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Jail Administrator Conference | May 14-18

Tan-Tar-A Resort, Lake of the Ozarks
GOLF TOURNAMENT: May 14
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Sheriffs' Summer Conference | July 29-Aug. 2

University Plaza, Springfield, MO
Hotel Registration Deadline: June 27 • Vendor Day: July 30

Chief Deputy Conference | Oct. 9-11

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Administrative Assistant Conf. | Nov. 7-9

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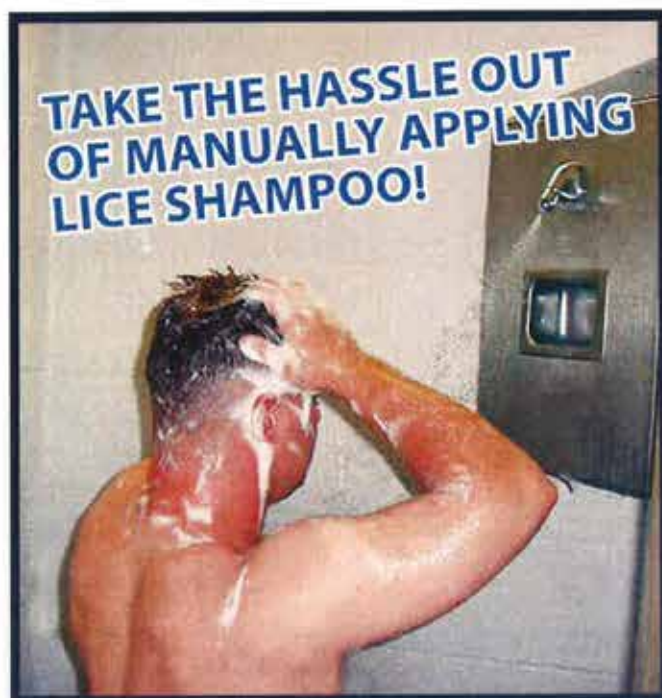
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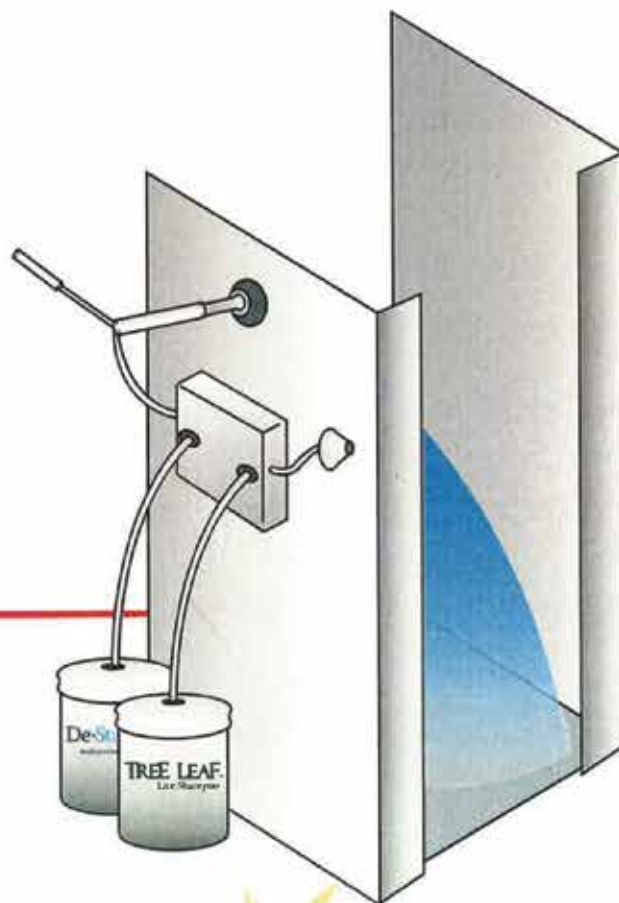
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The Missouri Sheriff magazine is the official publication for the Missouri Sheriffs' Association.

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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Addressing the Concerns of Sheriffs



Sheriffs are the
only elected law
enforcement
officers in the
state.

On behalf of Missouri's sheriffs, I would like to thank you for your membership in the Missouri Sheriff's Association.

As sheriffs, we are dedicated to upholding the Constitution of the United States and the Constitution of the State of Missouri. Sheriffs are the only elected law enforcement officers in the state. Many feel that this makes the office of sheriff a "political" one. While there is some truth to that, the fact is that as an independently elected officeholder, the sheriff cannot "pass the buck." When a sheriff makes a decision, he can't hide behind the local city council, mayor, county commission or state government. He alone carries the load for his decisions.

As the chief law enforcement officer of the county and the oldest known law enforcement in America, our duties have expanded far beyond what most citizens may think. We are not just the patrolmen and investigators anymore. We are also local jail guards, legal paper servers, CCW permit managers, court bailiffs, record keepers, sex offender trackers and DARE instructors. We are neighborhood watch and Prescriptions Drug Take Back coordinators, school resource officers, boots-on-the-ground during natural disasters and your victim advocate when you need help. We are your first call when someone is breaking into your home and your last chance when a person or entity steps on your constitutional rights.

With your support, this year we will continue to work in Jefferson City to lobby for the office of sheriff so that we can better serve you. But this year, I also plan to partner with the Prosecutors Association to focus on legislation that will help our victims. This effort is for all victims but there are several specific steps we can take to uphold constitutional due process while also making the court process easier for

minor children in cases of molestation and assault.

We as sheriffs have also been working with Anne Precythe, director of Missouri's Department of Corrections, on the Governors Justice Reinvestment Initiative. I personally serve on an advisory board to help Missouri address juvenile justice concerns on a state and local level. And, we have a justice initiative for the Missouri Supreme Court to determine how we can improve weakness in our justice system. We are so very blessed to live in a state that is diligently working hard on all levels to improve.

Training is a very important component of what we do. It affects every aspect of how we perform our duties. This year I assigned Buchanan County Sheriff William Puett, who has a great passion for training and years of experience training officers all over the state, to chair our training committee. As a unit, we hold more than 50 seated classes a month and have averaged over 250 academy graduates per year since 1997. Our newly remodeled on-line training program has over 23,000 course registrations with more than 17,000 completed course this year.

As you can see, the sheriff's job is a large and difficult one but the Missouri Sheriffs' Association is working diligently to serve sheriffs and their staff. I want to thank you again for joining us at the Missouri Sheriff's Association. Lord willing, this will be a great year for you, our sheriffs and our great state of Missouri! Stay safe, be prepared and we wish you great and successful year.

God Bless

Roye H. Cole

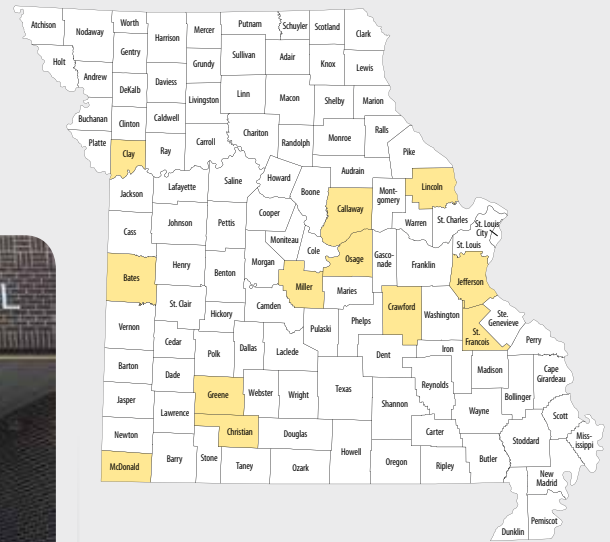
Roye H. Cole, Sheriff
MSA President

Around the State



BREAKFAST PROGRAM IS IMPACTING LIVES

Thanks to the resourcefulness of McDonald County High School Resource Deputy Buck Owen, a new program to foster relationships not only between law enforcement and students, but also community leaders and students has been implemented in the schools. The “Breakfast with the Brass” program recognizes students from each grade level for their achievements in the classroom, in sports or for just being a good citizen in and around the school community. Those students then get to eat breakfast, which is made by the high school’s Culinary Class, with leaders from the McDonald County Sheriff’s Office, local police departments, troopers with the Missouri State Highway Patrol and other community leaders such as mayors, prosecutors, juvenile officers, fire chiefs, 911 directors, and EMS personnel. Sheriff Michael Hall said conversations during breakfast usually include career choices but it also allows the community leaders to discuss goal setting and the importance of making good choices. “As a former school resource deputy, I always have a wonderful time watching the kids interact with Deputy Owen and seeing how much influence he has with them and how he is such a positive role model for them,” he said.



CALLAWAY COUNTY ADDS A K-9 UNIT

One of the newest members of the Callaway County Sheriff’s Office walks on all fours and speaks Czech. Iro, a 1-1/2-year-old German shepherd, is partners with Deputy Alan LaBel, an eight-year veteran of the sheriff’s office. Before hitting the streets, the two completed an intensive K-9 training program offered by the Boone County Sheriff’s Office, allowing Iro to be certified in narcotics detection, tracking, handler protection and criminal apprehension. In just their first two weeks of working together, they handled more than two dozen human tracking and drug investigations. The team will also assist other law enforcement agencies in the county, as needed. According to Sheriff Clay Chism, Iro is the county’s first drug-sniffing dog.



 *Share your news!*

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

Greene County Deputy Recognized

Deputy Jacob Rear was recently presented with a letter of commendation and a lifesaver challenge coin by Sheriff Jim Arnott for actions he took at a recent house fire. According to a report submitted to the sheriff's office by a firefighter who responded to the scene, when that off-duty firefighter stopped at the fire to see if he could offer any assistance, he found that Deputy Rear was the only emergency personnel there. Deputy Rear stated that he had already entered the house, checked for occupants, removed the family's two dogs and placed them in a kennel in the yard. "Soon after, the homeowners returned and were extremely grateful that their dogs were safe, even though they had lost everything they owned," the firefighter wrote. "Deputy Rear should be commended for his quick thinking and bravery. I'm sure this family will be forever grateful for his actions."



Junior Deputy Program Instills Character

The Osage County Sheriff's Office Junior Deputy Program, implemented by Sheriff Mike Bonham, is drawing rave reviews. The first graduation, held in the Osage County Courthouse, included a swearing in ceremony, conducted by Judge Robert Schollmeyer. The program, which currently involves almost 100 cadets from three different schools, is designed to develop a sense of community involvement, strength of character, patriotism, morality, integrity and a desire to give back to the community. As each participant moves through the program, the principles and skills will become core values and part of who they are. Each participant is given the opportunity to "learn by doing" what personal accomplishment means and enjoy the satisfaction of setting and reaching a goal. Because each graduating Junior Deputy class will mentor the incoming class, the students will also have an opportunity to practice their leadership and life skills. Sheriff Bonham, deputies, troopers with the Missouri State Highway Patrol and agents with the Missouri Department of Conservation donate time to help teach and encourage the cadets.

PetSmart Loves Kids Too

The Clay County Sheriff's Office was recently contacted by the manager of the PetSmart in Wilshire Plaza, asking if he could donate stuffed animals to the office. He didn't have to ask twice — the sheriff immediately said "Yes." Deputies carry the stuffed dogs in their vehicles and hand them out to children at the scene who need to be comforted. This is the first year the sheriff's office has received this donation from PetSmart but a spokesman for the office said they hope it won't be the last. Stuffed animals were also donated to other law enforcement agencies, area hospitals and shelters.



Pull Up a Chair and Chat

Christian County residents and business owners now have the chance to have coffee with Sheriff Brad Cole one morning a month. There's no agenda. Citizens can just pull up a chair, sit down and ask questions, voice concerns, discuss suspicious activity, comment on law enforcement or just talk cars and cattle. "The sheriff's schedule is sometimes packed with obligations, but he felt it was important to set time aside to have coffee with the citizens he serves," explained Captain Jeff Lofton, who helped arrange the coffee klatches, which will be held from around 8 to 10 a.m. on the first Tuesday of every month. The sheriff will visit various cafes around the county to make it easy for everyone to attend. The next event is set to be held January 2 at the Corner Café in Clever.





Kudos to the Bates Jail Staff

Bates County Sheriff Chad Anderson recently gathered his detention staff to thank them for a job well done. "At the heart of every lasting structure is a strong foundation. In order to build that foundation the builder must find good quality solid ground. When it comes to running a jail facility it takes a good foundation in order for the whole operation to stand the test of time. The staff at the Bates County Jail does whatever it takes to maintain a safe and clean facility and take on whatever task needed to continue the highest standard of service to the citizens of this county. For their efforts each detention officer deserves to be recognized and commended for the responsibility they have taken on and the attitude they have in their service," he said.

St. Francois Sheriff's Office is Expanding

Thanks to a donor who wishes to remain anonymous, the St. Francois County Sheriff's Office is in the process of obtaining a new K-9 — and he too speaks Czech. That means Deputy Nathan Glore, who will be the handler, will have to learn the language. The K-9, named Teo, will be trained in narcotics detection, tracking, suspect apprehension and evidentiary searches. Teo and Glore, who has been with the sheriff's office for nearly 10 years, will have to complete training together and then be certified before they are allowed to work the road. Their ride will be ready when they are. The sheriff's office purchased a new vehicle that is being outfitted to accommodate the new K-9.

Clay County SO Prepares for the Worst

In October, the Clay County Sheriff's Office, Clay County Emergency Management, Clay County Public Health Department, the FBI, area amateur radio operators, along with several community partners and volunteers held a three-part exercise scenario that was based on a fictitious bio-terror attack in the county. The group evaluated several functions including communications, emergency operations center management, public information and warning, counter terrorism, and several public health target capabilities. The Sheriff's Office Emergency Management Unit participates in regional and state exercises regularly. This particular exercise with public health was based off what was learned during a similar exercise carried out in 2015.

RESIDENT SAYS 'THANK YOU' IN A BIG WAY

The Jefferson County Sheriff's Office was recently awarded a gift of \$20,000 from Louise Johnson, formerly of Fenton, Mo. Louise wanted to pay for the purchase, training, and equipment of a police canine. The sheriff's office currently has six multi-purpose canines, but when one needs to be replaced, the canine will be a single purpose tracking dog such as a bloodhound. Johnson, who is going to be allowed to name the new canine, said she has always been pleased with the sheriff's office anytime they responded to her farm when she's had problems with trespassers, dumping, suspicious vehicles, or anything else and wanted to do something nice for the department. The canine section in return awarded Johnson a plaque from the division to show their appreciation.





Lincoln SO Tip-A-Cop Comes Out on Top

The Lincoln County Sheriff's Office served up smiles during the agency's first-ever Tip-A-Cop event at the Troy McDonald's on November 7. Deputies served customers their meals to earn tips, which were then donated to Special Olympics of Missouri. The sheriff's office raised \$1,400 in donations, and McDonald's also donated 20 percent of their profits that night to Special Olympics. The sheriff's office raised the most money in Eastern Missouri during the statewide event. And the smiles weren't limited to walk-up customers. Here Mike Shelton shakes hands with Detective Joel Fann in the drive-thru window of McDonalds.



Miller County Receives Several Recognitions

Sheriff Louie Gregoire received the employer Above and Beyond Award this year through the National Guard for his outstanding support for deputies that also chose to serve in the National Guard or Reserves. Presented in the picture is Chief Deputy Michael Rayhart in uniform with Sheriff Louie Gregoire.

Corporal Scott Patrick was given the MADD award this year for roadway safety and Impaired Driver Enforcement.

Miller County Sheriff's Office is set to host a Shop with a Deputy event on December 1. The Sheriff's office is taking two children from every school within Miller County and giving them a Christmas. The children will be taken shopping and then treated to dinner.

Five of deputies recently became certified Crisis Intervention Team members. This in-depth training teaches deputies how to better handle mental health incidents. It is the goal of the sheriff to have all deputies as members of the crisis intervention team.



Sheriff Completes 113th Session of National Sheriffs' Institute

Sheriff Darin J. Layman of the Crawford County Sheriff's Office completed participation in the 113th session of the National Sheriffs' Institute (NSI) held in Aurora, Colorado this past September. The NSI, co-sponsored by the National Institute of Corrections (NIC) and the National Sheriffs' Association (NSA), is the only national executive development program designed for sheriffs. There is no cost to attend. Sheriff Layman is the first sheriff of Crawford County to graduate from the NSI. Sheriff Layman and 29 other sheriffs from across the country explored the role of the local sheriff and learned how they can provide effective leadership for the public good in such areas as public safety, criminal justice system policy, community relations and organization effectiveness and efficiency. Hilary Burgess, NSA Director of Professional Development, called Sheriff Layman "a leader with vision for the Crawford County Sheriff's Office. It is an honor to have Sheriff Layman join the more than 2,800 graduates of the NSI since 1973."

Sheriff Aims High, Stays Humble

Jefferson County Sheriff Dave Marshak said he wanted to work in law enforcement for as long as he can remember. He never experienced an epiphany — a moment of sudden revelation — pointing him in that direction. Instead, it was always just a part of him and of who he wanted to be.

To make that dream a reality, in 1991, when he was just 20 years old, he attended the St. Charles Law Enforcement Academy. After graduation, he took a job with the North St. Louis County municipality of Country Club Hills and later moved to the nearby Pine Lawn Police Department before taking a patrol position with the Jefferson County Sheriff's Office in 1994.

He worked his way up through the ranks with a majority of his time in Special Operations and Criminal Investigations. While working at the sheriff's office, he finished his undergraduate degree at Lindenwood University, and then completed graduate classes at both Lindenwood University and St. Louis University to earn his Master's Degree. His undergraduate studies were in Human Resource Management and his Master's Degree was in Communication with emphasis in Training and Development. He also holds many instructor certifications and, for a time, was an adjunct professor at Jefferson College.

Prior to taking office on January 1, 2017, Sheriff Marshak served as the Law Enforcement Group Commander with the rank of captain. His responsibilities included Road Patrol, Special Operations, and Criminal Investigations. Along with many commendations, he has earned several awards including the Exceptional Duty Award, the Distinguished Service Award from the United

States Attorney General's Office, a Life Saving Award and the Missouri Governor's Medal of Valor after he and Cpl. Bryan R. Taylor saved an 85-year-old man from a burning van on the shoulder of Highway 21. Both men suffered smoke-inhalation and minor injuries in the process.

He said he ran for office because he thought it was time to make some changes. He also said the challenges he's facing while accomplishing that goal are probably the same as those faced by nearly every other sheriff across the state.

"Let's face it. This is a free market for law enforcement and we haven't really seen that before. If agencies don't stay on top of things — if we don't start doing things differently — we're going to struggle with sustainability of manpower. There already aren't enough police officers coming into the profession to counter the ones that are leaving," he said. "And with the complexity of some of the litigation we're seeing, today's officers have to have some brain power. If we want law enforcement officers who are competent, we're going to have to pay them well because there are a lot of other jobs out there that just pay more."

That's just one reason why he believes it will be critical for his office to put a law enforcement ballot measure in front of the voters in 2018.

Since his election, Sheriff Marshak has also focused on working smarter.

"The development of an on-going interactive website with community resources is one example. Next year, the website will be enhanced with online reporting, which will allow citizens to file reports online. That will save man-hours, money and offer more services to the community with greater convenience," he said, adding that the



sheriff's office recently purchased additional computers and is in the process of integrating a new CAD system with GPS dispatching that will allow deputies to have faster response times while also saving the department fuel. They also opened up security portals on the deputies' laptops so they can access critical training material, internet databases, and email. "Limiting call-in reports, where deputies historically called in reports for dictation through the CARE system, has reduced turnaround time for reports, increased report accuracy, and saved clerical hours."

Because deputy safety has also been of great concern, the sheriff's office purchased 100 Tasers for the road patrol, and another 90 AR rifles so every car will be outfitted. And his jail administrator has been tasked with overhauling policy and procedure manuals, training material and supporting documents to help that division run more professionally.

Although accomplishing so much in his first year of office has kept the sheriff busy, he said he's still had time to occasionally slip away with Jennifer, his wife of 21 years, to spend time with family and hike in the Pacific Northwest.

"I enjoy what I'm doing and I'm thankful that I can be part of making a difference in my community," Sheriff Marshak said.

■ By Nancy Zoellner-Hogland

Sheriff is 'Stuck' on Law Enforcement

In 2002, Zach Jacobsen was working out of state with a disaster clean-up company. When the job wrapped up, he moved back to Missouri to wait for the next contract to be finalized. While waiting, he took a dispatching position with the Potosi Police Department, where his cousin worked as a patrol officer. However, about a week after starting the job he learned that his company didn't get the contract, that he enjoyed law enforcement and that a new class was starting at the Mineral Area Law Enforcement Academy. He enrolled, continuing to dispatch until graduating in 2004, when he took a full-time patrol job with Potosi and a part-time patrol position with the Washington County Sheriff's Office.

"My dad was a chief deputy at Washington County for a few years before taking a job as a fire investigator, so it just felt right. I was told at the time that if you get past your first full year in law enforcement, you're in it and if you get past five years, you're stuck," he laughed. "So I got past my first year and my second and then a new sheriff, took over. I liked what he was doing and I agreed with his platform, so I went to work full-time for him."

Over the years, he advanced through the ranks, eventually becoming a narcotics detective. He later took a job as an investigator with the Missouri Division of Fire Safety, then went to the Mineral Area Drug Task Force. In 2012, his career did a U-turn when Sheriff Andy Skiles asked him to return to Washington County.

"He told me he was training me to take over as sheriff one day but I just shrugged it off because at that time, that wasn't my ambition. However, the longer I worked here, the more I realized that being elected sheriff of Washington County, where I was born and raised, would be a great honor. So I set that as my goal and learned everything I could about the operation. In January, 2016, Sheriff Skiles told me he wasn't going to seek a third term so I, along with a lot of other people, put my name in the hat. I won the primary and then I won the general election and took office on January 1 of this year," Sheriff Jacobsen said.

Although too few employees, too little funding and too many inmates have presented a challenge, he said he knows he made the right decision.

"We have a 28-bed jail but today we're holding 46 inmates and at times, we've had as many as 70. When I took office, I wanted to increase the number of road deputies but my budget was cut so I have to stay with what I have — and I'm down four. In the meantime, our call volume just continues to rise. We average about 24,000 calls a year; handling 65 calls a day for service is difficult," the sheriff said, adding that the closure of the state mental hospital has meant that deputies are responding to more calls involving mentally ill or suicidal residents.

At least once or twice a week, he stops by one of the local coffee shops to visit with constituents, share what they're doing and give them a chance to share their concerns. The sheriff also carries AT&T and Verizon cell phones with him and he publishes the numbers.

"I didn't promise anything when I ran except a transparent and respectful agency and I feel that has to start at the top," he said.

Because he and his wife Ashley have two young children, he does screen his calls after 7 p.m. "to keep the family life as sane as I possibly can for them."

Although at times, the job is daunting, he's happy with his decision to serve.

With a 762-square-mile county, he's also happy that he's been able to open two zones offices — one in the north part of the county and another in the south so deputies have a place to work without driving all the way to Potosi, the county seat, and that through donations, planning, and careful spending, he was able to outfit every vehicle with

mobile data terminals. The laptops allow information to be shared wirelessly and provide access to MULES, the Missouri Uniform Law Enforcement System records.

"Because our county couldn't afford to join the MO SWIN program, we built our own digital network within the county, using a local radio communications company. We purchased new communications equipment with GPS locators and a dual-band digital over-analog radio system for all our vehicles. Our communications center is now out to bid to start the installation of the digital network," he said, adding that although a tax to fund construction of a new jail failed, it brought to light a lot of the facility's conditions. "In the future, we plan to present it to the voters again. We can't give up because it's all part of building a stronger, better working relationship with the community and a stronger, better sheriff's office."

■ By Nancy Zoellner-Hogland



Sheriff Admits Law Enforcement is 'In his Blood'

Darin Layman said he first realized he wanted to be in law enforcement in 1993 while working in security forces with the United States Marine Corp.

"It wasn't a military police position, per say, but it was closely affiliated with that type of work and that sparked my interest. So when I left the Marine Corp in '97, I used my Montgomery G.I. Bill to attend the Eastern Missouri Law Enforcement Training Center."

His first job began January 1, 1998 at the Lee's Summit Police Department. After working there about a year, he and his wife Jodi had their first child and decided to move closer to home, landing in Cuba, Missouri. He stayed with the Sullivan Police Department from May 1999 until January 1, 2005, when he took the position of chief deputy at the Crawford County Sheriff's Office.

Except for a short stint spent working for his father in the financial planning industry, he has been with the sheriff's office ever since.

"I thought I was done with law enforcement but I quickly decided that I was not! As I sat there at that desk every day, looking out the window at the patrol cars driving by, I knew I had to get back into it. Once law enforcement gets in your blood, there's no getting it out," he quipped. "However, I am thankful for the time I spent there because the job gave me a broad understanding of accounting and finance, which has helped with the budgeting and fiscal part of the job."

He said it was former Sheriff Randy Martin who encouraged him to run for

office.

"And I'm glad that he did because I really enjoy working with the public. Nothing can prepare you for this job though. Some say it's thankless and without reward but I disagree," Sheriff Layman said. "Although we do see a lot of bad, the good that we do overshadows it. Just knowing that you're out there making a difference in your community is what I like the most."

And he is making a difference. Through a partnership with the Meramec Community Enhancement Corporation (MCEC), Meramec Regional Planning Commission (MRPC) and Dr. Sean Siebert, a motivational speaker and founder of several entrepreneurial programs, the sheriff was able to bring the Rehabilitation through Innovation program to his jail earlier this year.

"As part of the process to make Missouri a Workforce Ready State and Crawford County a Workforce Ready County, in May and then again in June we put on a five-week class designed to improve inmates' skills, change their outlook and get them ready to obtain a National Career Readiness Certificate, which helps with employment placement once they're released," Sheriff Layman explained, adding, "So much of this is generational. We're arresting the kids of people we arrested years earlier. However, we believe if we can get them to develop a new outlook and help them get good jobs, they have a better chance at staying out of trouble."

The classes, funded by a grant and taught by Sheriff Layman and Dr. Siebert, encourage participants to do what it takes to go after their dreams.



"We talk about life experiences and struggles and he talks about how to be an entrepreneur. 'What's your passion? What is it that you've always wanted to do — and why haven't you done it?' He's really good at bringing that out in people," he said.

Since implementing the program, available to those serving sentences in Crawford County and not pre-trial detainees, they've seen a sharp decline in the rate of recidivism, and fewer fights and fewer grievances filed. He said he believes that's because jailers, who provide security in the classroom, are able to see inmates in a new light, interact with them on a person-to-person level and help them discover solutions to some of the problems they were facing. And inmates started seeing the deputies as someone there to help them.

Sheriff Layman is now looking at the possibility of finding funding to continue a support program for inmates once they're released. Even though drumming up support means evenings are frequently filled with meetings and public speaking engagements, his wife and three children are extremely supportive of what he's doing and proud of what he's been able to accomplish.

"They understand the honor of what it means to be sheriff and how prestigious this position is," he said.

■ By Nancy Zoellner-Hogland

Sheriff Betts: A Man with a Mission

Vernon Betts worked in a number of different professions before stepping into law enforcement.

Possessing a Bachelor's Degree in Education and a lifetime teaching certificate, he taught in St. Louis Public Schools for 16 years — six as a full-time classroom teacher and 10 as a substitute. Certified by the U.S. Postal Service as an executive mail center manager, he worked 30 years as a supervisor in Information Technology with Union Electric (now Ameren). And for the past 17 years, he's worked part-time as an associate pastor at the 13,000-member Shalom Church in North St. Louis.

"I'm not one to just sit around. Even as a young kid, I was always doing odd jobs in the neighborhood. So in 2008, about a year after retiring from Ameren — and getting more and more restless as time went by — I decided to join the St. Louis City Sheriff's Office as a deputy," he said. He attended a 160-hour training at the St. Louis Police Academy, all that's required at that office, while also obtaining an Associate's Degree in Criminal Justice from St. Louis Community College.

After working as a deputy for some time, and after discussing his plan with his wife Lori and his pastor, he decided he would run for sheriff in the next election. Although unsuccessful, he only lost by a two-percent margin. He decided to campaign harder four years later. He wrote heartfelt letters about why he was running for office and then hand-delivered them to 200 voters in the four wards where he had lost in 2012. This time he won and he won big, making him the first African-American to ever win a sheriff's race in Missouri.

Since taking office, Sheriff Betts said he has been working hard on two major causes.

"The rules for the St. Louis City Sheriff's Office are different. My 152 deputies, who primarily transport prisoners

and provide court security, have the power to detain but they don't have the power to arrest so they're not required to be POST Certified. However, they're armed," he said. "During the protests, we didn't have to get out on the street, but we did have to put up barricades to protect the buildings. If somebody attacks one of my deputies, he pulls a gun and somebody gets shot, the city is going to have a liability case on its hands. They need to be POST certified and trained just like the rest of the deputies in the state."

The sheriff is also fighting for a pay increase for his deputies.

St. Louis County police start at \$48,256 annually. A recent sales tax increase will jump it up to \$52,208 next year. St. Louis City police start at about \$10,000 less but will see an average \$6,000-per-year pay increase.

Sheriff Betts said his deputies start out at \$27,000 and the judges refuse to provide money for raises.

Like the rest of the sheriffs across the state, his office is governed by Chapter 57 of the Revised Missouri Statutes. Unlike the rest of the sheriffs, the law allows the circuit judges to call many of the shots. RSMO 57.530 states, "The sheriff of the city of St. Louis shall, with the approval of a majority of the circuit judges of the circuit court of said city, appoint as many deputies and assistants as may be necessary to perform the duties of his office, and fix the compensation for their services, which compensation, however, shall not in any case exceed the annual rate of compensation fixed by the board of aldermen of the city of St. Louis therefor."

"This year, the judges cut my budget by \$600,000, city hall cut it by another \$300,000 and they reduced my staff by five people so since Day 1, I've been working short-staffed and under-budgeted. I don't know how the sheriff's office got set up like this but I do know that legislation is the only way it's going to change so I regularly go to Jefferson

City to meet with lawmakers. I've lost 22 deputies in the 10 months that I've been here, six of whom have gone to the St. Louis City PD and I'm losing three more before the month is out. I have to fix this," Sheriff Betts said.

Although he's been faced with numerous challenges, the sheriff said the job has also come with numerous joys.

"I can't go anywhere in St. Louis without someone trying to wave me over or shake my hand. It's very humbling because I'm nobody important. And I love my sheriff buddies! I've made friends all across the state," he said. "I have a strategy. If the residents let me take the first four years to tear this place apart and then reelect me, I'll use the next four years to put it back together, better than it was. I'll feel like I've fulfilled my mission. So my plan is to serve two terms, if that's the Lord's will. If He says 'Do more,' He's probably going to have to come down here and tell me face-to-face!"

■ By Nancy Zoellner-Hogland



The MSA Gets Behind Special Olympics Missouri

Law enforcement has long been a supporter of Special Olympics. In fact, the Law Enforcement Torch Run is the largest public awareness and fundraising group for Special Olympics.

That's why it was a logical step for the Missouri Sheriffs' Association Board of Directors to vote to give \$5 from every membership in the MSA to Special Olympics Missouri.

"The idea was proposed by Sheriff Wheeler from Cole County," said Sheriff Royce Cole, president of the MSA. "These kids have a very special place in our hearts so we felt it was something that could be a great blessing to our community and something we wanted to support."

Susan Stegeman, vice president of Special Olympics Missouri, was overwhelmed when she heard the news.

"For the Missouri Sheriffs' Association to choose to partner with Special Olympics is awesome because it not only shows their commitment to our organization, but it also makes our mission part of their mission, and that means a lot," she said. "It's also very fitting, since law enforcement has partnered with Special Olympics for decades. This marries our two organizations together even more."

SPECIAL OLYMPICS

The Law Enforcement Torch Run was started 36 years ago by a Wichita, Kansas police chief who wanted to give his officers an opportunity to participate in something positive. Today, the LETR raises more than \$55 million annually and recruits more than 90,000 law enforcement officers from all 50 states and 45 countries around the world.

The Missouri Police Chiefs Association is the founding law enforcement organization for Missouri's Torch Run for Special Olympics. What began as a 30-mile run is now an 11-day relay covering more than 950 miles with more than 3,000 runners. It originates in more than 40 locations and culminates at the site of the State Summer Games. At the 2017 International LETR Conference, it was announced that Missouri ranked No. 7 in the world in terms of funds raised.

However, law enforcement participation doesn't end there. Nearly 150 agencies and 6,500 officers work year-round to raise both money and awareness for Special Olympics Missouri's year-

round sports training and athletic competition program, where more than 15,000 athletes take part in games. Special Olympics Missouri's three statewide signature events — Tip A Cop®, Polar Plunge®, and Over the Edge® — are all hosted and planned by law enforcement.

MISSOURI SHERIFFS' ASSOCIATION

The MSA is a non-profit organization with a mission to support the office of sheriff and the Constitution through legislative efforts, training and technical assistance. Everyone can become a member — you don't have to be in law enforcement to join. In fact, 90 percent of all members are businesses owners or non-law enforcement residents of the community.

Membership fees are used for a variety of projects.

Sheriffs are mandated to have at least 20 hours of classroom instruction each calendar year relating to the operations of the sheriff's office. The MSA, in place since 1945, helps them accomplish that by offering training conferences and seminars for sheriffs, as well as for their support staff. Your membership dollars help underwrite that training.

The MSA also operates the Missouri Sheriffs' Association Training Academy, which offers basic peace officer training in eight different locations throughout the state. Again — your partnerships makes that possible.

Your membership dollars also help the MSA monitor legislation and then act as a voice for the sheriffs when bills are introduced that will affect their office and the communities they serve.

In addition, your membership allows the MSA to publish the Missouri Sheriff magazine and an annual Missouri Sheriffs' Directory and Resource Guide that is distributed to sheriffs and other

law enforcement professionals around the state.

When you become an honorary member of the MSA, you will receive a membership card for your wallet, a decal for your vehicle and a subscription to the Missouri Sheriff magazine, all for just \$25. As a \$50.00 business member, you will also receive a plaque to display in your businesses. For more information visit the MSA website at www.mosheriffs.com.



■ By Nancy Zoellner-Hogland



MISSOURI PRIDE

Building relationships to provide excellence in law enforcement.

STRONGER LEGISLATIVE SUPPORT

MSA advocates in Jefferson City for legislation which helps our sheriffs and their staffs fight crime in Missouri. We offer standards and policies which maintain consistency and reduce lawsuits.

A BRIGHT FUTURE FOR MISSOURI LAW ENFORCEMENT

MSA 700-hour basic training academy graduates the most new officers of any program in Missouri.

CLASSROOM AND PRACTICAL TRAINING

Continuing education classes are offered in locations throughout the state. Online courses are also available.

RESEARCH AND TECHNOLOGY

MSA helps keep sheriffs up-to-date with the latest law enforcement research and technology.

CONFERENCES AND SEMINARS

MSA offers annual sheriffs' conferences which provide opportunities for continuing education. Additional conferences are offered to provide specialized training on the latest trends and techniques in law enforcement for sheriffs and their staffs throughout the year.

HELP FOR OFFICERS' FAMILIES IN TIME OF NEED

The MSA Benevolent Fund provides financial support for the families of law enforcement officers killed in the line of duty.

YOUR CONNECTION TO MISSOURI SHERIFFS

The Missouri Sheriff magazine provides the latest news and information about topics of interest in Missouri law enforcement. The MSA website, www.mosheriffs.com, is a valuable resource for both law enforcement and citizens.

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Free Pancakes and Drunk Drivers

"A soldier will fight long and hard for a bit of colored ribbon."

— Napoleon Bonaparte

"If a free pancake breakfast will get you to finally do something, so be it."

— My third shift sergeant

It was my first midnight shift without a training officer. At shift change, the sergeant gave his briefing and said he wanted us to find and arrest drunk drivers. In fact, he said he would buy breakfast for the first officer to catch a drunk. I was fortunate in that my training officer was very good at finding and arresting drunk drivers, so my first thought was, "I got this!"

Then he assigned me — the rookie — to be the equipment officer — the guy responsible for distributing the portable radios, shotguns, radars etc. to the squad, then waiting for the off-going shift to come in and accounting for and putting away their equipment. That

meant that the rest of my squad would have a minimum 20 minute head start on the "catch the first drunk, get a free breakfast" contest. My odds of the free breakfast had gone down considerably.

The equipment had finally been put away and I was in the rear parking lot of the police station getting my squad car ready to take out on my shift. I was putting something in the trunk when a car pulled into the parking lot, stopped next to me and the driver rolled down his window and asked, "Where you want it buddy?"

"Where do I want what," I responded. Then I was blasted by (as they say in the arrest reports) "A strong odor commonly associated with an alcoholic beverage."

"This here car," he slurred back. "What do you mean?" I asked.

"I'm turning in this here r-r-r-rental car. Isn't this the Kanshes Chitty Airport?" he slurred.

"You are about 30 miles south and one state west of the Kansas City Airport," I replied, adding, "Park it right here."

Now, I would like to think my first thought was, "I am going to remove this intoxicated driver from the public roadway and help to keep our streets and community safer." But my real first thought was, "Call this in quick before someone else gets the free breakfast." So I got on the radio. "Dispatch — I have a possible 10-46 (intoxicated driver) in the rear lot."

"10-9? (say whaaaat???)", replied the dispatcher.

I wanted to say, "The rookie just got the first drunk of the shift," but instead, I calmly repeated that I had a drunk in the rear lot of the police station — and that I did not have to burn an ounce of gas!

The drunk was arrested, rookie equipment officer karma was awesome, and later that morning the pancakes were the fluffiest and sweetest that I had ever tasted. The public was safer

and a dangerous driver was removed from the streets, which was worth much more than a free pancake!

Seriously, it's the holiday season and holiday office parties and New Year's Eve parties increase the likelihood that there will be more impaired drivers on the roadways and that many lives will be lost due to those drunk and impaired drivers. According to National Highway Traffic Safety Administration (NHTSA) Fatal Analysis Reporting System (FARS), alcohol-impaired drivers killed 10,479 people in 2016. Nationally, approximately 29 percent of all fatal crashes involve at least one driver who is legally intoxicated. During the holidays, this number increases to over 40 percent.

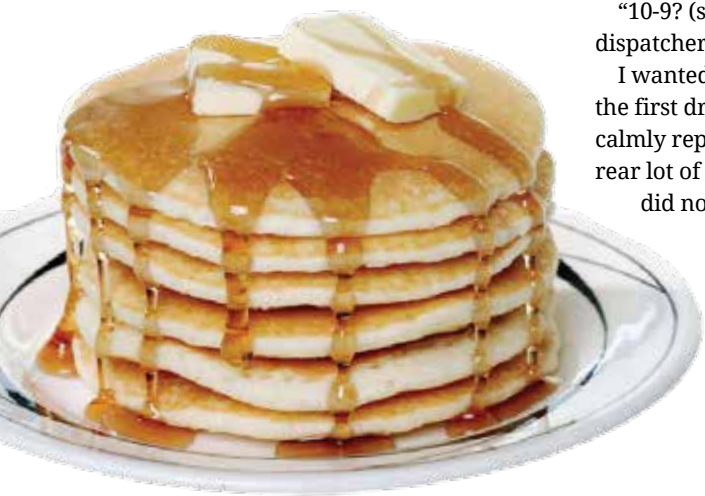
To combat this, NHTSA and the Missouri Department of Transportation will be encouraging law enforcement officers to participate in the Drive Sober or Get Pulled Over traffic enforcement campaign, which runs from December 13 through January 1. During this time, messaging will be increased, warning drivers of increased enforcement.

Because the percentage of drivers killed are not wearing seatbelts during the holidays, enforcing seatbelt laws during this time will also have an impact in saving lives and preventing serious injuries.

For further information on Drive Sober or Get Pulled Over and other traffic enforcement campaigns, go to www.trafficsafetymarketing.gov.

Remember, what you do as law enforcement officers makes a difference. Traffic enforcement saves lives. So be good for goodness sake and participate in Drive Sober or Get Pulled Over. As your NHTSA Law Enforcement Liaison, I wish you all a Merry Christmas and a safe and Happy New Year.

■ By Bill Sullivan, Law Enforcement Liaison, Region 7 Enforcement and Safety Services



MSA SETS LEGISLATIVE PRIORITIES

The Missouri Sheriffs' Association Legislative Committee has three priorities this session — to make changes to the Conceal Carry law, to restructure the Deputy Sheriffs Salary Supplemental Fund and to find funding to shore up sheriffs' salaries.

The Missouri Sheriffs' Association Legislative Committee has three priorities this session — to make changes to the Conceal Carry law, to restructure the Deputy Sheriffs Salary Supplemental Fund and to find funding to shore up sheriffs' salaries.

In 2016, legislators voted to amend the CCW law to, among other things, decriminalize carrying a concealed firearm without a permit. The new language contained in Senate Bill 656, which went into effect January 1, 2017, makes it unlawful to carry a firearm — open or concealed and with or without a permit — only in specific areas. Those areas are listed under 571.107 but include such places as police departments, polling sites, bars, airports, sports arenas and hospitals. A person must still be lawfully able to own a firearm in order to carry it, permits are still available and required to legally carry outside Missouri, and permit applicants will still be required to satisfactorily complete a safety training course.

According to Greene County Sheriff Jim Arnott, who is head of the committee, while several components of the law have changed, the record-keeping requirements for sheriffs have not.

"The law currently requires sheriffs to maintain a statewide data base and we'd like to change that to allow sheriffs to maintain individual data bases, which won't be as expensive," he explained. "It's a pretty costly program and we have no funding since CCW numbers have dropped off. Although permits are no longer required, by law we still have to be ready to issue them so we still have to have staff and all the equipment and we have to pay for the upkeep of the data base."

"But when we go up, we're going for a purpose — not just to walk around and shake hands. I put a list of talking points together. That way we have a focused presence. We also encourage the sheriffs to speak individually to their representatives about the issues."

Sheriff Arnott said sheriffs also hope to find a way to shore up the Deputy Sheriff Salary Supplemental Fund (DSSSF) this session to make sure it

has adequate money in it to keep that program going.

The \$10 fee is charged when the civil paper is served by a sheriff's employee. However, with more and more civil documents being served by private process servers, which does not require the \$10 fee, the fund is dwindling.

"I can't say what that's going to look like just yet because we're not really sure," Sheriff Arnott said, adding that the legislative committee will also be looking for a way to supplement salaries for sheriffs, many of whom make less than their deputies. "We're looking at either attaching it to a fund or looking for a new line of revenue to keep that program going. Although several suggestions have been made, we've not landed on a final one yet. We're still brainstorming and talking to our legislators to find out what they think will be the most likely to pass."

There are nine sheriffs on the committee, which meets quarterly and at training conferences. They, along with other sheriffs, also regularly visit the state capitol to visit with law-makers.

"But when we go up, we're going for a purpose — not just to walk around and shake hands. I put a list of talking points together. That way we have a focused presence. We also encourage the sheriffs to speak individually to their representatives about the issues," the sheriff said.

■ By Nancy Zoellner-Hogland



Donna Arney

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Contact **Donna Arney** for your continuing education needs and **Gina Kauffman** if you are interested in becoming a licensed peace officer.



Gina Kauffman

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Saving Lives, One Raffle at a Time

According to the Police Executive Research Forum, law enforcement officers who don't routinely wear body armor risk fatal injury at a rate 14 times higher than officers who do. A report by the U.S. Department of Justice estimated that the use of body armor has saved as many as 3,000 officers in the past 30 years.

Knowing that by wearing body armor, their husbands would have a better chance of making it home alive at the end of the day, in 2016 the Missouri Sheriffs' Association (MSA) Wives Auxiliary decided to hold a fundraiser with proceeds going to purchase vests for those sheriffs who didn't have them. At about the same time, Dianna Stockman, the wife of the former Mercer County Sheriff Stephen Stockman, donated a quilt, handmade by her and her sister Sarah Bonnett, to the auxiliary to use for a fundraiser. One look at the work of art, which featured patches from each of Missouri's 114 counties, convinced auxiliary members that the quilt would help them accomplish their goal.

Stacie Marshall, creative director and support team member for the MSA, set up a website where tickets could be purchased for \$10 each by anyone, anywhere. The raffle was promoted by the MSA in press releases shared with newspapers around the state. Tickets were also sold at conferences and at other events.

Brenda Winn, president of the auxiliary, said because they weren't sure how much money they'd raise or even how

many sheriffs needed vests, they also held a raffle of sorts to win them. The raffle was open only to those sheriffs that had to purchase their own vests, which can run as high as several hundred dollars.

The first vest was donated by Point Blank Body Armor, recognized as one of the first companies in the United States to design and manufacture body armor. The rest were purchased through Southern Uniform and Equipment from Point Blank at a negotiated price.

As it turned out, because of the response to the raffle and the deal they got from Point Blank and Southern Uniform, they were able to purchase a vest for every sheriff that needed one.

The first vest was presented to Ozark County Sheriff Darren Reed in 2016. Then at the MSA Summer Training Conference in July 2017, certificates for vests were provided to nine other sheriffs:

Terry Sheddric with Worth County
Dave McClain with Holt County
Bob Wells with Dent County
Ron Barnett with Ripley County
Joe Wuebker with Schuyler County
Louie Gregoire with Miller County
Roger Medley with Iron County
Jimmy Bench with Pulaski County
Wayne Winn with Scotland Co

Brenda Winn said because 40 new sheriffs took office in January of this year, they will again be polling to see how many don't have vests and then deciding on a plan of action. A portion of the proceeds from another donated quilt, this one made by Tony Vaeth, the mother-in-law of Ste. Genevieve County Sheriff Gary Stolzer, and raffled at last summer's training conference, will be used for that purpose.

Stockman said she was thrilled that the proceeds from the quilt raffle were being used for something so important.

"We have to do what we can to help our law enforcement because they put their lives on the line for us every day. Any confrontation can turn into something bad," she said.

For more information about the auxiliary or to donate to the cause, email Brenda Winn at brwinn42.bw@gmail.com.



■ By Nancy Zoellner-Hogland

Sheriff Stephens Goes to Washington

In what was described as an “once-in-a-lifetime opportunity,” Carter County Sheriff Richard Stephens and his wife, Leona, who serves as Carter County’s clerk, were invited by the White House to attend a series of meetings held this past October in the nation’s capital.

The conference, designed to develop and build stronger relationships between the administration and the influential leaders of local communities, allowed invitees to participate in localized policy discussions with members of the White House staff, as well as hear individualized presentations from the Department of Energy, the Department of Transportation, the Environmental Protection Agency and other cabinet members.

Sheriff Stephens, the only Missouri sheriff to attend, said he was honored to represent his county and very impressed by what he saw and heard.

“We were told that President Trump is very interested in the issues facing citizens and that he wants to create an avenue by which we can share those concerns. We were also told that he wants to limit federal regulations that are hurting the counties and help them operate more efficiently, but rather than hearing about those issues second or third hand, he wants an open door policy with the ‘regular people’ — the ones with boots on the ground,” he said. “Because of the way we were treated, I truly believe this was more than just lip service.”

The sheriff described how, during a question and answer session, the different agency heads would get up from their chairs, walk over to the county representatives that were discussing problems they were facing, and exchange phone numbers.

The sheriff said his concerns were met with the same interest.

“In Carter County, a great deal of the county budget is derived from tourism to Big Spring National Park and the National Scenic Waterways that flow through our area. I was able to speak with the Department of the Interior representative and explain how shutting down access to federal lands hurt the county. I and other representatives also discussed the Pay-



Carter County Sheriff Richard Stephens, along with his wife and representatives from 34 other counties, visited Washington D.C. in October to meet with cabinet members and discuss concerns and priorities. Missouri was the fifth state to visit participate in the conferences.

ment in Lieu of Taxes program and the problems faced by counties that contain large portions of federal land,” he said.

Through that program, annual payments are made for tax-exempt federal lands administered by the Bureau of Land Management, National Park Service, U.S. Fish and Wildlife Service, U.S. Forest Service, and for federal water projects and some military installations.

Although the Missouri delegation

didn’t get to meet President Donald Trump, they did get to visit with White House Adviser Kellyanne Conway and were treated to a tour of the White House — a very exciting, once-in-a-lifetime opportunity, according to Sheriff Stephens.

A little extra excitement occurred on the morning of October 17, when security was breached as a man dressed in a Pika-chu suit jumped a concrete barrier on the south lawn of the White House complex. The sheriff and his wife were quickly shoved into a room and closed in by a gate. After the man was arrested, they were released to continue with security checks and head out on their tour.

“It was a great opportunity for networking. We got phone numbers and emails so if we have problems, we can contact department heads directly or we can contact the president’s office and speak to someone on his staff,” Sheriff Stephens said, adding that members of the president’s cabinet also discussed how the president plans to help county sheriffs combat the opioid epidemic. He will be sharing that information at the next sheriffs’ conference. “Regardless of where people are politically, it’s very refreshing to learn the president wants to hear from us — whether it be the sheriff or the commissioner or the clerk. It’s seems like a very efficient way of doing things because it cuts out the middlemen and lets us go straight to the department that can help. I guarantee, I’ll be utilizing these avenues in the future.”

■ By Nancy Zoellner-Hogland



Shooting for Perfection

Ammo Manufacturer Promises and Delivers Quality

Bill Haley describes his booming ammunition business as a “hobby that got out of hand.”

With On Target Ammo supplying shooting ranges and law enforcement all across the United States and producing more than a million rounds a month, Haley’s passion for loading his own ammo for competitive shooting has certainly grown beyond a hobby.

Haley, 56, began shooting competitively at 12 and loading his own rounds at 15. Along the way he became a world record holder using his custom ammo. A decade ago, after a career in industrial manufacturing, Haley decided it was time to turn his lifelong hobby into an income. With his wife, Marlene, he founded On Target Ammo and began supplying ammunition to shooting ranges in the Kansas City area. In a testimony to the quality of his product and competitive pricing, his first shooting-range customer is still buying his ammo.

These days, Haley’s marketing focus has shifted to law enforcement. That move grew out of the ammunition drought of a few years ago. As ammunition became scarce Haley was contacted by an out-of-state police agency having trouble getting enough .223 ammo to keep its officers qualified on the shooting range. That was forcing a decision to take carbines out of patrol cars, something Haley felt presented a clear and present danger.

With his commercial business rolling and demand at an all-time high, Haley wasn’t really looking for new customers. But on reflection, he realized there was more than business at stake. “I would feel terrible if something happened to an officer because they didn’t have a rifle in the car when they needed one,” Haley said. OTA shipped 10,000 rounds to the agency that week and Haley’s commitment to law enforcement put his company on a new track.

“You would think law enforcement would be at the top of the pecking order when ammo is hard to get, but they are not,” Haley said. “We want them to have the ammo they need.”

Today, OTA supplies more than a third

of sheriffs’ offices in Missouri with ammunition on time and for competitive prices.

Law enforcement agencies in Missouri have access to the state ammunition-contracting program and ammunition distributors from around the country are invited to participate in the program. However, because the state deals with distributors rather than manufacturers, it can take as long as a year for an agency to get an order of ammunition. That makes budgeting, planning officer’s qualifying range time and having sufficient ammo on hand a challenge.

OTA services address those concerns. Law enforcement agencies can order what they need, when they need it. Orders that come in Monday are shipped by Friday, Haley said. He points to departments changing weapons as an example of OTA’s response to law enforcement. “We are working with a department that is switching from .45s to 9mm. Once the change-over is complete they are going to need new ammo so officers can get qualified,” Haley says. “When they are ready, we’ll ship what they need immediately.”

OTA, which has no Internet sales, no store front and does not attend gun shows, has begun actively reaching out to law enforcement agencies and sheriff departments in particular. “I grew up in Gasconade County. I like dealing with regular folks and that is what sheriffs are, people trying to do a hard job right. I like them and I want to do what I can to help them out,” Haley said, adding, “Our business is built on personal relationships. Our customers want ammo they can depend on and to know they can call and get what they need. We work every day to get that done. Law enforcement guys expect you to say what you’re gonna do and then do it. That’s the kind of person I strive to be.”

As OTA continues to grow, the workforce of five full-time and two part-time employees stays busy. OTA can turn out over a million rounds a month in five handgun and three rifle calibers. The company’s licensing allows them to manufacture rounds up to .50 caliber. With six



pistol caliber machines, they can turn out 30,000 to 35,000 rounds in an eight-hour shift. The .223 equipment is capable of loading 50,000 rounds a day. With that kind of capacity, OTA is able to fill orders quickly.

Every round is important to Haley. His years making sure his own ammo was competition ready have prepared him to maintain quality for every round On Target Ammunition manufactures. Because OTA has the capacity and a solid reputation for quality ammunition, they are contracted to load private label ammo for gun companies.

Last summer OTA set up as a vendor at the Missouri Sheriffs’ Association conference and was well received, Haley said. In fact, it led to a number of new contacts, bringing the number of Missouri sheriffs’ offices buying their ammo from the Haleys to 40. “We don’t load duty ammo but law enforcement shoots a lot more ammo in training than they do at bad guys and we are able to provide an on-time, competitively priced alternative to the state supply chain,” Haley said. “We’ve had such a positive experience with Missouri sheriffs that we are starting to reach out to sheriffs in other states. We’ve also been approached by the National Sheriff’s Association and are going to be part of their online purchasing program.”

For more information, contact Haley via email at bill@getontargetammo.com or at 573-259-0704.

■ By Michael Feedback

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Heroes to Compete, Prove Who's Best in Games

Can law enforcement officers actually run faster, leap higher and shoot straighter than firefighters?

This summer, we'll get a chance to find out at the 2018 Can-Am Police and Fire Games, to be held for the first time at Lake of the Ozarks. Set for June 25 to July 1, the games, will include a wide range of Olympic-style athletic events. They are open to all first-responders — firefighters, law enforcement and emergency medical responders and their spouses — as well as their adult children (18 and older) and their spouses.

The competition started as the Northwest Police-Fire Games in 1977. Two police and fire games — one from Washington and the other from Oregon — joined forces with a police-fire sports group from Western Canada to begin hosting a multi-sport event on an annual basis. This continued until 1996, when the group reorganized, renamed itself the Can-Am Police-Fire Games and expanded the mission statement to allow members from all emergency responders and protective services to participate.

The event now draws athletes from around the world. Just a few weeks into registration, emergency responders from 14 U.S. states as well as Canada, Jordan, the Czech Republic and a nation in Africa had signed up. Jeff Dorhauer, chief of the Osage Beach Fire Protection District and the chairman of the Lake Can-Am Games, said they are expecting anywhere between 1,200 and 1,500 competitors and their families this year and possibly as

many as 2,000 competitors in 2020, when the games return to Lake of the Ozarks.

"We're now trying to get the word out around here to get people to go to the website and sign up. Since the games have always been held up north, a lot of the law enforcement, fire and EMS in Missouri have never heard of them," he said.

All the "standard" competitions — swimming, basketball, hockey, track and field — will be offered but a couple new events will appear on the roster. One is kayaking, another is a bass tournament. Except for a small handful of games — ice hockey is one, skeet is another — all competitions will take place in the Lake area.

Most of the game committees are headed up by emergency responders and many of the competitions are geared toward those occupations. For instance, a biathlon requires competitors to fire a

number of rounds at a target, run a mile, fire rounds, run another mile and fire rounds and run a third mile as they race to the finish line. The event will also include SWAT events.

To "even the playing field," the games will be broken down into divisions — male and female and age, except for golf, which will be split by handicap. Three golf tournaments will be offered — individual, two-person

and four-person.

Registration for the first event is \$60 and \$5 for each additional event until



December 31. Beginning January 1, registration jumps to \$85. There are additional fees



involved with some sports.

Volunteers, who can start signing up in January, will be needed. Special Olympics Missouri, the benefactor of the games, will be coordinating sign-up.

Business sponsorships to help cover the costs of the games are also needed. A variety of participation opportunities ranging from \$100 all the way to \$75,000 are available. Packages that include booths at Tan-Tar-A Resort, the host resort, and an on-site presence during the games, are also available for businesses interested in marketing directly to the first responders.

For more information on the Lake of the Ozarks event and to register, visit www.lakeozarkcanamgames.com. For more information on the Can-Am Police-Fire Games, visit <http://canampolicefiregames.org/>.

By Nancy Zoellner-Hogland



The 2018 games will offer more than 45 events from Track and Field, Toughest Competitor Alive and Toughest Firefighter Alive to SWAT, Cycling and Trap Shooting. Photos provided.

Opening Doors to Change Lives

Law enforcement officers and other emergency responders in Franklin County want the youth to know they care about them. That's why they've come together each week for the past several weeks to greet students as they've arrived at school in the mornings.

The program, appropriately called "Open Doors," was started by Rick Neace, a school resource officer with the Union Police Department, after he was asked by the Union School District to come up with a way to create more positive contacts between law enforcement, students and parents.

Franklin County Sheriff Steve Pelton said that in addition to firefighters and EMS workers, all available law enforcement — he and his deputies, municipal police officers and troopers with the Missouri State Highway Patrol — visit a pre-selected school on the same day to participate in the program.

"We want it to be all inclusive because when the kids look at that uniform, they're not looking to see what agency we are — the jurisdiction doesn't matter to them. They just know we're 'policemen,' but they also see that we're people too. We want them to feel comfortable and confident in contacting us if they ever do need help. Children should never be scared of police officers," the sheriff said.

When he presented the idea to his deputies, they jumped at the chance to participate because they all share

"We've had kids bring us cookies, the parents have written thank-you notes to us, and the staff and the administration from the different school districts have been completely supportive. But as much as they've enjoyed it, I think our deputies enjoy it even more,"

his belief — that it's important for the youth to see law enforcement in a positive light. He said they all also believe that they have the potential to change the course of lives by establishing good relationships with the students while they're young.

The program kicked off this fall, soon after school started but with so many schools in the county and with occasional scheduling issues, it's taken a while to get around to all of them. "But

we hope to do that by the end of the year," the sheriff said, adding that they try to greet every child, whether he or she is arriving in a private vehicle or on a school bus. "Sometimes the deputies go inside to enjoy breakfast with the students, which is always a big hit."

He said the response to the program has been overwhelmingly positive.

"We've had kids bring us cookies, the parents have written thank-you notes to us, and the staff and the administration from the different school districts have been completely supportive. But as much as they've enjoyed it, I think our deputies enjoy it even more," he said. "This is a great program that helps build lasting, positive relationships with the community, schools, and first responders. It starts the morning off great and sets the atmosphere for the day for all of us."

And, like the now infamous MasterCard commercials, while participating in the program comes with a price tag, Sheriff Pelton said the smiles that they put on the students' faces are priceless.

"We get a lot of hugs. Many of the little guys will tell us that they love us. To me that's well worth the time we're investing," he said.

■ By Nancy Zoellner-Hogland



Never-Give-Up Attitude Led to SUCCESS

A lot of people would think administering a 126-inmate jail would be about all an officer could handle. Lafayette County Jail Administrator Lt. Randy Florence proves that commitment and dedication can stretch what gets done in a day.

Florence started his law enforcement career as a fire and police dispatcher in his hometown of Lexington in 1996. He brought with him the finish-what-you-start attitude that had served him well as an Eagle Scout and earning a basketball scholarship to the college program at Wentworth Military Academy.

His work with the municipal dispatch led to being hired as a dispatcher by the Lafayette County Sheriff's Office in 1998.

When Sheriff Kerrick Alumbaugh won his first term in 2001, he quickly promoted Florence to jail administrator. The jail he administrated was built in Lexington in 1939 by the Federal Works Agency. It was a fine facility in its day but by the first days of the 20th century it had become an aging liability. Constructed to hold 72 prisoners, safety concerns had reduced maximum population to 60.

In the wake of two failed attempts to pass a sales tax to fund law enforcement and construction of a jail, newly elected Sheriff Alumbaugh recognized the need to directly involve the community in the effort. A blue-ribbon commission of county citizens helped voters see the need and in 2002 a half-cent law enforcement sales tax passed.

By September of 2004 inmates were being moved into the new facility. As Florence likes to say, he was "the last administrator out of the old jail and the first in the new jail."

Sheriff Alumbaugh has high praise for Lt. Florence and his team. "There is no tougher job than the jail," Alumbaugh said. "You have to treat everyone fairly and deal with difficult situations." Florence echoes that sentiment saying there are "no better people" than his jail team.

The Lafayette County Detention Center has the design and technology required of a modern facility. The jail's five pods

surround a central control center which, combined with constant video surveillance, allows one officer to keep an eye on things 24 hours a day. The pods can accommodate 116 prisoners plus 10 work-release inmates.

Florence's job is a big one. He oversees a team of 17 supervisors, jailers, bailiffs, and extradition officers. Day to day working with staff, keeping prisoners secure and managing the jail environment is a huge task.



Because the county holds as many as 40 prisoners at a time for federal agencies, transport duties include runs into Kansas City to the Western District Federal Court. County prisoners must be taken to court appearances as well and that can mean moving 30 or more prisoners on two days a week.

The work release program allows 10 prisoners the opportunity to begin re-entering society but is also an administrative challenge. Jobs must be vetted, drop-in visits made and security tightly enforced. Drug tests are administered constantly. All of this would make most people want to head home at night and take it easy. Not Lt. Florence.

His family has a strong tradition of scouting. His uncles, brother and cousins join him in the ranks of Eagle Scouts. Of particular pride is his son's earning his Eagle at just 15. Florence is in his second three-year term as chairman of the Big Muddy District and works at H. Roe Bartle summer camp. He will be honored in January with the Silver Beaver, the highest honor a scout can achieve.

It was once Florence's intention to become a coach. While his primary career path has led away from that, for 22 years he has kept a hand in. More than a hand actually, he is the softball coach at Odessa High School, an avocation that keeps him close to the sport and working with young people to instill his start-what-you-finish philosophy.

In his spare time, Lt. Florence serves as a city councilman in Wellington, a small town upriver from Lexington where he and his family live.

As busy as his life is, things could one day get busier still for him at the jail. Sheriff Alumbaugh says like a lot of jails around Missouri built in the last couple of decades, Lafayette County's is bursting at the seams.

As the jail moves toward the end of its second decade there are issues. "When you are in a facility for more than 10 years, you start to get into maintenance issues," Sheriff Alumbaugh said. As an example, he points to \$100,000 worth of plumbing renovation that has had to be done. Technology of course waits on no one and the time will come when 2004 technology seems as remote as the locks on the 1939 jail.

Lafayette County is subject to the same prospect of overcrowding that many jails across Missouri are facing.

The methamphetamine scourge that is causing ongoing and dramatic policing issues all across Missouri has not skipped Lafayette County. Sheriff Alumbaugh said the meth trade in his county has shifted from local manufacturing to the product being brought in from elsewhere by so-called mules. Because the operations tend to be run by people who know each other and are wary of outsiders, it is a challenge for law enforcement to completely shut them down. The many victims of meth end up populating the jail, caught up in other crimes as a result of their addiction.

More noticeable, the sheriff said, are the heroin dealers who have shown up in Lafayette County. Because they are not



typically locals, they are easier to spot and a number of them have been added to the jail population in recent months.

Active interdiction programs by the sheriff's office and other agencies on I-70 add to the jail population and the issues of court transportation.

All of this adds up to a jail population that couldn't have been foreseen 20 years ago. In 2008 the average daily count was 97 and the highest daily count was 115. In 2016 a total of 2,200 inmates were booked with an average daily count of 137 and the highest daily count 170. These numbers create problems for Lt. Florence and his team and point to a trend that makes it almost certain the current jail will not be sufficient for the six decades the old jail was made to suffice.

Sheriff Alumbaugh says a jail of 160-180 capacity would be a better fit for the county. The current half-cent law enforcement sales tax brings in \$1.2 million a year but will sunset in 2022. At that time the residents and voters of Lafayette County may be called upon to exhibit some of Lt. Florence's 'don't quit' fortitude.

■ By Michael Feedback

TIMES GOT TOUGH SO SHERIFF ARNOTT GOT CREATIVE

Retrofitted semi-trailers have provided Americans with a way to downsize and live smaller in a more efficient space. Brand new, custom-designed and engineered semi-trailers have allowed Greene County Sheriff Jim Arnott to affordably upsize and add inmate living space to address chronic jail overcrowding.

The six connected units, leased from All Detainment Solutions (ADS) in Seymour, Missouri, consist of sleeping quarters for 108 inmates, toilet and shower facilities, a commons area, an outdoor recreational yard and a deputy station.

“We had sought a temporary jail solution with a company that builds fiberglass tents. We put it out to bid but it came in about \$1 million higher than what they originally quoted. After the news that I was looking at building a tent city hit the papers, I was contacted by someone from ADS, asking me to come down and look at their disaster relief trailers. They wouldn’t have worked but while we were talking, they asked if I could help them design something that would, so one of my captains and I worked with them and their engineers and they built these trailers as a prototype. Once we got the specs done, we put it out to bid and they won the bid,” the sheriff explained.

With an average daily population of 800 and a jail designed to hold 601 inmates, the county has been forced to house inmates in other counties at a cost of approximately \$45 per inmate per day. And that doesn’t include the cost of transporting the inmates back and forth for court. Sheriff Arnott said leasing the new temporary jail costs the county approximately \$22 per day per bed.

“Because our average daily population is growing at the rate of about 50 per year, we’re going to run out of leased bed space soon because sheriffs, who are dealing with their own overcrowding issues, just won’t have the room to take them,” he explained, adding that, contrary to popular belief, those arrested for drugs and misdemeanors comprise a very low percentage of their daily count. “We get some on misdemeanor warrants but the courts deal

with them fairly quickly. The majority are pre-trial felonies — people who are accused of committing serious violent crimes — first-degree assault, second-degree assault, assault on police officers, robbery, rape, child sexual abuse, murder. I have 24 in for murder right now. We don’t even hold people for property crimes any more. If they steal a car or commit a burglary, the judges put them out on a very low bond or on an alternative sentencing program like an ankle bracelet. The majority of the people we hold are the ones the community doesn’t want out.”

And very few there are serving sentences. The majority are just waiting for their day in court. If found guilty, they will be transferred to state prison facilities where they will serve out their terms.

Sheriff Arnott said that in addition to reducing the liability incurred with transporting inmates, with 16 different judges, housing them onsite allows the detainees to be processed through court a lot more quickly.

“When the judges free up some court time, they go down the list of inmates but if they can’t get to them because they’re being housed in Cedar County, for instance, the process is not as fast,” he said.

Although the trailers are now in place, before inmates can be moved in, the sheriff has to hire 18 additional corrections officers. It takes 12 people to run the new facility — 13, including the cook — but because the sheriff is already six employees down in their existing detention facility, and because those positions have to be filled before he can hire corrections people for the temporary jail, the trailers sit empty.

However, Sheriff Arnott said they made a few changes that he hopes will make it easier to hire more employees.

“We lowered the age of corrections officers to 18, our Professional Standards Division is recruiting at job fairs, and we’re trying to restructure our pay so we can start our corrections officers at a higher salary,” he said.

And although the trailers are temporary,



the jobs won't be. Voters just approved a tax that will allow the county to build a 1,400 to 1,800 bed jail across the street from the current facility. Because the construction process alone will take at least three years, Sheriff Arnott said he anticipates keeping the temporary jails at least four years. Once the new jail is built, he will need an additional 225 employees to man it.

ADS Provided the Solution to Overcrowding

Greene County's temporary jail is the first of its kind in the U.S.

Built brand new, the 53-foot tractor trailers were shipped straight from the factory to ADS, according to Anthony Kelly, one of the owners and the president of the company. An in-house design team then fabricated the units, based on Greene County's needs, from beginning to end. Once the trailers arrived on-site, they were placed on blocks and fused together to make one large unit.

Set up dormitory style, the sleeping quarters include bunks stacked three high. Showers and toilets line the wall, near the front of the unit. The jail also includes a central rec yard that is provided with plenty of natural light during the daytime and dayroom outfitted with TV, inmate phones and tablets to order commissary, call home and communicate with attorneys.

Kelly said the designer worked with a reputable HVAC manufacturer to develop a heating and cooling system that would keep the facility comfortable and healthy. The system monitors the humidity, the CO2 levels and the ambient air temperature both inside and out. Every 10 to 12 minutes, fresh air is brought in and stale air is taken out.

Constructed with stainless steel, it will be easy to clean and won't absorb pollutants like other materials. And that stainless steel construction will make it as secure — if not more secure — than a traditional brick-and-mortar facility, Kelly said.

Security systems, including door locks, are linked to the main detention center and a 10-foot-tall fence topped with razor wire surrounds the facility.

"An architectural firm and an engineering company were involved every step of the way so the units meet all codes, all specifications and all safety requirements so everything is stamped and approved while being built specifically Greene County's needs," he said. "We know many other sheriffs are finding themselves in the same situation as Sheriff Arnott. If they're willing to think outside the box a bit, we can help them save money and we can provide a solution in a fraction of the time."

Kelly said jails similar to the ordered by Greene County could be provided in 120 days or less, depending on the customers' needs.

"Our parent company, Kelly Company First Responders, has been providing housing, laundry, kitchens for a turn-key city in natural disasters since around 2004. We can create a 3,000-man mobile city with necessary amenities and be completely operational within hours. We also supply combat communications equipment to the military and we provided 90 percent of the support equipment for the BP oil spill. For us to move into corrections was just the logical next step," he said.

For more information, visit <https://overcrowdedjails.com/> or <http://kellymobilecity.com/>.

■ By Nancy Zoellner-Hogland



As soon as the Greene County sheriff hires employees to staff it, 108 inmates currently being housed in other county jails will be moved into the new temporary jail, built on the grounds of the existing brick-and-mortar detention center. It is the first of its kind in the U.S.

Who Pays the Bill for Inmate Medical Costs?

For more than three years, we've been hearing about the effects of the high cost of pharmaceutical drugs and seeing articles about the shockingly high prices of EpiPens and the various treatments for Hepatitis C. Today, most new drugs hitting the market are extraordinarily expensive when compared to the cost of drugs 10 or 15 years ago. Even old drugs, like erythromycin, which was a few dollars a prescription, will now be a few hundred dollars for no reason other than the pharmaceutical companies can charge that much. As this national wave comes at us, the question becomes, "Who is responsible for paying for these medications and what medications should detainees receive?"

Under *Estelle v. Gabel*, it is clear that detainees must have access to any healthcare they need to prevent the deterioration of their health. For example, if someone is on insulin for diabetes and the jail does not provide insulin for them, the patient will become ill and could die. This would be the jail's fault because they are "deliberately indifferent" to the patient's serious medical needs. While we all understand this example, the question then becomes, "Who should pay for the medications when the detainee or family appears to have the money to provide their own medications?"

There is no debate that necessary medications must be provided. If someone has severe allergies or depression, a doctor hired by the jail has the responsibility and decision-making autonomy to do the right thing and order the appropriate, required medication.

The issue of how the medication is funded falls to jail administration and is determined by the facility's policies and procedures. In the majority of jails, medications are allowed to be provided by members of the detainees' homes. When families volunteer to provide certain medications, they are checked and accepted by the nursing staff. In situations where the patient is indigent or cannot supply his or her own medication, the jail, either directly or through a contract with a vendor, pays for the medication. This ensures there will be no delay in needed treatment and consequently no deliberate indifference.

I have seen a number of different methods to try to recoup the cost of medications from detainees. One common way is

to take the money out of their commissary accounts. When the cost runs beyond what they have, or for those without commissary, the sheriff may ask the judge to add the cost of medications or any healthcare onto the detainees' court costs.

Missouri is unique because the jails are not responsible for the cost of hospitalization and other offsite expenses for the

There is no debate that necessary medications must be provided. If someone has severe allergies or depression, a doctor hired by the jail has the responsibility and decision-making autonomy to do the right thing and order the appropriate, required medication.



detainees. This affords the jails a way to reduce the overall cost of treatment. Many expensive treatments, such as chemotherapy, are given as an outpatient procedure, frequently by IV. Consequently, these treatments would be covered by the individual as opposed to the jail.

In closing, it is very important that detainees receive medications that they need for serious illness. Once that is accomplished, we can turn our attention to who is going to pay for them. If you have developed the policies and procedures that allow you to transfer the cost to detainees either by directly charging them or adding it to their court costs, the jail should be on solid legal footing. This is assuming the policies and procedures have been reviewed by the county attorney to ensure they meet state and national regulations and rules. Delaying or not providing medications is the highest risk you face in a jail environment. Remember, detainees need what they need and you worry about the cost later.

■ By Dr. Norman Johnson



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Jason Shackles
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THE 'WHY' FACTOR OF A BETTER JAIL MANAGEMENT SOLUTION

I was recently catching up on my Linked-In notifications from friends and colleagues when I ran across an article titled "What's Your Why?" With an attention-grabbing title like that, I had to read it!

The main concept was that no matter if we work in the public or private sector — or in a law enforcement agency — we all have employee handbooks and/or mission statements, business mottos or business philosophies hanging on the wall. The article stated that those edicts often left us asking, "Why?"

So — what's your "Why?"

I am often asked, "Why should we look at your software? Why should we change when we have done it this way for as long as I can remember?" I always answer that the JailTracker Jail Management Solution "Why" factors are what set us apart from the rest of RMS vendors. That's primarily because we only develop software for jail operations; our focus is on the operation and all the processes that go along with that. JailTracker's software main goal is to make entry of day to day jail operations quick and easy through partner interfaces and agency

defined booking wizard processes. The amount of data collected and the number of tracking reports offered make it easier for agencies to defend themselves when a defendant's lawsuit paperwork hits the sheriff's desk.

Another "Why" factor is that we provide a time-saving, law enforcement dynamic to how we approach business. Most facilities are under-staffed and struggle to carry out the necessary work of the day-to-day operations. Documenting inmate activities not only uses a lot of paper, it burns through a lot of time. We can help with that! In fact, real-time data sharing with our Jail2Jail module is one of our "Wow Whys" because the JailTracker program allows agencies to automate. And that means staff can spend more time with their eyes up, managing people and not paperwork and processes.

JailTracker can also reduce liability — and headaches — for sheriffs because users are held accountable through system logs and records information.

We are currently connecting 23 jails across Missouri that are incarcerating more than 2,400 inmates daily. The

JailTracker software allows users to not only see the data on those inmates but also to use it as the inmates travel from facility to facility. This saves time during the booking process and also allows jails to know a lot more about these inmates coming from facilities connected to the system. That capability also makes transports safer.



When JailTracker was first presented to Missouri sheriffs and jail administrators back in 2013, it was done with the idea of bring uniformity to Missouri jails, which require specific jail management systems — not records management systems. We believe the JailTracker software is the solution to the RMS Jail Module problem.

My question to you is, "With benefits like these, why wouldn't you want to look at this software for your jail operation? Why wouldn't you want to change and improve the way you're doing things?"

■ By Jason Shackles

JailTracker
Jail Management Software

**MISSOURI JAIL
ADMINISTRATORS**
STRONGER LINKED TOGETHER

Jail Standards and Training Committee

Supporting our Jails in Missouri with Training Needs and Information.

Contact Jeanne Merritt
573.529.6900
jeanne@mosheriffs.com

Sheriff Not Only Fights Crime, He Fights Fires — In His Jail

Inmates started seven fires in the Wright County Jail this year. Sheriff Glen Adler, who has served as sheriff for 12 years, said while he's angry, frustrated and fed up, he's also thankful that no one died in any of the fires.

"Some of the inmates laughed and joked about it but to me, it's nothing to laugh about. In fact, it's pretty stupid. The inmates that did this were really taking their lives — and everyone else's lives — in their hands because any one of these fires could have turned out much worse," he said, explaining that the Wright County Jail, built in 1964, contains pods that hold four inmates each. At night, which is when the fires were started, the inmates are locked down in those pods. Deputies have to manually unlock each door. "It's hard to get people there fast enough to evacuate them. Troopers and the city police helped but it still took them time to get there so some of the inmates actually suffered with smoke inhalation in the last fire."

The sheriff said that in every one of the fires, the jail was holding 40 or more inmates.

"In one of the fires, a deputy freeing the inmates from their cells was overcome by smoke and fell to the floor. If not for one of those inmates, who dragged the deputy to safety, he could have died," Sheriff Adler said, adding that an inmate also escaped during that fire, setting off a several-day manhunt. Another inmate attempted to escape during one of the other fires but was stopped by a deputy.

Sheriff Adler said it appears as though the fires were started when inmates tore open their mattresses and lit the batting inside. After questioning inmates, they learned lighters might have been smuggled into the jail in body cavities by people returning from the Department of Corrections, where disposable lighters are allowed.

"We search everyone very thoroughly



when they're booked into the jail, but we're required to get a search warrant to conduct a body cavity search and judges just aren't likely to do that on the chance that somebody might be smuggling something in," he said.

The fires have cost the county plenty. In addition to replacing the furnishings, including the mattresses, hiring a company to clean up the soot and smoke, and repainting, the sheriff said they've been required to house inmates at other facilities, costing the county thousands of dollars.

"I think our insurance is going to cover the majority of the cost, but the county may end up having to pay something — if nothing else, higher premiums if our insurance gets raised," he said.

After the third or fourth fire, the sheriff said he looked into purchasing a surplus body scanner from the Transportation Safety Administration. However, he learned that the scanner, which carried a \$10,000 price tag, would not detect anything concealed inside the body. A scanner that would provide an internal X-ray-type image would cost upwards of \$150,000 — well out of range of his budget. He did, however, buy self-contained breathing apparatus for the deputies that work in the jail.

In the meantime, several people have

been charged with arson, which carries a prison sentence between five and 15 years. They've also been charged with damaging jail property, which carry sentences of up to four years. And those would be in addition any sentences handed down for crimes that originally put them behind bars.

"The voters approved a tax increase so we'll be building a new jail over the next couple years and it will have a sprinkler system and a lot more cameras so it's going to make it much harder for this type of behavior to continue," Sheriff Adler said.

According to the National Fire Protection Association (NFPA), an average of 590 structure fires occur in prisons and jails each year, causing an average of 37 civilian injuries and more than \$2 million in property damage.

THE 10 DEADLIEST FIRES, IN ORDER FROM HIGHEST NUMBER OF DEATHS, WERE:

Ohio State Penitentiary in Columbus, Ohio
April 21, 1930 with 320 deaths
Maury County Jail in Columbia, Tennessee
June 26, 1977 with 42 deaths
Harrison County Jail in Biloxi, Mississippi
November 8, 1982 with 29 deaths
Seminole County Jail in Sanford, Florida
June 9, 1975 with 11 deaths
Prison in Goldsboro, North Carolina
March 7, 1931 with 11 deaths
Lancaster County Jail in Lancaster, South Carolina
December 17, 1979 with 11 deaths
McDowell County Prison in Marion, North Carolina
June 30, 1976 with 9 deaths
Mitchell County Jail in Bakersville, North Carolina
May 3, 2002 with 8 deaths
Hudson County Jail in Jersey City, New Jersey
April 14, 1982 with 7 deaths
Mason County Jail in Point Pleasant, West Virginia
March 2, 1976 with 5 deaths
Federal Correctional Institute in Danbury, Connecticut July 7, 1977 with 5 deaths

■ By Nancy Zoellner-Hogland

Heirs of Restraint: *Caring for Corrections Officers*

The dictionary describes a hero as “a person who is admired or idealized for courage, outstanding achievements, or noble qualities.”

Corrections officers, COs, who work on the front lines dealing with violent offenders could certainly fall into that category. These “invisible” officers protect and serve the public from predators, behind locked doors. Most people are unaware of their sacrifices or the dangers and emotional stress they endure as they daily put their lives on the line.

Phelps County Corrections Officer Marvin Jackson said that’s why he founded a ministry specifically for those officers.

“Some COs (in prisons) encounter more violent felons in one day than most police officers will deal with in one year. A maximum-security prisoner can turn on them in an instant, viciously attacking – giving no quarter. Add the introduction of federal inmates, and there is an entirely new vernacular in the jail system. This anarchic environment has been escalated by gangs and a growing disrespect for law enforcement,” he said, adding that in just one shift, a CO may have to deal with a death-threat, having feces thrown on them, unbridled hatred, issues with inmates’ families and more. “All offenders have is time - time to think of ways to hurt each other, and time to think of ways to hurt their corrections officers.”

Amid all this, a CO must retain the right

attitude when dealing with prisoners. They should be fair, firm and consistent.

Jackson, who has worked in jails for 13 years, said those issues result in COs having one of the highest rates of suicide in the nation.

“I myself have struggled with depression,” he admitted. “The jail is one of the biggest liabilities that a sheriff has, and for a CO to do his job properly, he cannot bring anger and emotional issues into the equation.”

Jackson said that’s why he and his wife Jacqueline founded Heirs of Restraint Ministries, a faith-based program devoted to the spiritual, emotional and physical support and development of COs through personal contact, publications, phone calls, and emails.

The ministry is based on Romans 13:4a, “For he (the CO) is the minister of God to thee for good.”

“Our publications offer a daily source of personal support, comfort and encouragement with a goal of helping the officer develop excellence in their work, by giving them instruction on how to fulfill their God-ordained role in a manner that is pleasing to God, and by equipping them to increase the efficiency, success and unity of their squad,” Jackson said.

The ministry offers a free Bible that highlights issues COs face every day. In five years, Heirs of Restraint Ministries has distributed 15,800 Bibles and more than 30,000 pamphlets to COs in all 50 states and multiple countries.

“To be effective, we need to draw close to Jesus,” Jackson said. “He promised if we draw near to Him, He will draw near to us. This comes through studying the bible, through prayer and by yielding to the Holy Spirit, so that we can grow and operate in the fruits of the Spirit; love, joy, peace, longsuffering, gentleness, goodness,



Heirs of Restraint founders Marvin and Jacqueline Jackson.

faith, meekness and temperance.”

Jackson also wrote a Daily Briefings Manual for COs, in which he shares his personal experiences. The journal includes three parts: A “Daily Briefing,” with thoughts relating to corrections work; “Daily Orders,” with suggested Bible readings; and a “Daily Debriefings,” which has questions and exercises that promote meditation and self-examination.

“The debriefing helps to end the day by evaluating what took place, how it was handled, and what could have been done differently,” Jackson explained. “The reality is; it is hard to leave the things that take place at work when you go home at night. They will be on your mind. This gives our COs effective techniques to use for recovery from traumatic stress incidents. They learn to give it all to God, and to allow Him to comfort and restore their peace. These studies also focus on strengthening family relationships and friendships.”

Jackson is available to speak at churches, prisons or organizations. For more information, or to request a speaker, visit them online at heirsofrestraint.com or call Jackson at 573-612-9180.

■ By Janet Dabbs





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TRAINING



Missouri Sheriffs' Association Summer Conference

For more than seven decades, sheriffs and deputies have gathered for training at the Missouri Sheriffs' Association Summer Conference and this year was no different. The 72nd

annual conference, held in Columbia, Missouri, drew 93 vendors and 114 attendees, who heard presentations ranging from safely transporting inmates to reading body language.

Highlights of the conference including the passing of the gavel from former President Jackson County Sheriff Mike Sharp to new MSA President Royce Cole, sheriff of Webster County.





The Importance of the Administrative Assistant

The administrative assistants in sheriff's offices have a long and unsung history.

Figures also show that with 128 line-of-duty deaths, with the exception of 2013 when Missouri law enforcement lost 120 officers in line-of-duty deaths, 2015 was actually the safest year for law enforcement officers in more than 50 years.

When we consider what makes a sheriff's office function successfully, we rightfully think of the sheriff's leadership skills, planning abilities, and willingness to accomplish the mission. Next, we often think of the deputies that patrol the county roads, respond to emergencies, investigate the crimes, arrest the bad guys and man the jails. However, none of them could accomplish their part of the mission without the behind-the-scenes work being done by the administrative assistants.

Historically, most sheriffs' offices throughout the country were small organizations where the sheriff himself kept law and order. If he was lucky, or in the few larger population center areas, he might have a deputy or jailer to help him. However, up until as recently as the 1980s, it was the "administrative assistant," in the form of the sheriff's wife (and sometimes his children or other relatives) that not only managed the office support functions for the sheriff, but also often acted as the jailers, dispatchers, and deputies, riding "shotgun" with the sheriff on emergency calls and prisoner transports. A great book detailing this history is "The Secret Life of a Lawman's Wife," by B.J. Alderman.

Today, the administrative assistants still perform many of those same functions, in addition to preparing reports for county commissions; developing budgets and maintaining financial books; processing civil papers; handling human

resource functions; filing incident, arrest, and investigative reports; answering phones; dispatching calls; and maintaining and processing jail per-diem records and reimbursements, inmate accounts, and jail records. In our modern era they also handle sex offender registration and conceal carry permit processing. And they deal with upset citizens who come to the office to report crimes, help victims file orders of protection and direct them to services, handle citizen complaints, and intercept and resolve a multitude of problems rather than allowing them to interrupt the "important work" of the sheriff and deputies.

They do all this and still remember birthdays, decorate for holidays and listen to whining and venting — usually with comforting smiles on their faces. Simply put — sheriffs and deputies could not do their jobs without the help of these hardworking, dedicated, and professional people who often receive lower pay, and have fewer opportunities to attend training or see advancement.

Because of that, we need to ensure these important people have the support and training necessary to be successful. They should be encouraged to attend some of the same training provided to deputies and jailers because it's important for them to know how to calm an upset person to improve communication and prevent a potentially violent encounter. They need to know how to recognize, communicate with and aid people with mental or emotional disorders. They need to develop interview skills necessary to listen, ask the right questions, collect necessary information, and ensure people receive the services they need to resolve their issues. And they need to know how to respond to a violent incident so they

can protect themselves, fellow employees and innocent bystanders.

Administrative assistants should also be included in emergency response planning and training. And they need training to ensure they are aware of technical and legal updates related to their assigned duties.

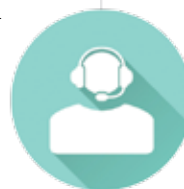
In November of each year, the Missouri Sheriffs' Association (MSA) provides an opportunity for administrative assistants to receive this type of training, and to meet and share issues and ideas with other administrative assistants. The conference also allows them to see that they are not alone, that there are resources available to help them, and that they can develop professional support networks with their peers both in their immediate surrounding jurisdictions and across the State of Missouri.

This year's conference included training on de-escalation, recognizing trauma, cyberbullying, dealing with difficult people, effective use of systems and data, and how to support their sheriffs by leading from the second chair. They also heard from the Missouri Attorney General's Office on efforts to respond to and reduce sex trafficking in the state of Missouri.

Because the MSA values their insight, the administrative assistants were asked to provide input on how future conferences could be more responsive to their needs. A wide variety of suggestions were provided, many of which will be used to help make sure next year's conference is even better than ever.

Sheriffs — as you review your training budgets, we encourage you to set money aside to send your administrative assistants to next year's conference so they will have the training they need to effectively and confidently carry out their jobs. And in the meantime, we also urge you to take time to remember your administrative staff because they quite often are the shoulder that supports others.

■ By Victor Pitman





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