On Wednesday, June 25 the St. Louis Police Officers Association held a secret ballot election at the Association hall and overwhelmingly ratified the new Collective Bargaining Agreement by a vote of 400 to 4.

Earlier in June, negotiators for the Association reached agreement with City representatives on proposed terms for the union contract that covers employees holding the rank of Police Officer, Probationary Police Officer and Police Officer Trainee. The three year agreement will also cover commissioned officers with the Lambert Airport Police Department when the City of St. Louis merges the two agencies, which is anticipated to occur within the next 12 months.

The Executive Board of the St. Louis Police Officers Association voted unanimously on June 19 to submit the proposed contract to members of the bargaining unit for ratification. The agreement covers wages, benefits, leave time and working conditions. The agreement replaces the Association’s first union contract, which is set to expire on June 30 of this year. The first contract was negotiated with the St. Louis Board of Police Commissioners in May of 2011 while the St. Louis Metropolitan Police Department was still under state control. This is the first time that police union officials have negotiated with the City on contract terms in the era of local control. Police Association Business Manager Jeff Roorda called the dealings with the City’s representatives a “pleasant surprise”. He added, “nobody gets everything they want in a contract negotiation. Each side gives a little, each side gets a little. But the earnest manner in which the City’s representatives negotiated this agreement should serve as a harbinger of good things to come in police-city relations.”

The City was represented by Personnel Director Richard Frank, City Operations Director Mary Ellen Ponder, and Police Chief Sam Dotson. The key provisions of the newly ratified collective bargaining agreement are listed below:

**General Provisions** - Three year agreement between the SLPOA and the City of St. Louis commencing July 1, 2014 and terminating June 30, 2017 unless agreement on a new contract cannot be reached in which case this agreement will continue through Arbitration.

**Wages & Bonuses** - In addition to the full funding of the salary matrix, in year one of the agreement, Officers will be eligible for $2,000 in salary increases and Wellness Incentive bonuses (based in part on taking and successfully completing the Wellness Incentive Test). In year two of the agreement, Officers will receive an additional $1,000 across-the-board raise and will be eligible for the Wellness Incentive bonus of up to $1,000. In year three of the agreement, the Union and the City have agreed that Officers shall make no less than they did in year two of this agreement and the parties will return to the bargaining table to negotiate over additional compensation.

**Fitness Test** - The Department has agreed to discontinue the mandatory fitness test and replace it with an optional Wellness Incentive Test that will include paid bonuses for taking the test and completing the test.

**Court Time** - The Department will now pay time-and-a-half for court time.

**Police Officer Trainees** - Recruits are now included in the bargaining unit from day one of the police academy and, with a few limitations, enjoy all of the same rights of membership as PO’s and PPO’s.

**Lambert International Airport Police** - Airport Police Officers will become members of the bargaining unit and will be covered by the CPA immediately upon the merger of the LIAPD into the SLMPD.

**Cross-Deputation** - With the exception of St. Louis County Police Officers, Washington University Police Officers and University City Police Officers, the Department is prohibited from cross-deputizing officers from any other jurisdiction without the Union’s agreement. No cross-deputizing can result in the layoff of bargaining unit members.

**Secondary Employment** - The Department agreed that it will not engage in favoritism or unreasonably withhold permission to work secondary.

**Intelligence Unit** - The Union agreed to allow the Department to select officers to be assigned to the Intell Unit based on whatever criteria they desire.

Cont. on pg. 5
"In memory of the Saint Louis Police Officers who have made the Ultimate Sacrifice" During The Month Of July

JULIUS PETRING 1917
WILLIAM SMITH 1919
BERNARD COOK 1922

HARRY LEMKEMEIER 1922
BERNARD EARLY 1924
PETER FINNERTY 1924

JOHN GROGAN 1925
WILLIAM COTTER 1934
EDWARD FABICK 1948

PAUL MCCULLOCH 1964
HARRY OEBELS 1966

BE CAREFUL OUT THERE!

Do you have any new content, suggestions or useful information for the Gendarme Newspaper? e-mail us at gendarme@slpoa.org

Veteran's Meeting
July 9th, Aug. 13th
11:30am

Police Wives Meeting
July 9th, Aug. 13th
7pm

General Membership Meeting
July 30th, Aug. 27th 7pm

"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."

(Excerpts from the Association's Constitution and By-Laws)
Collective Bargaining Agreement

"Yeah but what happens in three years?" Then SLPOA president, Tom Walsh, and I were asked this question numerous times when negotiating our first contract. Our answer was always, "We negotiate a new contract." Three years have passed and SLPOA has successfully negotiated another contract for our members, a contract that is, by all accounts, better than the one we had before. A contract where all involved in the process felt we were able to get everything we could for our members. Nothing was left on the table. I am proud to have been a part of this undertaking but the true credit goes to the negotiators, our business manager and our attorneys.

Labor Chairman/Lead negotiator Tom Mayer and negotiators Tom Walsh and Ben Lacy did a tremendous job fighting for everything that we gained in this contract. These men worked tirelessly over the last six months to achieve this final product. It took over twenty sessions with the city's negotiators to complete this document and come to a tentative agreement on all twenty-nine articles of the agreement. Each session was at least two hours long, often much longer. This was a huge undertaking by these members who did so without any compensation for their personal time. They sacrificed time away from their families, missed secondary and overtime opportunities and often times did so with very little sleep. These men were creative and thought outside the box in order to achieve some strong victories for our membership. We owe them a sincere debt of gratitude.

Our staff and legal counsel were invaluable as well. SLPOA Business Manager, Jeff Roorda, was instrumental in completing this contract. His experience drafting complex legislation in the House of Representatives was evident and essential in the wording of the agreement. His insight and initiative helped to keep the agreement up to date and kept the process moving forward. SLPOA attorneys Neil Bruntrager and Brian Milliken were both key in hashing out one of the most crucial and difficult sections of the agreement: discipline and investigative rights. Their experience with the internal affairs process ensured our due process rights were secure. And finally, SLPOA Labor Attorney Sally Barker was amazing. Her understanding of the collective bargaining process and her experience dealing with public sector labor unions was priceless. I can confidently say she truly is the best public sector labor attorney in the region. We are fortunate to have her as part of our team. When I took office last November, I was confident SLPOA was capable of negotiating a strong successor agreement for our members. With our experienced negotiating team consisting of the aforementioned members, SLPOA staff and legal counsel, SLPOA was able to accomplish this much more efficiently than I ever imagined.

I would also like to thank the City's contingent for the way they handled the negotiations. Personnel Director Richard Frank, Director of Operations Mary Ellen Ponder and Police Chief Sam Dotson were all pleasant throughout the negotiations. The City's negotiators entered into the process expecting to reach an agreement with us. They were not acting merely as roadblocks designed to disrupt the process like we faced during our last negotiations with the Police Board. They were tough negotiators but did so sincerely and with a genuine concern for their employees.

We didn't win every battle, but we did achieve some significant gains for our members. The City and the Department have acknowledged that our pay is an issue when compared to similar departments across the nation and metropolitan area. The pay increase was not enough to bring us in line with these other departments, but they have taken a step in the right direction to address the issue. I believe the results of the CBA demonstrate that the approach of the SLPOA is working. Open lines of communication and building strong relationships with our leaders at City Hall and the Police Department lead to better working conditions and better, more secure benefits for our members.

We have accomplished that through this agreement. We look to build on this in the future.

Night at the Ballpark
On May 30, 2014, SLPOA invited the members of the Board of Alderman and some friends from the State Legislature to a night at the ballpark. SLPOA is continuing to try to build on these relationships by attending and hosting events such as these. Despite a losing effort by our Cardinals, everyone had a great time and hopefully we took another step toward establishing some good relationships with the Board of Alderman. I believe a lot of the past issues with the Board of Alderman really come down to a lack of trust, on both sides. SLPOA is making a conscious effort to earn the respect and trust of our political leaders in the hopes of establishing a good working relationship with them. This can only have a positive effect on our membership.

SLPOA Business Manager Jeff Roorda for State Senate
I don't think people realize how important it would be for SLPOA to have someone like Jeff Roorda in the Missouri Senate. Executing SLPOA business is a full time job. Board members do this on a voluntary basis with no compensation for the time. There are not enough hours in the day for board members to carry out all of the necessary business of the SLPOA. This is precisely why SLPOA hired a business manager a few years ago. Now we have an opportunity to have our business manager in the Senate. Much like what we tried to do during the Jim Long campaign, if Jeff wins this race he will be a huge asset for SLPOA and for the welfare of our pension benefits and other statutorily protected benefits. This would be a huge advantage for our members. Unlike the House of Representatives, a single senator can filibuster any bill. I would encourage all members living within Senate District 22 in and around Jefferson County to vote and encourage your friends and family to vote for Jeff Roorda. If you have already, a small donation would also be helpful. You can donate and also volunteer to help on his campaign by visiting his website at www.volerooda.com.

Save the Date
Saturday, July 19, 2014
Celebratory Parade & Ribbon-Cutting Ceremony
New Police Headquarters
1915 Olive
Parade begins at Old Police Headquarters, 1200 Clark, at 10:00 a.m.
Ribbon-Cutting Ceremony at New Police Headquarters begins at 11:00 a.m.
Public viewing of New Police Headquarters until 1:00 p.m.
All That Glitters Is Not Gold

Chaucer said it; Shakespeare said it; even Bob Marley said it... all that glitters is not gold.

This same point can be made about the successor Collective Bargaining Agreement ratified by the Association in a landslide on June 25.

While there is actual gold in the union contract—a one thousand dollar across-the-board raise in year one of the contract; an additional one thousand dollar across-the-board raise in year two of the contract; full funding of the step increases for year one and two; bonuses for taking and passing wellness tests; and, time-and-a-half for court—there is so much more that also glitters.

Take three areas that we went to the bargaining table knowing that we were in for a fight: the Summary Hearing Board; binding arbitration; and, residency. We knew going into negotiations that the City had serious reservations about all of these matters.

But, in the end, we believed that our proposal to end the mandatory fitness test would have been successful? That is only one of the many, many important concessions that our bargaining team was able to achieve.

I want to compliment the bargaining team that represented the Association in negotiations. Tommy Mayer Sr. (the Labor Committee chairman), Tom Walsh, Ben Lacy and Joe Steiger did yeoman’s work to get this very good contract to a ratification vote. We are also blessed to have some of the best attorneys in Missouri representing the Association and three of them played critical roles in the contract negotiation. Neil Bruntager and Brian Millikan were actively involved in the negotiations of the investigative rights and discipline sections of the CBA. And, what can I say about Sally Barker? She is quite simply the finest labor lawyer in the State and her unparalleled Missouri.

Finally, I want to acknowledge the earnest, open attitude that the city’s bargaining team brought to the table. Negotiating with the City was uncharted territory for our union. Their team of Rick Frank (Director of Personnel), Mary Ellen Ponder (City Director of Operations), and Chief Sam Dotson all came to the negotiations with the right attitude for successful bargaining. While Mayor Slay was not in the room for the negotiations, his influence clearly was. It was clear that the city’s bargaining team came with marching orders to get to an agreement that the police officers would be happy with.

Let me be clear, we didn’t get everything we asked for but that’s just the way negotiations go. Our officers deserve much, much better pay. It’s the right thing to do. But, know this... we didn’t leave any gold on the table.

Jeff Roorda, Business Manager
St Louis Police Officers Association
jeff.roorda@slpoa.org

McCarthy Leonard Kaemmerer, L.C.

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• Expertise in Personal Injury, Workers Compensation, and Criminal Law
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Continued from Front Page

Involuntary Transfers — The Department agreed that it will not transfer officers based on retaliatory or unlawful reasons and that it would provide a written reason for the transfer upon the officer’s request.

Reduction in Rank — Police Officers who are demoted to the rank of Probationary Police Officer for disciplinary reasons can no longer be terminated without just cause during the term of their demotion.

Leave Time During Suspensions — Officers may now elect to use leave time (Vacation, SBT and Comp) during a suspension so that they continue to receive a paycheck. For administrative suspensions, leave time may be taken during the entire suspension; for disciplinary suspensions, leave time may be used for half of the suspension.

Summary Hearing Board — Despite strong resistance on the part of the City, the Union was able to preserve the Summary Hearing Board’s authority to continue to review and adjust suspensions of 15 days or less.

Civil Service Commission — Terminations, demotions and suspensions of over 15 days will now be appealed to the Civil Service Commission which will be regulated by Rule 7 of the Police Manual and the Civil Service Regulations.

Binding Arbitration — Despite great reluctance on the part of the City, the Union was able to preserve binding grievance arbitration and binding impasse arbitration. The provisions of impasse arbitration were actually enhanced to preserve the Union’s ability to reach agreement on successor contracts.

Excessive Sick Leave — Employees disciplined for excessive sick leave will no longer lose their ability to work secondary.

Change of Schedules — The Department will still be required to give Officers assigned to districts 30 days-notice prior to schedule changes but now the Department will also have to provide 10 days-notice to Officers assigned to specialized units prior to any schedule changes.

Department Provided Physicals — Officers over 40 years of age may now elect to receive routine annual physical examinations at the expense of the Department.

Residency Requirement — Despite hesitancy on the part of the City, the parties agreed that officers hired prior to September 1, 2013 will continue to be eligible for the “seven-and-out” rule under the residency requirement.
Gone, but not forgotten
We stand on the shoulders of those who have gone before us

Mark R. Feldmeier

Birth: Nov. 28, 1952
Death: June 15, 2014

Officer Mark R. Feldmeier, DSN 8742, was originally hired as a Police Cadet on 09/10/1973. In this capacity he worked at the Academy and also at the Uniform Section. On 12/26/1973 he received his commission and entered the Academy. After graduation he held the following assignments throughout his career. They were the Bureau of Investigation, Mobile Reserve Section, 97th, Bureau of Investigation-4th District Bureau, 4th District Bureau, Area II Detective Bureau, Mobile Reserve Section, Detachment to the ATF, and finally back to the Mobile Reserve Section. During his career he was awarded 2 Chief’s Letters of Commendation on 01/23/1991, and 12/16/2006 for police work above the call of duty. When Officer Feldmeier retired on 01/05/2009, he had completed 35 years of faithful and dedicated service to the Saint Louis Metropolitan Police Department.

Officer Mark R. Feldmeier is the brother of retired Police Officer Craig Feldmeier, uncle of Police Officer David Feldmeier, and Father-In-Law to Police Officer Timothy Bockskopf. Feldmeier, Mark R. 61, Fortified with the Sacraments of Holy Mother Church June 16, 2014. Beloved husband of Cathy (nee Hoffmann); dear father of Megan (Tim) Bockskopf and Brian (Elea) Feldmeier; treasured grandpa to Abigail and Logan Bockskopf and Lucas Feldmeier; much loved brother, brother-in-law, nephew, uncle, and cousin.

Mark was a scout leader, and friend. Mark provided for 35 years on the St. Louis Metropolitan Police Department. His gentle nature, which endeared him to all, will be greatly missed.

Scott James McKern

Birth: June 29, 1966
Death: May 29, 2014

Officer Scott J. McKern, DSN 3771, received his commission as a Police Officer on 12/21/1990. After the academy he was assigned to the following districts and specialized divisions throughout his career. They were the 1st, 8th, Area III Detectives (6th District), 68th, Sex Crimes (Detachment), 8th, and finally the Warrant/Fugitive Section. Officer McKern retired on 11/08/2010 with 19.88 years of faithful and dedicated service to the Saint Louis Metropolitan Police Department.

Officer McKern was also a veteran of the United States Army and served from 07/01/1986 to 10/01/1989 achieving the rank of Specialist 4th Class. Beloved son of James & Linda McKern (nee Moro); loving brother of Melissa (Brock) Killion; our dear uncle, nephew, cousin & friend to many.

Sgt Albert Allen "Al" Napier, Sr

Birth: September 14, 1942
Death: May 26, 2014

Sergeant Albert A. Napier Sr., DSN 5411, was commissioned as a Police Officer on 04/05/1964 and entered the academy for the Saint Louis Metropolitan Police Department. After the academy he was assigned to the 3rd District, Homicide Division, Robbery-Burglary Section, and 3rd District. Officer Napier was promoted to the rank of Sergeant on 03/02/1969 and was transferred to the 6th District for his first uniformed assignment as a Line Platoon Supervisor. Sergeant Napier remained in the 6th District until his retirement on 03/02/2001. During Sergeant Napier’s career he was awarded 8 Letters of Commendation for police work above the call of duty. These department awards were issued on 02/01/1969, 09/02/1975, 01/28/1977, 09/27/1978, 01/13/1989, and 07/04/1989. Sergeant Napier served a total of 33.31 years of faithful and dedicated service to the Saint Louis Metropolitan Police Department. It should be noted that his son Albert A. Napier Jr., followed his father into the field of Law Enforcement and serves with the Saint Louis Police Department and holds the rank of Sergeant.

Sgtatine Napier died Sunday, May 26, 2014 at his home in Desoto Missouri. He was 71 years of age.

Albert A. Napier Sr. Was born Sept. 14, 1942 in Portageville Missouri to Mr. & Mrs. Mack and Mary “Magdalene” (nee Porter) Napier. He was united in marriage to Robbie (nee Wadd) Napier, Feb. 9, 1961 in Marston, MO, she survives of the home. Sergeant Napier was also a 32nd degree Mason and was also a Shriner. His parents Mack and Mary Napier, along with one brother Richard Napier, preceded him in death.

He leaves to cherish his memories his wife: Robbie Napier of Desoto, MO, Sons; Albert A. (Deanna) Napier Jr. of St. Louis, MO, Timothy Wayne (Stephanie) Napier of St. Louis, MO, brother; Carl Wayne Napier of St. Louis, MO, sister; Sarah Carol Thornton of Troy, IL, 3 grandchildren, Fallon, Cheyenne & Jessica Napier, 1 great-grandchild; Kaolin Hofer and a host many other relatives and friends.

A special thank you to Retired Police Officer Timothy "Tuna" Tumbrink who dedicates his time ensuring that the men and women of the St. Louis Metropolitan Police Department are properly honored on "findgrave.com."
Worker's Compensation: OUCH! I got hurt at work. What should I do?
By Daniel K. Gerry—The Law Firm of Daniel K. Gerry, LLC

Hopefully, you never get hurt because of your job. But if you do get hurt, no matter how minor the injury, you should immediately report the injury to a supervisor, a human resource manager, or another person of appropriate authority. To be clear, if you are on duty for the police department, you report the injury to the police department. If you are working a secondary job, report the injury to the secondary employer.

Work-related injuries or occupational diseases need to be reported in a timely manner. You must report your injury within 30 days to ensure you receive your workers' compensation benefits. Although, you have 30 days, employers are skeptical if you have an injury on a Friday and then report it after a long weekend. Instead, you should report it immediately.

Ideally, you should make sure a standard injury report form is completed. If no standard form is available, you should notify your employer in writing of your name, how you got hurt, what body parts are bothering you, and the date, time, and place of your injury. You should keep a copy of the injury report form or your written notification. You can confirm your injury was reported to the Missouri Division of Workers' Compensation by contacting (800) 775-2667.

Failure to report an injury or occupational disease may lead to a complete denial of your benefits. Even minor injuries may not heal unless you get the proper medical care. If you hurt because of your job duties or sustain any type of accident, you should not assume your body will heal on its own. I know you are a tough cop and think you can “shake it off” or pop a couple of aspirin pills. Don’t risk your health or benefits because you don’t want to appear like a “big baby.”

Reporting injuries at work ensures you receive the protections of the Missouri Workers' Compensation laws. First, you have the right to receive appropriate medical treatment to relieve the effects of your injury. This is your most important benefit in light of the high cost of medical care. Second, you may be entitled to receive lost wages for your time off work related to the injury. Last, you are entitled to compensation for the loss of use to any of your injured body parts.

If you have not reported an injury within the 30 days, not all is lost. However, you will want to contact a well-qualified workers' compensation attorney to discuss your rights and benefits.
Dental and Vision Plan Available for Under 65 Retirees

June 13, 2014

Dear Fellow Retired Police Officers:

DON'T BE LEFT UNINSURED

As a retiree under 65, you now have access to exceptional Dental and Vision plans with The Guardian Life Insurance Company of America. Guardian, a leader in dental benefits, provides one of the largest PPO networks and offers dental fee discounts that average 30% less than the amount usually charged by dentists.

Dental and Vision Plan Highlights

- Easy pre-tax pension deductions
- Favorable group rates
- Spouses and children are eligible for both plans
- No waiting period for the Guardian Dental and Vision PPO plan
- Choose from two Vision plans (Davis Vision or VSP)

Enroll today – It's easy Visit www.guardiananytime.com and follow these easy steps:

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- Login to www.guardiananytime.com with the new user ID and password
distributed during registration.
- Click “Get Started”

Questions?

Call Guardian’s Employee Benefits Hotline at 888-600-1600 to speak to a knowledgeable representative to guide you through the enrollment process.

Sincerely,

George A. Ratermann, President
St. Louis Police Veterans' Association

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DENTAL INSURANCE

The Under 65 retirees receive health insurance from the Department but not dental insurance. To answer the inquiries of Under 65 retirees who expressed an interest in a dental insurance plan for themselves and their dependents, SLPVA insurance consultant James Busch has put together a Guardian Dental and Vision Insurance package. Premiums would be deducted, pre-tax, from monthly PRS benefits. Retirees can insure themselves, and can also add their spouse and/or 1 or more dependents.

You will soon be receiving a letter in the mail with an explanation of the plan, a table of benefits and plan costs. Enrollment will run until September and the plan becomes effective October 1. All enrollments completed in the initial period will be covered for all policy benefits immediately on Day 1 of the plan, October 1st, with no waiting period.

The Guardian Dental and Vision Insurance does not replace the existing Humana Dental and Vision Insurance. Those retirees subscribed to the Humana Dental and Vision Plan (or any other Dental and Vision Plan) may keep it or replace it with the Guardian Dental and Vision Plan as they see fit.

SUMMER MEETING SCHEDULE

MEETINGS

July 9th @ SLPOA Hall
Aug 13th @ SLPOA Hall

COOK OUT

Sep 10th @ Lemay Park

Minutes of the June 11, 2014 St Louis Police Veterans’ Association

The 428th meeting of the St. Louis Police Veterans was called to order by President George Ratermann at 11:32 AM. President Ratermann led the membership in the singing of the Star Spangled Banner. Carl Smith gave the opening prayer.

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Cont. on pg. 9
Minutes of the June 11, 2014
St Louis Police Veterans' Association
Continued from Page 8

All officers present Tony Pona and Ed Vlaclavik.

President Ratermann stated we had not received any new applications for membership.

President Ratermann stated he had placed information on taking low dose aspirin on the tables if anyone was interested in reading this article. Jeff Roorda is running for the state senate and is having a fundraiser on June 24th. Also, questioned if we should keep the spring cookout in May or June. If we wanted to move it, a motion would be in order. There were no responses at that time.

Secretary’s Report: A motion was made by Herman Ubben, seconded by Jim Wurm to waive the reading of the minutes. Motion passed on a voice vote.

Treasurer’s Report: A motion was made by Mike Mosier. A motion was made by Herman Ubben, seconded by Jim Wurm to approve the report subject to audit. Motion passed on a voice vote.

President Ratermann stated that the Guardian Dental Insurance for the under 65 retirees and dependents begins October 1st. Premiums are pre-taxed and withheld by the retirement system.

President Ratermann stated member Al Napier and non-member Scott McKern had passed away. Also, Alice Crews, wife of Russ, mother of Joe and Andy had passed away last night.

Old Business: None
New Business: None
Frank Stubits stated we had 63 members in attendance. Three cash prizes and three drawings donated by Jim Glasscock were awarded.

A motion was made by Wil Grove, seconded by Charlie Steele to adjourn. Motion passed on a voice vote. Meeting adjourned at 11:47 AM.

By George Ratermann, President
St Louis Police Veterans’ Association
Web: www.slpva.com Email: me@slpva.com
Monthly Meetings: 2nd Wednesday of the Month
As reported in the May issue, Peace Officers Memorial Day and the events surrounding it have been dubbed National Police Week. The SLPOA has always honored our fallen members by sending a delegation of its members to Washington, D.C. to pay respects to those who have given everything.

This year, we had the honor to attend the events in Washington, D.C. For those who have never had the opportunity to visit the National Law Enforcement Officers’ Memorial, either during National Police Week or not, it can only be described as breathtaking. The amount of meticulous work and care that goes into preparing and preserving the names of our fallen brothers and sisters on that stone wall is nothing short of amazing. Just walking along and taking a moment to read the many stories behind these brave men and women’s untimely deaths and seeing just how sorely they are missed, solicited many thoughts and feelings, none more important than inspiration.

Seeing the names of so many of our members forever engraved in stone as heroes, we were inspired to “Never Forget.” To never forget what these individuals meant to us as a friend, a partner, or a colleague. To never forget what these individuals meant to their families as a son or daughter, a father or mother. As we read the stories and shared memories of our own about our friends and colleagues on that wall, we couldn’t help but ask ourselves, “Can we be doing something more?”

That question resonated the whole week we were in D.C. It resonates still today. Because of this, we decided to stop asking “What can we do” and start “Doing.” We petitioned the Executive Board of the SLPOA to create a sub-committee to address the very important phrase, “Never Forget.” At its May meeting, the Executive Board granted our request and established a Memorial Committee to deal with these matters, independent of the Board.

The SLPOA Memorial Fund was instituted. Our goal is to actively raise money to continue to honor our fallen members by continuing to send a group of our members to Washington, D.C. each year. In the future, we hope to be able to raise enough funds to include the families of those that have sacrificed so much as well. Once our goal is met, we will solicit participation from a family to join our members in Washington, D.C. to show them we have not forgotten them or their loved ones, and how much both are vitally important to our organization.

We also plan to create memorial cards to be placed on or near the wall where each of our 165 members’ names are etched. This will be another example of our enduring mission to remind ourselves and others that we will always remember and honor our heroes.

In an effort to raise funds, we will be holding the 1st Annual SLPOA Memorial Fund golf tournament in the fall. An announcement will be made when a date and location are selected. In addition, there will be numerous events planned throughout the year to continue to raise awareness and support for such a worthy cause. Further information will be available soon and we hope you can join us.
New Fundraising and Police Discount Program Announced

The St. Louis Police Foundation provides the means for citizens, local businesses and charitable organizations to support the St. Louis Metropolitan Police Department through the donation of funds, services or goods. Through the Foundation, the community can equip you — our police force — with updated equipment, technology and programs that provide greater safety for you and a safer city for our citizens. The Foundation has recently announced a new fundraising and police discount program from Fields Foods which exemplifies this public-private partnership.

Fields Foods, a locally owned and operated grocery store located near the heart of the Lafayette Square business district, has recently partnered with the Police Foundation to kick off a new fundraising program in support of the men and women of the St. Louis Metropolitan Police Department. Customers to Fields Foods now have the option to round up any purchase to the next dollar at checkout. The difference between the purchase amount and “round up” amount will be donated to the Foundation. All “round up” funds will be designated to support a specific project or purchase an equipment item that has been requested by a commissioned police officer. Funding requests may be submitted through the Foundation website at www.stlouispolicefoundation.org.

In addition to supporting the St. Louis Police Foundation through the fundraising program, as a way of thanking you for your service, Fields Food will offer a 10% discount to all service members, including members of the police force, fire department, military and first responders when proper identification is shown. “Almost seven years ago business leaders came together to form the St. Louis Police Foundation,” said Chris Goodson of Fields Foods. “This civic partnership helps make this city safer for its citizens and for the people who risk their lives to protect it. At Fields Foods we are proud to be a part of that tradition and to help support the men and women that serve and protect our city and county through our donation and discount programs.”

Police Foundations throughout America

Police Foundations play an increasingly important role in supporting American police departments. In challenging economic times when budgets are tight, Police Foundations provide the safety net to fund critical needs that simply otherwise would not be met. The first Police Foundation was founded in New York City in 1971. Today, more than 200 Police Foundations of all sizes have been established in the United States.

Every Police Foundation has unique characteristics that fit their city and department. St. Louis was founded in 2007 and carefully modeled itself after successful Police Foundations in New York, Atlanta and Los Angeles. The Foundation’s executive director, Michelle Bagwell, actively collaborates with other directors across the country to continually bring to St. Louis new ideas and practices. The St. Louis Police Foundation has quickly established itself as a highly efficient foundation. In fact the St. Louis Police Foundation is unique in that it is one of the only foundations to have undertaken and achieved a significant, successful building campaign. The St. Louis Police Foundation provided a $3 million gift to guarantee the SLMPD’s ability to move to the new headquarters building at 1915 Olive Street. To learn more about the St. Louis Police Foundation, visit www.stlouispolicefoundation.org.

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Mission Statement

We, the law enforcement officers of the United States and of the several states and political subdivisions thereof, as representatives and delegates of state and subordinate lodges, do hereby associate the several lodges we represent and the members thereof for the following purposes:

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

POLICE OFFICER PAUL MCCULLOCH

END OF WATCH JULY 2, 1964

On July 2, 1964, at 6:30 p.m., Marilyn Morris was seated in her automobile in front of the Food Fair Super Market located at 814 Leffingwell. She was waiting to drive her mother, who owned the store, home. As she waited, Eddie C. Glenn got into her car. Displaying a knife, Glenn said, "Don't make a sound, and drive straight." As Morris drove, she tried to attract attention by honking her horn, but no one came to her aid. For the next hour, Glenn forced her to drive around the northern portion of the city.

Glenn looked through her purse for money to buy drugs, but she had only $4.00 plus change. He took a diamond ring from her finger. Morris repeatedly tried to alert others to her situation, including a service station attendant when they stopped for gas. No one realized her predicament.

Officer Robert Steele, suspicious about the car, pulled it to the curb at Twentieth Street and Carr. As the officer approached the vehicle on the driver's side, Marilyn Morris jumped from the car and ran. Officer Steele pointed his revolver at Glenn and told him to get out of the car. Glenn lunged at Steele. Officer Steele fired, hitting Glenn in the shoulder. Glenn grabbed the officer's gun with both hands, preventing the cylinder from turning. During the struggle, Glenn gained possession of the gun. Officer Steele ran toward his patrol car to call for help. Glenn fired two shots at him.

While Officer Steele called for help, Glenn ran onto the grounds of the Pruitt-Igoe Housing Project. After Officer Steele radioced for help, he collapsed on the street. The call went out as "police officer in need of aid, supposedly shot." Patrolmen Ronald Pott and Ralph Atkins heard the radio call and responded to the scene. They saw Officer Steele lying in the street covered in blood. Officer Pott went after Glenn, while Officer Atkins stayed to help Officer Steele. Steele, though not seriously injured, was dazed from the scuffle.

Officer Pott and Glenn exchanged shots as they ran through the area between the buildings of Pruitt-Igoe. A short time later, Canine Officer Paul McCulloch, on his way to work, arrived at the scene. McCulloch and Pott decided to circle the building from opposite sides and head off Glenn. Soon after the officers parted, Officer Pott heard a gunshot. As he rounded a corner of the building, he came face to face with Glenn. They each fired simultaneously.

The bullet that hit Office Pott went through his left forearm, ricocheted off the badge worn on his left chest, and struck his right hand. The impact of the bullet caused him to drop his revolver. Before he dropped his revolver, Officer Pott shot Glenn in the right chest. Though staggered, Glenn continued across the courtyard between two of the buildings. Officer Pott went to Officer McCulloch's patrol car and radioed for more help.

Detective Dan Kirner responded to the original call for help. He arrived in time to see Officer Pott and Eddie Glenn exchange shots. Kirner fired six shots at Glenn. Officer Arthur Mueller and Project Policeman James Miller also began firing at Glenn. Glenn fell to the ground and was immediately arrested.

Detectives Vernon Brinkman and George Hydr arrived at the scene. They found Officer McCulloch lying in an area nearby, bleeding from a gunshot wound to the head. McCulloch was pronounced dead on arrival at City Hospital #1.

Eddie Glenn admitted kidnapping Marilyn Morris and shooting at the police officers. The thirty-seven-year-old McCulloch joined the department on October 31, 1949. In 1950, he resigned from the force to enter the United States Marine Corps during the Korean War. In 1951, he returned to the Department.

McCulloch joined the Canine Unit in April 1959. He was survived by his wife, Anne, and four children. Anne McCulloch later worked for the department as a secretary. Also, one of McCulloch's children, Joseph, was a Sergeant with the Department.

*Biographical information extracted from In the Line of Duty: St. Louis Police Officers Who Made the Ultimate Sacrifice by Barbara Mikloic, Stephen Pollihan, and David McElreath.

St. Louis Policemen's Credit Union
Call 444-5392

WE HAVE AN INTEREST IN YOU...

The good news here is that our interest rate on your savings account has increased to .30% for the second quarter and with the continued growth in loans and investments we hope to continue this trend. Loans are up 25% through May which just goes to show that our members recognize the good value our vehicle and signature loans especially present. Boat and motorcycle loans are also at very competitive rates.

Also as a point of information the Credit Union is moving along with the Police Department to the new headquarters. We are constructing our office on the ground floor just inside the front door so members will find us alongside the officer memorial. During the month of July we will also be installing new software that would put accounts on real-time status. Your account balances will be updated immediately anytime you make a transaction. The Credit Union is in it for the long haul and we certainly hope that we are structuring our services to better meet the future needs of our members.

We anticipate moving the last week of July and open for business the first week of August at 1915 Olive.
Victim Scammed by Fake Job Offer

It's bad enough being scammed out of hundreds of dollars. But it's a new level of low when thieves hose people hunting for jobs.

Unfortunately, that's exactly what happened recently to one St. Louis man. He answered an ad for a security guard position posted on jobs.mo.gov. The website is sponsored by the Missouri Division of Employment Security, so he felt he was dealing with an actual employer offering a legitimate security guard position. But he soon discovered he was dealing with a scammer.

The security guard company identified itself as "Personnel Protection Management Services." The contact person sending out the emails to the victim said his name was "J. Jessop." Jessop told the victim to purchase a Green Dot Money Pak Card in the amount of $500. Then, the victim gave Jessop the PIN number on the back of the card. By providing that number, Jessop had full control of the $500 loaded onto the card.

The victim was told he could then begin work attending training classes on the following Monday.

Green Dot Money Pak Cards (and similar brands like Vanilla Reload Cards) are used quite often by con artists because the victim hasn't heard from him since. He's out the $500 and didn't get the job he'd hoped for.

How do you avoid becoming the victim of this type scam?

1. It is extremely unlikely that any company in good enough financial position to hire new employees and is dealing directly with employees from Human Resources.

2. There are probably some legitimate uses in the business world for these types of reloadable debit cards. However, if you are being pressured into this purchase under threat of not being hired before you have seen the actual building in which you will be working, consider that this is very likely a scam.

3. Inform the prospective employer you will provide information such as:
   a. Personal bank account number for purposes of direct payroll deposit.
   b. Social Security number for IRS purposes.

Credit history on the day you actually report to duty to begin your new career. Prospective employers who demand that information in a phone call or email prior to a face-to-face meeting could very well be identity thieves or scammers.

Dan Rechtien, Director
Circuit Attorney's Office
Visit the CAO Website: www.circuitattorney.org
12 Ways To Lighten Up Your Plate For Summer

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

Looking for ways to not only lower the calorie amounts in your food, but also a way to lighten up the dish for summertime. Try these tips below to give your favorite recipes a new twist and make them healthier. It is easier than you think to lighten up your favorite meals with just a few simple tricks. These tips will help keep your meals flavorful while still improving the creaminess, crunch, and juiciness of your favorite meals.

1. **Less is More:**
   Do not stop using your favorite ingredients! When substituting items in a recipe, people tend to use a large amount of the substituted item usually due to its mild flavor, instead use a smaller amount of those highly flavorful foods to satisfy your taste buds but with fewer calories. Items like cheese and oils in a smaller amount will still give you that flavor you desire, but with fewer calories than piling on a substitution.

2. **Shred, Chop, & Shave:**
   Top your desserts, casseroles, and other dishes with shaved chocolate, finely shredded cheese, and chopped nuts. By chopping, shredding and shaving these and other items, you can cover more surface area with small pieces. This way you can still enjoy the great flavor, but less.

3. **Use the Stove:**
   Toast nuts, spices and seeds to enhance their flavor. Bake nuts at 350°F in a shallow pan, stirring occasionally, for 10 to 15 minutes. Briefly toast spices and seeds in a hot skillet, stirring until fragrant.

4. **Tofu Can Be Your Friend:**
   Puree silken tofu and use it a cream substitute in soups and a creamy sauce base for pasta dishes, as well as in salad dressings. Tofu will pretty much take the flavor of the items that you cook it with but will help create that low-fat yogurt, dressed up with your favorite diced vegetables and seasonings.

5. **Use Applesauce to Bake:**
   Swap applesauce for up to 1/3 of the total butter or oil in a cookie or cake recipe. Substitute the same amount of pureed prunes if you’re making a chocolate dessert. Pureed pumpkin and sweet potato are also good substitutes. If you do not have time to puree your own, try the canned options or even checking out the baby food aisle is a quick option. Try it with different baked goods and see which type of substitution works for you taste buds the best.

6. **Add Flavor Without Fat:**
   Try fresh herbs, spices, citrus juices, spicy relishes and/or hot peppers and chilies to boost flavor when cutting back on fat in recipes. Fat carries a lot of flavor so you need to replace it with strongly flavored ingredients like these to give your meal the flavor you are looking to achieve.

7. **Go Shopping:**
   Aside from non-stick sprays (which work well) try adding some new gadgets to your kitchenware such as nonstick skillets, woks, grill and steamer baskets, zesters and silicone bake ware.

8. **Stock:**
   Chicken, beef or vegetable stock is a great way to add flavor with fewer calories. Look for low-sodium and low fat options to keep your calories low and sodium consumption down. Many stores even sell pre-packaged flavor cubes in the refrigerated/freezer section that you can pop out and use when needed.

9. **Don’t Cover:**
   Instead of covering your veggies with various sauces. Try roasted onions, peppers, squash, carrots and other vegetables with a drizzle of olive oil or cooking spray and then Kocher salt to bring out their natural flavor. They can be used as a side or thrown into the main dish for added flavor and crunch. Try making a double batch and storing them in the fridge so that you have a quick go-to snack or side for you next meal.

10. **Sauté:**
    Sauté your vegetables, rice or other grains in chicken or vegetable broth, wine or juice instead of butter or oil for a flavor boost.

11. **Skip the Cream:**
    Thicken soups with evaporated skim milk or prepared pureed cooked potatoes (or instant mash potatoes if your short on time) instead of heavy cream. You can also use the pureed cooked potato to thicken up your gravy for a fat free option.

12. **Make It Yourself:**
    Make your own whole-milk substitute by adding a little fat-free yogurt, pureed tofu or powdered skim milk to fat-free milk to thicken it.

Try your hand at taco shells too, by hanging soft fat-free tortillas directly over an oven rack and baking at 400°F until crisp.

Add flavor to your homemade mashed potatoes by roasting garlic, or lighten it up by adding fresh chicken or vegetable broth instead of butter and milk.

Create your own fried foods instead of going to the fast food store, by coating chicken and fish with a seasoned oint, cornmeal or cornflakes “batter” and then bake for a crispy “oven-fried” result.

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**REPRINT By Colleen Rossmann**
Exercice Physiological MS, MPS, ACSM

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**SUPPORT REPORT**

The St. Louis Police Foundation has provided funds to purchase the following:

- 73 Zoom Upgrade to Slimy Turtles
- Remington 870 Shotguns for Patrol Officers
- 44 Plate Sates
- Stats for Air Patrol Officers
- Extra Tool Kit for Sergeants and Special units
- 7 Wireless Plate Recognition Systems
- 4 Air/Teardrop Vehicels
- 5102. E. Shawin
- Gifted Holiday Meals for Cooks Officers
- Additional Youth Insurance Thru the Police Officers

These items valued at over $650,000 and there is so much more.

More than $5,500,000 raised since 2007!

Any police officer can make a request at www.stlouispolicefoundation.org. Let us know what you need to continue to be St. Louis’ finest!
The Necessity of Occasionally Pulling Away

Have you ever reported for duty carrying the world on your shoulders, or have you ever spent an entire shift dealing with the problems of others, only to arrive home and realize that you were depleted and had nothing left for your family? I’m sure you have and I want you to be encouraged because you're in very good company. Whether dealing with the death of a loved one, family dynamics, health issues, or perhaps the weightiness of an IAD complaint, the reality is life inevitably happens and sometimes it can be overwhelming.

Truth is, when we put on that uniform everyday and report for duty, we are expected to show up ready to serve the community in a professional manner, in spite of what we may be going through personally. When we get home at the end of our shifts, our friends and families deserve our absolute best. Unfortunately, it's not always that easy.

So what do you do when you are emotionally depleted and as a result, you are irritable, snappy, and perhaps even a little cynical? As I see it, we can do a couple of things to remedy this situation. We can put on a pretend happy face and suffer in silence as we engage our families, friends, and the community or we can actually adopt some strategies to ensure we don’t end up winding up our loved ones.

Brothers and sisters, it is important that we realize that God is the real superhero and he alone lives life without limitations. No matter our heroic status as lawmen, we are mere mortals and are therefore not invincible. Truth is, we are actually pretty fragile and can break easily if we don’t take time to renew ourselves frequently and allow God to restore us.

There are some proven psychological and physiological benefits to occasionally spending five to ten minutes alone in a quiet place to relax, meditate, and pray. They include anti-aging, deeper and better sleep, decreased blood pressure, easier breathing, greater creativity, decreased anxiety and depression, and increased happiness and emotional stability.

Above we highlighted some of the benefits to occasionally and intently withdrawing to a quiet and safe place to be still before God. Based on our scripture text, following are three reasons to occasionally withdraw to a quiet place:

1. **We need to occasionally withdraw because people can be persistent.** How many times have you been on duty sitting in a restaurant, trying to get a quick bite to eat, only to be approached by a citizen for directions or legal advice? The reality is that because of our expertise and skill set, we don’t have to wait to be dispatched to problems, they will inevitably find us. Finding time to occasionally pull away to pray will help you to handle those situations in a manner consistent with the community expectations of a lawman.

2. **We need to occasionally withdraw to faithfully fulfill our calling to our families and the community.** Just like in our text, Jesus giftedness and skill set made him quite popular in the community. People were always pulling on him expecting him to meet their needs. While he came for this purpose, at times it took its toll on him. As a remedy, occasionally he would withdraw to a quiet and undisturbed place to reconnect to God, his power source. Jesus knew that being a peacemaker and problem solver could drain you physically and mentally. He shows us that sneaking to a quiet place to pray or sit quietly will help you to be a more centered and focused lawman and enable you to serve the community better.

3. **We need to occasionally withdraw because we are called to pray.** God loves you and wants to spend time with you. When we pull away to a quiet place, we find God there waiting for us. It is in that place where things will begin to make sense and we will find comfort, courage, peace, strength, and the will to continue to serve our families and community.

In His Service,

Rev. Clarence E. Hines
(Sgt, SLMPD Ret.)
Cehines777@yahoo.com

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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 Register’s 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, 2014. We are currently seeking riders to join us for the 2014 RAGBRAI.

50 Team Backstoppers riders successfully completed the 2013 RAGBRAI and raised over $12,000!

Typical day at RAGBRAI as a Team Backstopper rider:

Wake up rested after sleeping in a large tent on an air mattress (charter service by Padre’s Cycle Inn), 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
### July 2014

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### September 2014

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Tattoo Contest Winners

2014

Best Overall
Congratulations to retired Police Officer Kevin Mueller for winning $200 and a $100 gift card for Urban Xpressions.

Best Police Theme
Congratulations to active Sergeant Robert Berner for winning range time at Sharpshooter Indoor Range and SLPOA t-shirt or sweatshirt.

Honorable Mention
Kat Wasem
Active Detective Marc Wasem's sister.