

Are You Trapped In Micromanagement?

Originally Published October 10, 2013
By Retired Lieutenant David Crisler

Somebody once passed me the following quote;
"I feel so energized after that 12-hour shift..." said by No One, Ever.

Of course this quote relates to the craze sweeping through law enforcement now in regards to having front line officers work 12-hour shifts in an effort to save on overtime costs. This article is not about that however. Instead we are going to use the same quote making process to discuss this quote;

"I feel that being micro-managed is the best leadership practice..." said by No One, Ever.

Micro-management in modern law enforcement is killing our profession. Everyone from the street or jail officer straight through to the chief or sheriff should recognize when micro-management is beginning to appear within their agency. Top agency leadership should do everything within their power to resist adopting the tendencies of micro-management and look for other answers to their command and leadership issues.

The Merriam-Webster Dictionary defines micromanagement as "to try to control or manage all the small parts of (something, such as an activity) in a way that is usually not wanted or that causes problems. I like the definition when used as a transitive verb, "to manage especially with **EXCESSIVE CONTROL** or attention to details (emphasis added by the author). These definitions are one in the same, but the second one really hits

home the main issue with micromanagement. Armed with these definitions, we should next take a look at several negative factors of micromanagement. Micromanagement tears

everything the subordinate is doing, the result of these actions is making the subordinate into a "Nessman". Our employees might not be putting tape on the floor but the continual invasion of

same time however we as leaders must have confidence in our people to make the small decisions in the field.

When I lead leadership workshops and presentations and the subject of delegation comes up, someone always brings up that there employees cannot be trusted with delegated decisions. I fire back with "then maybe your department is not hiring the right people". I usually hear crickets after that. Hiring processes in law enforcement are a whole other beast, but I digress.

In micromanagement, everything is an emergency. The classic micromanager always makes employees feel that every little nuance or task that is to be done, has to be done within a very short time span. When it seems that every task is an emergency and needs to be done right away employees

sometimes have a hard time telling the difference between those that are regular, low or medium priority tasks, and ones that are higher and necessarily have to be done in a more timely manner.

All of these tasks eventually add up to employee stress. Staff members trying to complete all of the "emergency tasks" in the shortest period of time is a recipe for disaster. The leadership is also stressed, mostly unwarranted. Sometimes this stress is from the staff members asking questions, needing clarification, or otherwise reacting negatively to all of the "get it done ASAP" tasks they have been given.

(Cont. on pg. 6)



down the personal space of your subordinates. One of my favorite 80's sitcoms was WKRP in Cincinnati. On the show they had newsman Les Nessman, who lacking a private office applied duck tape to the floor around his desk to designate office walls. Nessman even went so far as to have people knock on his imaginary walls when they needed to "enter" his office to speak with him.

Micromanagement involves a supervisor being on top of employees, monitoring everything they do. Micromanagers have no issue keeping employees after work, or having them come in on their days off for meetings or details that could be done at other times.

Micromanagers will continually check-up on

their space and time does nothing but frustrate and disenchant the subordinate.

Micromanagement shows a lack of delegation expertise on the part of a leader. One of my Sergeants has always said it best, "We give them a gun, they drive a car at high speed, but we do not trust them to make a decision". Truer words have never been spoken. In law enforcement we give our officers the ability to take someone's life when needed, but yet we do not trust them with some of the most mundane decisions in their work day.

I'm all about empowering our employees. We should define the details that must be covered, and we must make sure that our employees are clear on what our final objective needs to be. At the

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GENDARME

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(Preamble of the Association's Constitution and By-Laws)

Veteran's Meeting
June 10th, July 8th
11:30am

Police Wives Meeting
June 10th, July 8th
7pm

General Membership
June 24th, July 29th
7:00pm

MESSAGE FROM THE PRESIDENT

The Political Blockade

So here we go again. It's the Antonio French dog and pony show. Why is it that every time there is some nonsense involving the police and the Board of Alderman, Antonio French is involved? Alderman French and his cohorts are once again using the Board of Alderman, a **legislative body**, to try to put on their junior police chief badges. His shameless antics are not only illegal but border on violating the political interference clause that is clearly spelled out in the enabling language of Chapter 84. His concerns are not really about the police, the community or anyone else. They are about Alderman French's political agenda, a constantly moving target. No matter what we do, we will never make some people happy. Especially when part of the agenda is to agitate relationships between the police and the community not improve them.

Now Alderman French has introduced a Resolution to form a committee within the Board of Alderman that would review all police involved shootings. This committee would have the power to subpoena a police officer and compel a statement from him or her. This is nothing more than dirty politics. He knew he couldn't accomplish subpoena power within the Civilian Oversight Board without a Mayoral Veto so now he intends to attempt it through this Resolution. An attempt that, if it passes, will only land SLPOA and the City in court and certainly will do wonders to improve relationships, right!? Wrong! Mr. French continues to be a political blockade to any progress.

With the new Force Investigative Unit now in

operation, there is more oversight and **legitimate** review than ever before. Each police involved shooting is treated like a criminal investigation. At the completion of the internal investigation Internal Affairs Reviews it, the upper echelon of the police department reviews it, the Circuit Attorney's office reviews it and the United States Attorney's office is also involved in the review process. All of whom

are much more qualified than Alderman French to review these types of incidents and the legality of officers' actions. Where did he get his police training, vast knowledge about police policy, local, state and federal laws? He certainly didn't accept the invitation from SLPOA last year to attend a one day training class. A class that was offered just to give the alderpersons a little peek into what we deal with each day. Mr. French was MIA that day. So too were many of our other vocal critics. Strange, isn't it?

He repeats over and over during debates on the floor or in the media that he wants to improve relations between the community and the police, yet he continues to drive a wedge between us. We all know there is a direct correlation between the continuous unrest and the rise in crime, particularly violent crime. These violent crimes are happening in your neighborhoods Mr. French. You are not helping to stop these incidents; you are only further emboldening the criminal element. Each city that has experienced this type of unrest in recent history has experienced a similar reaction from the criminal element in their cities. Crime goes up. Let's not make it worse

by further damaging relationships with the police. Stop pandering to the vocal minority and try working with your police officers. I have yet to see Mr. French come out and say anything positive about the police or to rebuke the constant false narratives being spewed about any number of police actions. Enough is enough.

Now he wants an investigation into the taser incident involving two "peaceful" protestors as they ignored reasonable orders to disperse from the street and then resisted arrest. He continues to display his ignorance of criminal law and police policy yet he wants to insert himself into the process. A taser is a form of nonlethal force at an officer's disposal. It hurts. It is not meant to be comforting and doesn't look appealing when it is deployed. But it does work. It is meant to get your attention and get compliance with little to no after affect.

Police officers have been forced for months to regularly standby and allow the "peaceful" protestors to lash out at us under the blanket of freedom of speech. We all believe in that right even when we do not agree with the message or the manner in which it is delivered. But, just as we

have a duty to honor and protect that right, we also have a duty to protect others and take action when "peaceful" protestors cross the line and violate the law. That is what happened in this incident. The officers did nothing wrong. They reacted to protestors not abiding by the law and then resisting arrest. The officers showed tremendous restraint for several hours prior to the ten second video everyone saw. When the protestors crossed the line and failed to obey a reasonable direction of a police officer, they were placed under arrest. At that point, they are no longer free to leave. It is too late for that now. You can't just walk away. Now the police are compelled and required to follow you, "grab anybody" who was breaking the law and take the necessary and appropriate action to take you into custody. That is how it works. Maybe if some of these overly critical politicians took the time to learn about the other side of things they would realize the legality of the situations and stop wasting everyone's time with more frivolous antics.

By Joe Steiger, President
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Joe Steiger
SLPOA President

CORRECTION

In the May 2015 issue of the Gendarme the article titled:

**Life of a Legend
Larry Dean Liggett**

was printed with permission of the APB Magazine.

We are sorry for any inconvenience or confusion.

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A chat with some protesters...

By Don Re

Posted on November 18, 2014 by donofalltrades

Hi protesters, it's me, Don.

Do you remember me?

No?

I'm a police officer.

We've met before.

Excuse me? Did you say Ferguson?

No no no, not there. I've only been there a couple of times, but never in riot gear.

You, the lady with the black shirt on. I remember you from what I think was your house, or maybe that was your grandma's house.

Do you remember that time your 23 year old sister swallowed a good deal of toilet cleaner because she was distraught at being pregnant again?

Gosh, I remember it like it was yesterday.

That's right, I was there with that young, black officer.

He is handsome, you're right.

Yes, that was me that knelt down on your dirty, roach infested bathroom floor and turned your sister onto her side to keep her

from choking to death on her own vomit.

That's right, I stroked her cheek and rubbed her arm to comfort her while we waited for the ambulance to come.

When she finally came to, she was in no mood to go to the hospital, was she? Wooo, she was pissed.

You asked me to make her go to the hospital, and I was going to anyway since she tried to kill herself, but people are funny about being forced to go to the hospital against their will.

Your mother was understandably upset, but that handsome young officer and I, along with some firemen and you were able to sweet talk her into going without having to fight her into the ambulance.

That's always a win for us.

Yes, you thanked me that night and I appreciated that.

You don't know it, but I stopped by your house again a few weeks ago to see how everyone was doing, but you weren't home. I happened to be on your street, so I thought I'd check in. I like to

follow up on my calls sometimes.

Maybe I'll catch you next time

Hey, you there with the dread locks. Yeah, you, the big guy! Do you remember me?

Don't be embarrassed, it's a funny story.

Remember when I saw you sprinting across Baden Street and then down the sidewalk?

You had the look on your face of a man who'd just seen a ghost!

When you saw my car, you flagged me down and tried to jump in my back seat.

Sorry about locking the doors, but there are a lot of people out there who'd hurt a police officer, so I have to be extra careful when people come running frantically at me like you were. Plus, you're a big dude.

I got out of the car and held your gym bag for you so you could catch your breath. You pointed while you tried to say something about whatever it was you were running from.

Remember, I asked if you were hurt or being robbed or shot at because these are the sorts of

things that happen on Baden Street. You shook your head no and pointed towards an alley at the suspect.

"Whoah!" I believe was my exact response.

What I could only guess was the result of a pit bull mating with a Clydesdale horse sauntered out of the alley right towards us, so I did finally let you get into my car.

I was going to join you, but you remember that little girl?

Right, that cute little girl about my daughter's age. I remember that she was walking right towards the dog. Remember the dog lost interest in us when she saw that little girl? The dog turned and was going right for that little girl, who I had assumed couldn't see the dog because she was on a hill.

Oh good Lord, I thought. I'm going to have to shoot that dog, if it gets near that girl.

I sure didn't want to, because I've never shot an animal before.

We drove the patrol car past the beast and into a driveway to cut the girl off.

(Cont. on pg. 9)

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Who Will You Stand By

An Original Poem by Jeff Roorda

America,
Who will you stand by?

As reporters try
To vilify
And politicians criticize
And demonstrators demonize
The gals and guys
Who simply try
To protect lives
And just survive

Who will you stand by?

As bullets fly
The law's defied
As good folks die
And families cry
When the next drive-by
Takes a baby's life

Who will you stand by?

When hopeless times
Lead to demise
Of young men's lives
Who won't comply
When police draw nigh
Who just take flight
Or shoot or fight
Or pull a knife
Though live they might
Despite their plight
If they'd just comply

Who will you stand by?

As flames swirl high
Into the sky
While looters pry
A door at night
As riots rage
And people fight
When rules seem
Not to apply
When bad behavior's justified
When law and order's nullified

Who will you stand by?

I stand by
The kid who tries
And tries and tries
To do things right
But gets jumped-in
A gang one night
And later dies
As his mother sighs
And cries and cries
And cries and cries

I stand by
That thin blue line
That's oft maligned
The gals and guys
With piercing eyes
Who see the things
That you and I
Shan't realize
And do the things
That you and I
Will dare not try

I stand by
That azure line
That thing divine
Whose badges shine
They'll not abide
Crime on the rise
Nor scoundrels
Who would victimize
Good people who epitomize
The reasons why
Cops lay their lives
On thin blue lines

And sometimes die
For you and I
That's who I
Stand by

Who will you stand by?

Are You Trapped In Micromanagement?

Cont. from Front pg.

Micromanagement has one other component that is not often thought about. Micromanagers are in most cases reactive in their leadership style. They tend to over-react as well, and sometimes the unintended consequences of hastily made, reactive decisions are not always considered.

Law Enforcement sometimes has room for reactionary decisions and they are sometimes necessary. However, in most circumstances careful planning and research into a given issue will result in an effect and cost effective solution to a problem. The extra burden of additional paperwork, extra steps in a process, or the overall addition of responsibilities and tasks because of a reactive management mindset can erode the confidence of a staff member. It also makes the task or process take more time resulting in a lower threshold of productivity. Virtually every law enforcement organization in the United States is grappling with budget reductions or constraints. Reduced productivity is the last thing an agency needs.

How do we stop being a micromanager or more importantly if you recognize yourself doing any of these things how can you work to change your management style? There are many behaviors you can change that would assist you with not being a micromanager. But we are going to focus on three big ones. If we consider these and work on them first, most of the others will fall into place, and you will have the "micromanager yoke" lifted off of your shoulders.

A great place to start with reducing micromanagement is to open communications between leaders and those who are lead. In many instances the proverbial

ivory tower does truly exist. A hallmark of those who are not micromanagers is communication that is open and transparent with those who work for them.

If employees are afraid to communicate their questions or ideas to a leader the agency will not be at its most optimal operational strength. The comments do not have to be negative but instead constructive. Employees need to be included in project meetings, or policy discussions in the beginning. Likewise if an employee feels that they are listened to and the environment is one of teamwork instead of conflict then communication will flow, and with it efficiency and excellence in operations. To combat micromanagement leaders must convey realistic deadlines to projects. We all know that are duties are filled with the mundane tasks; do not make these the same priority as an emergency call for service.

For instance, I know that an officer in a certain beat or area needs to drive the lots of the local high school checking cars and generally being a visual deterrent to criminal behavior. Your agency has been asked to do it sometime before 1200hrs. So instead of saying your officers have to do it before 0900hrs or else, give them the full time to complete it. Then we can check later to ensure that the task was completed. This helps you not be a micromanager, helps empower your officer, and lets you show that you have confidence in their abilities. The best thing? It has cost you nothing to do it.

The third and final strategy to help stop micromanaging involves a mirror. Sometime leaders do not take the time to do

a self check. To ensure that they are being the best leader they can be. The simplest way to do this is to simply ask, "Would I like working for myself?"

If the answer is no then you need to look to see what tendencies you can change to avoid being a micromanager, and then of course change those tendencies. Remember self criticism is sometimes hard for us to take, but in this instance it is necessary.

Take stock of the negatives you see in your style of leadership, write them down and then make a list with possible solutions to your micromanagement tendencies. Write out small action plans if you will for how you are going to turn these negatives into positives. Another way to assist in self-reflection is to actually have the input of others. I've discovered when I needed some "gentle evaluation" from someone who works for me the newest officers on the shift usually offer the most honest information.

Micromanagement can have unintended and sometimes disastrous consequences in law enforcement. As leaders we must make ourselves aware of the signs of micromanagement and

better yet know how to change when we recognize them. I strongly believe that anyone can be "cured" of this disease to an effective workplace.

If you are someone who works for a micromanager, everyone at one time or another has been in your shoes. My advice is to have a candid conversation with your leader. Most times they do not realize that they are making things harder, most important they do not realize how their actions make their workers feel.

David Crisler Jr. was a Lieutenant with the Marion County Sheriff's Office in Indianapolis, Indiana, having retired in 2014. He is an adjunct instructor with the Indiana Law Enforcement Academy as well as his agencies training academy. He teaches nationally as well and has been an instructor and speaker at several law enforcement and leadership conference across the United States. You can reach David at david.crisler.jr@gmail.com

- See more at: <http://www.lawenforcementtoday.com/2013/10/10/are-you-trapped-in-micromanagement/#sthash.81mgluuL.dpuf>



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Gone, But Not Forgotten
 We stand on the shoulders of those who have gone before us

Emil Ernest Fiala

Birth: Jul. 12, 1932
 Death: May 10, 2015

Officer Emil E. Fiala, DSN 4702, received his commission on 04/01/1963 and entered the police academy for the Saint Louis Metropolitan Police Department.



Upon completion of the academy his 1st uniformed assignment was the 4th District. Officer Fiala remained in the 4th until he was transferred to the Crime Lab as an Evidence Technician on 10/19/1970. Officer Fiala served as a technician for the remainder of his career. During his career he was awarded 1 Chief's Letter of Commendation on 10/01/1965 for police work above the call of duty. Officer Fiala served 27.1 years of faithful and dedicated service to the Saint Louis Metropolitan Police Department retiring on 05/09/1990. Officer Fiala was also a veteran of the Korean Conflict and served in the United State Air Force and achieved the rank of Airman 1st Class.

Fiala, Emil E. age 82, fortified with the Sacraments of Holy Mother Church on Sunday, May 10, 2015. Beloved husband of Joyce Fiala (nee Eley); dear father of Greg (Susan) and Richard (Shirley Kirsch); dear grandfather of Benjamin, Jacob and Isaac; dear brother of Pat Cashman and the late Sr. Mary Christopher, C.P.P.S.; our dear cousin and friend.

Dear son of the late Emil A. & Elise (nee Hausen) Fiala.

Emil was a retiree of the St. Louis Metropolitan Police Department, where he was one of the original Evidence Technicians. He graduated Magna Cum Laude from Maryville University where he was awarded outstanding Legal Justice Student.

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Fade Outs

The following officers resigned during the month of April

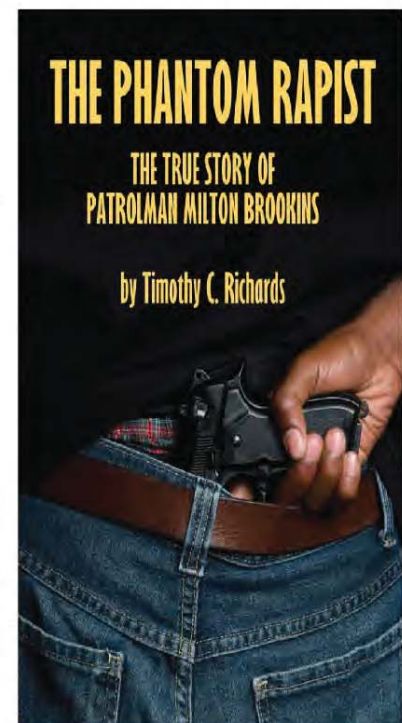
	DSN	Assigned	Effective	Appointed
PO Matthew K. Mayer	05483	2nd District	04/01/2015	11/17/1997
PO Paul Francis Bialek	11142	4 th District	04/29/2015	06/24/2013
PO Michael Clymer	08082	5 th District	04/19/2015	03/24/2008
PO Desheila S. Howlett	07491	6 th District	04/18/2015	04/09/2007
PO Cauncenet H. Brown	06510	Comm. Post	04/05/2015	05/06/2013
PO Courtney A. Johnson	07700	Pris. Process.	04/04/2015	08/06/2007
POT Michael Allen Adamson	11260	Rcrt. in Train.	04/28/2015	01/06/2014
POT Robert J. Fernandez	11322	Rcrt. In Train.	04/06/2015	04/06/2015
POT Marcellino J. Guajardo	11323	Rcrt. In Train.	04/24/2015	04/06/2015

The following officers retired during the month of April

	DSN	Assigned	Effective	Appointed
PO Lawrence E. Pleimann	01823	2 nd District	04/05/2015	01/13/1980
SGT Larry P. Richards	08445	3 rd District	04/05/2015	10/30/1972
SGT John E. Ruzika	01674	3 rd District	04/19/2015	07/29/1979
PO Terrence Smith	04174	NPD/Holdover	04/05/2015	08/30/1993
PO Sandy J. Lentz	03050	MCSAP Grant	04/05/2015	09/22/1988

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- Criminal representation before the State Grand Jury.

Representation beyond these circumstances will be evaluated and considered by the St. Louis Police Officers' Association Legal Committee and submitted to the Executive Board for final approval.

If you are in need of an attorney, please contact Legal Committee Chairman Tom Walsh (tom.walsh@slpoa.org) at 314-420-1714

A chat with some protesters...

Cont. from pg. 4

When I rolled down my window to warn her about the dog and tell her to get into the car, she pert near peed her pants laughing at us.

"That's my Baby," she said.

"Your baby?" I said.

"Her name is baby. She's my dog and I'm so sorry she got out of the yard."

That wonderfully mannered little girl then walked right around our car and gave Baby a big hug while telling her what a naughty dog she'd been.

We were both embarrassed because that dog/horse thing couldn't have been any sweeter with that girl.

"She could ride that thing home," I said as we both watched her walk alongside the dog into a nearby yard.

You laughed and laughed and called me stupid, but not in a mean way.

We shook hands and you thanked me. I appreciated that.

That was a pretty funny ending. Much better than what could have happened.

"Hey, I remember you too, Officer Don."

Hmmm, I'm sorry but your face doesn't look familiar.

Wait a minute, I know you now. I didn't see your three boys there behind you.

Wow, the boys are looking good.

Last time I saw them was that time you were all huddled on a bench in the cold. I remember driving up and asking you if you needed any help and you said you didn't.

Well, your words said you didn't, but your face said otherwise. Your face and the faces of those handsome boys.

I asked if you were sure and you said yes, so I let it be.

I drove into an adjoining parking lot and waited for my next call. I parked just close enough that you could call to me, if you changed your mind, but you never did.

Your older son finally did walk over though and asked me if I had any baseball cards.

Holy crap, I thought.

It'd been a long time since I've been asked that.

Remember when we used to get Cardinal baseball cards with safety messages printed on them? They would be a mess all over the police stations, but the kids loved them. I don't think we give them out anymore, but man that took me back thinking about all the cards I've handed out over the years.

Anyway, I told your son I didn't

and he said, "Thank you, sorry to bother you, sir."

Wow, I love a kid with manners.

"How old are you, son?" I asked.

"Fifteen, sir."

"What are you guys doing on this bench? It's pretty cold outside"

"Momma's boyfriend kicked us out. We're waiting for my grandad to pick us up."

"Do you want to sit in my car and warm up with your brothers for a minute?" I asked him.

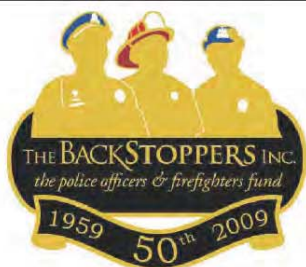
I remember he nervously looked to you and you told him to stop bothering that man.

"He's no bother," I shouted to you. "He wants to see the inside of the police car. Are you okay with that? They can come too."

You smiled because you knew those boys wanted out of that cold.

"You're welcome too."

(Cont. on pg. 10)



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A chat with some protesters...

Cont. from pg. 9

You declined, so the boys and I sat in the car for a few minutes while I showed them all the bells and whistles. I was happy that you trusted me enough to let your boys in the car. A lot of people don't.

I forget what's mundane to me is still fascinating to others, especially kids. It was fun watching them goof around and ask questions about what everything does.

As usual though, I got a call on the radio and had to go.

Before they got out, the youngest one mentioned that his stomach hurt.

When I asked if he was okay, the oldest one said he was probably just hungry since they hadn't eaten in a couple of days.

"WHAT???"

"Please don't arrest my mom!" The middle one said suddenly.

Ugh, I remember that one stung my heart. I hate that he thought that's our answer to such a situation.

I gave the fifteen year old all that I had, which was a \$20 bill. It's not

a lot when you have three growing boys to feed, but that's not chump change to me either, and I assure you that I only give money to people I deem worthy of my charity.

I remember your kids were good kids and it was a pleasure to part with what I would have probably just spent on beer anyway.

I told them boys to make sure you spent it on food.

You had what?

Hardees?

I'm glad. Oh stop, you thanked me enough that night, and I appreciated it.

I have many more memories of so many of you men and women, and so do all the other officers you'll see during your protest and beyond this mess as well.

Please remember the good times as well as the bad.

None of us are perfect and I won't deny that some terrible things happen at the hands of some police officers.

Some.

I hope you'll remember also that most of us struggle as you do too.

We're just regular men and women when we're not working in your communities.

Our communities.

We coach your kids and go to your churches and eat at the same restaurants.

We pass each other in the gas station all the time, on and off duty.

Please don't destroy our gas stations or churches or restaurants. That won't accomplish anything.

If you talk to me, I'll listen to you.

I don't know how to fix all the problems of all the people in a crowd this size, but I know police officers aren't really what everybody is upset about.

Some of you are, sure, but I suspect that most of the people

are upset about more than how the police behave.

We know we have some bad apples, but that's not really what's getting to most of you, is it?

It has to be the lack of job opportunities or unequal educational opportunities or the decades of violence in your neighborhoods that have finally caused you to say enough is enough.

Hey man, I couldn't agree more.

Enough is enough.

Michael Brown's death isn't the cause of all your anger, it's just the straw that broke the camel's back, I think.

Let's put this camel back together with each other's help.



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VETERAN'S CORNER

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Our Spring Cook Out was May 13th and if you didn't attend you missed a great Cook Out. 160 signed the roster but attendance was probably a bit higher. There are always some don't get around to the sign-in table and late arrivals might get in the food line as it's closing down and not get a chance to sign-in.

This Cook Out was the last that Dan Riley served as our Master BBQ Chef. He's been preparing our monthly lunches for the last four years. Dan's



done a great job as our Chef and it will be difficult to find someone to replace him. It's a great deal of work — preparing a menu, shopping for the food, hauling the food, utensils, paper plates, etc. to the

SLPOA Hall, preparing the meal, serving the meal, and cleaning up after the meal — all for only a small monthly chef's stipend and the appreciation of all SLPVA members.

Check out the random, assorted photos taken at the Cook Out. If you aren't in any of

the photos, we'll try to get your image at the Fall Cook Out. If you're frowning in one of the photos, our photographer did call out "Say Peaches" and apparently you didn't.

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By George Ratermann, President
St Louis Police Veteran's Association
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Cont. on
pg. 13



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Spring Cook Out cont. from pg. 12



**Cont. on
pg. 17**

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Off-duty Police Officer Lorenzo Rodgers, 23 years old, had to stop at a Laundromat because his grandmother's clothes dryer was not operating and he needed to dry his shoes. Dressed in civilian clothes, he pulled up in front of the Des Peres Laundromat at 532 Des Peres Avenue around 9:20PM on June 12, 1990, and got out of his car. He caught the attention of a group of young men standing across the street waiting for a friend to bring them liquor.

One of the young men, 20 year old Lamar Pearson, noticed Officer Rodgers' gold necklace and crossed the street to confront him. Pearson showed Officer Rodgers a gun in his waistband and told the officer to hand over his necklace. Officer Rodgers drew his own revolver and shot Pearson. Though wounded in the leg, arm, and abdomen, Pearson was able to pull his own gun and shoot Officer Rodgers in the head. Officer Rodgers was fatally wounded. Pearson attempted to flee the scene, but collapsed nearby.

Pearson pleaded guilty to Second Degree Murder and Armed Criminal Action in order to avoid going to trial for First Degree Murder which could have resulted in a death sentence. He received a sentence of "natural life" in prison, which meant he was eligible for parole after fifteen years. He was released in June of 2010 after serving nineteen years of his sentence.

Officer Rodgers had been on the force just fourteen months at the time of his death. He was assigned to the Eighth District. Officer Rodgers was survived by his young son and his grandmother, who had raised him from the time of his mother's death when he was fifteen months old.

*Biographical information extracted from *In the Line of Duty: St. Louis Police Officers Who Made the Ultimate Sacrifice-Second Edition* by Barbara Miksicek and Kristiana Carnaghi.

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CHAPLAIN'S CORNER

Stand Firm!

Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain (1 Corinthians 15:58-NIV).

At various points throughout our careers, I believe there are moments of doubt and uncertainty that can inevitably settle into our thinking. We can begin to question whether law enforcement is really for us. We begin to ask ourselves, at the end of the day, is it all worth it? We ask ourselves did I make the right career choice. Is there something else out there for me that's more conducive to family life? Perhaps there's a job where I can actually get paid better for all of the stress I have to endure? I think if we are willing to be honest, most of us have been at that place in our careers at least once. We have all had seasons in our careers when suddenly things just didn't make sense anymore. We can arrive at a place where suddenly, "the work" doesn't seem so important anymore.

I can remember after serving about five years on the job, I came close to walking away

from law enforcement altogether. At that time on the job, there were several major scandals throughout various police agencies. The police community was under intense fire and there was a big push for major reform. Much like today's climate, it was not a pleasant time to be police. It just wasn't fun anymore. In fact, at that point in my career, I hated it. Everyone was against us and it seemed no one was willing to stand up for us.

In following the local newsfeeds and some of my friends on social media, I'm heartbroken to see the alarming number of smart, young and talented officers in both the St. Louis City and St. Louis County Police Departments that have chosen to walk away from law enforcement. I have never seen anything like it. While I respect their right to choose, for most of them, I think they made the wrong decision and its one I think they will live to regret, no matter how difficult it may be right now in law enforcement. If I had decided to follow my emotions and walk away, it would have been the biggest mistake maybe

of my entire life. Thankfully, I realized then that the grass is not always greener. I realize now that in so many of the big and small tension filled moments on the job, God was using those moments to prepare me for all of wonderful things he had in store for me, even in retirement. Unfortunately, we miss out on Gods



Clarence Hines

best when we allow negative situations and circumstances to uproot us and rob us of our destiny.

I wish I would have had the opportunity to talk with those officers to maybe give them a different perspective. I would have told them that as the scripture says "our light and momentary troubles are achieving for us an eternal glory that far outweighs them all" (2 Corinthians 4:17-18). I would have told them as the scripture reflects above; stand firm and be immovable in the work that God has called you to. God never said the work would be easy but anyone who has stayed the course can testify that in the end,

when it's all said and done, it is absolutely worth it to have spent a career helping our God to make it happen. Furthermore, the daily acts of service and great work we do in partnership with our God will last for eternity.

For the person who is reading this article who's thinking about calling it quits too soon, I just want to say "friends, this too shall pass!" Hang in there, for truly, the great work you have done is not in vain. Don't give up on your call and don't abandon your destiny. God has called you to himself in and through law enforcement and I can promise you that he will not only sustain you, he will bless you in ways you can't imagine for your awesome service to the community. Therefore, stand fast and stand firm until the end! May the grace and peace of our God preserve you until then!

Lords Blessings,

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STEPHEN W. THURMER

Attorney at Law

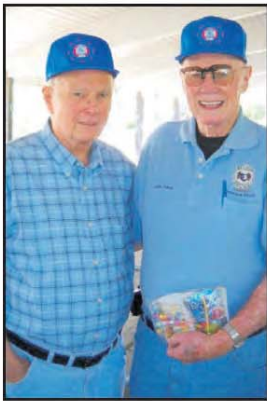
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Spring Cook Out cont. from pg. 13



TEAM BACKSTOPPERS



Team Backstoppers was formed in 2013 and is comprised of riders of all skill levels who are serving as ambassadors on bikes. The goal of the team is to be an outreach for The Backstoppers, Inc. To do this, team riders simply enjoy riding their bikes! Whether they ride individually, in groups, or at organized riding events; the opportunities are endless! Our jerseys serve to increase the team's visibility and recognize The Backstoppers, Inc.

In addition to riding locally, the team participates in The Registers Annual Great Bike Ride Across Iowa, affectionately known as RAGBRAI. This is the largest and longest running organized bike ride in the world which takes place July 19-25, 2015. We are currently seeking riders to join us for the 2015 RAGBRAI.

100 Team Backstoppers riders have successfully completed RAGBRAI over the last two years raising nearly \$20,000!



Typical day at RAGBRAI as a Team Backstopper rider:

Wake up rested after sleeping in a large tent on an air mattress (exclusive team pricing with Padre's Cycle Inn charter), get dressed & ready for the ride, and pack personal items into your duffle bags. Padre's staff greets you in the morning as they prepare to move the "tent city". Your bags get loaded onto Padre's truck while you fill water bottles with amenities provided by Padre's/Team. Meet up with folks you want to ride with and set off on that day's adventure at your own pace. Taking your time riding the daily route is encouraged, stopping in each of the towns the route travels through, making it a memorable experience.

Considering the size of our team, we're confident you will encounter other members throughout the day. At the midpoint town, you can stop with one of our support vehicles and rehydrate. Finish out the remainder of the daily route; knowing you won't have to set up a tent, inflate an air mattress, search for your luggage, or hassle with other logistics. When you roll into camp, Padre's has your designated tent up with bags waiting for you. Take a load off in the shaded area where there are drinks/snacks, chill in your tent, get a shower at one of the shower houses, venture into town for dinner/drinks, etc. If for some reason you need assistance, your team is there to provide support.

How we support The Backstoppers, Inc.

Although we do not have a fund raising minimum, we ask members to support The Backstoppers, Inc. This can be done in one or more ways: Wearing a Backstopper jersey while riding. Helping out at local team events. Seeking sponsors to pledge to make a tax deductible donation to The Backstoppers based on miles you log on RAGBRAI (\$/per mile, X amount, etc). Assisting us with forming additional relationships with individuals or businesses which can support our team efforts. Without support, we would not be able to serve as ambassadors on bikes.



Joining the team is EASY!

- Email us at teambackstoppers@gmail.com
- "LIKE" our Facebook page: www.facebook.com/teambackstoppers

**JUNE 2015**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5 PAYDAY	6 D DAY, WWII KIMMSWICK STRAWBERRY FESTIVAL
7 KIMMSWICK STRAWBERRY FESTIVAL	8	9	10 VETERANS MTG 11:30AM POLICE WIVES MTG 7PM	11	12	13 RACE FOR THE CURE
14 FLAG DAY	15	16	17	18	19 PAYDAY	20
21 FATHER'S DAY LONGEST DAY OF THE YEAR	22	23	24 E-BOARD MTG 4:30PM GENERAL MEMBERSHIP MEETING 7PM	25	26	27 MACKLAND AVENUE MILE
28	29	30				

JULY 2015

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3 PAYDAY	4 4TH OF JULY
5	6	7	8 VETERANS MTG 11:30AM POLICE WIVES MTG 7PM	9	10	11
12	13	14	15	16	17 PAYDAY	18
19	20	21	22	23	24	25
26	27	28	29 E-BOARD MTG 4:30PM GENERAL MEMBERSHIP MEETING 7PM	30	31 PAYDAY	

AUGUST 2015

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7 PAYDAY	8
9	10	11	12 VETERANS MTG 11:30AM POLICE WIVES MTG 7PM	13	14	15
16	17	18	19	20	21 PAYDAY	22
23	24	25	26 E-BOARD MTG 4:30PM GENERAL MEMBERSHIP MEETING 7PM	27	28	29
30	31					



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