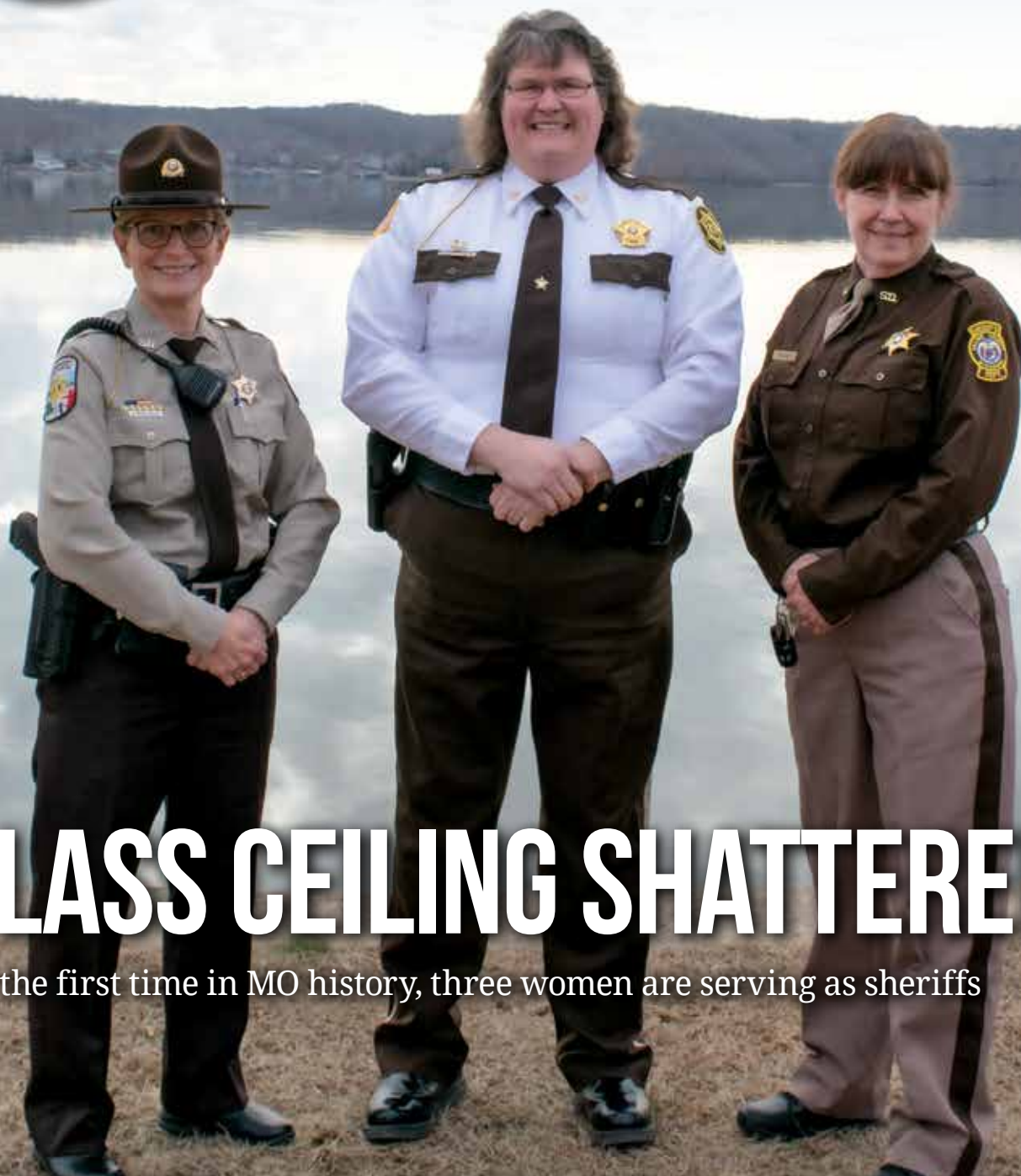




THE MISSOURI SHERIFF



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For the first time in MO history, three women are serving as sheriffs

STARTING OVER

Lincoln County Jail program changes lives, community

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High school program will help sheriffs fill openings

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Jasper County



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Administration (NHTSA) Region 7

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The Missouri Sheriff magazine is the official publication for the Missouri Sheriffs' Association.

The Missouri Sheriff magazine is dedicated to providing informative and timely information to enrich the lives of the dedicated men and women providing county law enforcement, jail, court security and judicial services throughout the state of Missouri, and the public they serve.

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Dear Supporters, Members and Friends of Law Enforcement,



The MSA and Missouri's sheriffs also work hard to promote and support good legislation and stop bad. We did a lot of both this session.

In August, MSA President Sheriff Jim Arnott will pass the gavel to Lewis County Sheriff David Parish, who will take over as president of the Association. I'm pleased to say we accomplished a lot during Sheriff Arnott's year as president and that I look forward to working with Sheriff Parrish.

One of the MSA's main objectives is to develop, improve and expand training and we accomplished that goal in a big way! The MSA has continued to grow its online training program. From January 1 to June 30, 2019, we processed 16,332 course registrations with 15,475 credit hours awarded. Online training allows everyone in the office to learn without having to spend money and take time to travel.

The MSA made it possible for several of our sheriffs to attend the FBI's Executive Leadership Institute for no tuition costs. The training focused on the emerging challenges facing our law enforcement, the need to build trust and legitimacy, as well as implications of the 21st Century Policing Report.

The MSA also took training to several sheriffs' offices across the state. By partnering with Missouri Jail Operations (MOJO), which provides a 40-hour Intro to Corrections Course, more than 100 corrections staff members have learned how to better and more safely handle day-to-day operations in our county jails.

A record 168 people attended this year's Jail Administrators' Conference, which provided instruction on such topics as self-assessment of jails, prisoner transport, motivating and retaining employees and using Narcan. The sheriffs' spring training conference was also well attended with a record exhibitor attendance. We expect another huge crowd at the annual Sheriffs Summer Training Conference.

In addition to the excellent training, conferences also provide opportunities to network and strengthen communication between sheriffs, jail administrators and support staff. Although sheriffs' offices across the state vary in size and operate on different budgets, they have one thing in common — they are all dedicated to serving their communities. By sharing ideas at every level, we all benefit.

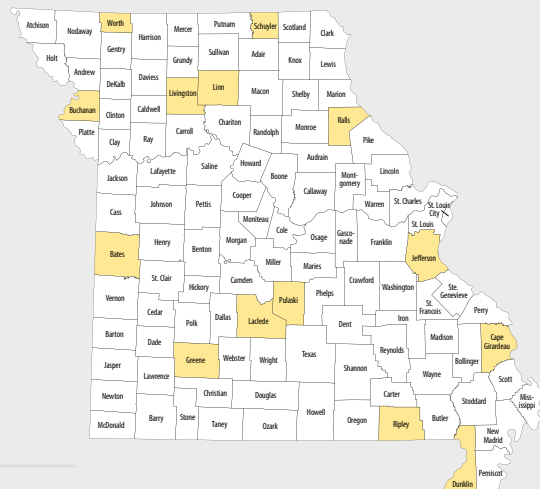
I'm happy to report that the Missouri Sheriffs' Association Training Academy (MSATA) is continuing to do well. At a time when enrollment in law enforcement academies is declining, this spring, 61 men and women graduated from our program with a Class A Peace Officer License — with 55 having jobs waiting for them.

The MSA and Missouri's sheriffs also work hard to promote and support good legislation and stop bad. We did a lot of both this session. You can read more about what we were able to accomplish in the Legislative Update provided in this issue of "The Missouri Sheriff" magazine.

It's important for you to know and understand that you — our members — help make this possible and our successes are your successes. The more your law enforcement officers learn, the better prepared they are to protect you, your family members and your community. We thank you for your support and ask you to tell others in your family, your neighborhood, your organizations and your workplace about the important work we do and encourage them to become members. Together we are stronger. Together we can fight the good fight — and win.

Kevin Merritt

Missouri Sheriffs' Association
Executive Director



Around the State

ANTI-DRUG AND ALCOHOL PROGRAM

The Schuyler County Sheriff's Office implemented a school resource officer (SRO) program this past school year. Sheriff Joe Wuebker said as part of that program Deputy Bill Shaw went the extra mile to get a drug and alcohol program started. SRO Shaw raised money through donations to purchase Drunk Buster gear, which included peddle carts and drug and alcohol goggles. The goggles simulate many of the effects of using illegal drugs or overdosing on prescription medication, including disorientation, altered space perception and vertigo. Sheriff Wuebker said students were tested while wearing the goggles to let them experience how dangerous it is to drive after using drugs or alcohol.



Award Presented Posthumously

This Southeast Rotary Club of Springfield recently presented Kim Roberts with the 2019 Outstanding Award for Community Service on behalf of her husband, Deputy Aaron Roberts. Roberts, 35. He worked as a patrol officer for the Green County Sheriff's Office and drowned after his patrol car was swept into the swollen Pomme de Terre River on September 7, 2018. He had just cleared a 911 hang-up call when he contacted dispatch saying that his car had been washed off the road. After an extensive search, rescue crews located his vehicle approximately 50 yards downstream, just north of Fair Grove and recovered Roberts' body from inside his patrol vehicle.

Looking to the Future



Ripley County Sheriff's Office, Doniphan Fire Department and Ripley County Ambulance enjoyed visiting and interacting with the youth at Bibleway Youth Camp in July. Sheriff Mike Barton and Osage County Sheriff and Chaplin Mike Bonham spoke to the youth about God and making right choices.

STRAIGHT SHOOTERS

The Pulaski County Sheriff's Office competed in an annual shooting competition between area law enforcement agencies — and won. A team from the sheriff's office, Saint Robert Police Department, and two teams from Fort Leonard Wood all competed in the competition for bragging rights and possession of a traveling trophy. It was a fun competition and upon reviewing the results, the Pulaski County Sheriff's Office's team returned with this year's trophy! The team consisted of Deputy Nicholas Kunert, Deputy Jessica Marsh, Deputy Matthew Herring, Deputy Greg Long, and Cpl. Ryan Catron.



DOING THEIR JOBS WITH EXCELLENCE



The Buchanan County Sheriff's Office presented 2019 Sheriff's Office Awards to several staff members who distinguished themselves by performing a single act, or a series of acts, while serving and protecting the citizens of Buchanan County.

Several staff members received the Sheriff's Commendation Award, presented to a member that has performed a single act or combination or pattern of acts that are significant and that bring great credit to the member and the Buchanan County Sheriff's

Office. The following staff members received the Commendation Award: Deputy Natalie Colboch, Administrative Aid Cindy Littlejohn, Sgt. Dan Hill, Dep. Josh Rudisill, Dep. Matt Gilpin, Investigator Tami Parsons and I-Sergeant Mike Hess, I-Sergeant Mike Hess and Investigator Lonnie Bishop and Corporal Brandon Cabrera.

The Lifesaving Award, given to a member who performed extraordinary actions in an effort to save the life of another, went to Deputy Matt Gilpin, Deputy Kaleb Chance, Captain

Thomas Cates, Deputy Michael Klenk, Deputy Josh Rudisill and Deputy Hunter Ezzell, Deputy Dennis Yager, Deputy Tyce VanMeter and Deputy Marcus Garza.

The Purple Heart Award, given to a member who, in the line of duty, receives a serious physical injury, was presented to Deputy Kaleb Chance.

The Distinguished Service Award went to Deputy Dennis Yager. The award is given to a member who distinguishes themselves performing an action or series of actions, or an

exemplary career performed under circumstances that resulted in the significant advancement of the mission of the Buchanan County Sheriff's Office, as well as produced a direct and positive impact on the community and/or crime victims.

We congratulate all of the members who received awards and thank all of the brave men and women of the sheriff's office for everything they do for the citizens of Buchanan County.

Investigator of the Year

Laclede County Detective Casey Pitts has been named Law Enforcement Investigator of the Year by the Missouri State Investigators Association. Her husband, Phil, was with her when she got her award.

Pitts was honored, in part, because on her efforts in Operation County Wide Sweep which she coordinated to target property crime and drug issues along the Laclede-Webster County lines. Laclede County Sheriff David Millsap said as a result of the work done by Pitts to identify the individuals and gather other intelligence information, 19 individuals were identified and charges were filed against most of them.

In 2018 Pitts, who has been with the sheriff's office for 11 years and working as a detective since 2017, was instrumental in assisting Dallas County with a double homicide investigation. Based on early reports of the unidentified suspects' method of operation in a burglary that led to the homicide, Pitts contacted the Dallas County Sheriff's Office and shared information as to who the suspect(s) might be. After physical evidence was developed identifying one of Pitts' suspects as the shooter, and after charges were filed, she led the investigation in locating the suspects in rural Oklahoma. Her use of informants, and coordinating the arrest investigation, led to the capture of the main suspect. Despite the homicide occurring in another county, Pitts knew the suspect and his associates and was not deterred

in assisting because of jurisdictional boundaries.

"What really stands out is Casey's work ethic. She dedicates herself to this community and working with other law enforcement agencies to solve cases," Millsap said. "I am really proud of the whole team, and Casey would be the first to tell you it is a team effort."

The Missouri State Investigators Association is an organization comprised of Missouri law enforcement investigators, Missouri regulatory investigators and private investigators. The purpose of the organization is to provide a working network for professional investigators, and to provide quality training to investigators at their annual conference held in May of each year.



K9 Team Saves Man

Derek Richard, a deputy with the Jefferson County Sheriff's Office, and his bloodhound partner Zeus found a 64-year-old man two days after he was swept away by flood waters near Saline Creek. Daniel Conrad, a Fenton native, was walking near the creek on May 21 when he fell in. He ended up trapped beneath a Highway 141 overpass near his home. After his family filed a missing persons report on May 23, the K9 team was dispatched. Zeus tracked Conrad's scent to the creek and then along the bank toward the highway. Conrad's family member, who was assisting with the search, spotted him under the overpass. Although weak and disoriented, Conrad was not injured. Zeus just joined the sheriff's office in April and was brought on board to help find people. Sheriff David Marshak said Zeus has "had some great finds already. He's definitely a productive member of our team."

RESTING IN PEACE

Four former Missouri sheriffs died recently.

Glen Parsons, who served as sheriff of Ralls County from 1969 to 1988, passed away on April 17. He loved his job as sheriff and enjoyed helping and visiting with the citizens throughout his career.

Neal "Bear" Groom, who served as sheriff of Worth County from 2001 to 2008, passed away on May 30.

Robert Dotson, who served as sheriff of Laclede County from 1989 to 2000, passed away on June 4. The Lebanon community and the citizens were important to him. He took great pride in his work and was appreciated by his law enforcement family.

Nick Pepmiller Jr., who served as sheriff of Ripley County from 1982 until he retired in 1993, passed away July 1. He was known as the "Sheriff of Marijuana County" and hailed as authority on marijuana because when illegal marijuana growth was at its peak, Ripley County led the state in marijuana busts.



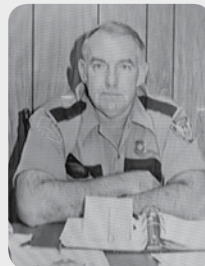
GLEN PARSONS



NEAL "BEAR" GROOM



ROBERT DOTSON



NICK PEPMILLER JR.

A HIGHER CALLING

After holding office for 22 years and six months, Linn County Sheriff Tom Parks retired June 30. He said although he feels honored to have been chosen by his community to protect and serve them as sheriff all those years, he was chosen by God to protect and serve as pastor of two United Methodist churches.



"It's actually something I felt I was called to do more than 10 years ago. I started what the church calls 'lay speaking' and over the years have spoken at 24 different churches. My district superintendent recently asked if I would be interested in my own church and I said I was, so I attended the Candidacy Summit to make sure I agreed with what they were teaching and they agreed with the way I was teaching. Next, I attended licensing school and after finishing I could perform the sacraments," he said.

Because the church didn't feel that he should pastor in the same community where he served as sheriff, they gave him two churches in neighboring Chariton County - Zion United Methodist Church in Brunswick and Siloam Chapel United Methodist Church in Mendon. He'll be teaching at Zion at 9 every Sunday and at Siloam at 10:30 two Sundays each month. When he's not busy with those two responsibilities, he's also going to be helping a neighbor at his business.

"I've been blessed with a wonderful neighbor and an awesome opportunity. I know that being sheriff was helping to prepare me for this position. Now I get to answer a higher calling," he said.

Citizen of the Year

Dunklin County Sheriff Bob Holder was honored with the Lions Club Citizen of the Year award for his many volunteer efforts and service to the city. His wife, Judy, was on hand for the presentation.

Gary Figgins, president of the Kennett Lions Club, described the Citizen of the Year as "someone who continually dedicates his or her time and talents toward making Kennett a better place to live, work and raise a family. The person receiving this award tonight has made a positive difference to the lives of fellow citizens, and is someone who has shown a willingness to work with others. Someone who is enthusiastic about the community and its citizens. This person is someone who exemplifies the qualities of honesty and integrity. No one epitomizes that last quality better than this year's recipient Sheriff Bob Holder."

He said Sheriff Holder was recognized for his visits to the hospital and area nursing homes each Sunday; for his community involvement as a member of the Kennett Masonic Lodge, as past president of the Kennett Chamber of Commerce and as a member of the boards of Boatmen's Bank, Twin Rivers Regional Medical Center and Family Counseling Center. He said Sheriff Holder also supported the economic well-being of the community as a graduate of the National Certified Auctioneers Institute and as a licensed real estate broker and insurance agent. He is also a member of the Kennett First Baptist Church where he has served as a deacon.



Announce your special event or award recognition with MSA. Send information to Nancy at nancyhogland@gmail.com.

Above and Beyond



Chief Deputy Michael Claypole (left) and Deputy Nicholas Leadbetter (right), both with the Livingston County Sheriff's Office, were recently presented with commendations for providing "Above and Beyond" assistance to the Chillicothe Department of Emergency Services at the scene of an accident where a vehicle went off the side of a bridge, seriously injuring the driver. Capt. Aaron Minnick with the Chillicothe DES sent the commendation, saying he "greatly appreciated the much-needed assistance, which came at a very critical time in an unusual situation."



PLAY BALL!



The Miami Junior Athletics, created with the intention to revive all youth sports in the area, recently held its first annual MJA Co-ed Softball Tournament to raise money for their group. A team from the Bates County Sheriff's Office that included Sheriff Chad Anderson entered — and took second place. Congratulations!

CAPE GIRARDEAU COUNTY — STRIVING FOR EXCELLENCE

Cape Girardeau County Sheriff Ruth Ann Dickerson, along with members of the Copeland family, recently presented Copeland Excellence Awards to (left to right) Deputy Todd Stevens, Suzanne Fluegge and Lauren Whitmore for demonstrating they are "striving for excellence in the performance of the task assigned to them." She and several members of the Ruopp family also presented the 2018 Timothy J. Ruopp Award, the "Highest tribute for outstanding service to her department, community and her fellow officers," to Heather Vangennip.

Stevens started as a deputy in the Patrol Division on March 24, 2001. In 2011, he transferred to the Jail Operations Division where he served as lieutenant until 2017. He then transferred to the Patrol Division where he continues to serve today. Fluegge started with the sheriff's office on August 27, 1996, in the Business Operations Division as part of the clerical staff. She currently serves as the sheriff's administrative assistant.

Whitmore started with the sheriff's office on April 1, 2016, in the Jail Operations



Division as a civilian employee. She now serves as the jail/court liaison. Vangennip began her career with the sheriff's office on April 1, 2003 as a deputy in the Jail Division and was promoted to sergeant in 2004. She transferred to the Patrol Division in 2005, was promoted to corporal in 2013, and in 2018 became the school resource officer for the Nell Holcomb School District, where she continues to serve today.

The Copeland Excellence Awards have been presented since 1995 in honor of former Cape Girardeau County Sheriff Norman Copeland, who served from March 1986 until his retirement in July 1994.

The Timothy J. Ruopp award has been presented to the outstanding officer of the year since 1984 in honor of Ruopp, a past employee of the sheriff's office who was killed in the line of duty.

MADISON COUNTY SHERIFF KATY MCCUTCHEON

SHERIFF FINDS HER CALLING

Katy McCutcheon, sheriff of Madison County, wishes she could say she got into law enforcement because it was a family tradition or because it was something that she grew up dreaming about.

But she can't.

"I was born and raised in Oklahoma and grew up on a farm, loving animals and dreaming about becoming a veterinarian. I realized that dream was not going to be a reality when I started helping out at the demonstration farm at Southeast Missouri State University. I quickly learned what being a veterinarian was all about — and it wasn't for me! Not to mention that I hated school," she laughed.

She said she was interested in the forensic science field, but not interested enough to go to medical school, so she decided to drop out of college after changing her major seven times in two years. She took a full-time position at the Fredericktown Walmart Pharmacy where she had been employed part-time since 1998. Then when CSI: Crime Scene Investigation premiered in 2000 and she realized she could use forensic science in law enforcement, she knew where her life was headed — or so she thought. Her brother was working as a deputy at the Ste. Genevieve Sheriff's Office and enjoying it, so she enrolled in the Mineral Area College in Park Hills Law Enforcement Program. Although she still didn't enjoy school, she enjoyed what she was learning. After graduating in 2001, she took a job with the Fredericktown Police Department.

She stayed until 2005 when she went to work for the Madison County Sheriff's Office as a road deputy. During that time, she also returned to college and finished her bachelor's degree, took a part-time job at Follis and Sons Funeral Home and obtained both Missouri Funeral Directors and Missouri Embalmers licenses. She continues to help out there on an as-needed basis. In 2013, she left the sheriff's office to take a job as director of the Madison County 911 Communications Center. At the

same time, she also obtained an advanced mortuary degree from the Des Moines Area Community College, necessary because she was also serving as Madison County deputy coroner — and still does.

"Towards the end of 2015, when the voters of Madison County were talking about electing a new sheriff, I had several people ask me to run. I had the same answer every time — I had no intentions of running because I had a great job at the funeral home and planned to stay until I retired," she said. "I also didn't think Madison County was ready for a female sheriff! However, after a series of unfortunate events that involved the coroner's office and the two individuals vying for sheriff, I decided to throw my name in the hat. I didn't have a clue that I'd win the August Primary let alone win by a landslide in the general election in November."

She was sworn in as sheriff on January 1, 2017, surrounded by her loyal supporters — her family and friends.

Being responsive to the complaints she heard during her campaign, she filled open deputy positions with deputies who lived in Madison County and who were familiar with the county and its residents. Then she changed scheduling to allow them to have every other weekend off. She replaced the BDU pants and shirts they had been wearing with the traditional — and more professional-looking — brown-with-tan uniforms and she implemented new guidelines for facial hair.



When she took office she found issues with the department's fleet. Of 11 patrol vehicles only three were fully functioning. With the assistance of the Law Enforcement Restitution Fund she purchased three new patrol vehicles outright to replace worn out Crown Vics that would have cost more to fix than they were worth. She also traded in three Dodge Chargers to purchase three Ford

Explorers, which were more practical on the county's numerous gravel roads.

To address issues in the jail, Sheriff McCutcheon appointed a jail administrator and made changes in staff, policy and procedures and how commissary items were issued.

"We've had a few bad days but overall I think things are going great. I've faced a few challenges — one of which is supervising people who used to be co-workers — and I had a couple surprises when I took office, the biggest of which was all the paperwork. Oh, my goodness! You almost have to have a degree in business management," she quipped. "But just when you're ready to throw your hands into the air, someone comes up to you and tells you what a good job you're doing and how much they appreciate you and your deputies. To me, that's the most rewarding part of my job. Why I chose two professions where I'd be meeting people on the worst day of their life, I don't know. But I do know I have a personality that allows me to make people feel more comfortable, so with that in mind, the only career goal I have at this time is to serve the residents of Madison County as their sheriff as long as they'll allow me to."

■ By Nancy Zoellner-Hogland

IMPROVING THE OFFICE AND COMMUNITY

Cindi Mullins, sheriff of Saline County, was always interested in law enforcement. However, growing up in the 1970s, she had few role models to emulate so she never seriously considered it as a career — until she learned about an opening for a part-time dispatcher at the Slater Police Department.

“When I first got out of high school I took a job at a factory where I had worked during the summers since I was 16. Then I got connected with a newspaper but wanted to get into something else. When I heard about the dispatcher position in 1991, it seemed like the right time to do what I had always wanted to do,” she said, adding that part-time soon became full-time and before she knew it, she was offered an opportunity to attend the law enforcement academy. After graduating, she continued to work full-time as a dispatcher but also assisted both the Slater PD and the Saline County Sheriff’s Office part-time as a reserve.

In December 1996, she took a job with the Saline County Sheriff’s Office as a dispatcher and jail officer. Eleven months later, she transferred to the road, where she worked her way up the ranks, eventually getting promoted to chief deputy in 2006. During that time, she also filled in on the road or wherever else she was needed.

“I liked working the road — mainly because I liked having the contact with the community — but I really liked the administration side of the job. I guess I’m kind of a nerd,” she admitted in an earlier interview. “I like processes —

policies and procedures. You couldn’t tell it by looking at my desk right now, but I like organization. And I even like paperwork!”

Then when the former sheriff left office in early 2016, she was appointed by the county commission to fill that spot. Since she planned to run for sheriff in the next election when the current sheriff retired, and because she had developed good working relationships with the prosecutor’s office, the county clerk’s office, the court clerks — the people she would continue to come in contact with — it was a natural transition, especially since she had the full support of her family, including her husband, Melvin, who served several years as Slater’s police chief.

Although she faced five male challengers in the primary and a man with an extensive law enforcement background in November’s general election, she won handily and “hit the ground running.”

Sheriff Mullins said one of her first priorities was to upgrade technology. She did that by replacing the former sheriff’s typewriter with a computer, adding tablets to the patrol vehicles and acquiring body cameras that download easily and store the information in a secure cloud.

“The cameras have already proven their worth in two separate incidents where people were going to file complaints against deputies. All we had to do was review the footage and that ended it,” she said, adding that they’re

currently in the process of switching from paper to digital storage of policies. “Six weeks after taking office, the heating and cooling system had to be repaired — at the cost of \$150,000 — so

to avoid future surprises and ensure that the facility, which is about 20 years old, is properly maintained, I also implemented a regular building maintenance program.”

Although an active shooter training program for schools was already in place, after taking office Sheriff Mullins extended it

to additional campuses. They’ve held the active shooter training for the courthouse as well.

The sheriff’s office has also started partnering with the schools that have surveillance systems that can be monitored in order to more quickly detect and respond to threats from intruders.

In 2017, voters approved a one-eighth-cent sales tax to add to the existing three-eighths for building repairs and salaries.

“We’ve increased salaries and starting pay and with the additional tax money, hope to continue to provide our deputies with salary increases in the future. I also hope to raise the starting pay to attract and keep folks,” Sheriff Mullins said. “This job can be very difficult because we’re rarely called for a party. Instead, we’re called when things go bad. But the days where you know you can truly make a difference for someone in a positive way — those are really great days and they have a way of balancing out those really tough days. It also helps to remember that people are not the mistakes they made. They are just people who made mistakes.”

■ By Nancy Zoellner-Hogland



CAPE GIRARDEAU COUNTY SHERIFF RUTH ANN DICKERSON

CONTINUING THE LEGACY OF THE OFFICE

When Ruth Ann Dickerson, sheriff of Cape Girardeau County, was growing up, becoming a law enforcement officer never even crossed her mind. For one, it was rare to find women in that field. When there were, it was often undercover in a prostitute sting or to guard female prisoners — neither of which are the stuff little girls' dreams are made of.

Instead, this quiet, serious girl had her sights set on becoming a teacher — or maybe a nurse. As she grew older, a job in banking piqued her interest, but she finally settled on the business world and landed a job with the Cape Girardeau County Circuit Clerk's Office.

"While working there, I became more interested in the 'law side' of things so when a position opened in the sheriff's office in 1983, I decided to apply and was hired as a 'clerk/female.' Although, at that time, you didn't have to have POST certification to assist in law enforcement, I didn't work in patrol," she said. However, as time progressed, she was being called on more and more to assist in duties that required a female — booking a female into jail, handling interviews on child abuse cases, assisting with the arrest of a female.

She decided that if she was going to be handling those types of duties, she wanted to receive training to handle them correctly, "So when the opportunity to attend the law enforcement academy came, I took it," she said.

She attended the St. Charles Law Enforcement Academy and was one of the first three females working in the Cape Girardeau Sheriff's Office to become a certified law enforcement officer.

When a new sheriff took office, she was promoted and reassigned as front desk sergeant. Soon after, she became supervisor over the Communications Division, also handling child abuse and domestic violence investigations and assisting with the electronic monitoring program. During that time, she was also

promoted to lieutenant. When John Jordan was elected sheriff in 1985, he promoted her to captain of Business Operations. She held that position until August 2018 when the county commission appointed her as interim sheriff to replace Jordan, who resigned to take a job with the U.S. Marshals Service of Missouri's Eastern Division.

A special election was held in November; she ran unopposed and was sworn in as sheriff December 31. Since taking office, she's made few internal changes.

"Everything was already running very well. With 84 employees and many divisions, adjustments are constantly being made to improve operations, but I didn't come in and make a bunch of changes because people here are busy. They know their jobs. They know what they have to do. I'd rather just continue to make progress and grow as we need to," the sheriff said, adding that they do, however, need to update their technology and the office, which is now 18 years old. "Those are being added to my 'Future Goals' list."

In the meantime, Sheriff Dickerson said they're working with schools to expand the School Resource Officer Program and with organizations to develop their Crisis Intervention Training (CIT) program "because, with the closure of so many mental health facilities, that has become a major issue. We've also



been working with other agencies to pool our resources to fight the drug epidemic."

As with many other sheriffs, the 220-bed jail has proven to be the biggest source of frustration. The biggest surprise? It comes daily. "In this job you see so much that you want to say nothing surprises you, but then something else

happens, tomorrow is another day and tomorrow will bring more surprises," she quipped.

The most difficult part of her job is dealing with those affected by crime.

"No matter if it's drugs, all type of crimes, conflicts, confrontations, civil actions — there are repercussions on the children and the families. Their hurt, their disappointment, their shock and dismay — you never forget those. If someone chooses to mess up their own life, well, they make that decision, but the toll their decisions take on their children, families and loved ones — that is something totally different."

She said that's why she's grateful she has the support of her husband, Tom, her daughter and other family members, and her faith.

"This job can be difficult and full of challenges, but I believe the biggest challenge is ahead of me. One thing is certain: No two days are the same and changes always happen. But I will always strive to do my best to meet any challenge that comes my way because I want to continue the legacy of the previous sheriffs who made this office so great."

■ By Nancy Zoellner-Hogland

Oh the Times They Are A-Changin'

On May 29, 1919, Minnie Mae Talbot was sworn into office as sheriff of Lafayette County, making her the first woman to be elected sheriff in Missouri — and the United States.

In November 2016, Missouri made history again when two women were chosen to serve as the top law enforcement officers in their counties. Katy McCutcheon was elected to serve as sheriff of Madison County and Cindi Mullins was elected to serve as sheriff of Saline County. Then in 2018, Ruth Ann Dickerson was elected to serve as sheriff of Cape Girardeau County, making history again. Read their stories on the preceding pages.

Talbot was voted into office in a special election held after her husband, Joseph C. Talbot, and two of his deputies were killed in the line of duty. According to findagrave.com, she won by a fairly large margin, garnering 2,201 votes to opponent R.E. Ashurst's 1,474. And she was elected by the male residents of Lafayette County because women did not yet have the right to vote. The 19th Amendment was passed by Congress on June 4, 1919, and was ratified on August 18, 1920.

Since that time, several other women have served as sheriffs of Missouri counties, but they were all appointed to fill out the terms of husbands who had passed away.

The first (on record, anyway) was Nancy Hays Williams, sworn into office as sheriff of Laclede County on January 27, 1912, possibly making her the first female to be appointed to the office across the nation. She served until February 17 of the same year when a special election was held to replace her husband, J.S. Williams, who had died a few days earlier. She did not run in the

special election. Texas lays claim to having the first appointed female sheriff, but their records state Emma Daugherty was sworn into office in 1918 after her husband suffered a stroke and died — six years after Williams took the job.

In 1933, Sarah Tucker Jones was appointed to serve as sheriff of Christian County after her husband died from injuries sustained in an auto accident. Bernice Uhrmacher served as sheriff for Livingston County from 1954 to 1956 after her husband, Bill, passed away in 1955. After Carroll County Sheriff Alex Goodson, Sr., died while in office, his wife, Minnie, took the reins until their son, Alex Jr., was elected. In May 1960, Helen Church was appointed Jefferson County sheriff after her husband, Leo Church, succumbed to injuries sustained in an automobile accident.

Other Female Law Enforcement "Firsts"

Daviess County, Kentucky, Sheriff Florence Shoemaker Thompson, who was sworn in the day after her husband's funeral, was the first female sheriff in the United States to oversee the carrying out of capital punishment. However, she did not pull the lever of the gallows herself because she felt it went against her faith. Ironically, Rainey Bethea, the person hanged, was the last man to be publicly executed in the United States.

Lola Baldwin from Portland, Oregon, is reported to be the first sworn female police officer. According to Police One, her duties were "primarily of a social work nature, beginning with protecting young women working at the Lewis and Clark Centennial Exposition in 1905. Her success in this assignment led to her swearing in as an officer with the power to conduct arrests in 1908."



Alice Wells was the first female to serve with the Los Angeles Police Department, sworn in in 1910 with the title of "policewoman" and the badge number of "1." Five years later she founded the International Association of Policewomen.

On September 20, 1974, Officer Gail A. Cobb with the District of Columbia Metropolitan Police Department became the first female U.S. police officer to be killed while patrolling in the line of duty. According to the Officer Down Memorial Page, she was shot by a bank robber she had cornered in a nearby garage.

In 1972, Congress passed an amendment to the Civil Rights Act of 1964 prohibiting state and local agencies from job discrimination based on gender. For the first time, law enforcement agencies were required to hire women for jobs on an equal basis with men, which meant women could come out from behind the desk and work patrol.

Today, women make up about 15 percent of all state, municipal, and county law enforcement officers, according to the National Center for Women and Policing. But the numbers vary by population. In larger cities and counties, women fill more than 20 percent of all certified law enforcement positions, but they hold fewer than 5 percent of those jobs in rural areas.

■ By Nancy Zoellner-Hogland

Minnie Mae Talbot Photo from the Lexington, Missouri Historical Association and Museum Facebook page.

Debbie Henry, Carroll County

Debbie Henry, administrative assistant to Carroll County Sheriff William Jewell McCoy, said her job is anything but boring.

"In fact, it's the exact opposite because I have to be prepared to handle anything on any given day," she said. And "anything" means anything!

Because most of the time she is the only person in the office, she answers all phone calls that come in on the business line — and most days the phone doesn't stop ringing. She provides administrative support to the staff by proofreading reports, processing timesheets, scheduling training and being "Mother Hen" to the office's 10 fulltime and reserve deputies. She serves as the liaison to the court by handling all warrants and ex partes and processing civil paperwork. She functions as file clerk by keeping track of all tickets and storing fingerprints.

She manages the office by scheduling maintenance, tracking inventory and ordering office supplies and she acts as bookkeeper by handling all fees remitted to the sheriff's office, making copies of invoices, writing checks for disbursements, making bank deposits and balancing the sheriff's budgets. She serves as a courier by picking up and delivering paperwork to the prosecutor, county clerk, treasurer and circuit clerk. She acts as social coordinator, sending Christmas cards to area businesses, decorating the office and overseeing the office Christmas party each year, writing and, with help from Detective Heidi Morgan, performing a skit patterned after the classic "Twas the Night Before Christmas." However, her poem starts off "Twas the Night Before Court," or "Twas the Night Before Jail."

But most importantly, she is a direct link between the general public and the sheriff and deputies.

"I'm the first one they talk to when they call and I'm the first person they see when they walk up to the



window to report a theft, burglary, rape, child neglect — anything and everything," Henry said. "Sometimes they're angry, so I talk to them and try to calm them while assuring them that the sheriff or deputy will get there as soon as possible.

Sometimes they're very upset and crying because of what they've gone through, but other times people just want to tell you what happened. I usually try to explain that they can wait because otherwise they'll have to repeat everything to the deputy, but most of the time they don't care. They're just upset and want to talk to someone, so I listen."

Henry came to the sheriff's office from the Carroll County Juvenile Office where she worked four years as secretary.

"After Sheriff McCoy was elected, he contacted me about the position. We were undergoing some changes at the

juvenile office so I decided to give it a try and I'm so glad I did," she said. "I love my job and I love the people I work with. I don't ever plan to leave."

She said her family wholeheartedly approves. Her husband, Robert, works for the Missouri Department of Conservation, so sometimes their jobs intertwine and that makes for interesting discussions at the dinner table. Her two children, ages 8 and 10, love that their mom works in law enforcement and are always asking if they can visit the office.

Sheriff McCoy said he also supports her decision, adding that from the day Henry started she has been an asset to his office in many ways.

"We only have one administrative assistant in the Carroll County Sheriff's Office, and we are so very fortunate to have Debbie in that position," he said.

■ By Nancy Zoellner-Hogland

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Calvaneke “Neke” Young-Blair, New Madrid County

Calvaneke “Neke” Young-Blair likes working with people. She likes dealing with different personalities, she likes helping people solve their problems and she likes making them smile. She also likes to feel challenged in whatever position she holds because if there’s anything she doesn’t like, it’s feeling ineffective and unproductive.

When she was job hunting in 2013, Young-Blair felt there would be no better place to fulfill those desires than working as administrative assistant to Sheriff Terry Stevens at the New Madrid County Sheriff’s Office. She was hired and quickly found out that she was right — taking the job was one of the best decisions she ever made.

Her sheriff agreed wholeheartedly.

“Neke does an outstanding job for the sheriff’s office — so good that she just recently was promoted from administrative assistant to office manager. She basically has had to learn the job by ‘trial by fire,’ but she has adapted quickly. She’s very dedicated and conscientious about her work and has great people skills. And her smile always brightens everyone’s day,” Sheriff Stevens said.

Young-Blair said her sheriff is just one of the reasons she loves her job.

“Every day people come in because someone has stolen from them, someone has threatened them, someone has harmed them in some way. Sometimes they have questions, sometimes they just need to talk. I’m there to help — to direct them to the right place or to listen until the sheriff is free or a deputy can come in off the road to assist them,” she said. “I guess that’s what I enjoy the most. I feel like I’m helping to make a difference in my community and in peoples’ lives. Of course, it doesn’t hurt that we have great deputies and that I work for the very best sheriff ever! He’s truly a God-fearing man who is strong and believes in always doing the right thing.”

The job also fills another one of her requirements: She never gets bored.

Not only does she handle much of the sheriff’s scheduling, she also takes care of payroll, the end-of-the-month reports, evictions, CCW permits, reports to the state and paperwork for the court. In addition, she oversees the sex offender registry — and she takes that job seriously.

“I drive around and knock on doors to check and make sure they really are where they say they are. I want to keep our people — especially our children — safe,” she said.



There’s only one downfall to the job. As a lifelong resident of New Madrid County, she knows the majority of the people who live there and that makes it difficult when she looks up and sees an old friend or acquaintance walking through the door in handcuffs.

“That’s my least, least, least favorite part of the job,” Young-Blair said, adding that if she could change one thing it would be to bring a jail back to her county. “Our jail was built in 1979 and couldn’t meet the standards that are needed today so it was shut down in 2014 and our inmates were sent to another county. It costs the county so much money to house them somewhere else so I hope that someday we can find a way to change that. Since I don’t plan on going anywhere — I’m here to stay — I hope that will happen while I’m here to enjoy it!”

■ By Nancy Zoellner-Hogland



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Janice Baniak, St. Charles County

Janice Baniak, the senior administrative assistant to St. Charles County Sheriff Scott Lewis, said she wishes everyone could work in her office for just a few hours.

“It’s very interesting to hear the deputies’ back-office discussions but seeing what they do has given me a whole new respect for law enforcement. I get very frustrated by the bias against law enforcement because no one knows what they go through on a daily basis. It’s really very shocking — and it’s why I pray for them every day,” she said.

As administrative assistant, she handles everything from answering the phones, to processing all the payroll for the department, and from taking notes at meetings to typing reports. She also works with the deputies to get their security licenses, and to coordinate their training and their travel.

“I also handle all purchases and this year we’re working with a uniform provider so I track the uniform allowance for 40 people — and that keeps me on my toes! I have a degree in business administration so that helps, even though my job sometimes seems like a game of ‘Tag — you’re it,’” she laughed, adding that she also fields a lot of calls from citizens who don’t know who to call for help.

Under an amendment to the county charter approved by voters in 2012, on Jan. 1, 2015, the law enforcement side of the sheriff’s office split off to become the St. Charles County Police Department. From that point on the sheriff’s office would be responsible for civil process, courthouse security and prisoner transport only.

“My job is different from day to day. You might walk in planning to get A, B and C done and at the end of the day you realize you got to A and C but then then the phone rang or someone stopped by so you had to change gears and handle a dozen different things. But I enjoy



that and because I feel like I’m usually a pretty upbeat person, it doesn’t bother me when my schedule gets turned upside down,” she said.

Baniak, who has been married to her husband, Ray, almost 33 years and who has two grown daughters and two grandsons, considers St. Charles “home.” And that’s one of the reasons she took the job two years ago. Her residence is much closer to the sheriff’s office than it is to the St. Charles County Election Authority, where she previously worked.

“The job was also a promotion and it came with better pay. The icing on the cake is that I really like the people I work with and thoroughly enjoy Sheriff Lewis. One of the things that impresses me most is how much he cares for this

department and how much respect he has for the people who work here. It’s a wonderful work atmosphere. I can foresee this being my last stop until I retire,” she said.

Sheriff Lewis also had kind words to say about his assistant.

“Janice is the backbone of our operations and that’s no exaggeration! In addition to all of her other duties I think she is single handily educating the public on the state of law enforcement in St. Charles County. At least four or five times a day, I will overhear her explaining, ‘No, that’s not the sheriff’s department. You need to call the county police or county corrections.’ She is incredible, we would be lost without her!”

■ By Nancy Zoellner-Hogland

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Preparing for a Career in Law Enforcement

Corrections officers and dispatchers are in high demand in Missouri. The number of job openings posted each week on sheriffs' offices Facebook pages attest to that.

Members of the Criminal Justice Instructors of Missouri (CJIM) are working to increase the size and quality of the applicant pool while, at the same time, help students discover what component of law enforcement they're passionate about, and then provide them with the tools they'll need to pursue it.

The group, made up of more than a dozen instructors who all have backgrounds in law enforcement, is accomplishing that by implementing criminal justice programs in high school career centers/vocational-technical schools around the state. Vo-tech schools allow students to learn a trade within the course of their regular studies. Although the programs vary by district, juniors and seniors typically attend core classes — English, social studies, math — half the day and spend the other half in the trade school.

Ryan Holder leads the program for the Kennett Career and Technology Center, part of the Kennett School District #39. He has nearly 20 years' law enforcement experience, working his first two years as a deputy with the Dunklin County sheriff's

office where his father now serves as sheriff, and 17-plus years with the Pemiscot County Sheriff's Office.


"The career center criminal justice program actually got its start in the mid-to-late 1970s in the northern part of the state. Sikeston was of the first to offer it in southeast Missouri. If I remember right, mine was the eighth program of its kind. Now we're up to nearly 20 programs across the state and more school districts are adding it in the fall," he said.

"This will also provide a good resource for the sheriffs. I've worked in sheriffs' offices. I know it's hard to find job applicants. It's even harder to find good applicants. We can help meet that need."

Kennett's Law Enforcement/Crime Scene Investigation Program, now in its sixth year, is taught by Holder twice a day with both morning and afternoon sessions. It's so popular that the last two years, both sessions have been full. Students are taught the same subjects they'd learn in any state-certified law enforcement academy: understanding and interpreting the U.S. Constitution as it relates to law enforcement, corrections and the courts and practical skills of law enforcement including handcuffing, communication, crime scene investigation, and document preparation. Students hear lectures by police officers,

sheriffs, coroners, law enforcement administration officials, attorneys and correction officers.

"CJIM meets several times a year to fine tune the curriculum and standardize what we're teaching, although we all have



our own specialties,” he said. “Some programs also have patrol vehicles where they simulate traffic stops and teach the difference between misdemeanor and felony traffic stops. Some programs have firearms simulators that teach students how to make shoot or don’t shoot decisions, then those decisions are analyzed. Last year, I bought a fingerprint lift station into my classroom, which allowed the students to learn how to take fingerprints without spreading dust all over the classroom.”

To get them ready for the workforce, Holder requires his students to wear uniforms with a full duty belt, training weapons and real handcuffs to class. And because he feels it’s as important to look professional as it is to act professional, at the beginning of the school year he includes a class on ironing to teach students how to put a crease on their uniform shirt sleeves and pants. He also teaches them how to properly polish their shoes.

“I want these kids to look top-notch in their uniforms — not just today but when they get jobs,” he said. “I also try to instill manners and good work ethics in them. I tell my students that just because they have a headache doesn’t mean they don’t need to go to work, and they should never talk down to people. If they want respect, they have to gain it.”

To give them another “leg up” on getting a job, Holder said he plans to add an internship program for dispatchers, who will be learning on a 911 training machine in the 2019-2020 school year. He said that this year juniors took the 911 Dispatch Data Entry Practice Test, which is similar to the test 911 operators must take to get certification, and they all passed.

“Some of these kids are not going to attend college — they’ll go to work right out of high school. With real work experience, they’re more apt to find a good job. However, if after completing this program, they do decide to go to college

or go on to take additional training, they’ll be at the top of their class,” he said, adding that CJIM is also working with the Missouri Department of Corrections (DOC) to develop a 40-hour block to add to the curriculum. “That will allow graduates to get an entry level job with the DOC because the state recently dropped their minimum hiring age from 21 to 18 to work in a prison.”

Although Holder doesn’t officially track the graduates of his program, he said he knows that several have acquired national certification to work as 911 dispatchers. Two others, who will be graduating from college next year, plan to go into probation and parole and another former student has gone on to college to become a forensic anthropologist.

In fact, the program, a portion of which is funded by various grants, has been so successful that nine other states are looking at it with plans to incorporate it into their vocational school programs.

Holder will be making a presentation at the Missouri Sheriffs’ Association Summer Training Conference to get more sheriffs involved.

“In our program, we have a TSA — a Technical Skills Assessment — and an IRC — Industry Recognized Credential. When students do the technical portion of the training, they’re graded on it and if they pass, they get a certificate showing they’re proficient in that area. They can include that on their resume. I’d like to get more sheriffs involved as judges for the assessments because that would allow students to test in their areas instead of traveling all the way to Jefferson City,” he said.

■ By Nancy Zoellner-Hogland

The Criminal Justice Program will be taught at the following schools in the 2019-2020 school year:

Career & Technology Center at Fort Osage
Carthage Technical Center
Carthage Technical Center
Cass Career Center
Crowder College
Current River Career Center
Dallas County Career Center
Eldon Career Center
Herndon Career Center
Kennett Career & Tech Center
Lake Career Tech Center
North Technical High School
NW Academy of Law
Northland Career Center
State Fair Community College
Pike Lincoln Technical
Sikeston Career Center
South Technical High School



SURVIVING SPRING STORMS

By Nancy Zoellner-Hogland

MILLER COUNTY



COLE COUNTY



CALLAWAY COUNTY



With tornadoes and flooding that forced hundreds of people from their homes, covered hundreds of thousands of acres, closed nearly 400 roads across the state, and halted river traffic, sheriffs had their hands full this spring.

Atchison County was one of the hardest hit with floodwaters that came in March — and stayed. According to Sheriff Dennis Martin, at one time, nearly 75,000 acres of land were underwater; 278 people were permanently or temporarily displaced; 166 homes and 1,295 agriculture buildings — shops, grain bins - were damaged or destroyed; roughly 121 miles of county roads were completely or partially underwater; and 14 businesses were affected. But the problems didn't end there. As a result of the high water, Interstate 29 was closed to traffic for weeks.

"Consequently, all the truck stops, the fast food restaurant and C-stores were starving. Our normal interstate traffic is 12,000 to 14,000 vehicles per day but with little to no traffic, sales tax revenues diminished tremendously. We don't know how that is going to affect us," Sheriff Martin said.

Flooding nearly turned Livingston County into an island with just one way in and one way out — State Route 65 north out of Chillicothe.

"We were cut off! Highway 36 was flooded on both sides; 65 south of town was flooded; all our small blacktops down south were flooded; and Highway 190, our other major highway, was flooded. That has never happened before," said Sheriff Steve Cox. "I was worried we'd get a call and not be able to arrive for an hour and

a half but we have two deputies that live in the western part of the county, west of the Grand River where we were cut off, so they remained on call, handling things over there. Carroll County Sheriff's Office was going to assist us in the southern part of the county and we were going to have to rely on Linn County to help us out on the east. As it turned out we didn't need them."

According to Sheriff Clay Chism, approximately 30 county roads were underwater in Callaway County, and that caused significant travel problems.

"Because the counties to the south of us are separated by the Missouri River, we had to figure out how to get to those locations by land. In some cases, citizens had to wait considerable amounts of time for help to arrive," he said. "State Highway 94, which is both a rural route and a thoroughfare across the state, was closed in numerous locations and the Jefferson City Airport, which serves the central Missouri area, was under several feet of water so air travel was severely hampered."

Several other sheriffs reported inconveniences with water-covered roads but most said because residents had plenty of warning, the majority of those who lived in flood-prone areas willingly evacuated and that kept calls for service at a minimum.



STE GENEVIEVE COUNTY



ATCHISON COUNTY



CALLAWAY COUNTY



CALLAWAY COUNTY



ST CHARLES COUNTY



GREENE COUNTY



LIVINGSTON COUNTY



CALLAWAY COUNTY

BOATS EXPAND SHERIFFS' REACH

Many of Missouri's sheriffs come out from behind their desks to regularly patrol their counties. This spring, when a good portion of their counties were under water, at least two — Osage County Sheriff Mike Bonham and Ste. Genevieve County Sheriff Gary Stolzer — frequently performed that duty from boats.

Last November, Sheriff Bonham was able to obtain a 1990 Sea Ark through the federal government's 1033 program, which allows the transfer of excess Department of Defense equipment to federal and state law enforcement agencies at no charge.

He was also able to trade an MK2 patrol boat, acquired in the past through the same program, for updated electronics and a new engine, new gas tank, new wiring and a cover. To top it off, he was also able to get a trailer to haul the boat and a truck to tow it from the U.S. Army at Fort Riley.

"The Sea Ark is a perfect fit for us. It had been used by the U.S. Coast Guard to patrol the Red River in Colfax, Louisiana, and the hull was reinforced to take the abuse it would get from things like submerged trees. We're responsible for about 100 miles of rivers. Both sides of the Gasconade are in our jurisdiction, we share the Missouri River, which serves as the border, with Callaway County, and on the Osage we share the border with Cole County," Sheriff Bonham said, explaining that mutual aid agreements allow them to assist those bordering counties, or any other counties, with the boat, when needed.

And it was needed this spring.

Sheriff Bonham regularly checked on Osage City, located at the confluence of the Missouri and Osage rivers, for Cole County Sheriff John Wheeler. He also drove Callaway County Sheriff Clay Chism to check areas of his county that were under water, and he assisted Sheriff Chism and the Missouri State Highway Patrol (MSHP) in the recovery of a body found by fishermen on the Callaway side of the Missouri River in late May.

To be prepared to handle other types of operations, Sheriff Bonham has been working with Mojave County, Arizona, Sheriff Doug Schuster Office to develop a marine training program for Osage County.

"They've given us their entire marine program. I've been through some of the training they've held on Lake Havasu and although some of their laws are different, the basics like boating safety and enforcement are pretty much the same, so I'm working on adapting the program to Missouri.

Then we'll be offering it to our deputies because things like swift water rescue is going to be very important as we go forward," he

said, adding that he anticipates using the boat in tandem with a drone to search for illegal marijuana crops. "We also hope to have the boat on the water over the July Fourth holiday and Labor

Day — to encourage safe boating more than anything else."

The Ste. Genevieve County Sheriff's Office has two boats — a 21-foot Sea Ark to use in small bodies of water and a 27-foot SafeBoat outfitted with twin Mercury Verado 250 horsepower engines and towing equipment, radar, SONAR, search lights and a gas generator for use on the Mississippi. The small boat was purchased with a local grant; the SafeBoat was purchased with a grant provided by Homeland Security and the Federal Emergency Management Agency.

"We have quite a large stretch of the Mississippi River that we're responsible for. If someone breaks down or runs out of gas and calls for help, we're the ones that go and get them. We also have a lot of industry along the Mississippi that use barges and periodically those guys will spot bodies, so we retrieve them," he said. He added that he also assists neighboring counties when needed. "This spring city workers used the Sea Ark to haul sandbags up to reinforce a floodgate and we used the big boat to take the farmers out to check their levees. However, we haven't ever taken the boat out on the river to chase anyone — yet."

Sheriff Stolzer said he and his chief deputy Jason Schott handle 99.9 percent of the calls that require boats.

"And that was my decision. I pretty much assigned myself to that job. Training came with the Homeland Security boat, but I've been around boats my whole life and I've been around the Mississippi River my whole life. You've got to know the river to safely navigate it. Right now, with the river so high, it's a little easier but when the river is down, there are dikes that are hidden and you'll run right into them if you don't know where the main channel is and you don't stay in it," he said.



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REDUCING RECIDIVISM: A WIN-WIN SOLUTION

Inmates who didn't know how to read a tape measure provided the impetus for a program that has the potential to change lives in Lincoln County for generations to come.

Lincoln County Sheriff John Cottle explained.

"It started off with our inmate work crew doing community projects. We saw that some of our inmates didn't really have any skills — they didn't even know how to read a tape measure and had never done any type of carpentry work. As we continued working on projects, we saw them gaining understanding and we saw their work continually improving. It gave them hope and because of what they learned, they felt good knowing they could be good at something. As a result, we were able to find jobs for them when they got released," he said.

That experience sparked an idea in the sheriff that grew like wildfire.

He decided to develop a training program for inmates where they could learn skills that would help them get good-paying jobs when they left the jail. He started meeting with several state and local officials to develop a plan.

Nancy Wiley, the federal grant manager at State Technical College of Missouri, was one of those contacted. The school had recently received a \$2.7-million federal MoSTART (Missouri Strategic Training and Re-Tooling) grant to purchase a mobile unit and equip it with technology to provide in-prison education programs in fields like computers, introduction to electricity and heating-and-cooling technology. As part of another grant designed to help with job placement, Wiley needed people to take the WorkKeys Exam, which assesses knowledge and skills related to work performance. Those who qualify received National Career Readiness Certificates, which certify that the test taker possesses essential workplace skills that are critical for success.



Sheriff Cottle said the test was given to 120 inmates. One scored at the "Platinum level," the highest level possible, and many others scored "Gold," which is the next level down, or "Silver."

"When they are released, inmates can take those certificates to employers and show they have the critical thinking and problem solving skills, the reading and writing ability, and the mathematical reasoning skills that are necessary for today's job market," he said. "They are ready to reenter the workforce with skills employers are looking for."

And in the meantime, as part of that program, the mobile training unit would be visiting the jail so inmates could take the training it offered. Sheriff Cottle said that was a start, but knew his mission was bigger than that.

"I felt we needed our own space so I met with our county commissioners and they agreed - we needed to build a training center," he said, adding that they had the land and they had the money in the commissary fund to cover the cost of


materials. "The only requirement is that the money be spent on the health, welfare, control and custody of the inmate and I can argue all day long that educating an inmate is part of the health, welfare, control and custody of the inmate."

With the support of the commissioners, he put pen to paper and started drawing up plans.

In the meantime, more agencies joined their effort. The North East Community Action Corporation, whose mission is to "make a difference by empowering people, improving lives and building communities," began coming in to the jail to provide life skills classes such as pre-employment, budgeting, and family building to the inmates.

Through the Missouri Job Center the Sheriff's Office is working toward becoming part of the Registered Apprenticeship program, which will allow those who complete the program to go directly into a union job with 40 hours toward their apprenticeship.

Kathy Lambert, the CEO and cofounder



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of Connections to Success, which works in jails and prisons to teach inmates job interview skills and provides suits or dresses for those interviews, brought a two-week program to the jail.

“We’re working not just with the inmates, but also former inmates who are on probation and parole, getting them into the courses to give them the tools they need to succeed. It’s really about giving them self-worth — self-confidence that will help them go out and get a job,” Sheriff Cottle explained, adding that he designed the training program to also serve members of the community who qualify — not just the inmates.

To accomplish that, the building will be divided into two sections. One side of the building will be used to train those who are incarcerated — and every inmate — male or female — is eligible. The other side will be used to train people who have been released from incarceration or members of the general public who are unemployed or underemployed, “someone sitting at his or her desk thinking they could do better. I wanted it set up with two training areas so those who started in the program as inmates can complete their education as every other citizen,” he said. “Most of this program is in the prison system already so those who are going on to prison can start here and finish there. More education is always a good thing.”

They broke ground in late June. The

building will be constructed by staff and inmates on property adjacent to the jail. A secured area will connect the two. Sheriff Cottle anticipates having the building completed within a month after starting. And as soon as it’s finished, they’ll start getting it ready.

The commission is so supportive of the program, they purchased a machine to make street signs.

“We normally spend about \$40,000 a year on signs but once our building

is completed, the inmates will start making them. Our whole goal is to reduce recidivism but while we’re doing that, we’re also saving the county money. We’ll be saving money on the signs, of course, but even more important, not spending the money to keep people in jail, he said, adding that it comes down to finances.

“If we can help our inmates become productive members of our community by giving them the tools they’ll need to compete for jobs in today’s market, it’s a win-win. And we’re not talking about jobs that are typically held by high school kids, like flipping burgers. We’re talking about professional jobs with salaries of \$20 to \$25 per hour and good benefit packages. They’ll be contributing to the community with their tax dollars and we won’t have to house them. And if we can break that cycle — if we can train someone so he can get a \$25-an-hour job and can do well for himself, we might not see that next generation of kids coming into our jail. Something has got to change. We’ve been incarcerating people for more than 200 years. We keep building more prisons with more spaces so that’s obviously not the answer. It’s not working out well for us. I believe this will work,” he said.

■ By Nancy Zoellner-Hogland





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MISSOURI SHERIFFS' ASSOCIATION



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Upholding the Rule of Law

In light of the new bond rules put in place by the Missouri Supreme Court, recent legislation signed into law and processes put in motion through a statewide Justice Reinvestment Initiative, I want to assure the citizens of Missouri that their sheriffs remain committed to the rule of law and to providing safer communities.

Sheriffs have a statutory duty to preserve the peace within their communities and to cause all offenders against the law to appear at the next term of the circuit court. They also have the duty to apprehend and commit to jail all felons. Sheriffs take these duties seriously. But more than that, they take to heart their oath and their commitment to the trust placed in them by the community.

The rights of victims of crime and other law abiding citizens in general are being minimized by the progressive shift toward offender-centered programs aimed to reduce the incarceration rate — be it bond reform or changes in the parole violation process. Now more than ever, victims are more likely to see those who violated them out on the streets of the community.

The sheriffs of Missouri will continue to work to be a part of the solution reformists seek. What they will not do is compromise their commitment to the rule of law and to providing safer communities.

Founded in the 1800s as an alternative to incarceration, probation and parole were meant to help people turn their lives around and thrive in their home communities. Reformists want individuals already given incentives for good behavior, like probation or parole, to be free from the consequences of their continual violation of rules like missing appointments, testing positive for drugs, or traveling



outside of the jurisdiction without permission. Reformists believe that community supervision has become a recidivism trap through “technical violations.” Policy reformers want to, “Build an effective infrastructure of community based addiction treatment, housing and transportation services, and related support services to improve access to services as well as treatment and recidivism outcomes for people on probation or parole who have substance use needs.” These initiatives are in conflict — 1) community supervision is a trap; 2) we need more community supervision programs.

It is easy to reduce the prison population by not sending as many people to prison by turning them loose on the street. It is easy to reduce the recidivism rate by not returning those who have been sent to prison back to prison for committing parole violations and or new criminal offenses. Individuals on probation or parole victimized the community and were given a second chance. How many times should these offenders be allowed to victimize the community at the expense of law abiding citizens?

Decision makers who close prisons are not dealing with offenders in the community. Those who refuse to build more prisons are not dealing with offenders in the community. It is not the legislators or Supreme Court judges dealing with offenders who are released into the com-

munity to victimize again. It is law abiding citizens who have had their property stolen or their home broken into.

Sheriffs are on the forefront working to uphold the rule of law for a just and safe community — a community that understands good people sometimes make poor decisions. Those who learn from poor decision should be given a second chance. It is the ethical and moral thing to do. Those who don't must be held accountable whether through jail or prison time. Those who continue their repeated victimization of the community, for whatever reason, must be held accountable.

The sheriffs of Missouri will continue to work to be a part of the solution reformists seek. What they will not do is compromise their commitment to the rule of law and to providing safer communities.

■ By Kevin Merritt, Executive Director of the Missouri Sheriffs' Association





Legislative Review

Each year the Missouri Sheriff's Association (MSA) works closely with state representatives and senators on various legislation that will affect sheriffs' offices across the state.

During the 100th General Assembly session, the MSA's Legislative Committee tracked and monitored on a weekly basis more than 235 House and Senate bills that had the potential to impact public safety. More than 80 of those bills were monitored daily. Several pieces of legislation that focused on sheriff operations were front and center during this session.

The most important of these were Senate Bill 12 and Senate Bill 123 which will serve to continue to fund the grant that sheriff's offices can apply for to supplement deputy salaries. This grant currently ensures that deputies will make at least \$30,000 per year and supplements salaries of those deputies making between \$30,000 and \$42,500 in the amount of \$100 per month. Currently, this grant is funded through a \$10 fee assessed for civil process that is served by the sheriffs' offices. The fund has been declining over recent years because more and more civil process is being served by private servers. This bill will allow for \$10 to be collected even if the civil process is served by a private server. This funding is vital in the many counties of Missouri that are not able to pay

deputies at a competitive rate. The MSA is grateful to Missouri Senators Mike Cunningham and Bill White who were instrumental in seeing this legislation through. The governor signed the bills into law in July.

Another piece of legislation the MSA worked on was regarding the electronic monitoring of sex offenders while they move from one jurisdiction to another. The legislation, House Bill 114, would require registered sex offenders to be monitored if they changed their residence. It did not, however, specify many of the particulars of how this would be done. Currently, sex offenders are required to register with the sheriff's office in the county in which they live. The problem that this bill attempted to address was that a sex offender could not be physically tracked when he or she moved from one county to another. This bill suggested requiring them to wear ankle monitors while moving. However, there were questions about who would pay for the electronic monitoring and who would administer the program. While the sheriffs across the state certainly feel strongly about ensuring the safety of their communities with regards to monitoring sex offenders, this bill left too many questions unanswered. It ultimately did not pass.

One area that will greatly impact sheriffs' office operations in the coming years that

will go into effect this year are new Missouri Supreme Court rules that will affect the bail/bond process. One of the most significant changes in this process will be that all individuals arrested and taken to jail will be required to appear in front of a judge within 48 hours to determine an appropriate bond. Historically, individuals incarcerated would be given a bond and then the appropriateness would be considered at a later time. The inclination moving forward will be to release individuals unless they present a threat to the community or have a high likelihood of not appearing in court. While this move may have an impact on some county jail populations, it is uncertain how this will affect crime rates as many who may have previously been incarcerated will be quickly returned to the community. One of the problems the Supreme Court is trying to fix with this change is the issue of money, rather than severity of the crime, being a factor in whether or not an individual remains in county jail.

There was a big legislative and judicial push this session to lessen the financial burden on convicted criminal offenders by placing an increased financial burden on local community taxpayers — and the MSA fought against their passage. For example, under current law, prisoners confined in the county jail are responsible for the

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cost of their medical care. HB1051 sought to require the county to reimburse the entity that incurred such medical costs if the prisoner's medical costs were not paid within sixty days by the prisoner's health insurance policy or by the prisoner. HB1114 sought to require the sheriff to provide free phone service to prisoners confined in the county jail. HB902 sought to require the sheriff to provide free healthcare products, including tampons and sanitary napkins, to anyone held in custody whether they are indigent or not. HB987 and SB428 sought to require sheriffs to perform security officer functions for hospitals by prohibiting officers from releasing people at hospitals unless the healthcare provider gave permission. And, SB40 sought to require the sheriff to store firearms for successive 30-day periods for firearm owners who voluntarily wanted the sheriff to store them.

One of the most significant changes in this process will be that all individuals arrested and taken to jail will be required to appear in front of a judge within 48 hours to determine an appropriate bond.

We also fought hard for an increase in what the state allocates in the budget for housing state inmates in county jails. Currently, the state is in arrears approximately \$34 million to counties, and the legislators consistently do not appropriate enough funds to cover the arrearage, let alone continue to pay addition costs incurred each

fiscal year. Last fiscal year legislators appropriated \$34.5 million to reimburse counties. This session started with \$41 million in appropriations. It was cut back to \$34.5 million and then after a battle increased to \$38.5 million.

The MSA also:

- Opposed a bill that could have hindered domestic violence victims' access to protective orders. The bill would have required all petitions for a protective order to be accompanied by a police report.
- Took a stand against encroachments on Second Amendment rights involving bills that would have required all firearms to

be registered with the Missouri Attorney General's office and one that would require firearms to be disclosed to the county assessor where they would be taxed as personal property at a rate of 12 percent.

- Opposed a bill that would have required females in jail to be treated by only female nurses and physicians, which would have increased the cost of providing medical care.

- Opposed a bill that would have required prisoners with substance abuse disorders and addictions to be treated by physicians who specialize in and customarily treat substance abuse disorders.

The MSA and its legislative committee pledges to continue to fight for laws designed to assist law enforcement in keeping their communities safe and to fight bills that jeopardize law enforcement safety and frivolously spend taxpayers' hard-earned dollars.

By Jasper County Sheriff Randee Kaiser, Member of Missouri Sheriffs' Association Legislative Committee, and Kevin Merritt, Executive Director of the Missouri Sheriffs' Association



'Dude,' A Hard Lesson Learned

From April 19-21, 2019, the National Highway Traffic Safety Administration (NHTSA) Region 7 Office and the State Highway Traffic Safety Offices of Missouri, Kansas, Iowa, Nebraska and Arkansas joined to conduct a drug-impaired driving media and enforcement campaign. The Oklahoma (NHTSA Region 6) also participated.

This campaign was designed to maximize public awareness of the dangers of driving while impaired on any drug, and to get impaired drivers off the roadways. April 20 (4/20) was picked as the day to hold this campaign because it is recognized as a marijuana smoker's holiday. After a short example of a lesson I learned the hard way, the results of the 4/20 campaign.

Early in my crime fighting career I thought I was a pretty good at drunk driver detection and making solid arrests. In fact, I had never lost a DUI case in court (or any criminal case for that matter). I was proud of that record. I was the Harlem Globetrotters of courtroom victories. More experienced officers had told me it was one of two things — I never lost in court because I was lazy and was not making any arrests or I was a new officer and had not been in enough trials, aka "beginner's luck." I chose a third option — I was just God's gift to law enforcement. I soon learned a hard lesson.

One early Saturday afternoon, I saw a car driving slowly and weaving in the roadway. It looked like a drunk driver. I stopped the car and the driver and sole occupant was a 16-year-old boy. He smelled as if he had been drinking. I gave him a sobriety test and he failed miserably. I arrested him and took him to jail.

"Dude," he told me, "I'm not drunk."

At the station I learned our breathalyzer instrument was broken, so I had him blow in a crimp box. A crimp box was a small box that looked like a kid's train whistle. The suspect would blow into the box until it would whistle, then you would squeeze the box. A small aluminum tube would crimp shut with a sample of the suspect's breath in it. You sent this to the lab and a month or so later you would get the BAC (Blood Alcohol Content) results. I did not bother to list in my report that I could also smell the odor of marijuana in the car and on the juvenile's clothes. It was faint, but noticeable. I knew based on my vast 14 months of law enforcement experience that this kid would be way over the legal limit. No need to muddle up the facts with that pesky marijuana stuff.

A month or so later, I get the lab report. The kid was a .03 BAC.

"No way," I thought. "This kid was hammered! I've seen lots of drunks and he was drunk!"

Months later, the case went to Juvenile Court. I testify brilliantly and then get viciously cross-examined by the defense attorney, arrogantly looking over his reading glasses.

"How could this innocent child be drunk? Isn't it true, officer, he was just young and nervous, and you are mean, hate puppies and looking to fill a quota?" he growled.

I tried to explain that I smelled marijuana, even though I failed to mention it in my report. I was not very convincing as I was recalling the words of my training officer: "If it is not in the report, it did not happen."

I lost my first case. I was very disappointed in myself. I also blamed the stupid broken breathalyzer. Had I known he was not drunk, I would have just called his parents and had them come get him, with no charges filed.

Today, it would be handled much differently. I would have more thoroughly investigated the non-alcohol drug impairment and still charged him with impaired driving. Looking back, there were several drivers who were probably impaired by drugs but were let go because they were not "drunk." I was very ignorant about the effects of drugs that were not alcohol. Those were the days before Drug Recognition Experts (DREs) and Advance Roadside Impaired Driving Enforcement (ARIDE) trained officers. We didn't understand and were poorly equipped to deal with drivers impaired by non-alcoholic substances.

That has changed. Today we understand better how drugs impair drivers and how to prepare a case against them. A word of advice: Use DREs and ARIDE trained officers if they are available to help prepare your case. And remember, impaired is impaired, no matter what substance causes the impairment. With the legalization of medical and recreational marijuana in several states, law enforcement is seeing more drug impairment cases. The message to the public must be: "Drive High, Get a DUI."

The results of the 4/20 Drug Impaired Driving Campaign were impressive. Some of the totals were as follows:

	<i>Regional Totals</i>	<i>Missouri Totals</i>
Total DUI Arrests	389	152
Marijuana Impaired Driving	67	12
DRE Evaluations	101	5
Total Drug Arrests Made	370	135
Total Felony Arrests	330	147
Total Traffic Citations	13,009	5,602

These numbers show that high visibility traffic enforcement campaigns are effective and save lives. Making traffic stops can lead to detecting other criminal activity. We also educated the public on the dangers of drug-impaired driving. I want to thank those of you who participated in the 4/20 enforcement for their great work. You helped make our roadways safer.

If you need more training on drug-impaired driving or anything traffic enforcement related, contact me at bsully@sbc-global.net.

Stay Safe!

■ By Bill Sullivan, Law Enforcement Liaison,
National Highway Traffic Safety Administration





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Numbers Were Used to Drive **FALSE CONCLUSIONS**

Missouri Attorney General Eric Schmitt recently released the 2018 annual report on vehicle stops and once again people are outraged by the raw data. The fact is race alone is not dispositive of why the stop was made; neither is a disparity index.

Currently, Missouri uses census data as the benchmark. According to Captain Ronald L. Davis, Region vice president, National Organization of Black Law Enforcement Executives (NOBLE), “The census does not serve as an effective data analysis benchmark or baseline.” And, John McDonald, Professor of Criminology and Sociology University of Pennsylvania said, “Census estimates are inappropriate benchmarks.”

Dr. Lorie A. Fridell, associate professor in the Department of Criminology at the University of South Florida and well known for her research on police, especially regarding racial profiling and implicit bias, wrote, “It is not difficult to measure whether there is disparity between racial/ethnic groups in terms of stops made by police; the difficulty comes in identifying the causes for disparity.” Dr. Fridell goes on to write, “Census benchmarking does not address hypotheses related to demographic variations across driving quantity, quality, or location. Nevertheless, stakeholders (for example, public officials, law enforcement executives, and civil rights group representatives) often draw inappropriate conclusions about the results.”

She concluded by saying, “This simplest form of census benchmarking is inexpensive and rather uncomplicated. Unfortunately, however, it is a very weak method for assessing the impact of race and ethnicity on stopping behavior by police.”

Over the past several years, representatives of the Missouri Sheriffs’ Association (MSA) and other law enforcement organizations have met with and discussed Missouri’s Vehicle Stops Data Collection and the ineffectiveness of census benchmarking with a number of legislators and



civil rights groups. We have testified in a number of public hearings as well. Most recently in April, representatives of the MSA and other law enforcement professionals from across the state met with the Missouri attorney general’s staff to discuss ways to improve the vehicle stop reporting system. Our continual message during such meetings and hearings is that law enforcement has no tolerance for racial bias in policing and in general is not opposed to data collection. In fact, during the recent meeting with the AG’s staff, law enforcement officials suggested and worked toward the collection of additional data relating to whether the officer knew the race of the driver at the time the violation was observed and/or prior to his or her decision to make the stop.

While legislators and special interest groups push only for collecting additional data and restrictions on officers, our plea to them is not to stop collecting data, but rather to work toward solutions for the analysis of data based on valid benchmarks. Therein lies the problem — those who espouse disparity as proof positive of racial bias refuse to engage in those conversations.

The US Department of Justice report released March 2015 uncovered a pattern of racial bias in the Ferguson Police Department. And it argued that the disparities could only be explained, at least in part, by unlawful bias and stereotypes against African Americans. (German Lopez, senior correspondent Vox.com) There

had been years of racial tensions between Ferguson’s minority communities, police and local government. But the disparity index for blacks stopped by the Ferguson Police Department does not indicate a problem. An index value of 1 represents no disparity; values greater than 1 indicate over-representation. The average nine-year disparity index for blacks stopped in Ferguson is 1.42, far below the statewide average of 1.53 for the same time period. How can Ferguson have racial tensions and a pattern of racial bias with such a low disparity index? It’s simple — the disparity index alone means nothing.

The 2018 Vehicle Stop Report shows 19 law enforcement jurisdictions stopped one black driver and have disparity indexes greater than 1.70, with the Green City Police Department having the highest disparity index of 67.5. (See fig 1) The same report shows that the Carter County Sheriff’s Office stopped five black drivers and has a disparity index of 252.04. How can Carter County have very little racial tensions and no pattern of racial bias with such an extraordinarily high disparity index? Again, the disparity index alone

Agency	Stops of Black Drivers	Disparity Index
Green City Police Dept.	1	67.5
Maysville Police Dept.	1	53.56
Southwest City Police Dept.	1	23.21
Alma Police Dept.	1	19.63
Putnam County Sheriff’s Dept.	1	14.67
Ripley County Sheriff’s Dept.	1	11.97
Shannon County Sheriff’s Dept.	1	9.99
Crystal Lakes Police Dept.	1	5.6
Trimble Police Dept.	1	5.26
Wellington Police Dept.	1	4.75
Lincoln Police Dept.	1	4.61
Cedar County Sheriff’s Dept.	1	4.35
Keytesville Police Dept.	1	3.07
Drexel Police Dept.	1	2.9
Highlandville Police Dept.	1	2.36
Arcadia Police Dept.	1	2.09
Viburnum Police Dept.	1	2.02
Iberia Police Dept.	1	1.94
Dallas County Sheriff’s Dept.	1	1.79

Fig. 1

Agency	Total Stops of all Drivers	Total Population of the Jurisdiction
Bella Villa Police Dept.	1,941	603
Bel-Ridge Police Dept.	3,309	2,029
Billings Police Dept.	1,125	798
Branson West Police Dept.	1,505	359
Calverton Park Police Dept.	3,589	1,017
Claycomo Police Dept.	3,731	1,226
Cleveland Police Dept.	541	512
Crocker Police Dept.	888	807
Duquesne Police Dept.	1,634	1,444
Edgar Springs Police Dept.	279	165
Fair Grove Police Dept.	1,856	1,032
Foristell Police Dept.	3,535	403
Indian Point Police Dept.	865	474
Lake Ozark Police Dept.	2,506	1,321
Lake Tapawingo Police Dept.	961	666
Lake Winnebago Police Dept.	3,121	941
Lanagan Police Dept.	598	311
Laurie Police Dept.	987	829
Leadwood Police Dept.	1,477	955
Linn Creek Police Dept.	731	201
Lone Jack Police Dept.	2,727	786
Moscow Mills Police Dept.	1,955	1,794
Normandy Police Dept.	4,381	3,975
North Kansas City Police Dept.	6,305	3,622
Northmoor Police Dept.	612	280
Oakview Police Dept.	713	303
Old Monroe Police Dept.	469	195
Pineville Police Dept.	1,521	584
Platte Woods Police Dept.	920	315
Pleasant Valley Police Dept.	3,678	2,362
Reeds Spring Police Dept.	822	698
Riverside Police Dept.	3,210	2,373
Rogersville Police Dept.	2,172	2,156
Sarcozie Police Dept.	1,238	1,022
Shelbina Police Dept.	1,600	1,353
Silex Police Dept.	490	149
St. Mary Police Dept.	288	277
St. Robert Police Dept.	3,289	3,239
Strasburg Police Dept.	162	111
Sugar Creek Police Dept.	3,170	2,695
Sunrise Beach Police Dept.	683	369
Van Buren Police Dept.	748	649
Velda City Police Dept.	1,416	1,104
Vienna Police Dept.	728	493
Vinita Park Police Dept.	10,546	1,462
Winfield Police Dept.	1,814	1,043
Wright City Police Dept.	2,956	2,274

Fig. 2

means nothing.

The 2018 report also reveals that 47 jurisdictions stopped more drivers than the total number of people living in the jurisdiction. (See fig. 2) The Vinita Park Police Department, with a local population of 1,462, stopped 10,546 drivers. This data indicates that if you live in Vinita Park you have a 720 percent likelihood of being stopped and that you will be stopped more than once. This again exemplifies the fallacy of the system.

Below is an excerpt from, “Racial Profiling and Traffic Stops” by the Office of Justice Programs, National Institute of Justice:

“The representation of minority drivers among those stopped could differ greatly from their representation in the residential census. Naturally those driving on the road, particularly major thoroughfares, could dif-

fer from those who live in the neighborhood. As a result, social scientists now disregard comparisons to the census for assessing racial bias.”

If minority drivers tend to drive in communities where there are more police patrols, then the police will be more likely to notice any infractions the black drivers commit. Having more intense police patrols in these areas could be a source of bias or it could simply be the police department’s response to crime in the neighborhood.

Some believe that results from a weak methodology, such as used by Missouri, become more worthy over time. This is a myth. According to Dr. Fredell, “A benchmark that cannot pinpoint cause cannot produce explanations of cause over time. A reduction in disparity is not always a legitimate goal. Disparity may reflect wholly legitimate factors at work.”

Another myth is that the results from a weak methodology become strong if replicated in multiple geographic areas. If a methodology can measure only disparity and not the cause of that disparity, this limitation persists even when the methodology is used over and over again in multiple areas. Multiple measures of disparity do not accumulate to provide a cause for that disparity; they continue to represent only multiple measures of disparity. Individuals who proclaim disparity as proof of racial bias refuse to acknowledge what the experts say or to engage in meaningful conversations.

There is much more to this issue than raw data of stops. Those who support our law enforcement officers should not blindly conclude bias exists without being part of the solution.

■ By Kevin Merritt, Executive Director of the Missouri Sheriffs’ Association



SEE FOR YOURSELF

Individuals who use disparity alone to argue racial bias fail to acknowledge the fact that determining the race of the driver when the violation is observed and prior to making the decision to stop the vehicle is more difficult than one would think.

Try this. The next time you are driving around, watch the traffic. When you see someone speeding, changing lanes without signaling or vehicles with expired or no license plates look to see if you can determine the race of the driver. You will find it more difficult than believed. Take a look at these pictures and consider whether you can determine the race of the driver.

Sheriff's Office Completes 'Best Year of Camp'

This year marked the 17th year and the 24th time the Lincoln County Sheriff's Office has held its youth summer camp. Sheriff John Cottle said it was the best year of camp ever for both weeks because "Campers were enthusiastic and ready to have fun - a lot of fun." Although the weather was cool, and some evenings darn right cold for this time of year, he said that helped to keep the energy levels high for campers.

To bring something new to the camp this year, the sheriff's office worked with the Missouri Department of Conservation to include canoeing and trap shooting, which were a big hit.

The cost of the five-day, four-night camp is \$50. Sheriff Cottle said corporate sponsors

and fundraising actually cover the cost, but they charge a fee to ensure campers show up and the food, which is ordered in advance, does not go to waste. Unfortunately, this year about a dozen campers didn't show up the second week because kids opted to stay home and watch the Blues games.

"It's the Stanley Cup. I get it but camp does not stop for sporting events," Lt. Amy Tippet said, adding that they streamed the last six minutes of Game 7, giving campers a chance to celebrate the win and watch the hoisting of the Stanley Cup. "It was fun watching the campers cheer and chant 'Let's Go Blues' for about an hour."

On the last day of camp, Sheriff Cottle presented Deputy Jacob Martinez with a plaque to honor his 10 years of "outstanding service and dedication" as camp director. "It's a tough job. It takes nine months or more planning and working with young adults to make it a success," he said. Martinez spends quite a bit of time working with school resource officers to review applications from high schoolers who want to be counselors. To qualify, youth must have a GPA of 3.5 or greater and be part of something outside school - sports, a civic organization or a school club. "We pick the best applicants to



provide the best experience for campers. After the sheriff's office makes selections, they begin working on the next year's camp starting in October."



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‘BUILD IT AND THEY WILL COME’ APPLIES TO JAILS TOO

Like most counties around Missouri, Jackson County has been dealing with jail issues since its earliest days. It is possible that no county ever built a new facility that met its needs for more than a few months or years.

In 1828, two-year-old Jackson County built a courthouse in Independence for \$150. By 1836, the county had outgrown that building and put up a brick structure to replace it.

During the brutal days of the Civil War, a jail tragedy deepened the chasm between federals and confederates in Jackson County and beyond. The Union general in charge of the area issued orders for troops to begin clearing rebel sympathizers out of Jackson and the surrounding counties. Among those arrested were the women relatives of roving guerillas. They were incarcerated in a three-story brick building in downtown Kansas City.

On Friday, August 14, 1863, the building collapsed, injuring and killing many of the female inmates including the sister of Bloody Bill Anderson, leader of one of the most notorious and murderous of the rebel gangs. A relative of William Quantrill was among the injured, leading in some part to the sacking of Lawrence, Kansas, in retaliation.

In quieter times, Harry Truman was Jackson County Presiding Judge (commissioner) in 1926 when voters approved bonds to build a courthouse in downtown Kansas City. The courthouse, dedicated in 1934, featured a jail in its top floors. That jail had been built to house 300 prisoners, a substantial number at the time. Yet, just a few years later, it was

overcrowded, unmanageable and a danger to prisoners and lawmen alike.

The situation at the jail had become so dire by 1967 that at one point Sheriff Arvid “Hippo” Owsley flew an American flag upside down from the top of the courthouse, the recognizable sign of distress. It drew attention to the problem, but it took more than a decade to turn that attention into action.

In 1984, the county undertook to build a \$23 million, nine-story jail near the old courthouse. In a move that will be familiar to sheriffs across Missouri, the jail was built to hold the 520 inmates in the jammed old jail. The average daily population went to 600 immediately. In 1999, an annex was added to the jail to hold 240, a total of 760 beds for a jail that today has an operational capacity of 680 and an average daily population of 929.

Sheriff Daryl Forte and the county legislature are looking toward a solution. A study commissioned by the legislature confirmed what every jail deputy knows — there is a need. Decisions on a location for the new facility, a way to fund the estimated \$300 million it may cost, and settling on a capacity that makes sense all face Jackson County officials.

A fact that should have some real impact on those decisions, particularly “how big” looms large just across the Kansas-Missouri line. Johnson County, Kansas, a part of the Kansas City metro, has a jail with a capacity of 1,112. It also has a significantly smaller population and significantly less crime.

Jail decisions are difficult in rural counties with aging and crowded cells and in metro areas with a thousand. The



The top two floors of the Jackson County Courthouse housed a jail and execution chamber. Photo is from the Missouri Valley Special Collections. Pictured below is the Jackson County Detention Center.



history of Missouri has been that funding, construction and the will to build jails almost always lag behind need.

■ By Michael Feedback



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Looking Beyond Today's Challenges to Tomorrow's **Hopes**

Few correctional facilities face the challenges that have confronted the Jackson County Detention Center in recent years.

Overcrowding, endless maintenance issues and an outdated design have made the jail dangerous for inmates and officers. The broad strokes of the jail's condition are bad enough. The particulars of day-to-day problems are overwhelming for most observers.

The one person who is not overwhelmed by the jail's challenges is the director of Jackson County's Department of Corrections, Diana Turner.

Turner has the education, background and, perhaps most importantly, the calm demeanor that is required to daily confront a multitude of challenges.

It is telling that Turner specifically chose September 11, 2017, as the day she took over as deputy director (second in command) of the jail. "I want to be the person that runs in when a thing is on fire," Turner said.

There is no question that the Jackson County Detention Center is metaphorically on fire. Turner ran in and has been running toward the flames ever since. In March 2018, she took over as director of the jail. A year later the ultimate responsibility for the facility passed from the county executive to newly elected Sheriff Daryl Forte.

That, Turner believes, will be a key factor in dealing with the current jail and its problems while moving toward design and construction of a new facility. "We have a sheriff that feels obligated to be held accountable (for jail operations) by the people of Jackson County,"

"With a new, properly designed jail, we can protect our most vulnerable — juveniles, women, people with health and mental issues — everything else will fall in place," she said.

"With those variables addressed, the job of safety and security of healthy adults will fall in place."

Turner said. She believes that will facilitate her goal of making the jail an example of how things get done.

Turner brings a unique skill set to her position. Before taking over as deputy director at Jackson County, she had more than two decades of experience in corrections.

She worked for the Missouri Department of Corrections as a probation and parole officer, institutional case manager, unit manager, district administrator and assistance superintendent

in a 1,300-bed correctional facility. She went on to manage the BRIDGES program, a federally funded program aimed at reducing recidivism among Kansas City's municipal offenders. Turner also served as director of the residential division of the Jackson County Family

an opportunity for inmates to leave with better interpersonal skills, fewer mental health issues and some hope for the future, the door will revolve more slowly. In line with her career experience, she hopes that one day the Jackson County Detention Center can be a model for rehabilitation as well as incarceration.

"Right now, we want to make sure people go out no worse than they came in," Turner said. "Ideally, in the future, we will be able to deal with problems and have them go out better."

The first challenge for Turner, the Jackson County Department of Corrections, the sheriff, the county government and finally, and most importantly, the corrections officers inside the facility, is keeping the jail secure and safe. That is a task complicated by a number of factors, not least of which is dramatic overcrowding.

"We have 900 of the city's (and county's) most dangerous people in one city block," Turner said. She describes the entire population as violent, not surprising in a city that is averaging near the 150 mark for annual murders. It is the courts' job to keep violent offenders off the street; it is Turner's to keep them secure. Not easy given the state of the current jail.

To say that the jail is overcrowded is an understatement.



ment. It is a problem that has dogged the county for decades. When the current jail was opened in 1984 to replace an overburdened facility in the top floors of the courthouse, it was immediately overwhelmed. Designed to hold just the 500 prisoners that had been packed into the 300-inmate courthouse facility, the average daily population soared immediately to 600. In 1999, a 240-bed annex opened but did not relieve the pressure.

Now, a facility with an operational capacity of 680 has an average daily population of 929. Of those, about 770 are being held on state charges and 129 face municipal violations. In 2015, JCDC began holding city prisoners so that the dilapidated facility at police headquarters a block away could be closed.

Those numbers make security and safety a challenge. Adding to that is the outdated design of the jail — nine stories tall and serviced by elevators — which makes just moving prisoners a dangerous exercise. Officers responding to incidents take one, and sometimes two, elevators to get to the scene. Unlike the pod system used in modern jail design, there are cellblocks, putting huge pressure on officers in all the daily activities of the facility.

Overcrowding means there are limited options for isolating or protecting prisoners or segregating the dangerously violent. As an example of the problems she faces, Turner points to two juvenile males brought in for a particularly heinous murder in Lee's Summit. They had to be held for four years before



being sentenced to prison. "They came in as kids and grew up here," Turner said. All that could be done was to put one in isolation and the other in the general population and then rotate them. Not ideal incarceration in the 21st century.

Every day there are situations that put prisoners and staff in danger and on average there are three incidents a year that law enforcement professionals label "major." That makes Turner's staffing problems even more challenging. "Every time we get a negative story, our recruiting numbers dip," Turner said. On top of that the Jackson County facility is in an employment market full of other jails with similar problems. "Officers work nights, weekends and holidays. It's tough for families."

She identifies stabilizing staffing as her primary short-term goal. With more than 200 officers in her command, it is an ongoing battle. While her 2019 budget would allow

12 more hires, it is difficult to fill out the roster.

In a testimony to her tenacity and professionalism, Turner is not afraid to look beyond today's challenges to tomorrow's hopes. With a jail study complete and the county government on board, a new modern jail could be on the horizon.

"When I think of what we can do with a new, properly designed jail. When we can protect our most vulnerable — juveniles, women, people with health and mental issues — everything else will fall in place," she said. "With those variables addressed, the job of safety and security of healthy adults will fall in place."

Turner also believes that with the support of the sheriff, her new boss, it will all come together and Jackson County will have a jail to be proud of. "I think the sheriff and I have a shared vision of a professional department. I want people to ask, 'How are things done in Kansas

City?' I want to have the jail that others use as a pattern for operations and methods. I want to have the highest retention rate, best training and highest standards for jail officers," Turner said.

In short, Turner envisions a better future. Given her drive, experience and focus, no one should have any doubt that day will come.

■ By Michael Feedback



MSATA LEADS THE WAY

This spring 61 men and women graduated from the Missouri Sheriffs' Association Training Academy with a Class "A" Peace Officer License. Of those, 53 had jobs waiting for them. In addition, 28 more students are expected to graduate this November from academies currently underway in Union and Camden County.

According to Victor Pitman, MSA program coordinator, the MSA can run 10 different academy sites throughout the state.

"Most of the other basic peace officer academies in Missouri are associated with university programs or service larger metropolitan areas such as Kansas City, St. Louis, Springfield, and Columbia, and most are fulltime academies, requiring the students to be in class as much as 40 hours per week. That makes it very hard for working people or people with families to become peace officers. With the exception of the Jefferson City fulltime academy that starts in October of each year, the MSA academies are part time. Students attend four hours on Tuesday and Thursday evenings, eight hours on Saturdays and a few Sundays over an 11-month period," he said, adding that the academy sites are sprinkled throughout the state in more rural areas, making them easier to drive to and attend than most of the other fulltime programs. "It's still a challenge for students to balance their basic academy class with their work and home life, however, it makes it more manageable for them."

In most cases the MSA works with sheriff's office personnel to conduct the training. That means the students benefit by getting to know the agencies and people they will potentially be applying to for future employment. And students are receiving their training, in most cases, from actively working sheriffs, deputies, and other law enforcement-related professionals licensed by the Missouri Department of Public Safety Peace Officer Standards and Training (POST) Commission. In addition to the benefit of learning from those who have "been there and done that," the students have an opportunity to display their hard work and dedication to potential future employers.

At the same time, sheriffs and other law enforcement professionals participating in the training programs can evaluate the students during the academy, which allows them to recruit academy students for vacant positions within their agency. It's a win — win proposition for the students and the law enforcement agencies involved.

"Of course, not every student that starts the academy finishes. Some can't meet the academic standards, the physical requirements, perform the skills that are necessary, or adhere to other rules and regulation standards. It requires dedication, commitment, and perseverance on the part of the students to ensure their success — all of which are traits we look for in law enforcement officers," Pitman said.

The MSATA 700-Hour Basic Peace Officer Academy exceeds the State of Missouri's minimum basic training requirements for peace officer licensing. It is the only academy in the state to incorporate jail and court security officer certification into its curriculum.

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The six part-time classes and start dates tentatively planned for this fall are:

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Jefferson City — August 8
Platte City — August 20
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Waynesville — August 22
Salem — August 22

For more information, visit <https://www.mosheriffs.com/basic-peace-officer-academy>.

■ By Nancy Zoellner-Hogland



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More than 150 sheriffs, chief deputies and other staff members attended this year's Spring Training Conference at Lake of the Ozarks to learn about such timely topics as the Amendment 2 timeline for implementation of the Medical Marijuana Program; how digital forensics is used by the Internet Crimes Against Children Task Force; and how drones are helping — and hindering — law enforcement.





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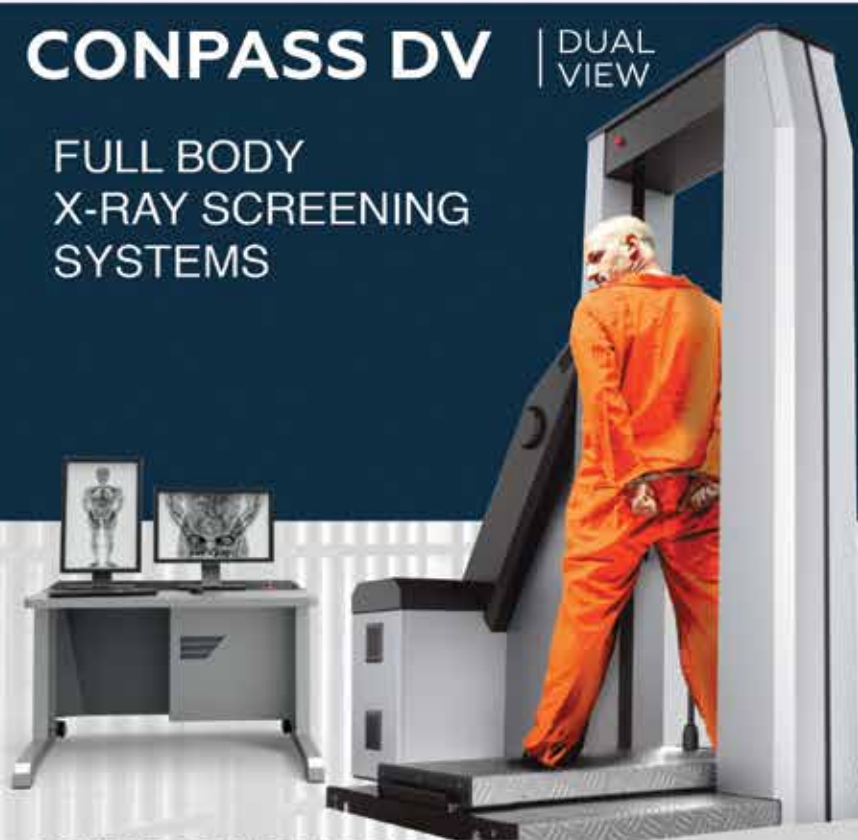


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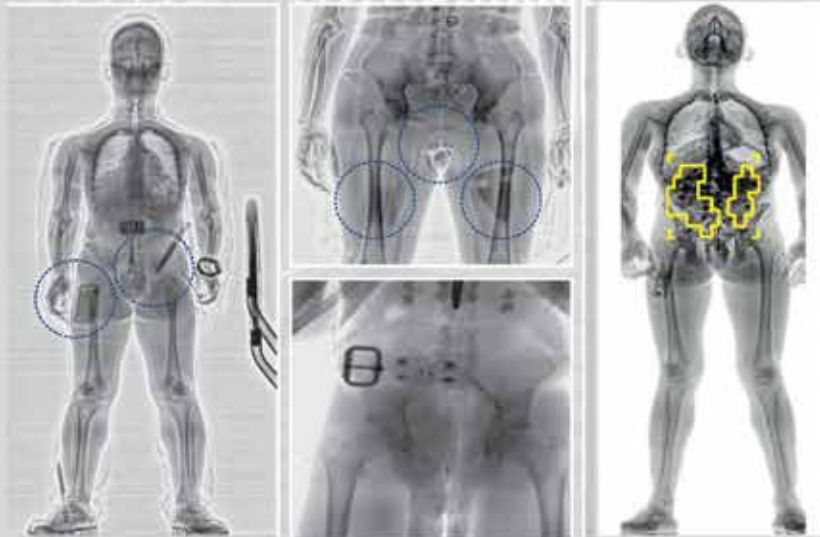


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