



RETIREEES' NEWSLETTER

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Phone 311
St Louis County
Customer Service

Retirement/Benefits:

*For medical, dental, & vision
ask for Monica

*For all other retiree issues
(address changes, COLA)
ask for Denise

Email: Countybenefits@
stlouiscountymo.gov

314-615-5180
M-F 8:30am-5:00 pm
CDT

Newsletter submissions,
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Reviewed by
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St. Louis County

Mindset Wizardry

*The Magic Behind Thriving in a Volatile, Uncertain, Complex,
and Ambiguous (VUCA) World*
by Debbie Schulster & Javier Iglesias (2022)

(A Book Report by Rosemary Wilson
with liberal excerpts from its text)

We are living in a time of extreme and fast-paced change circumstances. Unprecedented are the changing realities of the pandemic, political, economic, social, terrorism, artificial intelligence, climate changes, career changes, buying/selling a home, and leaving the country for the first time just to name a few. Our world can be characterized by the term "VUCA":

- V= volatility**
- U=uncertainty**
- C=complexity**
- A=ambiguity**

The term VUCA originated in a 1987 book *The Strategies for Taking Charge* by Warren Bennis and Burt Nanus and which was published by the US Army War College in the context of the early situation in Afghanistan. Today VUCA is a well known acronym in the business world.

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Few publications to date have been written, however, about how individuals recognize and address VUCA as they experience extreme changes in their lives. Only about 1% of the people in the world are aware of the VUCA strategy according to the VUCA Principal Organization. The authors of this book wrote this guide book as a practical guide for individuals after doing their research on VUCA and its effects. An initial negative VUCA world for a person can be changed to a more positive VUCA world by implementing what this book teaches. The acronym MAGIC summarizes the action paradigms:

M—mindset—reprogramming your thinking

A—agility—demonstrating resilience

G—grit—keep pushing forward regardless of obstacles

I—intuition—gathering insights, connecting dots, and being unafraid to act based on instincts

C—courage—facing challenges head on

The book chapters are organized into instantly usable assessment tools of the VUCA elements and then with actionable strategies based on the elements being faced.

Recognizing VUCA

Navigating in a VUCA world

Effective skills (e.g. grit, emotional intelligence, critical thinking, problem solving, change agility); mindsets; behaviors(mental toughness, energy/focus, and decision-making), practical coping strategies (tables listing mindsets & behaviors); superpowers to navigate VUCA storm (mental toughness, energy/focus, decision-making)

Thriving in a VUCA world

Leading in a VUCA world

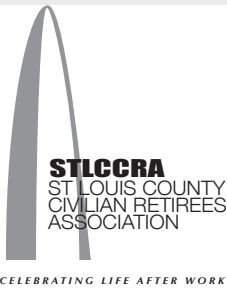
Summarizing charts illustrating tools and strategies are included in each chapter. At the end of each chapter are reflection questions and a call to action. The book's overall goal is to build the reader's resilience to VUCA. Free and downloadable worksheets and guides are available at

www.mindset-wizardy.com

The analogy of flying an airplane is used in a timely fashion in parts of the book to illustrate mastering the VUCA principle being discussed. The text uses words that are simple and clear for the reader to understand throughout the book.

This is a book worth buying and using as a reference in the VUCA world we live in. VUCA will eventually place you in the dilemma of making a challenging decision in the face of fear and anxiety. This book teaches assessment, the skills to overcome, and how to self coach through a VUCA storm. The book is available on Amazon.com.

“Always remember that where you are is a result of who you were, but where you go depends entirely on who you choose to be from this moment on. Go and discover the magic of how to thrive in an everlasting VUCA world.”



(A non-profit organization incorporated 1/30/2006 Charter #N00713612)

MISSION: "To promote the well being, enhance the quality of life & encourage the full potential of St. Louis County retirees by promoting socialization while supplying helpful information on issues & matters important to civilian retirees"

2022 DUES

New members 2022 will pay \$12. New members include phone and email with dues check.
See below for Treas. contact info.

FALL MEETING

Mon, Nov 14 10:00 am
Room #1
Thornhill Library Branch
12863 Willowyck Dr, 63146
Speaker: Jesse Francis
Manager, Faust Park on historic log home construction

HELP WANTED

Volunteers (20) needed for Winter Wonderland 5-7:30 PM or 7:30-10 pm at Tilles Park for STLCCRA assignment. Date Tuesday, December 6. Contact President, Marian, below....

Membership dues \$12/year
c/o Delores Clayton, Treas. PH 314-385-3324
E mail: deelo65@sbcglobal.net

Association Information:
c/o President, Marian McCreary
Telephone: 314-291-1867
Email: mmccre8814@aol.com
Website: www.stlccra.org



St. Louis County Police Retirees Association
BIG BBQ September 18, 2022
Stovall's Grove Rockhorse Saloon
Wildwood, MO

Western wear attire was recommended. Association charter members were recognized and the previous Police Chief was presented a plaque.



STLCCRA
Fall Picnic
September 26, 2022
Faust Park,
Chesterfield, MO

The first-ever association *fall* picnic was held in the park pavilion on a beautiful day. BBQ brats and hot dogs plus pot luck dishes made for a hearty & delicious meal for attendees (retirees & their guests).



MISSION:

"We stand as an advocate and protector of rights of the retired Police Officers and Civilian employees of the St. Louis County Police Department.

"We shall maintain communications with St. Louis County Government and the Police Department to insure retired employees receive all benefits earned during their career protecting the citizens of St. Louis County.

"We support, recognize, and honor all who chose law enforcement with St. Louis County Police Department."

MEETING

Thursday, December 8 1pm
7th Precinct-West County
232 Vance Road, 63088

Membership dues \$15/year
c/o Michelle Fournety, Treas.
Phone: 314-541-2497
E mail: michellefournety@gmail.com

Association Information:
c/o President, Monty Monteleone
E mail: mrm194917@gmail.com

c/o Secretary, Jerry Hawkins
E mail: skyhawk591@charter.net

Recollections from the Historian

September 9, 2022 **St. Louis County, MO Police Department (Retirees)** Issue No. 44

This recollection about the history of the County Police is dedicated to the men and women who have honorably retired from the department after many years protecting and serving the community.

Sgt. William “Bill” McDevitt (Ret), DSN 157

by Jerry Hawkins (Ret.), DSN 591

I recently had the privilege to visit the second youngest living “Charter Member” of the St. Louis County Police, **William “Bill” McDevitt**. He shared with me that on September 19, 1955, Supt. Albert DuBois appointed him as a patrolman and assigned badge No.66, and later DSN 157, which is currently the second lowest DSN of living County Police retirees.

His first assignment was to the communications center followed by a transfer to the First Precinct as a patrol officer. When the Canine Unit was formed in 1960, Bill was chosen as one of the original K-9 officers. The officers and dogs were trained by the St. Louis City Police Department who began using K-9s in 1958 after five officers traveled to London, England for training. When the County Police Canine Unit was disbanded in 1966 due to lack of funding, Bill was promoted to



Director,
Bureau of
School
Safety Patrol

Sergeant William A. McDevitt

sergeant and assigned to patrol as a field supervisor. The next opportunity was to the Traffic Analysis in headquarters (227 S. Central Ave., Clayton) followed by Director of the Bureau of School Safety Patrol, which began operations starting in the Second Precinct. He spent six years in



this assignment. After this experience he was assigned to Field Operations as a platoon supervisor. The next transfer returned him back to police headquarters (7900 Forsyth Blvd) in the late 1980s as a Communications Bureau supervisor until his retirement in 1997.

Before Bill McDevitt became a County Police patrolman, he worked for the Kroger Bakery as a payroll accountant. Shortly after his 1955 appointment he was introduced to a young lady named **Ida** by her brother, Tom Dugan, a telephone operator for the department. They were married from 1957 to 2015 when she passed away (seven years ago). Bill lives in Maryland Heights with his son (**Terry**) in the same home for 59 years where Bill and **Ida** raised three children. This past year on December 7 Sgt. McDevitt was 90 years old.

It was both mine and Supt. Kleinknecht’s observation that Bill has always been a quiet, laid-back and affable sort of guy. Bill shared with me how he enjoyed 42 years with the County Police. In spite of being laid back, he was always known to be a good and diligent officer, as well as a good role model for his fellow officers and subordinates.

RECENT RETIREES



JUNE, 2022

Berger, David		Roche, William	Police
Davis, Freddie	Transportation	Smith, Valerie	
Hensler, Patrick	Parks	Steward, Edward	Public Works
Magurany, John	Parks	Stewart, Shelia	Public Health
Pierson, Patricia	Sheriff's Office	Venegoni, David	Police
Reiter, Bradley	Justice Services	Westenberger, Gerald	Public Works

JULY, 2022

Barrett, Thomas	Transportation	Houghton, Deborah	Police
Batha, Jeffrey	Justice Services	Howell, Karla	Health
Behrens, Richard	Human Services	Jeffery, Craig	Police
Brillos, Matthew	Police	Macaulay, Scott	Transportation
Burgdorf, Craig	Parks	Navies, Dennis	Police
Clemons, Rochelle	Justice Services	Rinehart, William	Sheriff's Office

AUGUST, 2022

Bell, Susan	Parks	Krause, Val	Police
Bradshaw, Barnes	Parks	Lee, Alice	Police
Brown-Smith, Monica	Public Health	Lee, Donald	Police
Cracchiolo, Dino	Public Works	Lowry, Angela	Revenue
Crancer, Joseph	Police	Milward, Mark	Public Health
Eldert, Elizabeth	Public Health	Nagle, Teri	Family Court
Glauber, Walter	Public Health	Pickett, Michael	Justice Services
Gratz, John	Administration	Selby, Michael	Parks
Heseman, Mark	Public Works	Smith, John	Transportation
Jones, Janice	Human Services	Soppeland, Myron	Public Works
Keathley, Michael	Board of Elections	Wattler, Richard	Board of Elections
Kennedy, Andrea	Human Services	Wright, James	Transportation

INFORMATION SUBMITTED BY STL COUNTY RETIREMENT & BENEFITS OFFICE. LIST INCLUDES INDIVIDUALS THAT HAD A VESTED BENEFIT BUT HAD LEFT COUNTY EMPLOYMENT PREVIOUSLY.

RECENTLY DECEASED RETIREES

Scherer, John	Transportation	09/10/2021
Ilseman, Gary	Transportation	10/15/2021
Grimm, Ervin	Revenue	10/18/2021
Laws, Joann	IT	10/18/2021
Moonier, Thomas	Police	12/2/2021
Montgomery, Ella	Public Health	01/20/2022
Eckhoff, John	Human Services	02/25/2022
Dallas, June		04/02/2022
McMurray, Danny	Transportation	04/15/2022
Harness, John		04/25/2022
Dominick, Mary Ellen	Public Health	06/01/2022
Weis, Antoinette		06/01/2022
Coleman, Eugene	Administration	06/06/2022
Robinson, Mary	Justice Service	06/10/2022
McClement-Worn, Joy	Planning	07/13/2022
Rodriguez, David	Judicial Admin.	07/13/2022
Bay, Donald		07/17/2022
Niemeyer, Donald		07/17/2022
Busken, Aloysius		07/18/2022
Daps, Peter	Transportation	07/22/2022
Edwards, Samuel	Sheriff's Office	07/22/2022
Tschopp, Robert Jr.	Transportation	07/23/2022
Koeller, Martin	Transportation	07/29/2022
Stendel, Marvin		08/04/2022
Raterman, Dennis	Police	08/05/2022
Hardrick, Janet	Muni Court	08/06/2022
Eckenrod, Robert		08/08/2022
Robinson, Clarence		08/09/2022
Knaus, Engelbert	Auditor	08/15/2022
Sensabaugh, Karen	Parks	08/21/2022

INFORMATION SUBMITTED BY STL COUNTY RETIREMENT AND BENEFITS OFFICE

COLA BAROMETER (COLA=Cost of Living Adjustment)

>St. Louis County Retirement Fund Balance on:

8/31/2022=**\$804,123,169**

>Funded Ratio on 12/31/2021=**86.1 %**

NOTE: RSMo Section 105.684.1 specifies that a Missouri public employee retirement plan must have a minimum funded ratio of 80% to grant COLA with funded ratio not less than 75% in the plan after implementation of the COLA.

NOTE: St Louis County is a Charter County and as such has option to NOT follow the letter of this law in the matter of a COLA with its retirement plan.

"QUOTES"

>You can make excuses or you can make it happen. Author Unknown

>When you have talked yourself into what you want, stop talking and begin saying it with your actions. Napoleon Hill

>It is easier to move from failure to success than from excuses to success.

John C. Maxwell

>I cannot always choose what happens to me; but I can always choose what happens in me

John C. Maxwell

Retirement Board and COLA (COLA=Cost of Living Adjustment)

At its July meeting, the Board accepted an actuarial proposal re COLA for retirees and sent it on to the County Executive. If he approves, the proposal would then be sent to the County Council.

Proposal: "A 2.5% increase for retirees on began benefits prior to an 1, 2011; 10% increase for retirees who began benefits in 2011; and 5% increase for retirees who began benefits in calendar 2012-2016."

At the August meeting of the Board, a letter from the County Executive was received. "At this time the County Executive cannot support an additional increase in COLA benefits."

Graphics: freedigitalphotos.net

Fiscal data furnished by STL County Retirement & Benefits Office



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