



LAW ENFORCEMENT[®]

OFFICIAL PUBLICATION FOR THE MISSOURI PEACE OFFICERS ASSOCIATION
Volume 79, No 2 - Summer 2025





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LAW ENFORCEMENT



Official Publication for the **Missouri Peace Officers Association**
Volume 79, Number 2 Summer 2025

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Reverend James "JC" Beckner
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CHAPLAIN EAST SIDE

Father Leo Spezia
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Editorial guidelines for articles in *Law Enforcement*:

Law Enforcement encourages readers to submit articles and information for publication. Articles should be submitted in a Word document and *Law Enforcement* reserves the right to edit submissions. Readers are also encouraged to submit pictures and picture captions that portray Missouri law enforcement activities. Digital images must be a high resolution (300 dpi) and saved as a jpg or tif file. When taking pictures using a digital camera, it is important that the setting on the camera be set at the finest setting. This will ensure that the images will be taken at a high resolution which is important for magazine print. Articles in Word format and digital pictures may be sent to the.mpoa@mopoa.org.



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President's Message

Thomas G. Kerns
U.S. Postal Inspector (Ret)



I am honored to be serving as your President of the Missouri Peace Officers Association for a second term. The history of the MPOA has been advancing and training professional law enforcement for the past 90+ years. That is an unbelievable amount of time for our association to be in existence. Leadership is on aspect of law enforcement that comes to mind. We all have our core principles that guide our actions and choices. It is these values that help us to assess and respond to situations that we encounter.

Why is leadership so important? When properly communicated, leadership values result in a stronger police force. According to a Leadership IQ study (Leadership IQ, a Mark Murphy Company) employees are more engaged when their organization has a well-defined set of values. Leaders who embody their values will earn the respect and commitment of their team. They inspire others to follow in pursuit of goals and in return internalize the values themselves.

I want to share the 10 values of leadership so we can mentor and assist those who will be in a leadership role during their careers and beyond.

- 1) Communication that is clear and understandable
- 2) Role modeling by leading by example
- 3) Psychological Safety. This promotes officers and leadership to take risks, speak up, provide suggestions without fear of punishment or be looked down upon.
- 4) Authenticity: This involves self-reflection, openness to feedback, and continuous improvement.
- 5) Proactive: Encourage new projects for our people and support them in those initiatives. Seek opportunities for us as well to continuously improve so we can mentor others.
- 6) Humility and Vulnerability: Acknowledging we do not have all the answers and are open to learning from others.
- 7) Setting Boundaries: Having a healthy work balance for family and ourselves. Making sure our team members do the same.
- 8) Continuous Learning: This helps to keep our teams' skills sharp and competitive.
- 9) Accountability: Keeping our teams understanding what the expectations are and asking for feedback.

10) Adaptability: Being flexible to change and having a positive attitude.

Thank you for your membership of our organization and please share your values with your teams. Stay Safe.

Thomas G. Kerns is an April 1983 graduate of the Eastern MO Police Academy. He started his career as a Reserve Officer with the Woodson Terrace, MO Police Department. In 1984, he started as an Officer with the O'Fallon, MO Police Department. He served as a Patrolman, Detective, Sergeant, Detective Sergeant and the Commander of the Criminal Investigation Division. In 1996, he left the Police Department and took an appointment with the U.S. Postal Inspection Service. His assignment was to the St. Louis Division, Midwest Division, and the Chicago Division/St. Louis Field Office. During his tenure he was assigned to the Violent Crime Team, the Eastern District of Missouri Identity/Financial Crime Task Force. He was promoted to Supervisory Special Agent/Team Leader for the Violent Crime and later the Missouri Fraud/Child Exploitation Team. He retired in June 2016 to take a Corporate Security Position with the TJX Corporation. Tom is now the VP Fraud Investigations for Enterprise Bank & Trust.

During the annual Membership meeting held July 11, 2025, the following nominations were presented for July 2025 through July 2026:

President: Mr. Tom Kerns CFE CFCI, Ret. US Postal Inspector
First Vice-President: Captain Dave Billings, Raymore PD
Second Vice-President: Sergeant Anthony "Nino" Consiglio, Gladstone PD
Executive Director: Chief Robert "Bob" Ronkoski (ret)
Chaplains: Chaplain J. C. "JC" Beckner – West Side
 Father Leo Spezia – East Side

Committee Members: Captain Scott White, MSHP
 SA Carl "Dutch" Schultz, FBI (ret)
 Chief Dave Starbuck, Grain Valley PD (ret)
 Major Lafayette "Gene" Lacy, MSHP (ret)
 Major Dale Schmidt, MSHP (ret)

Sergeant Scott Barthelmass, Overland PD (ret)
 Captain Jon Romas, Creve Coeur PD
 Officer Chandra Kelly, Olathe PD (ret)
 Chief Graham Burnley, Nevada PD (ret)
 Major Rob Hays, Clay County Sheriff's Office



From the Executive Director

Chief Bob Ronkoski (retired)

As the summer comes to an end, we all look forward to the cooler temperatures of fall. MPOA has wrapped up a busy year with the Industry Recognition Credentials program (IRC), our MPOF annual golf tournament, college scholarship awards, eighth grade essay winners, and our general membership meeting. At that meeting we presented the Hank Johnson Officer of the Year award, Non-sworn Civilian of the Year award and the Citizen of the Year award. At our awards luncheon on July 11, 2025, our guest speakers were Chief Frank Mininni and Major Derek Myers of the O'Fallon Police Department, and Chief Ray Juengst of the St. Charles City Police Department. They gave our Board and attendees a detailed presentation on the new "Center for Advanced Skill Training in Law Enforcement" (CASTLE). The MPOA and MPOF Boards look forward to developing a partnership and offering our support to this new law enforcement training center. A special thank you to the Dumire Family & Growth Industries as well as the Coalition Against Bigger Trucks (CABT) for sponsoring our luncheon and the awards.

Our last issue of the Law Enforcement magazine highlighted the history of the Carthage Police Department. I hope everyone found the article to be informative and interesting. We will continue to highlight a different department in each issue. Please contact the office if you would like to suggest a department or would like to submit an article about your department.

Our MPOF 20th Annual Golf Tournament was held on Friday, May 9, 2025, at the Mules National Golf Club in Warrensburg. I am happy to announce that it was one of the best since before COVID. We had a record number of hole sponsors and players. Our 21st Annual Golf Tournament is

scheduled for Friday, May 8, 2026, at the Mules. Please look for the flyer and consider being a sponsor for next year. The golf tournament helps us to continue awarding college scholarships each year. If you can't attend, please consider donating to the MPOF. Contact Carla at the MPOA/MPOF office for more information.

I also want to remind everyone to send me pictures from your part of the state so that we can use them in our magazine. I'm looking for pictures from all around the state from urban to rural communities. We would like pictures of your cities and counties as well as lakes, rolling countryside and farms. If your law enforcement vehicles are in them, that's a bonus. E-mail them to me at bobronkoski@mopoa.org.

Our recruitment section is still available for departments to advertise for their open positions. Chiefs, sheriffs, and department recruiters should contact me for special pricing for multiple issues at bobronkoski@mopoa.org. The MPOA Law Enforcement magazine is distributed to 1,000 MPOA members and associate members, as well as all police agencies, sheriffs' agencies, and police academies across the state of Missouri. It is also online on our MPOA website, and your ad will be shared on our MPOA Facebook page.

As always, MPOA continues to concentrate on our priorities to grow our membership, increase our training, enhance our scholarships, and expand our law enforcement recruitment efforts. Help us grow our membership each year. If you are reading this magazine and are not a member, please consider joining. To become an active member or an associate member, please complete the application that is included in this magazine. Also feel free to include a tax-deductible donation to the MPOF.



My closing message to all our active and retired first responders is always to take care of your physical and mental health. Watch your fellow first responders, currently working and retired, for signs of stress and mental health issues. It's our responsibility to keep an eye on our brothers and sisters and make sure that they receive the care they need.

MPOA Executive Director Bob Ronkoski recently retired from his position as Assistant Vice-President for Public Safety and Chief of Police for the St. Charles Community College and is the prior Mayor of the City of Cottleville, Missouri. Bob previously retired at the rank of Lieutenant from the St. Ann Police Department. Chief Ronkoski has a bachelor's degree from Columbia College of Missouri and a master's degree from Lindenwood University in criminal justice administration. If you have ideas you would like to share with Bob about the MPOA & MPOF, please e-mail him at bobronkoski@mopoa.org.

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Chaplain's Message West Side

Reverend James "JC" Beckner

How Can I Help You?

In some businesses, the employees have been coached to greet customers by offering their help. They might say..." What can I help you find" or "What brings you in today"? And then there are stores where employees just stare at you when you walk in and never say hello or never ask how they can be of service? Have you experienced both?

Years ago, a new friend introduced me to a concept of service that was

demonstrated not just by his words but also by his actions. Here is what he said, "IS THERE "ANYTHING" I CAN DO FOR YOU TODAY"?

If it meant that he had to drop whatever he was doing to live out those words, he did it. It was his way of life. What a blessing to experience such a person. This example so impressed me that I began to wonder what it would take to have this attitude?

The word "ANYTHING" within the phrase is huge. As a noun it means: "Any object, occurrence, or matter whatever." As an adverb it means: "To any degree or extent; at all."

"Something or someone of importance."

Anything covers everything. So, where is all of this going? I am praying for Our Heavenly Father to be the Anything and Everything in your life. Personally, I am praying for your safety, your family, your department, your direction, your times of dealing with crisis. The list never ends. God only knows your greatest needs and desires. Hebrews 13:5 serves as a reminder... "I will never leave you or abandon you."

Chaplain's Message East Side

Father Leo J. Spezia

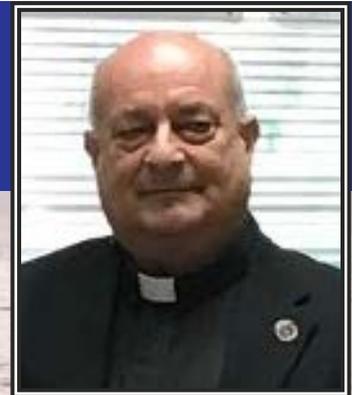
A boy once asked an old sage what the secret to success is. After hearing the boy's question, the sage told the boy to meet him in the river in the morning and that he would give him the answer there.

In the morning, the sage and the boy began to walk towards the river. They continued towards the river, passing the tip of the water that covered their nose and mouth. At this moment, the sage put the boy in the water.

As he struggled to get out, the wise old man continued to push him further down. The boy felt a fish slide down his leg and squirmed to rise even stronger. The man finally raised the boy's head so he could take a breath. The boy gasped as he inhaled a deep breath.

The old man said, "Why did you fight when you were underwater?" The boy replied: "Air!" The man said, "There you have the secret to success. When you want to succeed as much as you wanted air when you were underwater, you will. That is the only secret. "

Success begins with the desire to achieve something. If your motivation is weak, your results will follow suit. Think about what you want most in life and work to achieve it. Don't let your surroundings or other people influence the things you want. Just because swimming fish are comfortable with being underwater doesn't mean you are.



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MPOF East & West Side Essay Winners



East Side Essay Contest 1st Place Winner: Miyasi Welivita, Ladue Middle School

Pictured L to R: MPOA member Captain Jon Romas (Creve Coeur PD), Dr. Angela Thompson (Principal), Mrs. Welikalage (mother), Miyasi, Mr. Greg Schmitz (Miyasi's teacher), Mr. Miyasi (father), and Mr. Scott



West Side Essay Contest 1st Place Winner: Isabella McQueary, Holden Middle School

Pictured L to R: Mrs. Tobi Chambers (Isabella's teacher), MPOA member Retired Deputy Sheriff Tom Krahenbuhl (Jackson CO SO), Isabella, and Mr. & Mrs. McQueary (parents)



East Side Essay Contest 2nd Place Winner: Koller Ashlock, Summersville High School

Pictured L to R: Josh Ashlock (Koller's father and School Resource Officer), Koller, Captain Bruce Fisk (MSHP), and Becky Wuertley (Koller's teacher)



West Side Essay Contest 2nd Place Winner: Sophia Cook, Lawson Middle School

Pictured L to R: MPOA member Chief Bruce Summa (Lawson PD), Sophia, Rob Kellam (School Board President), and Melissa Jones (Sophia's teacher)



East Side Essay Contest 3rd Place Winner: Vinaya Diwakar, Thomas Jefferson Middle School

Pictured L to R: Vinaya and MPOA member Captain Scott White (MSHP)



West Side Essay Contest 3rd Place Winner: Anthony Diamond, Bingham Middle School

Pictured L to R: MPOA member Major Nicole Walters (Lee's Summit PD), Anthony, Stephanie (mother), and Timothy (father)

By: Miyasi Welivita
East Side Essay Contest Winner, 1st Place

In today's world, society is in a state of unrest and turmoil



While individual citizens may not feel the ripples caused by world leaders, politicians, and the media yet, there is no doubt that in the months and years to come, we will feel the effects of both politicians' and our decisions. The way that the media markets news, combined with our own ignorance of the information available to us, only adds to the confusion. These issues can be summed up into three topics: commercialized journalism, political ignorance, and ignorance of suffering.

Commercialized journalism is when media outlets and news publications are driven by profit rather than releasing unbiased information to the public. This kind of commercialism shows in several ways: publications that are prevalent today focus a lot on clickbaiting and attention-grabbing content, instead of in-depth and investigative journalism. Even the articles that actually report news tend to be opinionated pieces instead of information that's reported accurately without attempting to force the viewer to hold the views of the writer. On the flip side, many news articles on popular media websites today are becoming more and more focused on entertainment, degrading the overall quality of journalism in the US. The current journalism model is fundamentally deceptive towards the public, and negatively affects how people view politics and information from the news. Additionally, the people that news is marketed towards don't have a good understanding of it, and public ignorance is a big factor in how media spreads.

Public/political ignorance is the lack of knowledge and understanding about political, governmental, and historical issues and events. Many people across the US have little to no understanding of the government and its policies, with under 30% of people in a 2022 poll being able to identify the three branches of government or identify basic functions of our government. The reasons for this alarming lack of civic literacy are simple: Part of it is the misleading nature of social media, where the spread of misinformation is the fastest. People often believe things they see on a screen without fact checking it first, which many don't learn in school. The second reason is the schooling itself; in many schools in the US, critical thinking is applied in the wrong way

without building upon a strong foundation of basic knowledge. Someone cannot apply a topic to several different fields or learn to look at something from several angles, without knowing the subject itself. Furthermore, a democracy that is "ruled by the people" must first be known to the people. How will a government that is based on citizens that don't know anything about it sustain itself for any period of time? Unfortunately, this lack of knowledge doesn't just apply to US politics. From a November study conducted by the Pew Research Center, about one in five Americans get their news about global issues from social media influencers instead of reputable news sources and first-hand information, which are becoming rarer in recent years. This leads into the third issue: ours and world leaders' disregard for people in need.

Many people all over the world live in poverty or a state of homelessness. Without having basic necessities like food or water, hundreds of thousands of people die each year. It would take about \$37 billion dollars spent each year until 2030 to address extreme and chronic hunger. This is about 1 % of the money spent globally on the military and weapons. However, some people in need reach out to others directly on social media. After the Oct. 7th attacks on Israel and the subsequent attacks on the Gaza Strip, over 12,000 GoFundMes have been set up by Palestinians in need. These are promoted on social media, where many strangers can donate to and spread the fund raisers. They urgently tell of their loved ones, with grave injuries and no money to treat them. However, these fundraisers have less and less people donating to them. The world forgets about the horrible situation and genocide currently going on, and world leaders have been discussing how exactly to deport Palestinians, without care for their lives and safety. Our world is a flawed one, and many people live in fear and suffering. Others ignore these people and turn away from their pain. Humanity can do better, by donating, spreading information, and even just understanding more about each other. Society can't keep turning a blind eye to the hardship of others, and must take the initiative itself.



The Three Greatest Concerns of Our Generation

By: Isabella McQueary

West Side Essay Contest Winner, 1st Place

Some older generations often consider Gen Z lazy, unappreciative, and immature. But there's way more to it. Almost half of Gen Z suffers from mental health, Addiction, and abuse. According to Natural Library of Medicine, "Anxiety and depression are the 2 largest mental health issues among Gen Z, with 9 out of 10 individuals diagnosed with a mental health condition having anxiety and 8 out of 10 having depression." This means that mental health is the thing Gen Z suffers from the most. But, how much of Gen Z actually suffers from it?

According to Charlie Health, 42% of young adults in Gen Z that were surveyed are diagnosed with a mental health condition. The four most common diagnoses among the respondents were Anxiety, Depression, ADHD, and PTSD. Amongst the high school students of Gen Z, 29% experience poor mental health, 22% have considered suicide, and 10% have attempted suicide. Although 10% might seem like a low number, this was just the score of the surveyed students. Imagine how high it would be if all Gen Z students were surveyed! According to Pacific Oaks College, "Gen Z is the most depressed and anxious when compared with other generations." This means that Gen Z is the generation that suffers from mental health the most. The main causes of poor mental health among this generation are social media, lack of treatment for mental health issues, and substance abuse. But, how could substance abuse cause poor mental health? Wouldn't that help them feel better?

Although taking a substance could help teenagers feel better from the rush it gives, it's causing more harm

than good. According to Yale Medicine, "Addiction can also cause problems with focus, memory, and learning, not to mention decision-making and judgment." The reason that teens use these drugs so often is because of peer pressure from their friends, social media, or the genuine desire to try a substance. The leading cause of addiction among teenagers is due to peer pressure. Substance abuse is also common amongst adults. According to American Addiction Centers, "Parents with substance use problems are less likely to effectively function in a parental role." Some teenagers that have parents who struggle from substance abuse are more likely to have a poor relationship, oftentimes leading to abuse.

Physical and emotional abuse can have a serious impact on Generation Z, affecting their mental health and relationships. Many young people who experience abuse often struggle with feelings of sadness, anxiety, and anger, which can make everyday life harder. For example, the American psychological association says "Kids who are bullied or abused may suffer from depression and have trouble focusing in school." Emotional abuse can make a person feel worthless, which lowers their self-esteem. Psychology today says "Social media also plays a role, as many teenagers feel more pressure to fit in, and those who have been abused may feel even more isolated or misunderstood." The effects of abuse can also carry over into adult life, where these individuals might have trouble trusting others or forming healthy relationships.

My generation has to suffer with many things growing up. Mental health has been destroying all

generations, but has spiked in Gen Z. Addiction is attacking mainly the teenagers of my generation due to peer pressure. Finally, abuse is affecting generation z's mental health and the world around them as it's occurring. Sadly, these three topics are just three out of the multiple things my generation has to suffer with while growing up such as climate change, housing prices, inflation and so much more. Before you speak on how we act, think twice about what might be causing it. There's more than what meets the eye.

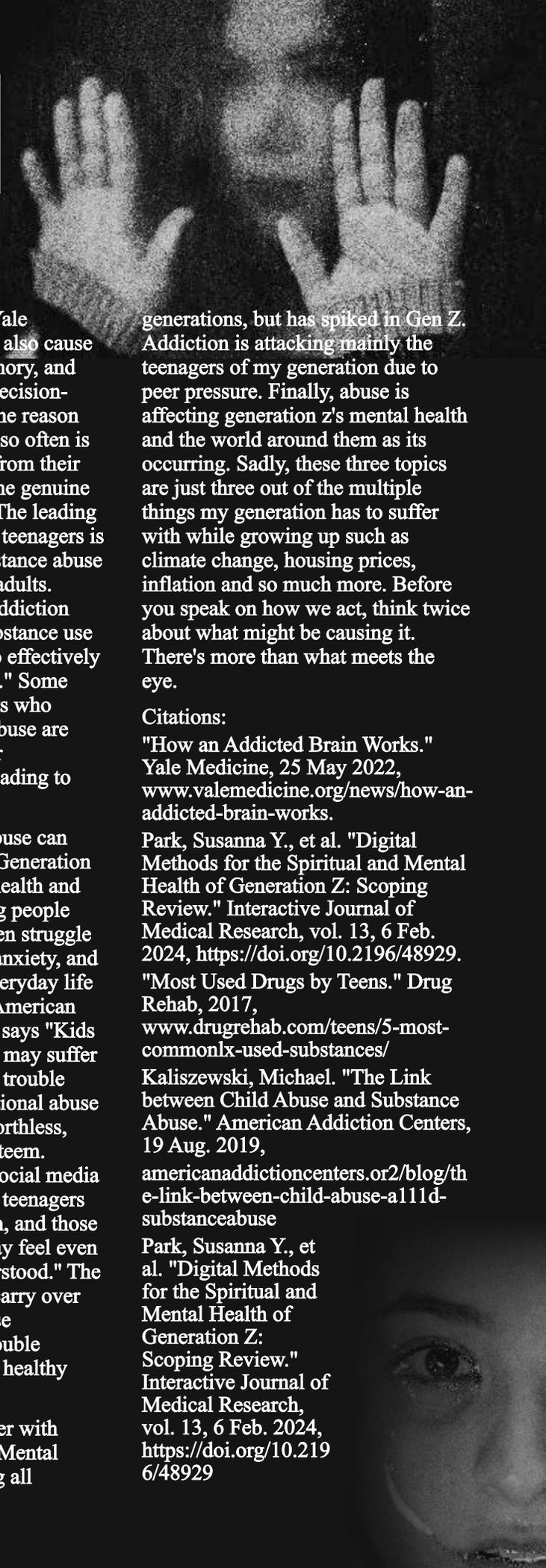
Citations:

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Park, Susanna Y., et al. "Digital Methods for the Spiritual and Mental Health of Generation Z: Scoping Review." *Interactive Journal of Medical Research*, vol. 13, 6 Feb. 2024, <https://doi.org/10.2196/48929>.

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Park, Susanna Y., et al. "Digital Methods for the Spiritual and Mental Health of Generation Z: Scoping Review." *Interactive Journal of Medical Research*, vol. 13, 6 Feb. 2024, <https://doi.org/10.2196/48929>



Remembering Missouri's Fallen Officers - Officers Who Have Given Their Lives for the Citizens of the State of Missouri

In this continuing series we look to remember the service and sacrifices of Missouri's fallen law enforcement officers. With each edition of this magazine, officers who have given their lives in the line of duty are featured. Officers are selected at random, from various agencies throughout the state. *Let us never forget those who have come before us.*

Marshal Enoch Conway White

Sweet Springs Police Department, Missouri End of Watch Tuesday, April 18, 1882

Bio: Age 28, Tour 1 year, Badge Not available

Incident Details: Cause Weather/Natural Disaster

Marshal Con White was killed when a large tornado destroyed a large portion of Brownsville.

He and several citizens were inside the town's drug store when the tornado destroyed it along with numerous other buildings and homes. Marshal White's body was located underneath debris from the store during cleanup efforts.

More than 10 people were killed and more than 100 injured as a result of the tornado.

Marshal White had served as the elected marshal for only two weeks. He had previously served as the deputy marshal for one year in 1877. He was survived by his wife and daughter.

Brownsville was renamed Sweet Springs in 1887

Night Marshal James B. Culleton

Brookfield Police Department, Missouri

End of Watch Wednesday, November 20, 1907

Bio: Age 55, Tour Not available, Badge Not available

Incident Details: Cause Fire

Night Marshal Culleton was killed in a fire at the marshal's office in the Snow Building.

When firefighters arrived at the scene, the flames were too hot to attempt an entry, and it was not known that anyone was inside.

Once the fire was brought under control and extinguished, Marshal Culleton's body was found on the floor.

The cause of the fire was never determined.

Night Marshal Culleton was survived by his wife and two children.

Police Officer John H. Bohlen

St. Louis Metropolitan Police Department, Missouri End of Watch Saturday, January 31, 1925

Bio: Age 37, Tour 17 years, Badge Not available, Military Veteran

Incident Details: Cause Struck by Streetcar

Police Officer John Bohlen was struck and killed by a streetcar at Humboldt Avenue and North Broadway in the Sixth District. He was hit by a southbound streetcar while waiting for a northbound streetcar.

Officer Bohlen was a Spanish-American War veteran and had been with the St. Louis Metropolitan Police Department for 17 years. He was survived by his wife and parents.

He is buried at New Bethlehem Memorial Park Cemetery in Bellefontaine Neighbors, Missouri.

Deputy Sheriff Charles Jacob Buzard

Buchanan County Sheriff's Office, Missouri End of Watch Thursday, November 21, 1935

Bio: Age 56, Tour 14 years, Badge Not available

Incident Details: Cause Exposure to toxins

Incident Date Tuesday, November 28, 1933

Deputy Sheriff Charles Buzard died from complications of being exposed to tear gas and ammonia bombs as officers and members of the Missouri National Guard in an attempt to prevent an angry mob of citizens from storming the Buchanan County Jail to lynch a prisoner.

The officers and National Guardsmen were unable to prevent the mob from forcibly entering the jail, at the southwest corner of 5th Street and Faraon Street, and the prisoner was lynched.

Deputy Buzard became ill and remained in the hospital for several weeks after the incident. He was able to return to work but continued to suffer several side effects and died on November 21st, 1935.

Deputy Buzard weighed almost 400 pounds and was considered to be the largest sheriff's deputy in the United States at the time of the incident.

Patrolman Herbert E. Bybee

Kansas City Police Department, Missouri

End of Watch Friday, July 15, 1960

Bio: Age 31, Tour 2 years, Badge Not available, Military Veteran

Incident Details: Cause Drowned

Patrolman Bybee and Sergeant Kieffer Burris drowned while practicing scuba diving at Lake Lotawana for an underwater recovery unit that the department was forming.

At approximately 4 p.m., the two were spotted by a resident of the lake area and everything seemed alright. However, at approximately 5:30 p.m., one of the residents noticed Sergeant Burris floating face down in the water, and Patrolman Bybee's body was recovered a short time later. Patrolman Bybee's tank was empty but Sergeant Burris's still had air pressure, so the exact cause of this incident was not known.

Patrolman Bybee had been with the agency for two years and served in the United States Navy for four years. He was survived by his wife and four children.

Data source: *The Officer Down Memorial Page, Inc. (www.odmp.org), used with permission. Compiled by Scott Barthelmass, Sgt. (Retired) Overland Police Department, Ranger St. Louis County Park Rangers, Founder Missouri Law Enforcement Funeral Assistance Team, Board Member Missouri Peace Officers Association.*

NEW TO MPOA

The following members have joined the Association since the last edition was published.

Kirkwood Police Department

Officer Richard E. Franz, Retired

St. Louis County Police Department

Lieutenant Colonel Norman Mann

Terminal Railroad Police Association

Officer Kevin Funston



University City Police Department

Captain Brian Isenberg

US Postal Service – Office of Inspector General

Deputy SAIC Kevin Cloninger

Proposed Commercial Truck Legislation Could Put Public Safety in Jeopardy

Article submitted by Christy Auld, Regional Director, for Coalition Against Bigger Trucks (CABT)

Missouri could soon face the reality of bigger and heavier commercial trucks on our roads if lobbying groups have their way in Washington D.C. The Missouri Peace Officers Association (MPOA) is no stranger to these efforts, and we appreciate your continued to fight against this legislation.

During the 119th Congress we have seen the following bills introduced thus far:

- H.R. 2166 / S. 1063 is a log truck bill that would replace the current national uniform interstate gross vehicle weight limit of 80,000 pounds with whatever each individual state allows on its state roads.
- H.R. 2920 / S. 2108 would allow companies that carry dry bulk goods (any homogeneous unmarked, unpacked, nonliquid cargo being transported in a trailer specifically designed for that purpose) to have a 10% axle weight variance during transport.

In addition to these bills' proponents of bigger and heavier trucks have requested that the so-called "pilot project" and MOVE Act be

reintroduced by Congress. It is only a matter of time before this legislation is reintroduced.

In 2023, there were 5,430 large-truck crashes in Missouri (FMCSA) with 120 people losing their lives in those crashes (NHTSA) and 2,108 people injured (FMCSA). This represents a 6.6% increase in fatalities compared to the previous year. In addition, from 2013 to 2023 truck crash fatalities rose by 41% in Missouri. One fatality or injury is one too many! Public safety should always be the priority and never an afterthought.

The State of Missouri is a critical state in this fight! The following Congressmen sit on the House Transportation and Infrastructure Committee, the committee that could ultimately decide whether to increase commercial truck size and weights or not:

- Representative Bob Onder (MO-03)
- Representative Sam Graves, Chairman of the House Transportation and Infrastructure Committee (MO-06)
- Representative Eric Burlison (MO-07)

Although we need help reaching out to all Representatives and Senators in the State of Missouri, these three (3)

are vital since Graves (previously had voted with us) and Burlison voted to pass the "Pilot Project" legislation (91,000-pounds) and Auto Haulers legislation (88,000-pounds) out of committee during the 118th Congress. Onder, on the other hand, is a new Member of Congress and at this time we do not know how he would vote. Your individual voices could be the difference in whether this legislation passes or fails in the future!

Again, the MPOA has been a great state partner, and we value your support as an association. Law Enforcement makes a huge difference in Washington D.C. whether you believe it or not and we need individual officers to help us get the word out about your

opposition to this legislation. Numbers matter and the more people reaching out to their individual Congressman can make a huge difference to our efforts.

CABT is a national nonprofit, grassroots organization leading the public campaign against truck size and weight increases. Contact CABT's state director for Missouri Christy Auld at (615) 804-4857 or cauld@cabt.org to learn how you can help contact your Congressman.

CABT
Coalition Against Bigger Trucks



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PROTECTING OFFICER PRIVACY ONLINE

BYLINE: RON ZAVAS, CEO OF IRONWALL BY INCOGNI



Privacy was never a priority as the internet evolved into our primary conduit for communication, business, commerce, and entertainment. Websites requested a few personal details before we could order a pizza or shop online, and we happily complied, without concern over how the information being collected could be exploited – or weaponized.

The widespread exposure and accessibility of personally identifiable information (PII), such as home addresses, cell phone numbers, and email addresses, is of particular concern to law enforcement officers and others in at-risk professions.

“We have these companies that are amassing just gigantic amounts of data about each and every one of us, all day, every day,” said Kate Ruane, senior legislative counsel for the First Amendment and consumer privacy at the American

Civil Liberties Union. “Your data is being taken and it is being used in ways that are harmful.”¹

For police officers, the danger of private information exposure became headline news during and after the George Floyd protests and riots of 2020. In Portland, Oregon, 38 officers were “doxxed” – i.e. had their addresses and other personal information released online.² The same occurred to officers in Chicago³, as well as to high-ranking police officials in Washington, Atlanta, Boston and New York.⁴

This targeting of officers and their families, coupled with efforts to defund police departments in several cities, had an adverse effect on personnel recruitment and retention. In 2021, resignation and retirement rates increased 45%, according to a Police Executive Research Forum survey.⁵ Four of the largest

metropolitan police departments were collectively down over 5,400 officers during 2022 and 2023.⁶

Laws have passed in several states, to combat the doxxing threat, but prosecuting those who release officers' private information does not undo any damage that results from their actions. And while some of the anti-police furor from the summer of 2020 has subsided, doxxing remains a persistent threat.

According to a 2024 survey, an estimated 11 million people have been victims of doxxing attacks, and of those one out of five said perpetrators shared personal information about their families.⁷ The privacy of officers online is negatively impacted by other challenges as well. Hackers inflicting data breaches against municipalities to deliver a ransomware payload may obtain the PII of entire police departments. In 2023, the City of

¹ Thorin Klolowski, “The State of Consumer Data Privacy Laws in the US (And Why It Matters),” *Wirecutter, New York Times*, September 6, 2021, <https://www.nytimes.com/wirecutter/blog/state-of-privacy-laws-in-us/>

² Daniel Villarreal, “38 Police Officers Have Been Doxxed During Protests in Portland, DHS Says,” *Newsweek*, July 21, 2020, <https://www.newsweek.com/38-police-officers-have-been-doxxed-during-protests-portland-dhs-says-1519530>

³ “Some Chicago Police Officers

Have Been Subjected To 'Doxxing' Attacks, CPD Says,” *CBS News Chicago*, June 8, 2020, <https://www.cbsnews.com/chicago/news/some-chicago-police-officers-have-been-subjected-to-doxxing-attacks-cpd-says/>

⁴ Michael Balsamo, “U.S. Police Officers' Personal Info Leaked Online,” *PBS News*, June 10, 2020, <https://www.pbs.org/newshour/nation/u-s-police-officers-personal-info-leaked-online>

⁵ “PERF Special Report: Survey on Police Workforce Trends,” *Police Executive Research Forum*, June 11,

2021, <https://www.policeforum.org/workforcesurveyjune2021>

⁶ Ryan Young and Devon Sayers, “Why Police Forces Are Struggling to Recruit and Keep Officers,” *CNN*, February 3, 2022, <https://www.cnn.com/2022/02/02/us/police-departments-struggle-recruit-retain-officers/index.html>

⁷ “Survey on Police Workforce Trends,” *PERF Special Report, Police Executive Research Forum*, June 11, 2021, <https://www.safehome.org/family-safety/doxxing-online-harassment-research/>

Oakland, California declared a state of emergency after a ransomware attack that released rosters of city employees, including police, with their birthdates and social security numbers, data used by hackers for identity theft.⁸

What is perhaps most troubling is that it doesn't take a data breach or orchestrated doxxing attack to expose the PII of police officers online. There are thousands of data brokers and people-finder websites devoted to collecting, sharing and selling that information, with no regard to how it may be used.

As a result, anyone seeking an officer's home address can find it with a five-minute Google search. That includes the angry driver who just received a speeding ticket, the gang that watched one of its members get arrested, and the thousands who read the name of an officer in a news story or jaundiced social media post about a controversial police shooting, one that confirmed their own prejudice.

Growing awareness of the risks of privacy exposure has resulted in several states passing consumer data privacy laws. For police organizations and individual officers seeking to have their PII removed from the internet, looking into these laws would be the first step.

Other states approved data security legislation that is specific to police, judges and other at-risk professionals, by providing exemptions to PII publication, or making it unlawful to knowingly make their personal information available online. These include Arizona, Colorado, Connecticut, Florida, Idaho, Indiana, Kentucky, Louisiana, New Jersey, North Dakota, Texas and Utah.

Additional privacy legislation is pending in nearly every state

where a bill has not yet been passed, and a similar federal bill has been introduced as well. Given the rising public concern over how personal data is being collected and exploited without anyone's knowledge or consent, it is possible that some form of data privacy protection will eventually be afforded in every state.

With laws in place, enforcement becomes the next challenge. Some police organizations have contracted with companies that specialize in the online search and removal of PII, which is then offered to personnel as a benefit or payroll deduction. At a time when many metropolitan police departments are dealing with staff shortages, the availability of online protection may incentivize interested candidates who do not want the inherent danger of the job following them home to their families.

Individuals attempting to scrub their personal data should expect to devote at least two hours each week to the process. Start by contacting data brokers and people-finder sites – successful removals there would account for about 40% of all online sources of private information. Self-searching Google will reveal other sites where home addresses and other content are accessible.

Persistence will be required. The number of sites to be addressed is daunting, and one successful removal may only last a few months before content is restored. Most databases are always collecting new information from new sources that can cause data once taken down to reappear. There may also be situations where “Joe Smith” is removed, but “Joe H. Smith” (same person) is still listed.

There are also common sense steps that police officers can take right now to be safer:

- Websites will always ask for information, to join a restaurant's loyalty club or to receive digital coupons at supermarkets. It is up to each individual to decide if the risk of doing so is worth the reward. Don't share personal information online unless it's absolutely necessary.
- Don't open links and attachments in emails unless the sender is familiar– and confirm the sender's email address is correct.
- Update passwords often, and use the kind that feature random collections of letters, numbers and punctuation marks so they would be much harder to steal.
- Email aliases: Companies like Google, Yahoo and Microsoft thrive on collecting and monetizing private information — even the content of emails sent and received through services like Gmail and Outlook. Use email aliases for loyalty programs, online forms and more that can be provided and changed without being traced back to their source.
- VoIP numbers: A cell phone tracks its owner everywhere he or she goes. Every call, every application an officer uses and every search they make is provided to organizations that sell this information. A VoIP cell number can't be tracked, doesn't reveal who owns the number, and easily forwards calls and text messages to an officer's phone.

⁸ Darwin BondGraham, “Hackers Leaked a Second, Larger Set of Stolen City Files on the Dark Web,” *The Oaklandside*, April 5, 2023, <https://oaklandside.org/2023/04/05/ransomware-attack-hackers-oakland-second-data-leak-confidential-city-files/>

2025 MPOF Scholarship Recipients



Scholarship Recipient: Alia Abdelgawad

Pictured L to R: Alia and MPOA Member Chief Jimmy Wilson (Raymore PD)



Scholarship Recipient: Caleb Miller

Pictured L to R: Eric Miller (father), MPOA Board Member Retired Chief Graham Burnley, Caleb, and Kelly Miller (mother)



Scholarship Recipient: Isabella Pfeiffer

Pictured L to R: MPOA Board Member Dutch Schultz, Isabella, MPOA member Sergeant Mark Pfeiffer (father), St Louis Metropolitan PD



Scholarship Recipient: Avery Schoeneberg

Pictured L to R: MPOA member Major Corey Schoeneberg (father) MSHP, Carey Schoeneberg (mother), Avery, and MPOA member Lieutenant Eric Brown (MSHP)



Scholarship Recipient: Kathryn Schultz

Pictured L to R: MPOA member Nathan Schultz (father), Janice Schultz (mother), Kathryn, and MPOA Board Member, Dutch Schultz

Thank You received from our 2025 Scholarship Recipients

"I cannot express how appreciative I am to receive this \$500 scholarship. I'd like to thank everyone for the opportunity to help me further my education."

"Thank you for granting me the \$500 scholarship. It's truly inspiring to know that I will be supported in my future studies in veterinary medicine, and that I will be able to help others and make a difference the world."

"I am so grateful for the scholarship. I plan to attend Mizzou this fall to major in biochemistry (pre-med), and this scholarship will help to relieve some of the financial burden. Thanks again."



EMPLOYMENT OPPORTUNITIES

This is a new section of *Law Enforcement* magazine for job openings.

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Citizen of the Year – Sarah DeValkenaere

Pictured L to R: MPOA President Tom Kerns, Sarah, and MPOA Executive Director Bob Ronkoski

Our 2025 recipient of the Citizen of the Year Award is Ms. Sarah DeValkenaere from Kansas City. Sarah was nominated by MPOA member, Retired Lieutenant Jim Ripley of the Missouri State Highway Patrol.

Sarah is the wife of former KCPD Detective Eric DeValkenaere. Detective DeValkenaere was a KCPD officer for 22 years. Sarah and Eric have 3 children. She has been a kindergarten teacher for 25 years and works in the Park Hill School District.

In 2019, Sarah's husband Detective DeValkenaere and his partner encountered a subject who had been observed by police helicopter officers chasing another vehicle at 90 miles per hour on the streets of Kansas City. The vehicle was seen surreptitiously backing from the street into a driveway to the rear of residence.

Detective DeValkenaere's partner, went around to the rear of the house where the suspect was still in the process of backing into a car port attached to the house. Detective DeValkenaere followed the other officer's lead and rounded the house on the opposite side. The suspect held an automatic pistol which Detective DeValkenaere believed the suspect was prepared to fire at the other officer. Detective DeValkenaere discharged his service pistol and killed the suspect.

The suspect was in a stolen vehicle and in possession of a stolen firearm which was recovered on the ground next to the vehicle. A witness, the girlfriend of the suspect, stated that the gun on the ground belonged to the suspect. The person who was chased by the suspect was a former girlfriend whose personal belongings the suspect had thrown in the yard earlier that day. Bullets matching the suspect's gun were found in the suspect's pocket at the autopsy.

Subsequent testing of the firearm revealed the magazine clip and bullets in the gun had the suspect's DNA and no officers DNA, yet the prosecutor portrayed the placement of the gun as the work of officers. The KCPD believed the shooting to be justifiable.



The KCPD Chief supported that determination. The prosecutor's office requested a probable cause statement for the filing of charges.

In a summary trial in 2021, Detective DeValkenaere was found guilty of Involuntary Manslaughter and Armed Criminal Action and sentenced to a 6-year prison term. During the trial, the suspect's girlfriend who identified the gun at the scene as the suspect's, changed her story to support the premise held by the prosecutor. When questioned by Detective DeValkenaere's attorney about the witness changing her story, the witness didn't dispute that the officers accurately reported her rendition on the day of the incident, she testified, "as the months went by it became clearer what happened."

Detective DeValkenaere was housed in an out-of-state prison for his safety. The war on officers reached the office of the Jackson County Prosecuting Attorney. I (referring to Lieutenant Ripley) worked many cases in Jackson County and charging even the vilest crime was like pulling teeth from a wolverine on crack.

The prosecutor didn't stop with the effort to charge Detective DeValkenaere. She publicly did battle with the Police Chief over his defense of the officer's actions. She also held a press conference in which she urged the Governor not to issue a pardon to Detective DeValkenaere when no request for a pardon had been submitted.

Despite the facts of this scenario, Eric DeValkenaere's wife, Sarah, worked

tirelessly as a parent, teacher, and advocate for her husband's release. She took the high road at every turn.

Sarah went on radio programs and made speeches on her husband's behalf to get the message out to the public. She acknowledged that making public speeches was not her comfort zone, but she was willing to continue the fight. She did not criticize the judge, the prosecutor, or any other entity or organization, despite organizations projecting a false narrative of the facts.

On Friday, December 20, 2024, Eric DeValkenaere's sentence was commuted by then-Governor Michael Parson for time served. Eric was able to be home with his family for Christmas.

For 22 years Sarah watched her husband go to work, hoping he would return unscathed. I'm certain on the day of the shooting she was proud of him for doing his job and coming home safe. She could have never imagined the nightmare that was in her family's future.

Sarah was handed a sentence along with her husband and children none of them deserved. Sarah got up every morning and tried to make it a good day for her children and her students, while pouring every last drop of effort she had into working toward her husband's release.

I believe Sarah DeValkenaere represents every spouse of an officer in the state of Missouri and therefore is deserving of the Missouri Peace Officers Association Citizen of the Year Award.

Non-Sworn Law Enforcement Civilian – Sarah Smith



L to R: MPOA President Tom Kerns, Sergeant Jill Bloomfield/O'Fallon PD, Sarah, MPOA Executive Director Bob Ronkoski, and Chief Frank Mininni/O'Fallon PD

Our 2025 recipient of the Non-Sworn Law Enforcement Civilian of the Year Award is Sarah Smith, Community Services Coordinator for the O'Fallon PD. She was nominated by Sergeant Jill Bloomfield.

Sergeant Bloomfield says Sarah's official title is "Community Services Coordinator," but her title fails to capture all that she is and all that she does for our department.

For the last five years, Sarah has been attached to the Community Services Section of the police department, which encompasses our School Resource Program, DARE Program, Neighborhood Patrol, Park Police, and Animal Control.

Community Services also collaborates with local businesses, Parks and Recreation, the Festivals and Tourism, and non-profit organizations to offer residents of O'Fallon and surrounding areas opportunities to connect with law enforcement, participate in citizens programs, and kindle a sense of community within the City of O'Fallon.

Sarah is the point of contact for all programs facilitated by the police department, including Citizen's Police Academy, Teen Driving, Women's Self-Defense, Girl/Boy Scout Station Tours, Safety Town, Cops and Bobbers, Dunk-a-Cop, National Night Out, Trunk or Treat, Cocoa with a Cop, and Shop with a Cop. She is also the primary contact for outside organizations who request the presence of a police officer for their own community events.

Internally, Sarah is well-liked and respected among her peers. She always makes herself available to help and has a friendly and pleasant disposition. Sarah often fills in for other civilian staff during periods of absence.

Throughout the year, Sarah also takes the lead in planning, organizing, and fundraising for in-house events. While everyone appreciates the results of Sarah's preparation and attention to detail, the work involved in making these recognition occasions possible often goes unnoticed.

In 2024, efforts were made to recognize and address potential areas of improvement in the department, with special attention given to making a comfortable and accommodating space for nursing mothers. Working closely with female officers and command staff, Sarah made practical suggestions, gave personal input, and oversaw the design and implementation of a functional, safe, and comfortable room that was utilized within just a few months of its completion.

No matter what task she is assigned, or what project or committee she volunteers for, Sarah consistently provides exceptional service.

Sarah's commitment to unity and promoting positivity is a major contributor to workplace morale, increasing the effectiveness of the O'Fallon Police Department in our City. Sarah takes pride in the work that she does, and we take pride in having her on our team.

Congratulations to all of our 2025 award recipients.

Hank Johnson Officers of the Year – Corporal Gregory Tesch – Corporal Joseph Pithan – Corporal Louis “Bart” Lairmore



Pictured L to R: MPOA President Tom Kerns, Corporal Tesch, Corporal Pithan, MPOA Executive Director Bob Ronkoski, and Corporal Lairmore

Our 2025 Hank Johnson Officer of the Year Award is awarded to three Missouri State Highway Patrol officers: Corporals Gregory K. Tesch, Joseph A. Pithan, and Louis B. “Bart” Lairmore. They were nominated by Colonel Mike Turner.

On Sunday, April 14, 2024, Corporals Lairmore, Pithan, and Tesch were monitoring Ameristar Casino Kansas City Security radio frequencies and were advised of a male patron at the Craps table brandishing a firearm by pointing and aiming it at multiple patrons. Corporal Tesch was on the gaming floor and immediately responded to the location of the suspect, who had relocated from the Craps table.

Upon locating the suspect, Corporal Tesch immediately grasped the suspect's arms after approaching him from the rear, utilizing the element of surprise. Corporal Tesch struggled with the suspect, who maintained control of the firearm. During the struggle,

the suspect directed the firearm toward Corporal Tesch's head. Corporal Pithan and Lairmore responded from the Missouri Gaming Commission office to assist.

Upon his arrival, Corporal Pithan gained control of the suspect's shoulders and he and Corporal Tesch guided the suspect to the ground, which caused the suspect to lose possession of the firearm. The suspect resisted their attempt to place him in handcuffs. Corporal Lairmore arrived and placed the suspect into a calf slicer submission hold. Corporal Pithan secured the suspect into handcuffs while Corporal Tesch secured the firearm.

During the processing of the firearm, it was found to be loaded with nine rounds, with one round in the chamber. At the time of the suspect brandishing his firearm, he pointed it at multiple patrons and casino employees with his finger on the trigger. This caused a

significant number of patrons and employees to flee the area, exiting the gaming floor through emergency exits, into back hallways, diving and hiding behind slot machines and table games. Several patrons and employees fell to the ground. There were approximately 1,000 patrons on the gaming floor during this incident.

Had it not been for the courageous acts of Corporal Pithan, Corporal Tesch, and Corporal Lairmore, the incident could have easily resulted in serious physical injuries and/or death to patrons.

Corporal Pithan, Corporal Tesch, and Corporal Lairmore were able to resolve the armed conflict without utilizing their duty weapons and prevented injuries and/or death to the suspect as well. Corporals Pithan, Tesch, and Lairmore went above and beyond the call of duty and worked as a team to resolve this conflict in a peaceful manner.

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MPOA Hosts IRC (Industry Recognized Credential)

The Missouri Peace Officers Association hosted the IRC on Thursday, April 22, 2025, in Jefferson City. This program is a cooperative effort among the Career Center instructors, the Skilled Technical Sciences Team within the Missouri Department of Elementary and Secondary Education, and MPOA. This year, 13 Career Centers in the state participated. Students were tested in 5 key areas and had to pass at 75% or higher (3 of the 5 exercises) for an overall passing

score. This year, 119 students tested and 95 passed, with 16 students passing all 5 exercises.

The 5 exercises students tested in were:

- Investigating a crime scene
- Conducting a traffic stop
- Analyzing data from a graph
- Reviewing a police article and answering questions
- Participating in a mock interview & provide a job application and resume

There were 32 evaluators who assessed the students or served as role players during the exercises. These evaluators possessed a wide variety of experiences within the law enforcement community, and each one fit one of the categories perfectly. These professionals had a one-on-one with students during each of the exercises. This interaction plays an important role in helping the students be successful in their careers and serves as a recruiting tool.

A special thank you to the following individuals who served as judges for the 2025 IRC for the criminal justice career center students.

Detective Clay Peeler, Ret. – St. Louis CO PD	Lieutenant Eric Brown – MSHP
Chief Jimmy Wilson – Raymore PD	Trooper Tyson Hartshorn – MSHP
Chief Bob Ronkoski – St. Charles Community College PD	Corporal Logan Bolton - MSHP
Deputy Chief Mike Hand, Ret. – North KC PD	Sergeant Mike McClure - MSHP
Chief Dave Starbuck, Ret. – Grain Valley PD	Sergeant Shane Hux - MSHP
Major Gene Lacy, Ret. – MSHP	Corporal Mike Malone – MSHP
Sergeant Danny Barnes – Clay CO SO	Sergeant Bradley Germann – MSHP
Mr. Tom Kerns – Enterprise Bank Fraud Section	Corporal Douglas Riley – MSHP
Officer Tom Krahenbuhl, Ret. - Jackson CO SO	Corporal Jonathon Fariole – MSHP
Chief Graham Burnley, Ret. – Nevada PD	Trooper Barbara Littrell – MSHP
Captain Dave Billings – Raymore PD	Corporal Jason Ashby – MSHP
Chief Mary Barton, Ret. – St. Louis CO PD	Sergeant Kyle Green – MSHP
Detective Sergeant Joe Monahan – Florissant PD	Corporal Ralicia Tyler – MSHP
Detective Shane Monnig – Maryland Heights PD	Lieutenant Aimee Fulkerson – MSHP
Chief Mike Russell – Blue Springs School District DPS	Sergeant Eddie Young – MSHP
Captain Scott White – MSHP	Captain Brian Kempker – Capitol Police

We would also like to thank the Missouri National Guard for grilling hotdogs for everyone!

See IRC pics starting on page 28.

— SHOW - ME — ZERO

Driving Missouri Toward Safer Roads

Show Me Zero

By Joe Jones

It's hard to believe that Summer is almost over, but it is. We've even had those couple of weeks of cooler weather that convince you Fall may just be squeezing its way in. Fall means different things to different people. Some pick the last of the produce from their wilting gardens, others (like me) dust off that big stack of worn-out hoodies that have been stuck in the basement all summer, and finally, after a long 6-month break, football is back! But there's a downside too. Stores begin to stock ridiculous amounts of pumpkin spice...well...EVERYTHING! Do we really need cinnamon and nutmeg-flavored deodorant and Cheerios? Yeah, they exist; I looked it up.

Here at Missouri's Highway Safety and Traffic Office, Fall means one thing. It's time for our annual Highway Safety and Traffic Conference. As always, this year's event boasts some riveting speakers, timely topics, and ample networking opportunities. There is an entire law enforcement track with up to six POST credits available. This all takes place at the Wyndham Executive Center in Columbia, September 16-18.



This conference continues to be one of the best educational values in the industry and we'd love to see you in September. The QR code will take you straight to the registration page.

Of course we do the conference every year, but something we do only every five years is the Strategic Highway Safety Plan (SHSP)—Show-Me Zero. This document has been required by the past several federal transportation bills but more than that, it is the comprehensive document that, at some level, guides all of the traffic safety programming and decision-making for the state of Missouri.

The Highway Safety office has been producing SHSPs since 2004 with the inaugural publication named Missouri's Blueprint for Safer Roadways. The 2026-2030 version will be the state's sixth edition. There have been many style changes over the years but one thing remains constant—at its heart, an SHSP defines problems and presents solutions. The plans are data driven and use a state's unique crash data to gauge the most critical fatal and serious injury crash types. Then a large and diverse coalition of traffic-safety professionals including the law enforcement community, collaborate to devise solutions. Our coalition has been meeting and working since Fall 2024.

Five years ago we made a wholesale switch from a 4-Es (Education, Enforcement, Engineering, and

Emergency response) mentality to a focus on behavioral issues. We know that a large percentage of fatal crashes are the eventual result of (often poor) choices drivers make along the way. Did someone put the hammer down because they were about to miss a flight? Did they know they'd drunk too much but still rationalized that they could drive well? Was that one text so important that they couldn't wait until the end of their commute to read it? Did they not buckle up because they were just running up to the store?

Behavior guides just about everything we do on the road. Good driving behavior is critical to safe operation. Show-Me Zero 2026-2030 continues that sort of focus, but dives much deeper. For this edition, we are going all in on the Safe System Approach to highway safety.

This method realizes the mental and physical vulnerability of humans and takes a cooperative, proactive, and redundant approach to ending fatalities and serious injuries on our roadways. It relies upon five elements to accomplish its aims. These are:

- Safer People
- Safer Vehicles
- Safer Speeds
- Safer Infrastructure
- Safer Response

These elements are effective and

redundant. If one fails, one of the other four should still work and potentially save a life. For example, a person driving too fast is more likely to run off the road through a curve. In this case neither the person nor the speed are safe. But if the curve has been treated with a high-friction application, or the vehicle has lane-keeping assistance, then either safer infrastructure or safer vehicles may help avoid tragedy. If all four of those elements were to fail to avoid a crash, then a safer response (post-crash care) may still be able to save a life or help avoid a serious injury.

So, has the coalition turned its back on enforcement these past five years? Are they going to neglect it the next five? Absolutely not. In fact, both the previous and upcoming versions of Show Me Zero enhance the impact of enforcement on highway safety.

Realizing that enforcement is inexorably tied to success in each of the five safe system elements, the publication places an emphasis on it. In the solutions portion, there is a whole section for law enforcement that details what police agencies can do to save lives. These solutions were born of hours of problem analysis and solutions development by the subject matter experts in the individual emphasis area teams.

Law enforcement is crucial to successfully ending traffic deaths in Missouri and the coalition is looking forward to working side by side with enforcement agencies over the next five years to make significant progress toward that goal.

Joe Jones became interested in highway safety following a 1999 meeting on roadside safety in Estes

Park, CO. He quickly joined AASHTO's Technical Committee on Roadside Safety and was fortunate to work beside several of the most talented safety minds in the nation. Joe also served on the Transportation Research Board's Committee AKD20-Roadside Safety Design. After conducting traffic safety research in the private sector for 10 years, Joe has recently returned to MoDOT to serve as the Assistant State Highway Safety and Traffic Engineer. This position affords him the opportunity to oversee MoDOT's highway safety program and to lead the update of the agency's strategic highway safety plan named Show-Me Zero. Joe is a 1992 graduate of the University of Missouri-Rolla, and lives in Jefferson City.

FACTS

about MPOA

The Missouri Peace Officers Association is one of the oldest and largest associations of peace officers in the state of Missouri. Membership in the MPOA is open to all branches and ranks of law enforcement: chiefs and patrol officers; sheriffs and deputies; prosecuting attorneys; coroners; FBI, Secret Service, DEA, ASIS and ATF agents, railroad police; U.S. Marshals; private security; Missouri State Highway Patrol; Missouri Department of Conservation agents; and postal inspectors. Anyone who is actively employed in the field of law enforcement is encouraged to become a member.

An annual conference sponsored by the Missouri Peace Officers Association provides training sessions in current issues of law enforcement to keep members of the profession informed on new procedures. The conferences enable members to exchange ideas and encourages

cooperation among all groups of law enforcement. Additionally, the association sponsors training around the state aimed at improving officers' skill and knowledge in law enforcement topics of their interest.

A standing Legislative Committee comprised of a cross section of MPOA members encourages and supports the passage of stronger criminal laws.

A free exchange of ideas and experiences is encouraged to help members in solving local problems within each community.

The official publication of the Missouri Peace Officers Association, *LAW ENFORCEMENT*, has been in continuous publication since 1938.

This magazine provides a means of communication for MPOA membership and is continually



reminding citizens we serve of the work their law enforcement officers are doing in the protection of life and property. Each issue carries educational and instructive articles and reports on the activities of various member agencies. Advertising revenue covers all costs related to the publication.

Through united membership in the Missouri Peace Officers Association, these services help to raise the standards of law enforcement and to better conditions for officers in service to their communities.

Gravely Expensive Yet Undeniably Valuable Training Lessons



It's All in Your Approach:

How your company approaches training communicates worlds about its corporate culture. You usually see one of three scenarios.

- Some companies don't worry about training—they just worry.
- Some companies take training seriously, but not seriously enough—they mainly aim to check the “right” checkboxes as quickly as possible.
- Some companies make training a nonnegotiable absolute requirement—they become the standard bearers and the purveyors of best practices.

Which of these three approaches your company adopts will determine your company's success or failure. Success has its own special ramifications on

every level of the organization, and so too does failure. This is why it is critical to adopt the right approach.

A Chicken-Or-Egg

Question Answered:

Does training determine the corporate culture or does the corporate culture determine training? I posit that because corporate culture exists first, therefore it determines the training. The moment a company is formed, even in its earliest stages, the corporate culture by fiat already exists. The company's founders create the corporate culture intentionally or by default. It will of course continue to evolve and change. Then later, as just one of many functions emanating from that corporate culture, the training arrives.

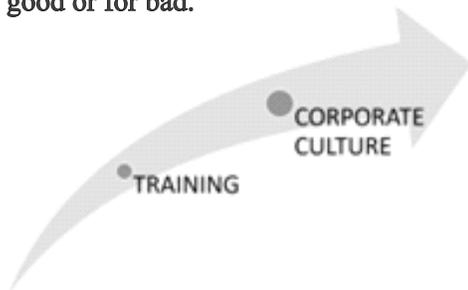
Submitted by:
MPOA member James “Jim” Meadows
Posted July 26, 2020,
by James T. Meadows
(www.blog.reliableinsights.com)



As a healthy organization evolves, a symbiotic relationship between training and the corporate culture should arise. The corporate culture and the training will continuously feed each other. Training will inform and reinforce the corporate culture and the corporate culture will inform and reinforce training.



For this reason, leaders must give constant attention to the quality of the training and the quality of the corporate culture. Successes in training will enhance the corporate culture and successes in the corporate culture will enhance the training. Breakdowns in training will harm the corporate culture and breakdowns in the corporate culture will harm the training. They both rise or fall in unison. They ride the same curve for good or for bad.



The Momentous Nature of Best Practices:

Best practices in training along with best practices in all the other company departments contribute to your company's daily success. Failure to embrace best practices will eventually lead to routine failures throughout the company. Many of those failures will be minor but some will be major.

Major, as in the case of Lion Air Flight 610 (a Boeing 737 Max)

that departed from Jakarta on October 29, 2018. Thirteen minutes after takeoff, it crashed into the Java Sea. All 189 passengers and crew died.

The main factor in the accident seemed to be the MCAS (Maneuvering Characteristics Augmentation System), a recently installed software system that supposedly would interrupt any tendency by the aircraft to raise its nose too high under certain conditions thereby risking a stall. The software would responsively make the real-time adjustments to drive the nose angle down sufficiently to avoid that stall risk. In the case of Lion Air Flight 610, the MCAS seems to have overcorrected.

Less than six months later on March 10, 2019, Ethiopian Airlines Flight 302 (another Boeing 737 Max) departed from Addis Ababa. Tragically, six minutes after takeoff it crashed near the town of Bishoftu, killing all 157 passengers and crew. Again, the key factor was the MCAS apparently overcorrecting.

What Goes Wrong:

Boeing is just one example of some very large failures that were driven by deficiencies in training and in the corporate culture. Previously followed best practices were compromised. The priority for thorough training on the MCAS was undermined. Key personnel in key departments and groups did not thoroughly communicate serious concerns. It appears Boeing's normally healthy corporate culture was disrupted. This disruption interfered with best practices.

With respect to training and the corporate culture, certain dysfunctions can develop.

Communication breakdowns can occur. Has the corporate culture changed? Do people still feel free to speak up about problems? Have leaders been less receptive when subordinates push back? These conditions will generate a disconnect between training and the corporate culture, and that ultimately leads to company failures.

These failures do not happen in a vacuum. In the case of the Boeing disasters, Dan Catchpole emphasized the corporate culture connection:

“Scrutiny from journalists, crash investigators, regulators, Congress, and the Department of Justice has exposed profound flaws in Boeing's corporate culture—shaking its workforce, forcing supplier layoffs, and shattering fliers' trust.” (“Boeing's Long Descent” *Fortune*. February 2020, p. 56).

Communication is the lifeblood of any relationship. When communication's door is slammed shut, destruction's door opens wide. In the years leading up to the two crashes, several significant factors were directly and indirectly impairing the formal and informal communications network among key groups such as pilots, training staff, and design engineers. Certain union disputes and company profitability concerns exacerbated matters. The web of factors was far too complex to unpack in detail here. However, the bottom line was communications that had traditionally kept training in sync with key stakeholders was seriously eroding. The results of that erosion caught Boeing by horrible, tragic surprise. Pete Robison and Julie Johnsson highlight some of these crucial oversights:

“Company reassignments placed thousands of miles between designers honing flight-deck concepts in Seattle, trainers working with airline pilots in Miami, and a team in California that provides day-to-day support of airplanes in the field. . . . Three former senior Boeing executives, [privately say] they regret the profit-driven imperatives imposed on the training process and see it as critical to understanding how a company renowned for meticulous engineering missed the mark so badly with the Max.” (James E. Ellis, Ed. “Where the 737 Max Went Off Course” **Bloomberg Businessweek**. December 23, 2019. p. 15).

two jet crashes and the 346 lives lost, I contend that every day in the workplace at large we have similar “jet crashes” with hundreds of “lives lost.” We lose customers, we lose employee engagement, we lose ethical parity, we lose team cohesiveness, we lose health, we lose growth opportunities, we lose reputation, we lose leadership development, we lose long-term profitability, we lose families, we lose market share, we lose social justice, we lose effectiveness, we lose core values, and the list goes on endlessly. In response, we ought to make certain promises concerning how we approach training. Those promises will have their genesis within these three fundamental concepts and their ensuing questions:

to all personal, professional, and organizational success. What are you doing to build or improve your corporate culture? If not now, then when?

- Communication is the lifeblood for all personal, professional, and organizational success. What are you doing to build or improve your communication? If not now, then when?

- Training is absolutely vital to all personal, professional, and organizational success. What are you doing to build or improve your training? If not now, then when?

It's all in your approach.

What We Learn:

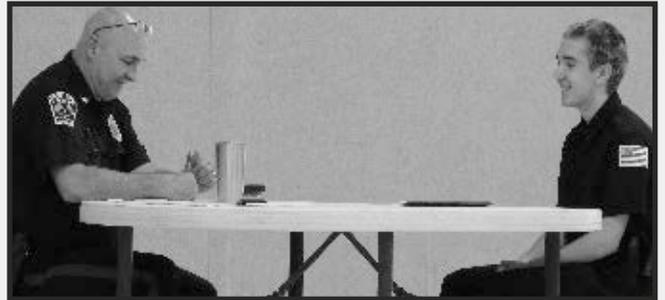
While not in any way diminishing the enormous devastation of the

- A healthy positive corporate culture is the precursor

IRC ACTIVITIES











A BIG Thank You to Lillie Seward and Kiahna Bryant, criminal justice students at Cass Career Center in Harrisonville who assisted at our 20th Annual Golf Tournament in Warrensburg on May 9, 2025!

Winning Players - 2025

Long Drive - Men 59 & Under: Clark Stratton
 Long Drive - Men 60 - 69: Mark Smith
 Long Drive - Men 70 & Over: Jerel Schomer
 50/50 Contest at Hole #11: Clark Stratton
 Long Drive - Ladies: Natalie Bright
 Closest to Pin: David Eby
 Longest Putt: Ron Fletcher
 Putting Contest: Rick Spain
 50/50 Raffle @ Registration: Scott Rhoad
 Stroud's Gift Card: Steve Lloyd

1st Place Team:

A Flight: Richard Gillespie, Lynn Solomon,
 Joe Gobber, and Derek Schwartz
B Flight: Jim Ripley, Hugh McKay,
 Jerel Schomer, and Gary Zink

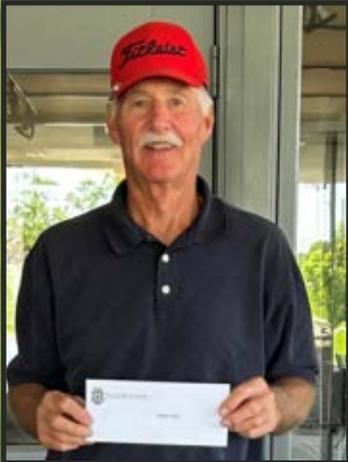
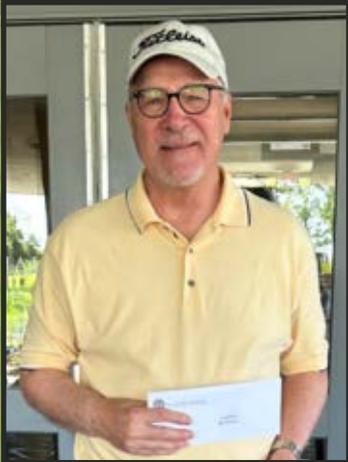
2nd Place Team:

A Flight: Mark Smith, Jim Bretz,
 Rick Spain, and Stan Selix
B Flight: Andy Lorenson, Eric Stevens,
 Matt Baker, and Mike Pace

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MPOA would like to thank Cool Touch Graphics for providing our new hole signs!
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