and look forward to serving you as your District Representative.

DIVISION 13 REP.

Nikole Shrum

No Statement



NEXT GENERAL MEMBERSHIP MEETING WEDNESDAY - AUGUST 31, 2011

All Candidates Are Invited To Speak.

GENERAL MEMBERSHIP MONTHLY DRAWING

Every month \$50.00 will be awarded to one member attending the General Membership Meeting.

**The General Membership Meeting
IS ALWAYS THE LAST WEDNESDAY OF THE MONTH**

SLPOA Hall, 3710 Hampton Ave. 7:00 p.m.

REMINDER REMINDER REMINDER

Jim Chapman will be returning to the Police Library to prepare wills on **Wednesday, August 24th and Wednesday, September 14th**. If you need a will or living will, **call me at 444-5581** to sign up for a half hour session with Jim. Commissioned and civilian employees and their spouses/partners are welcome, as are retirees. Times fill up quickly, so lock in your preferred time ASAP.

Slots are available on August 24th and a new date: September 14th.

Call: Barbara Miksicek - 444-5581
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John Isbell
 Father of a Police Officer



Jonathan Hegger
 Son of a Police Officer



Sam Ventimiglia
 Former Police Officer

In The Spotlight



Gold Medal Winner

By Don Meyer, Retiree

I would like to thank the Law Enforcement family for helping my son, Paul Meyer, become a champion. Paul is a two time power lifting champion in the Missouri Special Olympics.

This past May Paul competed at Missouri State University in Springfield and won gold medals in the bench press, dead lift, and combined. His 300 pound bench press was the best of the meet. This is pretty good for someone who has twice beaten a brain tumor. Like every other competitor growing up Paul just wanted a chance to compete. He was not able to play football, his favorite sport, but has found a new passion in power lifting. Since Paul can not drive his mom and I regularly take him to the Jefferson County Y.M.C.A. in Festus where he trains with his coach Eddie Blaylock who is a Missouri State Trooper.

Your support of Special Olympics through the Torch Run, the Trivia Night at the Boilermakers Hall, and other fundraisers has given Paul and many other athletes the chance to compete. Paul's long range goal is to go to the Special Olympic National Games in New Jersey in 2014.

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Chaplain's Corner

By Thomas E. Brewer



Living Your Faith From Behind The Badge

As I think back to the beginning of my law enforcement journey I always have to laugh a little. It was one Saturday night which I thought would be a normal weekend night for me, but looking back I see that it was truly a God moment in time. That night I would encounter two law enforcement officers at a local Starbucks. We began to visit, and that night God began a journey of friendship and of ministry.

Over the next few months my friendship with these two men would develop. Many times were would meet for coffee or a meal at all hours of the night. Within a couple of months of spending time with them they began to talk with me about serving as a law enforcement chaplain. I prayed about this opportunity, and eight years later I still serve as a chaplain with several agencies. I have also been seeking the training to become a certified law enforcement officer.

One the greatest challenges I believe we face in law enforcement is to balance our "faith and convictions" with the duty as an officer. How can we both live out our faith while serving the community as an officer? I would like to suggest to you some thoughts that have worked for others and me as we seek to live our faith from behind to the badge.

First, I begin each day in prayer. Before my feet hit the ground I try to spend a few moments praying. I ask God to give me divine protection as I go throughout my day. Also, I ask that God will give me eyes to see people as He sees them. Meaning, that no matter who I encounter throughout the day that I am listening for the voice of God in my heart and will be willing to minister to those He calls me to help in the day. Second, at some point in the day I try to spend a few moments in the Word. I read Scripture to give me strength and to gain insight on how to be a better husband, father, minister, and as a servant in the law enforcement community. Third, I have a network of friends inside and outside of law enforcement who can encourage me to live out my faith in every situation. I have

given them permission to speak "Truth" into my life. Sometimes I enjoying hearing what they have to say, and there are times in which I have to look at my life and correct the areas in which they have shown a light.

Last and MOST IMPORTANT, behind my relationship with God is my family! I put my wife and daughter first! There are times because of my law enforcement duties that I must miss out on family activities, but each day I make an effort to show my family that they come first before anybody or anything. They understand the challenges of law enforcement but if I show them how important they are in my actions and my time with them they will support me in my quest to be the best I can be in law enforcement.

I have found that if I get my priorities set that I can truly have a life that makes a difference. When I have allowed my life to get clouded and out of balance it is more difficult to live out my faith. I challenge you today to look at your life. Examine it, and see which areas you need to fix and improve upon to truly be a better individual and officer. I pray that you will truly live your faith from behind to the badge!

Thomas E. Brewer
thomas@proactivefaith.org
405.833.7229

Thomas serves with the Minco Police Department as the Chaplain and peer support. He also serves as part of the C.H.A.P.P.S. peer support team with the Oklahoma City Police Department and other agencies in the State of Oklahoma.



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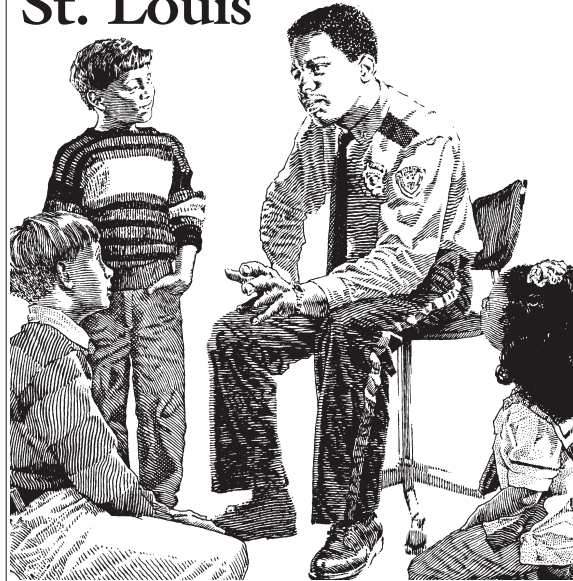
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Police Work 101

By Sergeant William Boyd Kiphart II

THE TACTICAL CAR STOP

An Examination of the Right Handed Approach

Motorized vehicles of one type or another have been on the roads, or some facsimile thereof, since 1769. In 1886 Gottlieb Daimler and Karl Benz brought the combustion engine into the modern era and began the age of the modern motor car. And since then we, as police officers have been stopping them, issuing citations and arresting violators and for the most part, we have been doing it the same way; up the left side of the car to the drivers' window.

This is not a review of special orders or anyone's policy or procedure. This a tactical perspective on the right side approach on car stops. I specifically do not address the reason for the stop from this perspective as in this setting it is irrelevant other than to say this is not a high risk tactic but for the standard stop. The most critical tactic in police work is the ability to think, reason, improvise, adapt and overcome. When it comes to tactics, nothing is etched in stone; nearly everything we do has an infinite number of variables and is fluid and dynamic in nature. Each incident must be viewed in its totality in deciding what tactic will be used.

Last year, seven officers were struck and killed approaching cars on stops up the left side; three have already been three killed doing so this year. Six officers have

been killed this year utilizing the left handed approach on car stops.

First let's look at the basic right hand approach tactic:

1. All information, including the most detailed description possible of occupants is broadcast PRIOR to turning the overheads on. This includes make, model, color, and number of doors, plate with issuing state, and any other significant identifiers, i.e. tint, poor condition, new, damage, custom wheels or the like.
2. If a two man car or if you can, run the plate PRIOR to the stop.
3. Remember this is your stop. You choose where and when the stop will take place. If you do not like where they stop, get on the public address system and have them move.
4. Your police car should be positioned behind the offender's car at a 30 to 45 degree angle with the wheels turned as far as possible to the left and at least two car lengths distance. (It is at this point, if deemed necessary due to tint or the like, that you can request the windows all be rolled down, dome light turned on and keys removed from the ignition and tossed outside on the roof of the car.)
5. Use the take down lights,

high beam headlights and place the spotlight just outside the drivers door, hitting the outside rear view

6. Exit your car immediately and if one man, wait for the assist. This can be done just outside the drivers door, at the right rear of your car (my preferred spot) or off to the right of the police car. (Remember the first sixty seconds is the most dangerous time in the contact)
7. The path of egress is out the driver's door, back the left side of the car, around the back and up the right side.
8. When the assist(s) is in place, move up the right side and approach in the drivers blind spot to the location just behind the right rear window at the pillar.
9. After the stop is evaluated you have the option to move to the front right window if there is no one in the back seat. If there are back seat occupants, this is as far forward as you go. Have them place their hands on the back of the front seat and work through them to obtain drivers license, insurance and the like. Get everything you need and all the information on the first approach to the car.
10. Prior to returning to your car, if you are leaving the occupants in the car, give them specific instructions that under no circumstances are they to open the doors or exit the car for any reason; explain that this is for their safety as well as yours. Ask the driver and each of the occupants if they are clear on these instructions and ensure each and every person provides a clear solid verbal acknowledgment. You have now set and established a Reasonable Arc of Movement; more on that later.
11. As you return to your car, keeping an eye on the offender car, the cover offi-

cer(s) remain out of the car and in a tactically sound position utilizing any natural cover or concealment for the topography of your scene. Stay on the right side of the cars or at the right rear.

12. After you take care of business, re-approach, close the contact, and inform the driver you will remain for their safety while they depart, and tell them to do so as soon as they are ready making it clear the contact is complete.
13. Hold what you have until they are gone.

DANGER CLOSE: NEVER

reach into or enter an occupied car to extract keys, weapons, drugs, contraband or any other hard target, i.e. a non compliant subject. This immediately transitions to a high risk/felony stop. **NEVER** approach a car from the front or block the car in from the front. The car becomes an immediate threat to you with no warning, as you would have from the rear with reverse lights. If the subject is armed and predisposed to engage you in a gun fight, he has the engine block between you and he for cover and you are a very easy target. High risk car stops should be performed from the rear and one side if necessary; this prevents a cross fire situation and places the offender at the greatest tactical disadvantage.

There is no rush. SLOW DOWN. Time is a tactical resource to be used to your advantage. Slow this process down. There is no rush and time is one of your most manageable tactical tools. Make sure you are choosing your stop location based on the topography and other variables at the time. Do not just take what is dropped in your lap. If you feel as if you have lost control or are tactically at a disadvantage; disengage; discretion being the better part of

Continued on page 19



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POLICE 101

Continued from page 18
valor.

Make sure you have all available intelligence on the car and plate PRIOR to turning on the overheads. A good tactic is to get the information from the plate and then drop back while you wait for the information to come back. If you think you have anything unusual and are by yourself, have dispatch run the plate on the roll prior to the stop. Again, manage the time. If it feels unusual, wait for the assist PRIOR to the stop.

By keeping your car back at least two car lengths and placing the car at a 30-45 degree angle not only does this greatly increase your reactionary gap but also places the engine block between you and the offender. Remember that this is the only portion of your car that is going to stop any rounds coming down range at you. It also affords the engine block as both cover and concealment should you need to return fire from just outside the driver's door. If you are using the offset approach, as we have been; the only place the engine block affords you coverage is inside the car and that is a death trap that is very difficult to return fire from. Remember that a very common practice of your adversary, if they are predisposed to engage you in a gun fight, just as we saw with both officers shot recently in Athens Georgia, the offender will start rounds down range at you and very quickly close on your position in an attempt to kill you before you are able to exit your vehicle and become a threat to him.

Use every bit of light you have in your car. Dilate his pupils, seize his night vision, overwhelm and flood him with light. This also tends to cause him to move his mirrors further enhancing your tactical advantage.

Getting the angle and position just right will take a bit of practice. I find that if the offender does not pull too near the curb it makes this easier. If he does pull completely to the curb, if I am able to offset a little to the right, perhaps by driving over the curb, it allows for a better placement of light. While you want the entire interior lit, the driver's position should be the focus.

With all of the information previously broadcast and your lights already set, get out of the car *immediately* upon stopping.

With the wheels turned fully to the left, if your car is struck from the rear, which does hap-

pen, this will tend to push the car to the left and away from you and other officers on the right side of your car and the offender's car. Remember to **NEVER** move between your car and the offender's.

If at all possible, wait for the assist to approach the offender vehicle, remember *the first sixty seconds are the most dangerous*. Once you have at least two officers in position, the approach is made by the contact officer up the right side of the police car with, at least the initial contact made at the right rear passenger window. But do not be in a hurry; again, SLOW DOWN, visually clear the inside of the car paying attention to the driver's sun visor, arm rest or console and the positions of the occupant's HANDS. You will notice that often, the occupants do not know you are on the approach and will continue to look over their left shoulder anticipating your approach. The approach is done in the drivers, and generally the passengers, blind spot approximately 30 to 45% degrees off the right rear of the car.

The right hand approach also affords you and your cover officer any available cover or concealment roadside, light standards, telephone poles and the like. The ability to approach the car from a wider angle allows you to look *through* the car rather than down into it as is required from the left side approach due to the traffic lanes and the high risk of being shot by a right handed shooter.

Remember that between 80 and 90 percent of the population is right handed. While we have all seen hundreds of officer involved shootings on video over the decades, I have yet to see one on a right handed approach. Think about the difficulty in a right handed shooter placing an accurate shot at you through the right rear passenger side window, should he even know you are there. His right arm would need to be fully extended, he is going to have to get that fully extended arm over the back of the front right passenger seat, and rotate over 130 degrees back to his right. Also, remember, once he breaks the 90 degree plane, he will have the full brunt of your lights in his eyes with already dilated pupils. If you are focused, you will see this process develop long before he is ever able to place an accurate shot.

A consideration for the shooter, most typically the driver, will also be the fact of any

rear seat passengers in his way of placing a shot out the right rear window. All of the difficulties of the driver placing the shot out the right rear window are still disadvantages for any other passenger to place a similar shot.

A by-product of this approach is that it keeps you out of the traffic lanes. Traffic is now nearly eliminated as a tactical consideration but, should the offender decide to exit his car and engage you, traffic becomes a significant consideration of his and another tactical advantage to you as he will now need to negotiate any traffic. Also, if the driver, the most typical shooter, exits to engage you, this approach places the offender's car between you and him.

Particularly at night, there is no tactically sound way to approach on a car stop on the left hand side, either with the off set or 30-45 degree angle approach. In both instances you are back lighting and illuminating yourself, telegraphing your position and intent to the occupants and making yourself a well lit target approaching exactly where he is expecting you.

If the driver is predisposed to kill you by engaging you in a gun fight, he will tend to exit his car and begin placing rounds down the left side of the cars expecting you to be there, he will be illuminated and blinded and you will not be as you will be in a darkened area 45-90 degrees off his left side.

His accelerated pulse and respiration will have a tendency to cause tunnel vision and auditory exclusion for him. He will tend to close distance on the police car and place rounds on the front window at the driver's side believing that is where you are seated because he did not see you where he expected.

This situation places you at a significant tactical advantage with the cars between you and the offender. You also have at your advantage any cover and concealment available curbside as discussed.

Assist cars must be careful not to back light or illuminate officers already on scene. Options include the off set, 30-45 degree or a right flanking position on a sidewalk, drive or parking lot. If the latter is used, you must be careful to shut off the headlights prior to positioning and do not use any other lighting as it will destroy the tactical advantage of officers on the right side.

The Reasonable Arc of

Movement can be used in any setting, suspects on calls, pedestrian checks or the like but is discussed in the setting of the car stop here.

The Reasonable Arc of Movement was identified and researched by Dr. George Thompson of Verbal Judo fame. I can also attest to the RAM based on years of research and use. As discussed above, very clear instructions must be provided as to what is and is not permitted under the RAM which you define. In this setting, the occupants of the car are directed to not open the doors or exit the car under any circumstances. The first key to an effective ram is to keep it short and simple. The second is that your directions should be repeated once and only once for clarity. After that, you must get a solid and clear verbal acknowledgement that they understand the RAM and will abide by it. If they are non-committal or just give you an "uhhh huuu" ask them to acknowledge by saying yes or no. If they will not commit, this should be a critical red flag. The dialog would look like this: *"I am going to step back to my vehicle; for your safety and mine you are to remain in your car with the doors closed. Let me be very clear on this sir, under no circumstances are you to open your car doors or exit your car. Is that clear?"* Ensure you receive the positive "yes".

Now this is the power of the RAM. There are only two types of people that will violate an accepted and agreed upon RAM. The first type of person is one who is so innately innocent that they would never believe you would consider them a threat. I have personally seen this in off duty officers, firemen, a priest, nun, or very elderly person. You should know this person as soon as you see them. The only other person that will violate a solid RAM is a person that was already going to jail. A person with warrants, a wanted or believes they have them or an aggressor. A violation of a properly set RAM should be an instant and critical officer safety warning; never disregard it.

Please feel free to send any comments, recommendations or discussions and let's continue to look for more tactical advantages.

Until next time warriors, remember that Proper Tactics Save Lives.

Health & Fitness

By Colleen Rossomanno,
Exercise Physiologist M.S., H.F.S., A.C.S.M.

Do You Have the Time to Plan to Eat Healthier?

By the time you read this article, the kids are most likely back to school and the after school activities are in full swing, which makes both planning and making dinner in a timely manner that much harder. It is dinner time and you're hungry, tired, and in a rush to get something—anything on the table. But will your choice be healthy when your kids are complaining they are hungry and you can hear your own stomach growling, or will you just pull through the drive-thru one more night to get everyone fed, homework done and off to bed at a decent hour. Instead of going through the drive-thru, a little pre-planning the weekend before your busy week can go a long way! Don't wait until the situation has gotten desperate, instead try to plan out your week just a little bit and eliminate the stress and effort of having to fix a meal or buy unhealthy fast food at the last minute. So the idea is to spend a couple hours this weekend and go to the grocery store, chop up the food, cook what you want and store the food so that you have instant dinners for every night of the week—maybe even some left-overs for lunch the next day (even better). I know that we would all rather spend our weekend relaxing but if you plan ahead for dinners for the week, you will actually have more time during the week to relax and enjoy time with your family while eating healthier food.

1st Prepare the Meal: Pick out 5 recipes that you want to eat this week and can make ahead of time. Next, make a shopping list based off of the ingredients that you will need to prepare your meals. If you stick to your list, this will even help you save some money at the grocery store since you will not be tempted to buy other things you see at the store since you know that you will not need them for your meals that week.

2nd Double up the Meal: If the recipe calls for chicken—make the chicken ahead of time, stir fry or steam any vegetable(s) that will need to be cooked, and boil any needed pasta. To save time check the recipes and if they all call for vegetables, cut up all of the vegetables that you will need for all of the recipes at once

and then separate them as you prepare your meals.

3rd Store the Meal: Make your meals in a casserole dish and cover it tightly before putting the item in the refrigerator. Most "made-ahead" meals can be stored in the refrigerator for up to 5 days, while stir-fry tends to only be refrigerator friendly for about three days, so you will want to eat high veggie meals at the beginning of the week. Some meals can even be doubled in size, i.e., eat one portion now, and place the other portion in the freezer for 3-6 months; save until you need that "meal in a pinch" for another week. If you choose to freeze a meal, here's a tip for the day you intend to eat it. Place it in the refrigerator that morning before work and it will be defrosted by the time you get home, making it even easier to enjoy your meal.

Below is a sample menu for your first week, courtesy of Weight Watchers. These are great recipes that will help you prepare an entire week's worth of dinners, plus some leftovers for lunch, in just a couple of hours over the weekend.

Weekend: Go shopping and start cooking

Monday: Mexican Chicken with Green beans

Tuesday: Finish up the stir fry

Wednesday: Make Frittata (30 minutes) with left over green beans from Monday

Thursday: Pesto Rotini with some bagged baby carrots on the side or a salad

Friday: Mexican Chicken, accompanied with steamed veggies of your choice or salad.

LAYERED MEXICAN CHICKEN

Course: main meals

Servings: 12

Preparation Time: 20 min

Cooking Time: 45 min

Level of Difficulty: Moderate

An amazing Mexican twist on lasagna. Make it on a weekend and enjoy it all week long - it will last up to five days, covered, in the refrigerator.

Ingredients

2 spray(s) olive oil cooking spray
2 pound(s) Chicken, breast, raw, without skin & bone
30 oz canned black beans, rinsed and drained
2 1/2 cup(s) fat-free sour cream
2 cup(s) shredded reduced-fat Mexican-style cheese, divided
8 oz chopped green chilies, two 4-oz cans
2 tsp ground cumin
1/2 tsp black pepper
13 medium corn tortilla(s), cut in half each
1 cup(s) salsa, mild, medium or hot

Instructions

Preheat oven to 350°F. Coat a lasagna pan with cooking spray. Place chicken in a medium saucepan and fill with enough cold water just to cover chicken. Set pan over high heat and bring to a boil. Reduce heat to medium and simmer until chicken is cooked through, about 10 to 15 minutes; drain. When chicken is cool enough to handle, cut into 1-inch pieces. Transfer chicken to a large bowl and add beans, sour cream, 1 cup shredded cheese, chilies, cumin and pepper; mix well and set aside. Arrange 10 tortilla halves in bottom of prepared pan, overlapping pieces to cover surface. Top tortillas with 1/3 of chicken mixture and then layer with 8 tortillas halves. Spoon 1/3 more chicken mixture over top and then top with remaining 10 tortilla halves. Spoon remaining chicken mixture over top and sprinkle with remaining cup of cheese. Bake until filling is bubbly and cheese is melted, about 30 minutes. Let stand 5 minutes before slicing into 12 pieces. Serve with salsa on the side.

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HEALTH & FITNESS*Continued from page 20***VEGETABLE PEANUT STIR-FRY****Course:** main meals**Servings:** 8**Preparation Time:** 27 min**Cooking Time:** 8 min**Level of Difficulty:** Easy**Ingredients**

2 tsp peanut oil
 2 cup(s) onion(s), chopped (about 1 large onion)
 2 cup(s) bok choy, chopped
 2 cup(s) carrot(s), chopped (about 2 medium carrots)
 1 medium green pepper(s), chopped
 1 medium sweet red pepper(s), chopped
 8 oz mushroom(s), thinly sliced
 2 cup(s) broccoli, florets
 2 cup(s) asparagus, cut into 2-inch pieces (about 1/2 pound asparagus)
 1/4 cup(s) low-sodium soy sauce
 2 tsp cornstarch
 1/4 cup(s) canned chicken broth, reduced-sodium
 8 Tbsp peanuts, dry roasted, chopped
 4 cup(s) cooked brown rice, kept hot

Instructions

Heat oil in a wok or large skillet over high heat. Add onion, bok choy, carrots, peppers, mushrooms, broccoli and asparagus; cook 5 minutes, stirring frequently. Add soy sauce and cook until vegetables are crisp-tender, about 2 minutes more. Whisk cornstarch into broth in a small cup and add to pan; simmer until sauce thickens, about 1 minute. Spoon stir-fry onto rice on individual plates and top each serving with peanuts. Yields about 1 1/2 cups of vegetables, 1 tablespoon of peanuts and 1/2 cup of rice per serving.

Notes

This dish will last in the refrigerator for up to 3 days. You may add additional protein by stir-frying skinless, boneless chicken, peeled shrimp and/or firm, cubed tofu with the vegetables.

Consider adding extra flavor with fresh ginger and minced garlic.

GREEN BEANS WITH CARAMELIZED ONIONS**Course:** side dishes**Servings:** 8**Preparation Time:** 10 min**Cooking Time:** 13 min**Level of Difficulty:** Easy

Tired of salad and steamed broccoli? Then this slightly sweet onion and green bean side dish will be a welcome addition to your repertoire.

Ingredients

1 tsp olive oil
 1 Tbsp sugar
 16 oz frozen pearl onions
 16 oz frozen cut green beans, or whole green beans
 2 Tbsp dill, fresh, chopped
 1/2 tsp table salt
 1/4 tsp black pepper

Instructions

Heat oil and sugar together in a large skillet over medium-high heat. Add onions and sauté until tender and golden brown, stirring frequently, about 10 minutes. Add green beans and cook until crisp-tender, stirring frequently, about 3 minutes. Remove from heat and stir in dill, salt and pepper. Yields about 1/2 cup per serving.

Notes

This dish will keep well in the refrigerator for up to 3 days.

TRI-COLOR PESTO ROTINI**Course:** main meals**Servings:** 12**Preparation Time:** 18 min**Cooking Time:** 12 min**Level of Difficulty:** Easy**Ingredients**

2 pound(s) uncooked multi-colored rotini
 2 medium carrot(s), diced
 1 medium green pepper(s), diced

1 medium sweet red pepper(s), diced
 1/4 cup(s) sun-dried tomatoes, with oil, drained, diced
 1/2 cup(s) store-bought pesto sauce, made with basil
 1/4 cup(s) canned chicken broth, reduced sodium or water
 1/8 tsp table salt, or to taste
 1/8 tsp black pepper, or to taste

Instructions

Cook pasta according to package directions; drain and transfer to a large bowl. Add carrots, bell peppers and tomatoes. In a small bowl, whisk together pesto and broth. Add mixture to pasta and stir to coat; season to taste with salt and pepper. Serve warm or at room temperature. Yields about 1 1/3 cups per serving. (Note: This dish will last up to 1 week in the refrigerator. You may substitute 2 pounds of couscous for the pasta, if desired. Cook the couscous as directed and follow from step 2.)

GREEN BEAN, PEARL ONION AND DILL FRITTATA**Course:** side dishes**Servings:** 6**Preparation Time:** 15 min**Cooking Time:** 10 min**Level of Difficulty:** Moderate**Ingredients**

1 tsp olive oil
 1 Tbsp sugar
 16 oz frozen pearl onions
 16 oz frozen cut green beans, or whole green beans
 2 Tbsp dill, fresh, chopped
 1/2 tsp table salt
 1/4 tsp black pepper
 2 tsp olive oil
 16 oz fat-free egg substitute
 1 cup(s) low-fat shredded cheddar cheese

Instructions

Once you have the green bean and onion recipe made or the leftovers on hand, preheat broiler. Heat 2 teaspoons of oil in a large oven-proof, high-sided skillet over medium-high heat. Add green bean and onion mixture and cook 2 minutes to heat through. Pour egg substitute over vegetables and cook until eggs are almost cooked to the surface (about 1/4-inch from the surface), shaking pan frequently, but not stirring, about 3 to 5 minutes. Sprinkle cheese over surface of egg mixture. Place pan under broiler and cook until egg is cooked and cheese is melted, about 2 minutes. Slice into 6 pieces and serve. (Note: This dish will last up to 2 days in the refrigerator.)

Hopefully the meal plan above will make your week a little bit easier, while still allowing you to eat heart healthy, filling, and nutritious meals. The main idea is basically that a little bit of planning and a little bit of preparation early in the week can make for a more relaxing, less stressful, and healthier meal-time for both you and your family during the week.

As always, be safe and consult a physician before beginning any exercise routine.

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BARWICK NEWTON FUND GOLF TOURNAMENT 2011

Saturday, September 10th, 2011
Normandie Golf Club
1:00 PM Shotgun Start

In an effort to support the worthwhile cause of the Barwick/Newton Memorial Fund, we are hosting a Golf Tournament on Saturday September 10th, 2011 at the Normandie Golf Club. Your support will be greatly appreciated by donating Auction or Attendance Prizes, or by buying a Hole Sponsorship in your family's name or your Company's name. Hole sponsorships are \$100.00. If you would like to Golf in the Tournament, it is a four person scramble format. Price for Golf is \$85.00/person or \$340.00 for four person scramble. The price for the tournament includes your round of Golf and Cart, plus lunch and BBQ dinner at the end of play. There will be prizes awarded closest to the hole and longest drive. For more information, please contact Chief Bob Dowling of Woodson Terrace PD (314) 393-0551 or Det. Chris Welby of Bridgeton PD (314) 954-1555.

The Barwick Newton National Law Enforcement Memorial Fund was established in 2004 to assist with transportation and other expenses incurred by family members of fallen officers who travel to Washington, DC to participate in National Police Week for the National Law Enforcement Officers Memorial dedication. The Fund is named in honor of St. Louis Metropolitan Police Officer Michael Barwick and Missouri State Trooper Michael Newton, both whom were killed in the line of duty. The Fund was established when a Trooper's family underwent financial hardship in order to travel to Washington DC to honor their loved one during National Police Week. Officer Barwick's father, Mitch and MO State Trooper, Steve Davis, set a goal to raise enough money to cover the expenses for the Trooper's family. The idea of a Fund was born. Officer Barwick's family wanted to honor their son, so they and Trooper Davis formed the Barwick Newton Fund. The Fund operates today to prevent other families of fallen officers who may not be able to otherwise travel to Washington DC for National Police Week. 100% of monies raised for the Fund are used to cover travel and other expenses incurred by the families of fallen officers. We are a 501 (3) c tax-exempt fund.



Barwick/Newton
National Law Enforcement Memorial Fund

TRIVIA NIGHT IN MEMORY OF TIM MILLER



When: September 30th, 2011
Where: St. Louis Police Officers Association Hall
3710 Hampton, St. Louis MO 63109
Doors open at 6pm, with the questions starting promptly at 7pm.

- 8 person tables, \$20 per person (\$160 per table)
- Admission fee includes beer, setups, popcorn and pretzels
- You may bring in your own liquor; however due to the liquor license outside beer is not allowed
- Raffle tickets will be sold for a Weber Ranch Charcoal Kettle Grill (1,104 square inches of cooking area, RETAIL \$900.00) as well as 50/50.
- Silent Auction and Attendance Prizes

This Trivia Night is in memory of Tim Miller, a St. Louis City Firefighter, loving father and friend to many. All of the proceeds will benefit his children, Kailan and Jacob Miller.

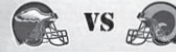
To book a table, or for any questions please call either Amy at 314-707-3209 or e-mail me at and6253@sbcglobal.net or Patti at 314-303-7940 or email me at pattilbrown@yahoo.com

Join the SLPOA and our Union Brothers & Sisters at the **LABOR DAY PARADE** on Monday, Sept. 5th, at 8:30 am. If you are interested in walking in the parade or riding on our float, call the Association at 314-353-3200.



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CALENDAR

AUGUST

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 FILING DATES FOR OFFICE AUG. 1-5	2	3	4	5 PAY DAY	6
7	8	9	10 VETERANS MTG. POLICE WIVES MTG.	11	12 JOHN PERRY GOLF TOURNAMENT	13
14	15	16	17	18	19 PAY DAY	20 GOLF TOURNAMENT AT STONEWOLF
21	22	23	24 WILL PREPARATION DATE	25	26 JUVENILE DIABETES TRIVIA NIGHT	27
28	29	30	31 GEN. MEMBERSHIP MEETING			

SEPTEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 SLPOA ELECTION SEPT. 1-15	2	3
4	5 HOLIDAY LABOR DAY PARADE	6 ST. LOUIS POLICE FOUNDATION LUNCHEON	7	8	9 PAY DAY	10 BARWICK NEWTON GOLF TOURNAMENT
11 PATRIOT DAY EVERYDAY HEROES RAMS GAME	12	13	14 WILL PREPARATION VETERANS COOKOUT POLICE WIVES MTG.	15	16 FOREST PARK BALLOON GLOW	17 FOREST PARK BALLOON RACE
18	19	20	21	22	23 PAY DAY 1ST DAY OF FALL	24
25 GATEWAY CLASSIC	26	27	28 GEN. MEMBERSHIP MEETING	29	30 TIM MILLER TRIVIA NIGHT	

OCTOBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7 PAY DAY SOMO OVER THE EDGE	8 CHILD SAFETY DAY
9	10 COLUMBUS DAY	11	12 VETERANS MTG. POLICE WIVES MTG.	13	14	15
16	17	18	19	20	21 PAY DAY	22
23	24	25	26 GEN. MEMBERSHIP MEETING	27	28 SLPOA DINNER DANCE	29
30	31 HALLOWEEN					

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Make It A Date!



SLPOA Annual Dinner Dance

Friday, October 28, 2011

7 p.m. to Midnight

Orlando Gardens Banquet Center

4300 Hoffmeister Rd

Hwy. 55 at Union, East Outer Rd.

Doors open at 6:30 p.m.

Cocktails at 7 p.m.

Dinner at 7:30 p.m.

Dinner Dance is free to all SLPOA members and retired members who were in good standing at time of retirement, and their spouse or guest only.

Come and enjoy yourself – excellent food, plenty of good cheer, dancing and a chance to catch up with old friends. It's always a good time.

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